

SB 283 A STAFF MEASURE SUMMARY**Senate Committee On Education****Action Date:** 04/04/23**Action:** Do pass with amendments and requesting referral to Ways and Means. (Printed A-Engrossed.)**Vote:** 6-1-0-0**Yeas:** 6 - Anderson, Dembrow, Frederick, Gelser Blouin, President Wagner, Weber**Nays:** 1 - Robinson**Fiscal:** Fiscal impact issued**Revenue:** Revenue impact issued**Prepared By:** Lisa Gezelter, LPRO Analyst**Meeting Dates:** 2/14, 4/4**WHAT THE MEASURE DOES:**

Establishes statutory requirements for workforce data system. Requires assignment of unique identifier to each member of the education workforce and enacts security provisions for personally identifiable information (PII). Establishes program requirements for data system. Requires creation of an interactive data visualization tool. Requires education providers, Teacher Standards and Practices Commission, Educator Advancement Council, Higher Education Coordinating Commission, and public universities to collect information for data system. Requires Oregon Department of Education (ODE) to convene steering committee for data system. Establishes membership requirements for steering committee. Establishes statutory requirements for workforce surveys, including both climate surveys and exit surveys. Requires survey data to be included as part of data visualization tool and available as an annual report to Legislative Assembly. Requires survey information be available to school district boards, district administrators, and building administrators on a district and school level. Establishes 20 percent pay differential for members of workforce who spend 75 percent or more of their time per pay period to support students enrolled in special education. Requires classified positions to be scheduled at least five hours per day when students are present. Establishes just cause dismissal protections for classified school employees. Requires substitute teachers to be employees of school district or education service district. Requires substitute teachers to be paid for required training. Prohibits school districts and education service districts from entering into contract with third-party service provider for substitute teachers, but allows education service districts to provide substitute teachers to their component school districts. Requires ODE to complete a study and develop a plan for implementing a statewide minimum salary schedule for the state's education workforce by August 1, 2025. Requires report to interim legislative committees on plan recommendations by December 31, 2023. Requires Educator Advancement Council to study pay for student teachers with report due to Legislative Assembly by September 15, 2024. Creates Task Force on Salary Schedules to study statewide salary schedules with report due September 15, 2024. Establishes funding from the Statewide Education Initiatives Account (SEIA) for registered apprenticeships and beginning teacher and administrator mentorship program, requiring allocation of 25 percent of SEIA be used for this purpose. Requires ODE to develop and execute a public relations campaign to promote public education professions. Allows licensees to convert teaching license into substitute license within three years of retirement, with no fees. Exempts licensed and classified staff from limitation on hours worked after retirement until July 1, 2029. Establishes job protections for education service district superintendents. Exempts school district and education service district employees from Early Learning Division's Central Background Registry. Declares emergency, effective July 1, 2023.

ISSUES DISCUSSED:

- Workgroup efforts

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- Needs of teachers and classified staff
- Workforce shortages

EFFECT OF AMENDMENT:

Replaces the measure.

BACKGROUND:

During 2021, legislators created a workgroup to review issues relating to labor shortages in Oregon schools. According to the Oregon Employment Department (OED), schools compete for workers with a variety of other industries that may provide lower-stress or lower-risk environments. As other industries raise wages, Oregon's schools are finding it difficult to compete. During the summer of 2021, Oregon's school districts reported over 1,820 job vacancies to OED, 85 percent of which required education beyond a high school diploma. Oregon has an overall three-year attrition rate for teachers of approximately 36 percent, with higher rates for teachers of color. The Teacher Standards and Practices Commission reported a total of approximately 66,000 active teaching licenses in its system. However, only about 34,000 teachers were working in Oregon's schools in 2022. In workgroup meetings, participants discussed pay, teachers spoke about the difficulty of meeting professional development requirements during the current workforce shortage, teachers described the challenges of lost planning time, and both substitute teachers and classified staff reported being charged by districts for training required for their jobs.

As a result of the workgroup's efforts, House Bill 4030 was enacted in 2022 to provide funding for retention efforts. The workgroup continued to meet after the 2022 legislative session to discuss more permanent, targeted solutions to solve some of Oregon's most difficult and long-standing workforce shortage issues. Senate Bill 283 A represents a continuation of the workgroup's efforts and includes longer-term policies meant to address the needs of Oregon's education workforce, including more data about the workforce, job satisfaction, and shortages; pay differentials for the state's special education workforce; minimum hours for classified jobs; increased protections for classified staff; employee status for substitute teachers; a study of statewide minimum salaries; a task force to examine statewide salary schedules; funding for apprenticeships and mentorship; a public relations campaign to attract Oregonians into public education work; and provisions to encourage retirees to continue working.