



**COALITION OF
OREGON SCHOOL
ADMINISTRATORS**

Coalition of Oregon School Administrators
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Date: March 3rd, 2025
To: House Committee on Education
From: Morgan Allen, COASA
Subject: House Bill 3357 - School workplace safety incident reporting

Chair Neron, Vice Chairs Dobson and McIntire, and Members of the House Education Committee:

For the record, my name is Morgan Allen with the Coalition of Oregon School Administrators. Our membership organization represents 3,000 administrators who are school principals, central office administrators, and superintendents.

While we support the intent of the bill, we are asking the committee to not advance HB 3357 as drafted because it creates unclear and duplicative data collection requirements for school districts and ESDs without providing any additional resources to complete the work or consolidation of current data collections on staff injuries.

House Bill 3357 Background - Redraft of HB 4077A from the 2024 Session

Our members believe that the key to protecting our staff is to make sure we have sufficient funding to hire more instructional assistants and classified staff to work directly with students and provide them with the training they need to do their job well. That's why closing the \$750 million Special Education funding gap is our top legislative priority this Session.

Our concern is that House Bill 3357 is a redraft of House Bill 4077 from the 2024 Session, which did not pass because it had a significant fiscal impact for ODE and did not include funding for school districts and ESDs to implement with fidelity. During the 2024 Session, we met repeatedly with OSEA on HB 4077 and shared our willingness to work on a long-term solution that included funding for implementation.

Based on our review of HB 4077 and a close read of House Bill 3357, instead of trying to solve the implementation and funding challenges, the bill as drafted passes the work to school districts and ESDs in an attempt to lower the cost. HB 3357 also eliminates the technical advisory committee from HB 4077 which included district and labor representatives with the expertise to inform this work and ensure a functional system is put in place.



School District and ESD Concerns with HB 3357

As drafted, HB 3357 creates new data collections for school districts and ESDs with no additional funding for the staffing to implement. There is still likely a significant fiscal impact for ODE as well. Our members have the same questions and concerns that we raised in 2024 that we believe reveal flaws in the specifics of the proposal.

First, our members believe the primary problem is that there is a patchwork of state and federal agencies, laws, rules and requirements that dictate what information about staff injuries needs to be reported, including worker's compensation, OSHA, 300 logs and others. Every school district is also already required to have a policy to allow for the reporting of staff injuries sustained on the job - and if that is not happening we stand ready to work with labor to address it because classified staff have protections and rights that need to be respected.

HB 3357 would create an additional reporting mechanism for "school workplace safety incidents" without elimination or consolidation of any current reporting requirements. There is vague language in the proposal about duplicative reporting, but no authority for ODE to address it. And the bill gives ODE unlimited authority to add any additional data to the report not specified in the bill.

Second, the bill directs ODE and the Department of Consumer and Business Services to develop a standardized reporting system for a "school workplace safety incident" but eliminates the requirement in HB 4077 for the agencies to consult with school districts, educators, and most importantly, the other state agencies like SAIF, OSHA, and representatives from the Workers' Compensation Division of DCBS. Without this expertise to inform the data collection, we are highly likely to get a system that doesn't work, includes duplicative information, or misses key data..

Finally, and most importantly, there is no definition of "workplace safety incidents" in the proposal and this is part of the problem that the bill purports to correct. We have multiple definitions now and this adds to the confusion. This will likely require rulemaking and gives the State Board of Education the final say on reporting.

Add to all this a January 1, 2026 effective date and our members believe that if the proposal is put into law as it is currently constructed, we will be back here in the 2026 Session looking for fixes to the issues we are raising today and problems we didn't anticipate.



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Collaboration on a Proposal to Address Injury Reporting Needed

We would ask legislators to consider a slightly different proposal. Put together a technical work group to create a plan, and hopefully answer the concerns we have raised. Report back to the Legislature by this Fall with recommendations for bill language in the 2026 Session that includes specific changes that can be made in state statute to eliminate duplicative reporting and collect clear information that is usable for everyone and helps us get to our ultimate goal - preventing workplace injuries for our K-12 staff.

We said this during the 2024 Session and we stand by our commitment to work together and collaborate to get this important work right.