

COURTNEY NERON
STATE REPRESENTATIVE
DISTRICT 26



HOUSE OF REPRESENTATIVES
Testimony in Support of HB 2900

February 10, 2025

Vice Chair Dobson, Vice Chair McIntire, and Members of the House Education Committee,

I write in support of HB 2900, which introduces critical reforms to Oregon's probationary period policies for teachers. This bill provides necessary improvements to Oregon's teacher retention framework, ensuring that experienced educators can continue their careers without unnecessary barriers when transitioning between school districts.

Under current law, teachers who change districts must undergo an additional three-year probationary period, even if they have already completed probation elsewhere in Oregon. This policy creates professional instability, discourages mobility, and ultimately affects the quality of education our students receive. HB2900 addresses this issue by allowing teachers who have completed a three-year probationary period in one district to serve a maximum one-year probationary period in a new district. Additionally, it mandates a structured 60-day improvement period for teachers facing performance concerns, providing necessary support while maintaining accountability.

Oregon's current approach is inconsistent with neighboring states, such as Washington, where experienced teachers benefit from a more stable transition process. By aligning Oregon's policies with best practices, HB 2900 fosters workforce stability, enhances teacher retention, and strengthens school communities. Furthermore, the bill ensures that teachers receive meaningful support through mentorship, professional development, and clear evaluation processes.

I urge the committee to support HB 2900. This legislation strikes a balance between accountability, fairness, and high-quality teacher retention.

Sincerely,

Representative Courtney Neron
House District 26: King City, Sherwood, Tigard, and Wilsonville