

Submitter: Andrea Ramos
On Behalf Of:
Committee: House Committee On Education
Measure, Appointment or Topic: HB3652

Dear Chair Neron, Vice Chairs Dobson and McIntire, and Members of the Committee,

My name is Andrea Ramos, and I am a school psychologist with the West Linn - Wilsonville School District. I am submitting this testimony in strong support of HB 3652, which would make class size and caseloads a mandatory subject of collective bargaining in all Oregon schools.

Our school district serves over 9000 students and we have 7.8 school psychologist FTE for the entire district. School psychologists serve both students in general education and special education, as well as students enrolled in local private and charter schools as well as home schooled students. So for my team, we are each serving on average over 1100 students. It is important to know that there already exists a nation-wide shortage of school psychologists and the recommended guideline from our professional organization, the National Association of School Psychologists (NASP), is a ratio of 1:500. We are over twice that at West Linn - Wilsonville and this is common across the state of Oregon. I personally serve 2 primary and 1 middle school and it is a daily feat to meet my work load demand spread across 3 buildings.

I have worked in West Linn - Wilsonville School District for 11 years and during our last contract bargaining (Spring 2024), it was the first time school psychologists' workload was brought to the table. Our school psychologist team has yearly brought forward workload concerns to our administrators, which peaked at the end of the 2022-2023 school year when 4 (over half of our FTE) resigned, citing workload as the number one factor. As a result we organized and participated in a workload committee to prepare for bargaining. In the middle of bargaining, state-wide budget shortages were announced and the initial proposal for the school psychologist caseload to match our national association guidance was quickly rejected by the district. In the end, while we did have the very small victory of for the first time ever being named in the contract for recommended caseload numbers; our ratio reflected our current numbers. While this may help to prevent our caseload and workload from increasing, it did not achieve the needed goal of reducing an already excessive workload. Our new contract indicates a 1:1000 ratio for grades K-8 and 1:1600 for grades 9-12.

HB3652 is vital to the retention of school psychologists. It is also vital to the ability of school psychologists to provide timely supports to students, staff, and parents. We are extremely challenged to meet workload demands and effectively engage this

specialized and highly important role.

Please support HB3652 for both the retention and effective service delivery of school psychologists in Oregon!

Thank you for your time and consideration.

Sincerely,

Andrea Ramos, School Psychologist

West Linn-Wilsonville School District