

Senate Education
SB 322 - Support

I renewed my teaching license in 2004 after teaching full time and was fortunate to receive an early retirement from the Postal Service. I served as President of our small local for our School and as an American Postal Worker Union steward for 20+ years. [Short time as President of the local.]

Resuming my teaching career was great. Getting back to OSU and taking some classes at Chemeketa was invigorating. I've been back to teaching for 20 years and have renewed my Legacy Teaching License again. It's been quite an experience.

I always try to do my best for the children. I've found that Elementary PE is my sweet spot.

We deal with many challenges as Substitute Teaching Educators. One of the challenging aspects to our profession is the diversity of experiences we have on a daily basis. I find much of that diversity exciting!

Many things have changed in Oregon relating to our Substitute Teaching Educators over these 20 years. Requirements for licensing our workforce, contracted out school districts and more. We have Direct Hire School Districts, like Salem-Keizer and contracted out School Districts, like Greater Albany. Sometimes, things seem to be somewhat complicated in the contracted out districts. Due process has always been an important part of a workplace environment. In Oregon, we have three districts that provide Union representation for the Substitute Teaching Educators. They are Portland, Beaverton and Eugene. They provide a system of due process for their Substitute Teaching Educators. I provided representation for many employees during my time as a union steward that was based on a progressive discipline formula. I really like this quote from Wiki-user.

"Discipline should be corrective rather than punitive because it focuses on teaching and guiding individuals to understand and improve their behavior, rather than just punishing them for their mistakes. Corrective discipline promotes growth, self-reflection, and learning from past actions, while punitive discipline can often lead to resentment, fear and a cycle of repeated misbehavior."

Another tenant of the disciplinary procedure is that there must be just cause and that the supervising authority must make every effort to correct a situation before resorting to disciplinary measures.

Many of our Substitute Teaching Educators do not have a collective bargaining agreement and have been met with the most extreme form of discipline, exclusion from a school or district. There are procedures in place but many have been removed without just cause.

I've found myself personally excluded from a few schools. The organization the district contracted with sent me an email, described the 'offense', let me know I could email a response and also warned me not to contact the school I was being excluded from. I tried to address the situation, sent an email to dispute every aspect of the reasoning for my exclusion and that was it. No personal contact or way to resolve the situation. Even the reasoning as untrue as it was,

certainly wasn't just cause to be excluded, was punitive and was not progressive. Very soon afterward I received another email from the agency about a school close by with another exclusion. I followed through, similar lack of due process but this time the reasoning was that an employee at the school would feel uncomfortable if I taught there.

Salem-Keizer, a direct hire district has treated the few times I've been excluded a bit differently. We still don't really have what I've laid out as the appropriate disciplinary procedure but they've promoted interaction with the school and supervising authority. There was an exclusion and my discussion with the principal resolved the issue and my exclusion was lifted. Recently, a long time exclusion was lifted by working with the Substitute Teaching Office at Salem-Keizer and interaction with the Director.

We are expected to be professional educators and deserve a consistent disciplinary process that conforms to exactly what I've outlined above.

Senate Bill 322 provides all our Substitute Teaching Educators with that process.

On an additional note, ORS 342.203 addresses Teachers and Administrators Subject to Discipline. If you google it, you'll see the list of Educators and Administrators [although it says Teachers and Administrators]. To my knowledge, once you're on the list there is no way to get off. As with the need for SB 322 to be signed into law, there must be due process for folks on this list to get off of it.

Thank you for your time. Let's show the Substitute Teaching Educators how much we respect them and the work they do for our children and sign into law these important bills that are in your hands.

Steve Frank
[1515 E Jefferson St](#)
[Stayton OR 97383](#)