



Chair Frederick, Vice Chair Webber, and Members of the Committee,

For the record, my name is Cynthia Branger Munoz, and I am submitting testimony on behalf of the Oregon Education Association, which represents over 41,000 educators and education professionals across the state.

Oregon's ability to craft effective education policy is directly tied to how well we define and understand the roles of those working in our schools. Without standardized job descriptions for classified school employees, policymakers lack the necessary framework to address wage disparities, staffing shortages, and workload concerns in a meaningful and targeted way. Senate Bill 980 provides that foundation by directing the Department of Administrative Services to establish clear and consistent job classifications.

The absence of uniform job descriptions has led to inconsistencies in pay, unclear job expectations, and workforce planning challenges across districts. The Joint Task Force on Statewide Educator Salary Schedules identified these disparities as a major barrier to fair compensation and sustainable staffing models. Standardized classifications will ensure that policy decisions—whether related to funding allocations, recruitment and retention strategies, or workload distribution—are based on an accurate and consistent understanding of classified employees' responsibilities.

Beyond labor and compensation issues, this bill will improve education policy by ensuring that classified staff—who play an essential role in student success—are fully recognized in decisions related to school operations, student services, and resource distribution. Classified employees are essential to maintaining safe, functional, and equitable schools. However, the lack of clarity in job descriptions has made it difficult to develop policies that support their work effectively. SB 980 lays the necessary groundwork for future reforms by ensuring classified positions are clearly defined and fairly recognized across the state.

On behalf of the Oregon Education Association, I urge your support for SB 980 to create a more equitable and functional system for classified employees in Oregon schools. Thank you for your time and consideration.