

Senate Bill 322 - Chair Frederick, Vice Chair Weber, and Committee

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I was the Substitute Teacher on the Joint Taskforce for Substitute Teachers that was created as result of SB 283. My job on the Taskforce was to be the voice of how the work of substitute teachers take place and how outsourcing has worked and not worked for students and teachers. How outsourcing substitutes has not been cost effective and has not delivered on it promises for students, teachers, school districts and taxpayers.

OSTA wants this legislation to be passed and funded. Here is why!

Substitute Teachers are often the invisible workforce in our public school system given we often do not have a dedicated school address and we often work in several school districts and not everyday, we come from all backgrounds, some of us have no degree or teacher prep program and we often get terminated for non sense reasons. For the most part we have no collective bargaining and therefore no place to go for help that has the teeth to put best practices in place. We need professional development opportunities, we need health care, we need a way to upgrade our licensing. Classroom Teachers and students need to depend on the substitutes to carry on the work. School Districts need help to develop their pools of substitutes and provide the tools they need to be successful to support their substitutes. It is a documented fact that student will spend a full year with a substitute teacher in their 12 years of public education. **We are significant.**

SB322 is 5 separate proposals that impact the entire Substitute Teacher workforce. There is an Amendment coming from the Joint Taskforce that was left off the pre-session LC --the Substitute Teacher Success Tools. All of these proposals have single element of leadership and accountability. **None of these 5 proposals will work without dedicated leadership, accountability, reporting and funding. These 5 proposals were voted in favor of by a quorum of taskforce members.**

The Office of Substitute Teachers under the Department of Education is the Ring Leader of this Bill.

These 5 sections of SB322 are new opportunities and it cannot be expected for Department of Ed, TSPC to pickup this workload.

Number 1 is the Office of Substitute Teachers to provide support to school districts in getting more substitutes, developing standardize tools with ability for local customization on handbooks and due process so that substitute do not get terminated because the they unaware of a policy. This Office would have state-wide impact and work to improve the substitute teacher workforce with engaging TSPC, EAC and other stakeholders.

Number 2 is the Amendment language on a best practices to support substitute teachers with handbook, expectation setting and process to respond to complaints from substitutes and about substitutes.

Number 3 Professional Development: this a contract with a third party to provided experience based online classes to for substitutes based on their years of teaching experience.

Number 4 is Health Care Fund for OEBC Benefits this section being based on hours worked. A written this section of the bill would not apply to outsourced substitutes. The Minimal Essential Care plan provided by ESS and EDUstaff is a GoodRX type saving card and is no where close to the benefits provided by OEBC. Most substitute have no access to quality healthcare either because it is not offered or because they do not work the hours to get it. The language of this section needs to reference the statutory definition of a substitute teacher not who the school district thinks the employer is.

ORS 342.815 section 8 “Substitute teacher” means any teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent.

Number 5 - Restricted License substitutes need a process and procedure to upgrade their license to the regular substitute teacher license that does not involved the traditional teacher prep program. This is the long term solution to school districts performing the 10 Day Boogie with these licensed restricted substitutes which cheats the students from consistency and continuity that has been proven to be successful and it stops the wage theft of these substitutes not being paid the long term substitute rates as outlined in ORS 342.610.

All of these sections under this Bill can be orchestrated by the Office of Substitute Teachers. In terms of Funding.....19.5 Million was allocated from HB4030, **16.5 Million went back to the Legislature as unclaimed training dollars from a one time federal grant funding for paid training for substitutes in 2022.** The funds were returned the Legislature in late 2023. SB283 made this training permanently paid effective July 1, 2023.

As I have seen over and over as an Executive Manager with the state of Oregon for over 20 years turned substitute teacher in 2018. We can pick where we spend our money, we can do it upfront or we can pay on the backend to clean up the mess made. We need to stop backend funding - as the mess just gets messier. **My message is either way you pay!** Without passing this legislation and funding to be successful, funds will be used to pay extra duty time to classroom teachers and student will have library and study halls when no substitute was available to cover the absent classroom teacher.

Please pass and fund SB322, our student needs this and our substitute have earned it.

Thank you.

Questions?