

SB 283

Addressing Educator Workforce Shortages in Oregon

House Education
4/17/2023

Fall 2021: Legislative Work Group Formed

Senator Dembrow

Senator Frederick

Rep Weber

Rep Neron

Rep McLain

More than 50 stakeholders (agencies, teachers, classified, subs, administrators, parents, college/university educators, education advocates).

Worked via three subgroups:

- Recruitment (“The Pipeline”)
- Retention and Working Conditions
- Compensation

Three Priority Problem Areas:

- Special Education Workforce
- Diversifying the Teacher Workforce
- Rural Educators

Decided to focus on short-term, medium-term, long-term strategies


HB 4030

- ▶ Streamlines background check processes
- ▶ Appropriates \$78 million for grants to recruit and retain personnel
- ▶ Funding for reimbursements to substitutes and IA's for training costs
- ▶ Requires review of educator license reciprocity
- ▶ Requires study of application processes
- ▶ Begins process of creating data system
- ▶ Provides funding to assist applicants with licensure requirements
- ▶ Allows State Board to suspend nonessential reporting requirements

Recruitment/retention challenges described in the applications submitted by districts included (from most common to least common):

1. Difficulty finding and retaining qualified candidates to fill open positions across most licensed and classified staff categories, including for specialized positions such as special education teachers, counselors, nurses, mental health counselors, and bus drivers.

2. Need for improved preparation and staff support, including additional training, professional learning, and mentoring opportunities, particularly for classified staff, new staff, as well as in areas of high-need (special education, social emotional learning, and meeting the growing diversity of student needs).



3. Burnout of current staff caused by lack of time and space for staff collaboration, planning, and connection, as well as chronic understaffing in specialized and substitute positions, leading to staff feeling isolated, disconnected, and overwhelmed.

4. Increasing cost of living, low wages, and affordable housing shortages across the state, and in particular affecting classified staff and staff in rural communities with long commutes and few housing options.

SB 283A

Statewide Workforce Data System

Section 1:

- Workforce Data System Portal
- Interactive data visualization tool.

Section 2:

- Climate surveys, exit surveys, and annual report to the Legislature

Special Education Educators and Employees

Section 3:

- 20% pay differential for Special Education Teachers & Classified

Sections 4 & 5:

- Five hours per day minimum for Classified employees

Working Conditions

Sections 6-8:

- Just Cause protections for Classified education employees

Substitute Teachers

Sections 9-13:

- Substitute Pay
- Subs are employees of district.
- Subs paid for required training
- Implemented 2023-24 school year

Study on Minimum Salaries

Sections 14-15:

- Designing minimum salary schedule for 2025-26

Pay for Student Teachers

Sections 16-17

- EAC will study providing pay for student teachers
- Study and recommendations to be completed by 9/15/2024

Task force on Salary Schedules

Sections 18-19:

- Task Force on Statewide Educator Salary Schedules

Apprenticeship and Mentorship Grants

Section 20:

- “Grow Your Own” Registered apprenticeship and
- Mentorship grants

Public Relations Campaign

Sections 21-22

- Invest in public relations campaign to promote interest in education professions

Employment After Retirement

Sections 23-25

- ▶ Automatically provides newly-retired teachers with substitute licenses;
- ▶ No background check or license fee
- ▶ Eligible within first three years of retirement

Employment After Retirement

Sections 26-27:

- Allows educator to work full-time after retirement and still receive PERS benefits
- Extends sunset about to expire

Protections for ESD Superintendents

- ▶ SB 1521 (2022) provided just-cause protections for school district superintendents but neglected to include ESD superintendents.
- ▶ SB 283 includes them.

Ending Duplicate Background Checks

Sections 30-31

- ▶ Technical fix to remove requirements for duplicate background checks for educators working in special education and early intervention

Captions

- Section 21

Emergency Clause

- Section 22