

## FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: HB 2281 - 3

82nd Oregon Legislative Assembly – 2023 Regular Session

Legislative Fiscal Office

*Only Impacts on Original or Engrossed Versions are Considered Official*

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### Measure Description:

Requires school districts and public charter schools to designate civil rights coordinator.

### Government Unit(s) Affected:

School Districts, Oregon Department of Education

### Summary of Fiscal Impact:

Costs related to the measure are indeterminate and may require budgetary action - See analysis.

### Analysis:

House Bill 2281, as amended by the -3 amendments, requires a district school board to designate one or more civil rights coordinators for the school district. The civil rights coordinator may be an employee of the school district, or the school district may enter a contract with an education service district for the services of a civil rights coordinator. The civil rights coordinator must, among other things, monitor, coordinate, and oversee school district compliance with state and federal laws prohibiting discrimination in public education; oversee and resolve investigations of complaints alleging discrimination; and provide guidance to school and school district personnel on civil rights issues. Any school found to be in noncompliance would be subject to sanctions by the State Board of Education, including the withholding of all or part of state funding. The measure takes effect on January 1, 2024.

### School Districts

The measure may have a fiscal impact on school districts, though the impact is indeterminate. There are 197 school districts in Oregon, and any school district that receives federal funds must designate a Title IX coordinator. Title IX (P.L. 92-318) is a federal law prohibits sexual discrimination in federally funded educational institutions and programs. Title IX coordinators in school districts are responsible for coordinating the district or school's response to sex discrimination, including discrimination based on sexual orientation and gender identity.

While the measure would require a school district board to designate one or more civil rights coordinators for the school district, it is possible that this role could be fulfilled by existing Title IX coordinators. Assuming some existing Title IX coordinators could doubly serve as civil rights coordinators, the measure would have only a minimal fiscal impact on school districts. However, some districts may need to hire or retain new civil rights coordinators, the number of which would depend on the size of the district. Depending on whether the civil rights coordinator is hired as an employee or retained under contract, school districts may incur additional personal services costs to pay the civil rights coordinators' salaries and health and retirement benefits. School districts would also need to provide initial and ongoing training to school district staff to comply with the new statutory requirements, through rulemaking changes made by the State Board of Education. For these reasons, the fiscal impact to school districts is indeterminate.

### Oregon Department of Education

The measure is anticipated to have a minimal fiscal impact on the Oregon Department of Education.