

Chair Dembrow and members of the committee, my name is Alan DeBoer and I am a resident of Ashland Oregon. I am asking you to vote no on this bill. I have served 8 years on the Ashland School Board and have negotiated contracts for Certified, Classified and Administrative twice for each group. The bill will do nothing for class and caseload limits, it will increase the cost to the district and tip the balance of bargaining. School districts across the state are now in intense bargaining, if this is a mandatory issue the only way to deal with it is increased pay when districts can't stay within the limits. It creates a spiral as increased pay has to come from somewhere as about 84% of the budget is salaries and benefits. This equals less teacher and or staff thereby increasing class size. Years ago when I was doing this I asked with our limited money does the bargaining team want more money or more teachers and it was clearly stated "more money" Class size is critical for education, teachers and students, as a member of the Student success committee traveling the State I am very aware of the problems we face, this is not the solution. I know the OEA would love for you to pass this as it is a priority for them, they should prioritize the retention of the new teachers coming into the system as the dropout rate of that group in the first 4 years is an amazing number. Thank you and feel free to ask for any clarification you may have.