



Legislative Fiscal Office
 83rd Oregon Legislative Assembly
 2025 Regular Session

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Bill Title: Relating to benefit packages for school employees.

Government Unit(s) Affected: Department of Administrative Services, Department of Education, School Districts

Summary of Fiscal Impact

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Department of Administrative Services	\$ 921,106	\$ -	\$ -	\$ -	\$ 921,106	4	1.50
Total Fiscal Impact	\$ 921,106	\$ -	\$ -	\$ -	\$ 921,106	4	1.50

2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Department of Administrative Services	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
Total Fiscal Impact	\$ -	\$ -	\$ -	\$ -	\$ -	-	-

Measure Description

The measure requires the Department of Administrative Services (DAS) to conduct research and study the benefit packages available to Oregon school employees. The measure is a result of the work of the Joint Task Force on Statewide Educator Salary Schedules created by SB 283 (2023), that adopted 14 recommendations including several studies on the education workforce. The study proposed by this measure must report on and make recommendations related to health and retirement benefits, including an analysis of coverage, premium cost trends, and the ratio of salary to benefits as a part of total employee compensation. Findings would need to be reported to the Legislative Assembly no later than September 15, 2026. The section of this measure requiring DAS to study school employee benefit packages is repealed on January 2, 2027.

Fiscal Analysis

The total fiscal impact of the measure is \$921,106 General Fund in the 2025-27 biennium.

Department of Administrative Services

This estimate includes \$399,744 General Fund in personal services costs to hire four full-time limited duration positions (1.50 FTE) and \$21,362 for related services and supplies for the 2025-27 biennium. An estimated \$500,000 General Fund would be spent on contract services with a firm that specializes in healthcare and retirement benefit trends and analysis.

To create and execute a project plan and procure a vendor to complete the study by September 15, 2026, DAS anticipates hiring one Project Manager 3, two Operations and Policy Analysts 3, and one Human Resource Assistant. These positions and contract services would be necessary as DAS is not currently equipped to handle

the scale, complexity, and subject matter of this study. The statewide salary and benefit report for equal pay analysis, and Executive Branch project with established procedures, took DAS over one year to complete. Note that there are 197 school districts to study under this measure, versus current work the Department conducts for 80 Executive Branch agencies. These estimates assume nine months to develop and conduct the study and an additional three months for training and closing out of the project.

The Legislative Fiscal Office notes this analysis is based on school employees in K-12 school districts. The language in the measure references “school employees,” which is ambiguous. The terms may be interpreted by some to also include Educational School District employees and employees working within university schools. Should these academic areas be included, the fiscal may need to be adjusted.

Other Entities

The measure may have a minimal fiscal impact on school districts to respond to information and data requests from DAS. There is no fiscal impact to the Department of Education.

Relevant Dates

The measure takes effect on January 1, 2026.