Legislative Fiscal Office
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2025 Regular Session

Prepared by:	Michael Graham
Reviewed by:	Wendy Gibson, Kim To, Amanda Beitel
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Bill Title: Relating to mandatory subjects of collective bargaining for school districts; prescribing an effective date.

Government Unit(s) Affected: School Districts, Employment Relations Board

<Corrects the estimated impact to school districts.>

Summary of Fiscal Impact
Costs related to the measure are indeterminate at this time - see explanatory analysis.

Measure Description
The measure makes class size and caseload limits a mandatory subject of collective bargaining agreements in all public schools. Currently, class size and caseload limits are only required to be collectively bargained in Title 1 public schools. As a mandatory subject of collective bargaining, teachers and their bargaining unit representatives would be able to strike over the failure to reach an agreement with the district on class size and caseload limits.

Fiscal Analysis
The fiscal impact to school districts is indeterminate. Negotiations about class size are inherently linked with cost drivers for school districts. To make reductions to class size, school districts would need to hire additional staff, which would increase personnel costs. If there are no other classrooms available, this may also result in school districts having to consider temporary buildings or even new construction. With 85% of district budgets already dedicated to personnel, this could lead to budget cuts in other areas, including the number of school days and available programs. Additionally, the measure may impact future State School Fund growth calculations, assuming school districts bargain for increased salaries, though this would depend on what school districts bargain for and whether it is more than existing funding.

The measure is anticipated to have a minimal fiscal impact on the Employment Relations Board.

Relevant Dates
The measure takes effect 91 days after adjournment sine die.