



Date: March 3, 2025
To: House Education Committee
From: Parasa Chanramy, COSA
Subject: Testimony in Support of [House Bill 3504](#)

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

For the record, my name is Parasa Chanramy with the Coalition of Oregon School Administrators. Our membership organization represents 3,000 administrators who are school principals, central office administrators, and superintendents. In addition to our work in policy, advocacy, and professional learning work, we also lead the largest administrator preparation program – with over 400 aspiring administrators – in our state, in partnership with the University of Oregon.

Our organization supports HB 3504. The bill would **allocate \$2.05 million** from the General Fund to **fund nine full-time investigators** at the Teacher Standards and Practices Commission.

The Teacher Standards and Practices Commission (TSPC) is an important education system partner. TSPC core work falls under three major buckets:

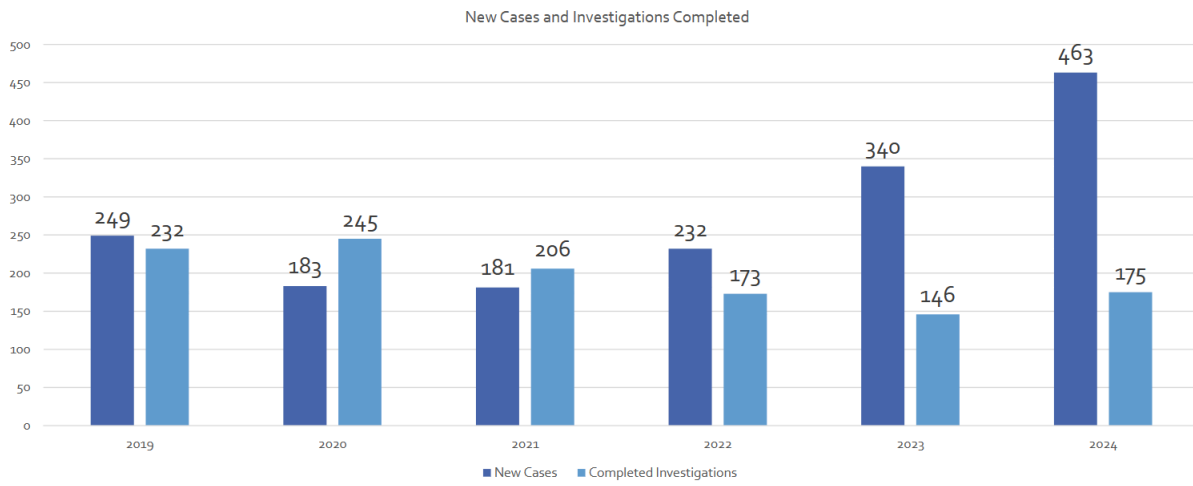
- **Licensure:** Initial licensing and renewal
- **Professional Practices:** Complaints, investigations, and discipline
- **Preparation:** Educator preparation program review and approval

For the purposes of this bill, we will focus on professional practices. TSPC is required to investigate all complaints or information received from educators or the public regarding possible licensed educator misconduct. They must also annually publish online the list of educators and pre-service candidates who have been subject to discipline.

Reference Point in Time	Cases Received by TSPC
Prior to 2024	TSPC received between 200-250 new cases annually .
2024	TSPC received 463 new cases (double the amount from previous years).
As of February 2025	TSPC has more than 550 cases pending investigation .



In 2024, the average time to complete investigations was 13.2 months (from date of a complaint to completion of investigation).



NEW CASES AND COMPLETED INVESTIGATIONS

(Source: TSPC)

The amount of cases assigned to each investigator is staggering. If we were to apply the current caseload to TSPC’s current staffing (4 full-time investigators; 1 limited duration investigator), there would be 1 investigator to 112 cases.

We believe that adding nine investigators to TSPC is critical to helping address the backlog of pending cases.

Regardless of the outcome, expediency in investigative outcomes is essential in supporting student safety and best meeting student needs. Though employers and substitute educators do their absolute best to provide staffing coverage while an educator is placed on leave, long delays equate to disruptions in students’ educational experiences.



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Delays in investigation outcomes also have significant repercussions for employees and employers. Educators placed on leave for extensive periods of time have expressed lasting negative mental health impacts, including depression and anxiety, a loss of connection to colleagues, community and students, and professional trust even when exonerated from allegations. Employers, already facing staffing shortages, must now employ two staff members for one position, sometimes in hard-to-fill subjects and programs. And most importantly, students may experience multiple disruptions to their educational experiences due to changes in staffing.

We support the passage of HB 3504 and urge you to vote yes on the bill.