



Representative Hòa Nguyễn
Oregon House District 48

HB 2900A - TEACHER DEFINITIONS

5/14 Senate Committee on Education

Chair Frederick, Vice-Chair Weber, members of the committee:

My name is Hòa Nguyễn, and I am the state representative for House District 48, which includes outer Southeast Portland and North Clackamas County. I appreciate the opportunity to speak in **strong support** of HB 2900A, which clarifies the definitions of "contract teacher" and "probationary teacher."

Our students deserve stable, supportive learning environments led by well-trained and professional educators. Teachers play a critical role in shaping the academic success and overall well-being of our students, and it is our responsibility to ensure that they have the resources, support, and job stability necessary to do their jobs effectively. Our schools and students benefit when educators are given the opportunity to develop professionally without unnecessary barriers.

Currently, the three-year probationary period for teachers in Oregon is longer than that of many other professions requiring similar levels of education and training, such as healthcare and law, which have probationary periods ranging from six months to one year.

This extended probationary period creates uncertainty and instability for teachers, making it harder to attract and retain highly qualified educators in our schools.

HB 2900A brings much-needed balance to this system by ensuring that a probationary teacher who has successfully completed a three-year probationary period in one district will only need to complete a maximum one-year probationary period when moving to a new district.

This change acknowledges the experience of teachers who have already demonstrated their qualifications and should not have to start the

probationary process from scratch simply because they transition to another district.

In my conversations with educators across the state, I have heard firsthand how the prolonged probationary period discourages teachers from putting down roots in their communities.

Teachers who move due to personal circumstances—such as family obligations or cost of living—should not have to restart the three-year probationary clock in order to continue their careers.

By reducing the probationary period for experienced educators transitioning between districts, we can provide the stability and job security necessary to retain high-quality teachers who are invested in our schools and communities.

We all share a common goal: ensuring that our students have access to the best possible education in safe, well-supported learning environments.

We must also ensure that our policies reflect fairness and consistency in how we treat the educators who dedicate their lives to this important work.

HB 2900A is a crucial step toward achieving this balance. For these reasons, I strongly urge your support for HB 2900A. Thank you for your time and consideration.

In community,

A handwritten signature in black ink, appearing to read "Hòa Nguyễn". The signature is fluid and cursive, with the first name "Hòa" and the last name "Nguyễn" clearly distinguishable.

Rep. Hòa Nguyễn