



**COALITION OF  
OREGON SCHOOL  
ADMINISTRATORS**

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Date: February 1, 2023  
To: House Education Committee  
From: Morgan Allen, on behalf of the Coalition of Oregon School Administrators  
Subject: House Bill 2690

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Dear Chair Neron, Vice Chairs Hudson and Wright, and Members of the House Education Committee:

The Coalition of Oregon School Administrators represents over 2,800 administrators across Oregon who serve in principalships, central office administration, and the superintendency.

Our organization is actively engaged in the educator workforce package process and are generally supportive of efforts that advances work to: grow and diversify our K-12 workforce; improve compensation for our most high-need and hard-to-fill positions; and address our workforce crisis.

After carefully reviewing House Bill 2690, our members have raised a number of concerns about the bill, specifically around the need for funding and flexibility. With that - at this time, we oppose HB 2690 as currently drafted.

We partnered with the Oregon Association of School Business Officials to gather feedback on the bill. So far, we've heard from nearly 100 school districts. Here are some of the major concerns they shared in their feedback:

1. **Need for dedicated funding.** If implemented this bill would significantly impact district and ESD budgets. While the change to classified salaries would only impact about 50% of districts, all districts would be impacted by the change for licensed staff. Many of our districts have expressed that they would need additional funding in order to cover the increased costs for boosting starting salaries and adding pay differentials.



Without a guarantee for additional funding – and with many districts facing a cuts budget, districts have shared with us that they would need to cut other services, programs, and benefits – and in some cases, staff – in order to be able to afford to cover the costs of implementing HB 2690. This bill, in particular, would have a devastating impact on the budgets of our small schools.

For our districts that would need to cut staff in order to cover the increased costs, they also noted that that would have an impact on class sizes and workloads.

- 2. Importance of maintaining flexibility around pay differentials.** Many districts have already implemented processes to include pay differentials for staff working in special education. This may include additional stipends, days, and/or other benefits. Putting a percentage in this bill would limit the flexibility for districts.

While we appreciate and support the goals of this bill – without additional funding and flexibility for districts to tailor to their local context, we cannot support HB 2690 as it is currently drafted at this time.

Thank you for the opportunity to share our initial concerns. We look forward to working with you more in order to make improvements to the bill and advocate for additional funding to support our workforce.