

3/14/2025

Chair Frederick, Vice Chair Weber, Members of the committee,

For the record my name is GraceAnne McJunkin, I am the Zone 6 Director for the Oregon School Employees Association, and I am an Accounts Payable Specialist for the Bend/La Pine School District. Thank you for the opportunity to testify in support of SB 980. OSEA represents 25,000 classified employees including library assistants, cooks, bus drivers, maintenance crews, information technology and instructional assistants. Our jobs are varied but our mission is focused: to provide the best possible support in the education of the students.

There are thousands of different job titles and descriptions for classified staff throughout the state, and little understanding of how these jobs compare. Oftentimes, these jobs are similar but hold different titles in different districts. A custodian in one district might be a facility manager in another district. A cook in one district could be a nutrition specialist in another district. The lack of parity between job titles makes it nearly impossible to compare pay and benefits throughout the state.

Comparisons like this are already possible for teachers, administrators, state workers and many other professions, but not for classified educators. SB 980 would task DAS with a study on classified job descriptions and titles throughout the state. This would give classified educators, administrators and legislators a better understanding of how classified jobs, pay and benefits compare across Oregon.

Classified educators are the most diverse of school employees – with the lowest pay. By providing this comparison – it gives us the knowledge and tools we need at the bargaining table to advocate for the pay and benefits we deserve. Many other industries use these tools to ensure fair pay and benefits have parity across the state, both in rural and urban areas. By taking this step, we ensure that classified staff are being treated and compensated fairly and equitably.

Whether classified educators are at the bargaining table or attempting to move from one district to another – SB 980 is a necessary step to ensuring fairness, equity and accountability in our education workforce. We respectfully urge a yes vote on SB 980

Thank you for your consideration,

GraceAnne McJunkin

OSEA Zone 6 Director

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Oregon School Employees Association

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The Oregon School Employees Association (OSEA) is an affiliate of the American Federation of Teachers (AFT) and the AFL-CIO.

