

Joint Task Force on Statewide Educator Salary Schedules

Sep. 2023 – Sep. 2024

[Final Report](#)

DATE: April 28, 2025

BY: Legislative Policy and Research Office



Background and overview

[Senate Bill 283 \(2023\)](#) created the [Joint Task Force on Statewide Educator Salary Schedules](#). The task force met 16 times and adopted 14 recommendations.

Co-chaired by Sen. Dembrow and Rep. Neron, task force members included

- educators,
- labor leaders,
- administrators,
- parents, and
- school business and human resources professionals.



Current practices at the state and local levels

Guest speakers presented to the task force on Oregon-specific education topics.

Oregon state budget, school funding, and the Current Service Level (CSL)

- Perspectives from the Governor's office, the Oregon Department of Education (ODE), the Legislative Fiscal Office (LFO), and the Legislative Revenue Office (LRO)

Oregon statewide collective bargaining and job classification

- Perspectives from the Department of Administrative Services (DAS), labor unions, and public university collective bargaining labor and management leaders

Oregon school district practices: pay, bargaining, benefits

- Perspectives from educators, labor leaders, superintendents, and school business and human resources professionals, as well as the Oregon Educators Benefit Board (OEBB)



Scholarly analysis

Guest speakers presented to the task force on Oregon education policy research.

Academic studies on:

- Labor economics and Oregon teacher job postings
- Oregon teacher retention
- Earnings of former Oregon educators

Data and analysis from:

- Oregon Employment Department educator data
- Oregon Longitudinal Data Collaborative (OLDC) educator supply and demand study



Education policy beyond Oregon

Guest speakers presented to the task force on educator pay, bargaining, and school finance in states around the country and in Canada.

Educator pay and school finance in other states

- Survey of statewide minimum educator salaries in 24 states
- Deep dives: educator salaries in Arkansas, Delaware, Washington, and West Virginia
- Pay for student teachers and cooperating educators in other states

Educator collective bargaining and school finance in Canada

- Province-wide educator collective bargaining
- Division of centrally and locally bargained issues
- Alignment of bargaining, budgeting, and legislative appropriations



Salary-Related Challenges Noted by the JTFSES

Local collective bargaining processes do not align with legislative budgeting processes.



Contracts are negotiated locally but funded by the state.

Local collective bargaining timelines do not align with legislative timelines.



Local collective bargaining takes place throughout the year and contract lengths vary.



Salary-Related Challenges Noted by the JTFSES

Salary differences among districts are a complex issue.



Costs of living vary from region to region.

Salary differences make it difficult for rural districts to compete.

Neither the State of Oregon nor the universities regionalize salaries.

Lack of consistency among job titles and descriptions makes comparisons difficult for the workforce, particularly for classified educators.



Values, Findings, and Goals

The task force unanimously adopted 4 values and 17 findings and goals.

- 1. We value adequate, stable, and equitable funding of Oregon schools.**
- 2. We value collective bargaining that provides transparency, builds trust, and uplifts all voices in Oregon education.**
- 3. We value competitive compensation that respects and attracts Oregon educators and provides for a stable and diverse workforce.**
- 4. We value the careful implementation of complex changes to state education policy.**



The task force adopted 14 recommendations.

Members themselves wrote the recommendations.

They worked individually or in small groups.

The task force did not prioritize any recommendation over any other.

The order in which the recommendations appear does not reflect their relative importance.



Overview of adopted recommendations

- Workgroup on educator compensation (~SB 313)
- Equity impact study
- Statewide education workforce data (HB 2511, HB 3006-4)
- Study on statewide minimum salaries (~SB 313)
- Grow Your Own standards and data
- Apprenticeship expansion (HB 2588)
- Scholarship expansion for educator candidates (HB 3200)
- Affinity spaces for educators
- Oregon Promise expansion
- Pay for student teachers and cooperating educators (SB 717)
- Special education caseload caps (~HB 2423)
- Cost of living equity study
- Job classifications for classified staff (SB 980)
- Improved fiscal analysis for districts (SB 325)



SB 313

Requires the Department of Administrative Services to initiate planning for statewide collective bargaining for salaries of licensed educators.

Includes an advisory committee made up of stakeholder organizations to help guide the planning.



SB 717

Establishes a pilot program to provide a stipend to student teachers and their mentors.



SB 980

Requires the Department of Administrative Services to create job profiles for classified staff positions at public schools by July 1, 2027.

Includes provisions for an advisory committee of stakeholders.



Thank you. Questions?

Co-Chairs:

Sen. Michael Dembrow

Rep. Courtney Neron

Access the full [report](#) on OLIS

