



**COALITION OF
OREGON SCHOOL
ADMINISTRATORS**

Coalition of Oregon School Administrators
707 13th Street SE, Ste. 100
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Date: February 10, 2025
To: House Education Committee
From: Parasa Chanramy, COSA
Subject: Support for [House Bill 2588](#)

Dear Chair Neron, Vice Chairs Dobson and McIntire, and Members of the House Education Committee:

For the record, my name is Parasa Chanramy with the Coalition of Oregon School Administrators. Our membership organization represents 3,000 administrators who are school principals, central office administrators, and superintendents.

Our organization supports House Bill 2588 which would provide \$3 million from the State General Fund for the Oregon Registered Teaching Apprenticeship Program.

In 2023, the Legislature provided \$2 million to pilot a registered teaching apprenticeship program (Senate Bill 283). The Teacher Standards and Practices Commission (TSPC) and the Apprenticeship Training Division (ATD) of the Oregon Bureau of Labor and Industries (BOLI) partnered with key education agencies to create the minimum industry standard for an Oregon K-12 Teacher Occupation. Current pilot participants include: Hillsboro School District; Multnomah Education Service District; Southern Oregon Education Service District; Woodburn School District; and Wallowa County Education Service District.

The Oregon Registered Teaching Apprenticeship Program is a workforce development strategy that is designed:

- Support multiple on-ramps into K-12 teaching;
- Provide apprentices with paid on-the-job training (combining work experience and formal academic coursework);
- Enhance teacher preparation and professional learning; and
- Grow and diversify our educator workforce.

One of COSA's priorities this session is to continue investments in hard-to-staff positions by supporting efforts around Grow-Your-Own programs, apprenticeships, pathway programs, and on-going mentoring, especially in Special Education, ESOL, Dual Language, Reading, Advanced Math, and Mental Health and Behavioral.



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We believe that HB 2588 is critical to those efforts.

Through the program, teacher apprentices earn a salary to support their living expenses during the apprenticeship. Apprentices also receive tuition assistance to support their academic coursework. And most importantly, when apprentices complete the program, they are eligible for an Oregon Preliminary Teaching License in the endorsement of their choosing and a portable, nationally recognized credential.

As this program continues to grow, our hope is that this workforce development strategy will help our communities recruit and retain educators, especially in hard-to-staff regions, subjects and specialities.

Please vote yes on HB 2588.