

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

My name is Max Nazarian, and I am the Vice President of the Albany Education Association. I am writing today in support of HB 3652.

Educators in Albany went on strike this past fall to address key issues that impact both student learning conditions and educator working conditions. We fought for basic dignity, including restroom breaks, guaranteed prep time, fair compensation, and safer schools—which includes addressing class size. However, because class size is not a mandatory subject of collective bargaining, the district refused to engage with us on this issue until very late in negotiations.

Albany serves as a clear example of why HB 3652 is necessary. Currently, there is no guarantee that class size and caseload will be meaningfully discussed at the bargaining table. As a result, these issues are often delayed or deprioritized, prolonging negotiations and delaying contract settlements.

Despite these challenges, we were able to find solutions that will directly improve student success—which is always our primary focus. Albany demonstrates that productive class size discussions are possible.

In our new contract, we successfully negotiated:

- New thresholds for class sizes and dedicated funding to hire additional certified and classified staff.
- Committees established to address overcrowding and unsafe conditions at both the elementary and secondary levels.
- Guaranteed solutions at the elementary level with appropriated funding.
- A Memorandum of Understanding (MOU) ensuring reasonable kindergarten class sizes—22 students for Title I schools and 25 for non-Title I schools—with dedicated funds prioritized for hiring more educators and support staff.

Our experience in Albany proves that solutions are possible—but only when districts are willing to discuss them. HB 3652 ensures that educators across Oregon have a seat at the table to address class size and caseload—fundamental factors that shape both student success and teacher retention.

I urge you to pass HB 3652. Thank you for your time and consideration. I am happy to answer any questions.