

COURTNEY NERON
STATE REPRESENTATIVE
DISTRICT 26



HOUSE OF REPRESENTATIVES
Testimony in Support of [HB 2510](#)

February 10, 2025

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

For the record, I am Courtney Neron, State Representative for House District 26. I am here today to speak in **support of HB 2510, which directs the Oregon Department of Administrative Services (DAS) to study the benefit packages available to school employees.**

I am focused on stable school funding and over my years of service have offered quite a few policies to address structural changes needed in our funding and distribution calculations. The study in HB2510 is a crucial step toward ensuring that Oregon's Current Service Level calculation includes **all necessary data to make the most accurate estimate possible** for State School Fund stability from one biennium to the next.

During the 2023-2024 interim, Senator Michael Dembrow and I Co-Chaired the Joint Task Force on Statewide Educator Salary Schedules. HB 2510 came out of our task force policy conversation as it became clear that we do not currently have complete data collection across the state relative to educator compensation. Simply put, **we don't know how much districts are paying in benefits and compensation across the state, so we are missing critically needed comprehensive information that will lead to stable current service level school funding calculations.** This bill directs the Department of Administrative Services (DAS) to study the benefit packages available to Oregon school employees, **including health and retirement benefits.** The study will analyze trends in costs of premiums, coverage and the ratio of salary to benefits as part of total compensation.

A comprehensive review of school employee benefits will complete statewide information for all districts and ensure that Oregon is able to accurately calculate a current service level to inform the Governor's Recommended Budget and ultimately the Budget that the Oregon Legislature passes each odd numbered year. Further, it could serve to identify how Oregon can remain competitive in attracting and retaining qualified educators.

Understanding trends in educator premium costs, coverage, and salary-to-benefit ratios will provide lawmakers with additional data to make informed budgeting decisions. The findings from HB 2510 will be invaluable in shaping future legislative efforts. A full picture of both salaries and benefits is essential for crafting budgets and policies that truly support Oregon's educators.

I urge your support of HB2510 so we take this important step toward strengthening Oregon's calculation of our current service level. Thank you for your time and consideration.

Sincerely,

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