

**Chair Frederick, Vice Chair Weber, and members of the committee,**

For the record, my name is Lisa Parlette, and I am a proud member of the Oregon School Employee Association currently working as a Nutrition Services Assistant in the Beaverton School District. I am here today to express my strong support for Senate Bill 980, a bill that addresses a critical issue affecting classified staff in Oregon's education system: the lack of standardized job titles and descriptions.

Currently, individuals performing the same essential duties in different school districts across our state often have vastly different job titles and descriptions. This inconsistency creates significant challenges, particularly when it comes to comparing pay and benefits across districts. The lack of transparency in job roles makes it nearly impossible for classified staff to advocate for fair compensation during contract negotiations, putting them at a distinct disadvantage at the bargaining table.

This disparity creates an inherent bias in favor of school districts, which ultimately disadvantages classified staff. My district is currently in active bargaining, and this is the first time I have had the honor to help negotiate a better contract for myself and my colleagues. While researching job positions in other districts to inform our bargaining strategy, I found it nearly impossible to determine how my position in Beaverton compared to similar roles elsewhere. It took me more than two days of research just to uncover that the job descriptions and titles for the work I do in the Beaverton School District are vastly different from those in other districts across the state. In some districts, the same job is listed as a Nutrition Service Assistant, Cook, Food Service Assistant, or Cafeteria Assistant. What should have taken just a couple of hours to research instead wasted valuable time as I struggled to identify comparable positions.

It is important to recognize that classified educators are the most diverse group of school employees, yet they are also the lowest paid. By establishing standardized job titles and descriptions, we will take a significant step toward ensuring these employees are treated and compensated fairly.

This bill is about fairness, transparency, and respect for the dedicated professionals who support our students every day. Classified staff are the backbone of our educational system, and they deserve clear, consistent, and equitable job descriptions. Senate Bill 980 will provide that much-needed clarity and equity.

I strongly urge you to support Senate Bill 980. Thank you for your time and consideration.