

February 10, 2025

Chair Neron, Vice Chairs Dobson and McIntire and members of the committee,

For the record, my name is Willis Homann, I am a Government Relations Specialist for the Oregon School Employees Association. On behalf of the over 25,000 classified staff we represent, in all 36 Oregon counties in all levels of Oregon public education, including Head Start programs, K-12 school districts, education service districts, special districts like parks and rec, and community colleges, thank you for the opportunity to testify in support of HB 2510.

HB 2510 is one of 14 recommendations that came from the Joint Task Force on Statewide Educator Salaries. This task force included education stakeholders from groups representing certified teachers, administrators, school boards and individuals from OSEA, among others. This diverse group of stakeholders was tasked with researching and making recommendations regarding statewide salary schedules for Oregon Educators. It was also tasked with considering regional differences in statewide systems of educator pay and pay for educators who serve special education students.

Currently, Oregon's public education workforce data is incomplete and lacks transparency. Workforce data is currently collected for teachers and administrators, but the same is not true for classified educators - which make up over half of our education workforce. HB 2510 is one of several recommendations that came out of the task force to improve how the state collects workforce data in our schools by having DAS do a study on benefit packages available to all school employees in the state. This study must also analyze trends in costs of premiums, coverage and the ratio of salary to benefits as a part of total compensation.

This ensures that the state has an accurate picture of compensation levels from position to position, district to district. By having a more complete picture of our educator workforce, the Legislature will have a better understanding of where the gaps are and where additional funding might be needed to address educator recruitment and retention. This will also give classified staff a better understanding of how their total benefits compare from district to district, bringing all educators to the same level as teachers or administrators to level the playing field at the bargaining table. Classified workers are the only portion of education staff who are not able to compare these details due to the incomplete data.

These changes go a long way towards giving the state a clear and complete picture of our public education workforce. We thank Chair Neron, former Senator Dembrow and the rest of the task force for their work on this bill, and we thank the committee for the chance to testify today. We respectfully urge an aye vote on HB 2510.

Sincerely,

Willis Homann

Government Relations Specialist