

## HB 3652 STAFF MEASURE SUMMARY

### House Committee On Education

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**Meeting Dates:** 3/5, 4/9

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#### WHAT THE MEASURE DOES:

The measure makes class size and caseload limits a mandatory subject of collective bargaining in all public schools. The measure takes effect on the 91st day after the legislature adjourns sine die.

#### ISSUES DISCUSSED:

- Senate Bill 580 (2021)
- Education workforce needs
- Districts that have only some Title I schools
- Impact on non-Title I schools
- Needs of students
- Tennessee's STAR study and other research on class size
- Current collective bargaining practices
- Impact on attrition rates
- Survey conducted by Oregon Association of School Business Officials
- School district expenses

#### EFFECT OF AMENDMENT:

No amendment.

#### BACKGROUND:

The Public Employee Collective Bargaining Act (PECBA), enacted in 1973, codifies the laws governing employment relations between public employers and employees in the state, counties, cities, school districts, transportation districts, and other local governments, as well as private employers not subject to the jurisdiction of the National Labor Relations Board. Under PECBA, both the public employer and the labor organization are required to collectively bargain in good faith with respect to employment relations, which are defined as including, but not limited to, matters concerning direct or indirect monetary benefits, hours, vacations, sick leave, grievance procedures, and other conditions of employment. Other subjects may be bargained as long as there is mutual agreement to discuss these permissive subjects of bargaining.

Between 1989 and 1995, class size was a mandatory subject of bargaining in Oregon. Before and after that time, the topic was and is a permissive subject of bargaining. [Senate Bill 580 A \(2021\)](#) made class size and caseload limits mandatory subjects of school district collective bargaining only in Title I schools.