



Chair Frederick, Vice Chair Webber, and members of the Senate Education Committee:

My name is Cynthia Branger Muñoz, and I here on behalf of the Oregon Education Association (OEA), an organization of more than 41,000 members across Oregon. Our membership includes K-12 educators, paraprofessionals, substitute teachers, community college educators, support staff, and other education personnel. We work tirelessly to ensure that every student receives a quality education—a goal that depends on both exceptional full-time teachers and highly qualified substitutes.

OEA strongly supports Senate Bill 323, a measure critical for ensuring fiscal responsibility and transparency in the procurement of substitute teacher services.

SB 323 mandates that school districts and education service districts conduct a thorough cost analysis before extending, renewing, or entering a new public contract for substitute teacher services. It requires that current contracts, proposed contracts, and cost analyses be made publicly available on district websites and addressed as agenda items at board meetings—with opportunities provided for public testimony. Additionally, these documents must be submitted to the Department of Education along with an annual report to the Legislative Assembly's interim committees.

Furthermore, it is important to recognize that the cost considerations include operational issues that directly affect the quality of substitute teaching. Many substitutes lack access to essential systems, such as attendance tracking, and are frequently asked to work through lunch periods. Perhaps most importantly, these analyses do not capture the hidden cost of students losing the benefit of seeing the same trusted adults every day. These unaccounted-for expenses manifest as diminished instructional quality, increased teacher turnover, and ultimately, the loss of talented professionals from our education system.

Oregon's future depends on our ability to attract and retain quality educators. High-quality substitutes are just as important as full-time teachers in maintaining classroom continuity and supporting student learning. SB 323 promotes appropriate accountability and transparency by ensuring that every contract decision is informed by comprehensive, publicly accessible cost analyses—an area we simply cannot afford to miss. In doing so, the bill safeguards public resources and helps create an environment where every educator can thrive.

I respectfully urge you to support Senate Bill 323.