

HB2510 House Committee On Education

Prepared By: Meeting Dates: Lisa Gezelter, LPRO Analyst 2/10 WHATTHEMEASUREDOES:

The measure requires the Oregon Department of Administrative Services (DAS) to study the benefit packages available to school employees and analyze trends in costs of premiums, coverage, and the ratio of salary to benefits as part of total compensation. It requires DAS to provide a report to legislative committees by September 15, 2026

Submitted by Debbie Fery, Oregon Substitute Teachers Association

Support

Re: School Employees?

OSTA Supports this bill but recommends an amendment to clarify exactly what position titles are included in this data set and the questions Legislators are trying to answer from this data collected. On the face of this bill as written, several school employees will not be included. The outsourced substitute teachers, outsourced classified, outsourced transportation, nutrition, and facilities maintenance staff to name a few.

Outsourced Substitute Teacher via ESS and EDUstaff are not considered School Employees via contract language between the public schools and these staffing agencies and ultimatum new employee paperwork the substitute must sign to be able to work in these outsourced districts. ie you do not sign, you do not work. It is very important for Legislators to understand that when looking at Oregon Common Law Employer statutes and the IRS 20 point test of who the employer is - the School District is the employer.

Outsourced Substitute Teachers are NOT independent contractors in the classroom and need to be considered a valuable asset in the continuum of education given to students when the classroom teacher is out.

From the Joint Taskforce on Substitute Teachers it was estimated that 5700 Substitutes are Outsourced by the 50% of Oregon School Districts, that is close to 100 School Districts who have outsource a good percentage of their educational workforce.

Legislators need to understand what is included in those benefit packages above health care and retirement and what Benefits are available to Substitute Teachers and the conditions when those benefits are available. The vast majority of Substitute Teachers do not get benefits either because they are not offered, the quality is bad or costs too much or the hours required to get those benefits are not worked.

The Oregon Substitute Teachers Association requests the committee to develop an amendment to clarify position titles, benefits to be gathered and define the questions to be answered from this data. Lastly, this work is not easy nor fast and will need to be funded to ensure you get the quality of work you desire in DAS's report.