



Legislative Fiscal Office  
83<sup>rd</sup> Oregon Legislative Assembly  
2025 Regular Session

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**Bill Title:** Relating to job profiles for unlicensed school jobs; prescribing an effective date.

**Government Unit(s) Affected:** Department of Education, Department of Administrative Services, 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	\$ 2,409,344	\$ -	\$ -	\$ -	\$ 2,409,344	2	1.58
<b>Total Fiscal Impact</b>	<b>\$ 2,409,344</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,409,344</b>	<b>2</b>	<b>1.58</b>

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

### Measure Description

The measure requires the Department of Administrative Services (DAS) to study Oregon public schools and develop a list of job profiles for each unlicensed job at a school. The job profiles must use standardized job titles and descriptions of the work associated with the jobs to facilitate adoption by school districts for statewide uniformity. DAS shall finalize and distribute the job profiles to each Oregon school district and the Oregon Department of Education; and DAS shall publish the job profiles on its website. DAS may enter a contract with a third party to carry out the requirements of this measure. DAS shall convene an advisory committee to advise DAS on carrying out the proposed study, which shall consist of representatives from Oregon Department of Education, the Coalition of Oregon School Administrators, and the Oregon School Employees Association. The measure requires DAS to submit an interim and final report on the findings and recommendations of the study to interim legislative committees related to education.

### Fiscal Analysis

The fiscal impact of the measure is \$2.4 million General Fund and two positions (1.58 FTE) in the 2025-27 biennium. To complete the required study, DAS will contract with a third-party vendor to oversee the project and convene the advisory committee. The estimated cost of this contract is \$2 million General Fund. DAS will also need two additional staff to work with the contractor, including one limited duration Human Resources Consultant 2 position (0.79 FTE) to provide subject matter expertise on establishing job profiles and facilitate meetings with the advisory committee; and one limited duration Administrative Specialist 1 position (0.79 FTE) to provide support to the advisory committee meetings and draft and coordinate deliverables. The estimated cost of these positions, including position-related services and supplies, is \$409,344 General Fund.

**FISCAL IMPACT OF PROPOSED LEGISLATION****Measure: SB 980**

The measure is anticipated to have a minimal fiscal impact on the Oregon Department of Education and school districts.

**Relevant Dates**

The measure takes effect 91 days after adjournment sine die.

DAS must finalize and distribute the school job profiles by July 1, 2027.

DAS must submit an interim report to the Legislature by December 1, 2026, and a final report to the Legislature by July 1, 2027.