

Dear Representative Holvey,

As a substitute teacher, Thank you for bringing HB 3130 to a public hearing and work session.

HB 3130 allows Oregon substitute teachers to recoup the benefits they lost due to outsourcing. It restores the employee-employer relationship between the substitute teacher and the school district, school, and the regular classroom teacher. This "restorative" bill, for lost benefits and student loan forgiveness programs, levels the field for all substitute teachers, affording the same benefits from their work and public service as substitute teachers who are employees of ESD Districts.

I have been teaching in Oregon for 21 years, as a contract teacher in Greater Albany Public Schools and Salem Keizer Public Schools, as a Drivers Education Instructor for Linn Benton Community Schools, and for the last 7 years, as a substitute teacher for Corvallis and Lebanon School Districts. I am writing you today to express my support for HB 3130. Substitute teachers play a vital role in supporting staffs that educate our children. We work with the public as much as anyone else on PERS, and yet, since my work has been outsourced to Edustaff, a staffing agency located in Michigan, my work has not contributed to my PERS. This is clearly not right.

It is not easy to express how demeaning it felt when I learned my work would no longer be contributing to my pension. It seemed to me, and many other subs I talked to, that the state did not value my contribution and would use any method they could find to lower my pay. I don't have any studies to reference here, but this must have a detrimental effect on the service provided to our communities. I'm sure many highly qualified professionals found work elsewhere, as I had to do in order to keep my pension going. I can personally attest that I value my employers that offer PERS contributions more and I will obviously choose to work for them over subbing whenever I can. Also, working as a contract teacher taught me the value of good subs, and they were in high demand before they were outsourced. Correcting this issue will undoubtedly improve our schools for our children and our communities by encouraging the excellent service our subs provide.

Thank you for considering my experience as an educator in Oregon, and thank you for supporting HB 3130. It is the right thing for our students, the right thing for our schools, the right thing for our substitute teachers, and it is simply the ethical solution to an obvious issue facing our community today.

Sincerely,  
John Tabor