

**A-Engrossed**  
**House Bill 2281**

Ordered by the House March 31  
Including House Amendments dated March 31

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of Governor Kate Brown for Department of Education)

**SUMMARY**

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

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

**A BILL FOR AN ACT**

1  
2 Relating to school civil rights coordinators; amending ORS 332.505, 338.115 and 659.855.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1.** ORS 332.505, as amended by section 1, chapter 36, Oregon Laws 2022, is amended  
5 to read:

6 332.505. *[(1) As used in this section:]*

7 *[(a) "Instructional assistant" has the meaning given that term in ORS 342.120.]*

8 *[(b) "Intern teacher" means a regularly enrolled candidate of an approved educator preparation*  
9 *provider, as defined in ORS 342.120, who teaches under the supervision of the staff of the provider and*  
10 *of the employing district in order to acquire practical experience in teaching and for which the candi-*  
11 *date receives both academic credit from the provider and financial compensation from the school district*  
12 *or education service district.]*

13 *[(2)] (1)* A district school board may:

14 (a) Employ a superintendent of schools and necessary assistant superintendents for the district  
15 and fix the terms and conditions of employment and the compensation. The district school board  
16 shall not contract with a superintendent for more than a period of three years at a time. The con-  
17 tract shall automatically expire at the end of its term. Nothing in this paragraph prevents a district  
18 school board from:

19 (A) Electing to issue a subsequent contract for an additional three years at any time.

20 (B) Including in the contract provisions that provide for the termination of employment of the  
21 superintendent prior to the expiration of the contract. If the superintendent and the district school  
22 board mutually agree to include a termination-without-cause provision in the contract, the district  
23 school board may terminate the superintendent's employment, without cause, at any time during the  
24 contract period only if the district school board provides the superintendent with at least 12 months'  
25 notice of the termination. Nothing in this subparagraph authorizes the district school board to make  
26 a wrongful termination or a termination for any reason described in subsection (3)(a) of this section.

27 (b) Employ personnel, including teachers and administrators, necessary to carry out the duties  
28 and powers of the board and fix the duties, terms and conditions of employment and the compen-

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 sation.

2 (c) Compensate district employees in any form which may include, but shall not be limited to,  
3 insurance, tuition reimbursement and salaries.

4 (d) Employ instructional assistants and intern teachers subject to the rules of the State Board  
5 of Education. **As used in this paragraph:**

6 (A) **“Instructional assistant” has the meaning given that term in ORS 342.120.**

7 (B) **“Intern teacher” means a regularly enrolled candidate of an approved educator  
8 preparation provider, as defined in ORS 342.120, who teaches under the supervision of the  
9 staff of the provider and of the employing district in order to acquire practical experience in  
10 teaching and for which the candidate receives both academic credit from the provider and  
11 financial compensation from the school district or education service district.**

12 (2)(a) **A district school board shall designate one or more civil rights coordinators for the  
13 school district. A civil rights coordinator may be an employee of the school district or the  
14 school district may enter into a contract with an education service district for the services  
15 of a civil rights coordinator. A civil rights coordinator, at a minimum, shall:**

16 (A) **Monitor, coordinate and oversee school district compliance with state and federal  
17 laws prohibiting discrimination in public education;**

18 (B) **Oversee investigations of complaints alleging discrimination in public education and  
19 ensure that the investigations are resolved;**

20 (C) **Provide guidance to school and school district personnel on civil rights issues in the  
21 school district, respond to questions and concerns about civil rights in the school district and  
22 coordinate efforts to prevent civil rights violations from occurring in the school district;**

23 (D) **Satisfy any training requirements prescribed by the State Board of Education by rule;  
24 and**

25 (E) **Comply with any rules adopted by the State Board of Education for the purpose of  
26 implementing this paragraph.**

27 (b) **As used in this subsection, “discrimination” has the meaning given that term in ORS  
28 659.850 when used in relation to state law.**

29 (c) **For the purpose of this subsection, the Department of Education shall annually make  
30 available training for civil rights coordinators and the State Board of Education may adopt  
31 any necessary rules.**

32 (3)(a) A district school board may not:

33 (A) Direct a superintendent to take any action that conflicts with a local, state or federal law  
34 that applies to school districts or education service districts;

35 (B) Take an adverse employment action against a superintendent for complying with a local,  
36 state or federal law that applies to school districts or education service districts; or

37 (C) Employ a superintendent pursuant to a contract that purports to waive, or conflicts with,  
38 any provision or requirement of subparagraph (A) or (B) of this paragraph.

39 (b) As used in this subsection:

40 (A) **“Local, state or federal law” means a local, state or federal directive having the force of  
41 law, including an ordinance, a city or county resolution, a statute, a court decision, an administra-  
42 tive rule or regulation, an order issued in compliance with ORS chapter 183, an executive order or  
43 any other directive, declaration or statement that is issued in compliance with the law as having  
44 the force of law and that is issued by a local government as defined in ORS 174.116, the state gov-  
45 ernment as defined in ORS 174.111 or the federal government.**

1 (B) "Superintendent" includes an interim superintendent.

2 (4) The district school board shall maintain written personnel policies and make the policies  
3 available for inspection by any school employee or member of the public.

4 (5) The superintendent of the school district shall cause each employee to be specifically in-  
5 formed of the existence and availability of the personnel policies.

