



Representative Hoa Nguyen  
Oregon House District 48

HB 3652 - School District Collective Bargaining

3/5 House Committee on Education

I am State Representative Hoa Nguyen, for House District 48, which includes outer Southeast Portland and North Clackamas County.

I am writing to express my strong support for House Bill 3652, which expands the requirement to discuss class size and caseload as mandatory subjects of bargaining for school districts. As a school board member, I have seen firsthand the challenges of balancing educational quality, financial sustainability, and labor relations. This bill presents an opportunity to foster more productive negotiations and improve outcomes for both educators and students.

From a school board perspective, ensuring that class size and caseload discussions are part of mandatory bargaining allows for a more structured, transparent, and collaborative approach to decision-making. Currently, these critical factors often become points of contention during labor disputes, leading to last-minute crisis negotiations that do not serve the best interests of our students or staff. By proactively including them in collective bargaining, we create an environment where districts and unions can engage in thoughtful, data-driven discussions well before tensions escalate.

Furthermore, passing this bill can play a significant role in reducing the likelihood of teacher strikes. Strikes disrupt student learning, place financial and operational strain on school districts, and create unnecessary stress for families and communities. When class size and caseload discussions are mandated within the bargaining process, both sides have more time and a structured framework to reach agreements that balance educator workload with district resources. By addressing these issues in advance, we mitigate the risk of last-minute standoffs that lead to labor unrest.

Research consistently shows that smaller class sizes and manageable caseloads contribute to improved student outcomes, higher teacher retention rates, and a more sustainable educational environment. A 2014 study by the National Education Policy Center found that class size reductions lead to higher student achievement, particularly for younger and disadvantaged students. Moreover, a 2018 report from the Economic Policy Institute highlighted the increasing stress and workload on teachers as a leading cause of burnout and turnover. By integrating these factors into collective bargaining, we provide a mechanism to address concerns before they become crises.

In summary, House Bill 3652 provides an essential framework for school districts to engage in proactive, structured discussions that improve the educational environment while reducing the likelihood of labor disputes. As a school board member, I urge you to support this bill to enhance the long-term stability and success of our schools.

Thank you for your consideration.