



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

For the record, my name is Cynthia Branger Muñoz, and I'm here today on behalf of the Oregon Education Association, which represents more than 42,000 educators and education professionals across Oregon's public schools. That includes kindergarten teachers, high school science teachers, special education teachers, art and music educators, school librarians, counselors, and many others who serve in our K-12 classrooms every day.

We are here in strong support of House Bill 2900A.

This bill offers a targeted, clean fix to a structural issue in Oregon law that impacts experienced K-12 educators who move between districts. Right now, if a teacher completes their three-year probationary period in one Oregon school district and then moves to another, they are often required to start over—beginning a new three-year probationary period. HB 2900A changes that.

Under this bill, a teacher who has already completed the standard three-year probationary period in another Oregon school district can obtain contract status after two successive years in a new district, if retained for the following school year. It also allows districts the flexibility to shorten that period to no less than one year through local agreement.

This change is especially important right now. Districts across the state are experiencing reductions in force, and many educators are being displaced—through no fault of their own. In order to stay in the profession, they often have to move to a new district. This bill ensures that their experience is recognized. It's simply not fair to ask them to start over when they've already proven their effectiveness.

As we work to stabilize the workforce and retain proven educators, this bill gives districts a practical, flexible tool to support retention while maintaining accountability.

This was not a sweeping overhaul, but a carefully negotiated **compromise**. OEA worked closely with COSA and OSBA to narrow the scope and clarify the language. As a result of that work, both organizations are now neutral on the bill.

HB 2900A is fair, practical, and timely. We urge your yes vote, and I'm happy to answer any questions.