6 **SECTION 2.** ORS 338.115 is amended to read:

7 338.115. (1) Statutes and rules that apply only to school district boards, school districts or other  
8 public schools do not apply to public charter schools. However, the following laws do apply to public  
9 charter schools:

10 (a) Federal law;

11 (b) ORS 30.260 to 30.300 (tort claims);

12 (c) ORS 192.311 to 192.478 (public records law);

13 (d) ORS 192.610 to 192.690 (public meetings law);

14 (e) ORS chapters 279A, 279B and 279C (Public Contracting Code);

15 (f) ORS 297.405 to 297.555 and 297.990 (Municipal Audit Law);

16 (g) ORS 326.565, 326.575 and 326.580 (student records);

17 (h) ORS 181A.195, 326.603, 326.607 and 342.223 (criminal records checks);

18 (i) ORS 329.045 (academic content standards and instruction);

19 (j) ORS 329.451 (high school diploma, modified diploma, extended diploma and alternative cer-  
20 tificate);

21 (k) ORS 329.496 (physical education);

22 (L) The statewide assessment system developed by the Department of Education for mathemat-  
23 ics, science and language arts under ORS 329.485 (2);

24 (m) ORS 336.840 (use of personal electronic devices);

25 (n) ORS 337.150 (textbooks);

26 (o) ORS 339.119 (consideration for educational services);

27 (p) ORS 339.141, 339.147 and 339.155 (tuition and fees);

28 (q) ORS 339.250 (9) (prohibition on infliction of corporal punishment);

29 (r) ORS 339.326 (notice concerning students subject to juvenile court petitions);

30 (s) ORS 339.370 to 339.400 (reporting of suspected abuse and suspected sexual conduct);

31 (t) ORS 342.856 (core teaching standards);

32 (u) ORS chapter 657 (Employment Department Law);

33 (v) ORS **332.505 (2)**, 659.850, 659.855 and 659.860 (discrimination);

34 (w) Any statute or rule that establishes requirements for instructional time provided by a school  
35 during each day or during a year;

36 (x) Statutes and rules that expressly apply to public charter schools;

37 (y) Statutes and rules that apply to a special government body, as defined in ORS 174.117, or a  
38 public body, as defined in ORS 174.109;

39 (z) Health and safety statutes and rules;

40 (aa) Any statute or rule that is listed in the charter; and

41 (bb) This chapter.

42 (2) Notwithstanding subsection (1) of this section, a charter may specify that statutes and rules  
43 that apply only to school district boards, school districts and other public schools may apply to a  
44 public charter school.

45 (3) If a statute or rule applies to a public charter school, then the terms "school district" and

1 “public school” include public charter school as those terms are used in that statute or rule.

2 (4) A public charter school may not violate the Establishment Clause of the First Amendment  
3 to the United States Constitution or Article I, section 5, of the Oregon Constitution, or be religion  
4 based.

5 (5)(a) A public charter school shall maintain an active enrollment of at least 25 students.

6 (b) For a public charter school that provides educational services under a cooperative agree-  
7 ment described in ORS 338.080, the public charter school is in compliance with the requirements of  
8 this subsection if the public charter school provides educational services under the cooperative  
9 agreement to at least 25 students, without regard to the school districts in which the students are  
10 residents.

11 (6) A public charter school may sue or be sued as a separate legal entity.

12 (7) The sponsor, members of the governing board of the sponsor acting in their official capacities  
13 and employees of a sponsor acting in their official capacities are immune from civil liability with  
14 respect to all activities related to a public charter school within the scope of their duties or em-  
15 ployment.

16 (8) A public charter school may enter into contracts and may lease facilities and services from  
17 a school district, education service district, public university listed in ORS 352.002, other govern-  
18 mental unit or any person or legal entity.

19 (9) A public charter school may not levy taxes or issue bonds under which the public incurs li-  
20 ability.

21 (10) A public charter school may receive and accept gifts, grants and donations from any source  
22 for expenditure to carry out the lawful functions of the school.

23 (11) The school district in which the public charter school is located shall offer a high school  
24 diploma, a modified diploma, an extended diploma or an alternative certificate to any public charter  
25 school student who meets the district’s and state’s standards for a high school diploma, a modified  
26 diploma, an extended diploma or an alternative certificate.

27 (12) A high school diploma, a modified diploma, an extended diploma or an alternative certificate  
28 issued by a public charter school grants to the holder the same rights and privileges as a high  
29 school diploma, a modified diploma, an extended diploma or an alternative certificate issued by a  
30 nonchartered public school.

31 (13) Prior to beginning operation, the public charter school shall show proof of insurance to the  
32 sponsor as specified in the charter.

33 (14) A public charter school may receive services from an education service district in the same  
34 manner as a nonchartered public school in the school district in which the public charter school is  
35 located.

36 **SECTION 3.** ORS 659.855 is amended to read:

37 659.855. (1) Any public elementary or secondary school or program determined by the Super-  
38 intendent of Public Instruction to be in noncompliance with provisions of **this section and ORS**  
39 **332.505 (2)**, 659.850 and 659.852 [*and this section*] shall be subject to appropriate sanctions, which  
40 may include withholding of all or part of state funding, as established by rule of the State Board  
41 of Education.

42 (2) Any public community college determined by the Higher Education Coordinating Commission  
43 to be in noncompliance with provisions of ORS 659.850 and 659.852 and this section shall be subject  
44 to appropriate sanctions, which may include withholding of all or part of state funding, as estab-  
45 lished by rule of the commission.

1           (3) Any public university listed in ORS 352.002 determined by the Higher Education Coordinat-  
2 ing Commission to be in noncompliance with provisions of ORS 659.850 and 659.852 and this section  
3 shall be subject to appropriate sanctions, which may include withholding of all or part of state  
4 funding, as established by rule of the commission.

5           (4) Any public charter school determined by the sponsor of the school or the superintendent to  
6 be in noncompliance with the provisions of **this section and ORS 332.505 (2)**, 659.850 and 659.852  
7 [*and this section*] shall be subject to appropriate sanctions, which may include the withholding of  
8 all or part of state funding by the sponsor or superintendent, as established by rule of the State  
9 Board of Education.

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