

**Submitter:** Michelle Glover

**Agency:** Union County School District #1 (dba: La Grande School District)

**Date:** January 31, 2023

**Committee:** House Committee on Education

**Measure:** HB 2690

I am submitting written testimony in opposition of HB 2690.

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We ratified collective bargaining agreements with both our classified and licensed staff during the 2021-22 fiscal year. We worked tirelessly to be fiscally responsible and to be creative to make substantial improvements to our salary schedules, which would allow us to be more competitive in recruit and to retain our highly qualified staff members. We restructured both our classified and licensed salary schedules.

The settlement for classified staff covered the 2022-23, 2023-24 and 2024-25 fiscal years. All of our classified position classifications at Step 1 of our salary schedule currently meet the 10% & 15% thresholds proposed in this bill.

The settlement for licensed staff covered the 2022-23 and 2023-24 fiscal years. We restructured the licensed salary schedule to make a significant adjustment to the beginning teacher annual wage; however, this came at a substantial cost and required us to reduce staff to meet this financial obligation. Our 2022-23 licensed salary schedule has a beginning annual wage with a BA at Step 1 of \$43,000 and our 2023-24 salary schedule has a beginning annual wage with a BA at Step 1 of \$43,860. This is a significant increase from our 2021-22 beginning annual wage with a BA at Step 1 of \$36,962. We currently have 57.5 FTE of our 140 FTE of licensed staff members that earn less than \$60,000 per year. We would love to be able to compensate our licensed staff with this proposed wage in HB 2690; however, the current proposed Oregon State School Fund at 9.9 million would not cover this increase in personnel costs. We would also have to consider the impacts that this would have on our licensed staff members that have additional education and/or years of service.