

HB 3227 -1 STAFF MEASURE SUMMARY

House Committee On Business and Labor

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Meeting Dates: 2/27, 3/27

WHAT THE MEASURE DOES:

Amends Custodians' Civil Service Law to remove barriers to filling custodial positions and vacancies on Custodians' Civil Service Board (Board). Permits assessment of custodial applicants' professional skill, prior experience, and bona factors. Amends residency requirements for members of Board. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Challenges filling positions on Portland Custodians' Civil Service Board
- Difficulty hiring custodial staff for schools, requirements are barriers to employment
- Lack of diversity
- History of Custodians' Civil Service Board law
- Portland Public School District only school district that has Custodians' Civil Service Board
- Potential application to other school districts

EFFECT OF AMENDMENT:

-1 Increases school district population threshold to 475,000 or more people.

BACKGROUND:

The Custodians' Civil Service law requires school districts with a population of 300,000 or more people to have a Custodian Civil Service Board (Board) with jurisdiction over the appointment, employment, classification, and discharge of custodians and assistant custodians in the school district. A Board is composed of three commissioners, appointed by the school board of the district to serve six-year terms. To be eligible for appointment, a person must be a voter in the school district, lived in the school district for at least five years immediately preceding their appointment, not be a member or employee of the school board, and be known to be devoted to the principles of civil service. The Board is responsible for the establishment of hiring qualifications and examinations for custodians in a school district.

Portland Public School District established the Portland Custodians' Civil Service Board (PCCSB) following the passage of Senate Bill 260 in 1937. The PCCSB is an independent entity, responsible for the judicial oversight of the application and administration of the Custodians' Civil Service Law in the Portland Public School District.

House Bill 3227 changes requirements to serve as a commissioner on a Board by removing requirements to be a voter in the school district and requiring that a board commissioner be a resident of Oregon. Further, the measure permits the Board to administrator a practical assessment, rather than examination, of a custodial applicant's professional skill, and consider their prior experience and bona factors rather than an examination of physical qualifications, health, and manual skills.