Submitter:	Jeff Kipilman
On Behalf Of:	Oregon Substitute Teachers Association
Committee:	Senate Committee On Education
Measure, Appointment or Topic:	SB323

Substitutes get the short end of the stick when seeking transparecy in their contracts. This may contribute to someone considering teaching to opt out. School districts and ESD's should be required to post on their website the currant contract, proposed contract and cost analysis.