

Senate Bill 313

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SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act tells DAS to develop an implementation plan to make a collective bargaining process that would apply to teachers across the state. The Act would take effect 91 days after sine die. (Flesch Readability Score: 61.9).

Directs the Oregon Department of Administrative Services to develop an implementation plan for a statewide collective bargaining process for licensed educators in this state.

Requires the department to convene an advisory board to advise the department in developing the plan.

Takes effect on the 91st day following adjournment sine die.

A BILL FOR AN ACT

1
2 Relating to an implementation plan for statewide collective bargaining for licensed educators; and
3 prescribing an effective date.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1. (1) As used in this section:**

6 (a) **“Central table bargaining team” means a collective bargaining team that negotiates**
7 **and sets foundational terms and conditions of a collective bargaining agreement that relate**
8 **specifically to the salary and benefits of licensed educators statewide.**

9 (b) **“Labor organization” has the meaning given that term in ORS 243.650.**

10 (c) **“Licensed educator” has the meaning given that term in ORS 342.621.**

11 (d) **“Local table bargaining team” means a collective bargaining team that negotiates**
12 **terms and conditions of employment, other than salary and benefits, for licensed educators**
13 **at the local school district level.**

14 (2)(a) **The Oregon Department of Administrative Services shall develop an implementa-**
15 **tion plan for establishing a statewide collective bargaining process for licensed educators in**
16 **this state.**

17 (b) **For the purpose of developing the implementation plan under this section, the de-**
18 **partment shall convene an advisory group, consisting of representatives from:**

19 (A) **The Department of Education;**

20 (B) **The Coalition of Oregon School Administrators;**

21 (C) **The Oregon Education Association;**

22 (D) **The Oregon School Boards Association;**

23 (E) **The office of the Governor with expertise in the state budget process and school**
24 **funding;**

25 (F) **The Oregon Association of School Business Officials;**

26 (G) **One or more labor organizations that represent public employees;**

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 (H) The Public Employees' Benefit Board;

2 (I) The Oregon Educators Benefit Board;

3 (J) The Oregon Department of Administrative Services with legal expertise in public
4 employee collective bargaining; and

5 (K) The majority and minority parties of the House of Representatives and the Senate.

6 (c) The advisory group formed as provided in paragraph (b) of this section shall advise
7 regarding:

8 (A) The development and implementation of the plan.

9 (B) Adoption of rules by the Oregon Department of Administrative Services for the im-
10 plementation of the plan.

11 (3) The implementation plan developed under this section must:

12 (a) Establish a framework for a statewide collective bargaining process for licensed edu-
13 cators employed in school districts and education service districts across this state.

14 (b) Examine salaries and benefits for licensed educators in relation to the state budget
15 allocation for public school funding.

16 (c) Contemplate a collective bargaining framework that mandates bargaining through:

17 (A) A central table bargaining team consisting of representatives from the Department
18 of Education, school district boards and state government who have knowledge and expertise
19 in education funding; and

20 (B) A local table bargaining team.

21 (d) Provide strategies for bargaining over salary and benefits relative to the budget ap-
22 propriated for school funding.

23 (e) Consider methods for achieving additional funding for purposes of adjusting the sala-
24 ries and benefits of licensed educators in the event that the estimated budget appropriation
25 to cover such costs is determined to be insufficient.

26 (f) Provide timelines for collective bargaining that aligns with the state budget policy and
27 process timelines.

28 (4)(a) No later than December 1, 2026, the Oregon Department of Administrative Services
29 shall provide a progress report to the interim committees of the Legislative Assembly related
30 to education on the status of the implementation plan described under this section.

31 (b) No later than December 1, 2027, the department shall provide a draft report and no
32 later than December 1, 2028, a final report, in the manner provided in ORS 192.245, to the
33 interim committees of the Legislative Assembly related to education on the findings and
34 recommendations of the department regarding the statewide collective bargaining for li-
35 censed educators, including recommendations for legislative changes necessary to require
36 statewide collective bargaining for licensed educators by July 1, 2029.

37 SECTION 2. Section 1 of this 2025 Act is repealed on January 2, 2030.

38 SECTION 3. This 2025 Act takes effect on the 91st day after the date on which the 2025
39 regular session of the Eighty-third Legislative Assembly adjourns sine die.

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