

Chair Senator Frederick and Vice Chair Senator Weber and Committee  
Senate Education Committee  
SB 324 Public Testimony  
Oregon Substitute Teachers Association Support

OSTA has been advocating for substitute teachers for 50 years. We believe in Seamless Education when the regular classroom teacher is not present. It is a quoted statistic that K-12 students will spend 1 year of their 12 years with a Substitute Teacher. This is significant. We are about the student and the carrying on their education.

OSTA fully supports TSPC's move under the leadership of Department of Education, BUT, in reality **We** think there is more to do and should do in this proposed legislation and simply moving the Commission will not fix the systemic issues with TSPC and ODE in regards to substitute teachers.

The movement of TSPC under ODE brings together the group that impact substitute teachers and would be a baby step in fixing these systemic issues, like lack of customer service, long service times to get a license, a poor funding model with a reliance on licensing fees. Further the lack of transparency in background checks to investigation that punish educators for the smallest issue, as TSPC is now an extended HR Department for School Districts. It seems now that complaints about anything are now investigated, even those regarding no student, no school and no employment.

The combining TSPC and ODE could bring TSPC back into their statutory authority.

Substitute teachers in the State of Oregon are a large population of the quoted License Teachers, as of June 1, 2024 there was approximately 69,000 licensed teachers and substitute teachers, with 8-10 thousand being substitutes, and in OSTA's estimate with half of these being outsourced. As now of, 50% of Oregon's School Districts and ESD have outsourced their Substitute Teachers.

When you look at TSPC and ODE website - TSPC says who they are and what they do and what they believe, but what we see in their actions does not support this. Their actions speak louder than words.

TSPC does not practice its own belief of Professional Ethics and Integrity - ie the use of Restricted and District Substitutes in Long Term position is alive and well in school districts, and TSPC has refused to step in and investigate this. ie,

they issue the license and approve the school district supplied sponsorship for these licenses, and then they turn the cheek and cash the check when the school district miss uses these Substitute Teachers.

TSPC has taken no action in regards to outsourcing and the loss of pay and benefits that substitute teacher earned pre-outsourcing. What welfare would TSPC be promoting here? and Advocating for Education professionals?. What about the random performance evaluations, invisible star rating systems and termination of substitutes who have no local recourse to be heard beyond calling the Oregon State Bar for an attorney.

TSPC actions have DE-professionalized the teaching profession - students see it, teachers feel it, substitutes are surrounded by it.

Well, then is ODE any better for Substitutes? - not really. ODE sets the minimum pay for substitute teachers every year and this does directly impact substitutes in the classroom. ODE has done nothing with the outsourcing of substitutes, and we all know what happened to the 19 million dollars for paid training for substitutes in HB4030, the legislature got 16.5 million back.

Further the Educator Advancement Council has not given substitute teachers the time of day.

We think we can all do better, and simply moving TSPC under ODE will not correct the fundamental issues, but could start the process of improvement. An overhaul of thinking and doing for substitute teachers is needed between both entities.

Thank you.

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Oregon Substitute Teachers Association