

SB 324 & the *SB 275 Report*

*Examining the impacts of merging Teacher
Standards and Practices Commission into the
Oregon Department of Education*



Scenario 1: TSPC Remains Independent

Benefits	Drawbacks
<ul style="list-style-type: none">● Maintains educator autonomy● Minimizes service disruptions and merger costs● Maintains TSPC's flexibility and adaptability <p><i>The following are contingent on additional funding:</i></p> <ul style="list-style-type: none">● Improve alignment and coordination without a merger● Directly funds educators supports while offsetting licensure fees	<ul style="list-style-type: none">● Risk of continuing reliance on fees, which has limited services and increased fees● Risk of insufficient funding to improve alignment and coordination● Small agencies in state government experience some disadvantages in administrative services● Risk of continued siloing of work efforts

Next Steps to Implement

- Implementation to take effect in the 2025-2027 biennium with additional planning
- TSPC Executive Director begins meeting with ODE Executive Team, as soon as practicable
- Begin cross-agency work for a statewide educator effectiveness vision and framework

Scenario 2: TSPC Merges as an Office into ODE

Benefits	Drawbacks
<ul style="list-style-type: none">● The Commission as an independent governing board safeguards educator authority● More robust administrative services● Potentially results in fewer barriers for integration, organizationally aligning the work, and providing a coherent system of supports	<ul style="list-style-type: none">● Potentially less educator input and autonomy● Risk of just moving the pieces without effectively improving the system● Financial impact and operational strain● Service disruptions and downtime● Complex integration of systems and workflow● Potentially decreases TSPC flexibility and adaptability

Next Steps to Implement

- Merger effective in the 2025-2027 biennium supported by project and change management plans
- TSPC Executive Director attends ODE Executive Team meetings, as soon as practicable
- Begin cross-agency work for a statewide educator effectiveness vision and framework
- Continue to prioritize the Educator Data System (new e-licensure system)

Scenario 1: TSPC Remains Independent

Incremental personnel costs for TSPC essential to improve service delivery and meet KPMs

Class Title	Work Title	Est. Cost
Customer Service Rep	Public Service Representative 4	\$112,127
Customer Service Rep	Public Service Representative 4	\$112,127
Investigator	Investigator 2	\$124,951
Investigator	Investigator 2	\$124,951
Legal Liaison	Investigator 3	\$125,568
Supervisor	Business Operations Supervisor 2	\$201,332
Administrative Assistant	Administrative Specialist 2	\$112,120
Total		\$913,176

Estimated net personnel cost for Scenario 1 is \$913,176



Scenario 2: TSPC Merges as an Office into ODE

Incremental personnel costs for TSPC essential to improve service delivery and meet KPMs

Class Title	Optional Work Title	Est. Cost
Accounting Tech	Accounting Tech 2	\$191,125
Accountant 2	Accountant 2	\$243,266
Financial Analyst 2	Budget Analyst 2	\$243,266
Human Resources Analyst 3	HR Business Partner	\$276,688
Human Resources Analyst 2	HR Recruiter	\$249,275
Information Systems Specialist 4	Help Desk Analyst	\$234,469
Operations Policy Analyst 4	Legislative Coordinator	\$308,016
Ed Program Administrator 2	Asst Superintendent, OTSP	\$470,789
Subtotal		\$2,216,894
<i>OTSP Incremental Personnel Costs (mirrors Scenario 1)</i>		<i>\$913,176</i>
Total		\$3,130,070

Cost Offsets: \$1,204,704

Current TSPC Services discontinued in Scenario 2

- Facilities Leasing Expense: \$428,605
- DAS Shared Services: \$232,534
- TSPC Executive Director: \$543,565

Estimated net personnel cost for Scenario 2 is \$1,925,366

Investigations

Overview:

- In 2024, the agency received **463 new cases** and **completed 175 investigations**.
- In 2024, the average time to complete investigations: 13.2 months (from date of complaint to completion of investigation).
- In each of the four preceding years, the **average number** of cases opened was **211**.
- As of January 28, 2025, the agency has **515 cases pending investigation**.