

Dear Senator Dembrow, Senator Fredericks, Senator Weber, Representative Neron, Representative McLain,

Thank you for including substitute teachers in the Education Workforce Taskforce and for your leadership among legislators and lobbyists to bring about the few incentives which remain for substitute teachers in SB 283, which passed out of the Joint Ways and Means Subcommittee on Education June 7.

Although we are very disappointed that the provisions to reduce or eliminate outsourcing of substitute teachers in sixty (30%) of Oregon school district could not be implemented, we are pleased that you are committed to continuing these conversations by creating in SB 283 A the **Task Force on Substitute Teachers**. We were also pleased that data gathered by our association from the school districts regarding the costs of outsourcing was accepted by legislative fiscal analysts and will hopefully be part of the Task Force discussions. The issue of substitute teachers who work in public schools but aren't employees raises the question of who is their boss when on the job. Hopefully more decisions regarding substitute teachers will be made on the basis of what is good for students. When all substitute teachers are employees of school districts, then professional substitute teachers can enjoy working for and retiring from any school district in Oregon.

Other provisions of SB 283 which passed out of the committee: Thank you!

1. Salary incentive ORS 342.610 (2) If the teacher is called for half day or more, **payment will be for a full day**. This recognizes that it costs just as much to drive to a school for a half day as for a whole day, and respects rural teachers who may have commutes of 50 miles or more. It helps all teachers, whether insourced or outsourced.
2. **Making long-term teachers temporary teachers** if their job will continue for 60 days or longer. A substitute teacher who is qualified to do a job of this length must hold one of the professional teaching licenses. 78% of the current members of OSTA hold these licenses. ORS 342.610 (3) does not require that a long-term teacher be placed on a district's salary scale for experience and education, and there is no limit to the time that they can be kept as a long term substitute teacher. As a temporary teacher they would receive recognition for experience and education and have the opportunity to earn experience credit, as well as PERS. This provision helps all long-term substitute teachers, whether insourced or outsourced.
3. **Payment for training which is required** in order for a substitute teacher to be called to work. This is the Safe Schools Training that all employees receive. Although SB 283 specifies that only employees of school districts will receive the payments, ODE has indicated that the third parties will provide their school districts with numbers of substitute teachers who received the training, and then districts will provide the third parties to pay their substitute teachers for the trainings. BOLI has ruled that these payments are required, yet we remain skeptical whether substitute teachers will be paid, since many substitute teachers have not received training money allotted to them in HB 4030.

Thank you very much for your thoughtful work, and your support of substitute teachers.

Phyllis Kirkwood, Founding President  
Oregon Substitute Teachers Association