

Dear Chair Neron, Vice-Chair McIntire, Rep. Dobson, and Members of the Committee

I am writing to express my support for the proposal to reduce the teacher probationary period. As a dedicated educator, I believe this change will improve retention, support professional growth, and ultimately benefit our students. By reducing the probationary period, teachers will have the protections that come with a contract sooner, helping them stay in the communities they serve and build stronger connections with students, families, and colleagues.

Currently, the probationary period for teachers in Oregon is longer than that of other professions that require similar levels of education. Many other professionals with comparable training and education, such as healthcare and law, have probationary periods of 6 months to a year. By reducing the probationary period for teachers, we can align our expectations with those in other fields and create a more fair and efficient process.

This bill also includes an important safeguard for administrators by allowing them to extend the probationary period by 60 days if needed, mirroring practices in Washington state. This gives schools the flexibility to ensure a teacher is the right fit while still providing teachers with the support they need to succeed in their role.

I have been an educator for seven years. Due to life circumstances, I needed to move homes and school districts twice within those seven years, and have been a probationary educator for all 7 years. I will have to be on probation for one more year. I am planning on having my own children in the future. Should my family need to live in different parts of Oregon, it would be important to me to know that I had job security. It is difficult enough to keep our schools staffed with culturally and linguistically diverse teachers. I believe that this bill will help schools, especially those that serve students in high need, retain teachers that are invested in their community and their success.

In closing, reducing the probationary period for teachers will ensure that qualified and committed educators stay in our schools, strengthen their ties to the communities they serve, and make a positive impact on students. I urge you to support this bill for the benefit of teachers, students, and Oregon's education system.

Thank you for your time and consideration.

In Solidarity,
Magdalena Muñoz-Rivas
Beaverton School District
4th Grade Dual Language Teacher