

## SB 313 STAFF MEASURE SUMMARY

### Senate Committee On Education

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**Sub-Referral To:** Joint Committee On Ways and Means

**Meeting Dates:** 2/17, 3/12

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#### WHAT THE MEASURE DOES:

The measure requires the Oregon Department of Administrative Services to develop a plan for establishing a statewide collective bargaining process for licensed educators in Oregon. It establishes an advisory group and outlines parameters for the implementation plan, including a central table and individual local tables that align with state budgeting processes and timelines. The measure establishes reporting requirements and takes effect on the 91st day following adjournment sine die.

#### ISSUES DISCUSSED:

- Work of task force to understand how state employees bargain and how Canadian provinces bargain with educators
- Misalignment of state budgeting processes and local collective bargaining processes
- Legislators' lack of information
- Necessity of funder (state gov't) being at the bargaining table
- Need to align funding and spending
- Need to retain local control, flexibility, and creativity while having funder at table for spending decisions
- Divisiveness of local bargaining
- Perspectives of local school board members
- Regional pay differentials
- Benefits - health care systems around Oregon, PERS rates and side accounts

#### EFFECT OF AMENDMENT:

No amendment.

#### BACKGROUND:

[Senate Bill 283 \(2023\)](#) established the [Joint Task Force on Statewide Educator Salary Schedules](#). Consisting of legislators, school advocates, and community members, the Task Force met from September 2023 through September 2024. Task Force members heard presentations from researchers, Canadian officials, state agencies, and labor organizations, and then deliberated over recommendations. In its [final report](#), the Task Force adopted 14 recommendations.

Among the problems the Task Force studied was the lack of alignment between the state appropriations process and local collective bargaining practices and timelines in Oregon. The Task Force noted how this lack of alignment creates challenges for state legislators in understanding the amount of funding necessary for local education providers. The Task Force studied collective bargaining processes in Canadian provinces where the provincial government is a party to collective bargaining that also involves local educator unions and local school boards. The Task Force also studied how Oregon officials and labor organizations negotiate contracts for state employees and how those processes align with state budgeting processes.