

Submitter:

Cameron Davis

On Behalf Of:

Committee:

Senate Committee On Education

Measure, Appointment or Topic:

HB2900

I am Cameron Davis, a speech-language pathologist (SLP) in the North Clackamas School District. I began my career with Salem-Keizer Public Schools, where I worked for the first two years of my career. I am now in my third year as an SLP, but had to restart my probationary period when I moved districts this fall. Had I stayed in Salem-Keizer, I would be finishing the final year of my probationary period. Instead, I now have two more years to go.

I, like so many other early-career licensed school employees, have my value and experience diminished by this policy. I have proved that I am fit for my role, and have three years of experience now to back that up. Moving to a new city due to life circumstances should not have caused a restart on my path to true job security, but it did.

Three-year probationary periods for licensed public school employees and restarting the clock upon beginning employment in a new district are policies that demonstrate a lack of trust, lack of confidence, and a lack of respect for educators. I can't think of another profession where a 3-year probation is standard, and I doubt you can either. Teachers, SLPs, and other licensed school personnel are in their roles because they have completed the required schooling to become licensed. This includes student teaching, practicum hours, and for some, full-time internships and externships prior to becoming licensed.

I urge you to vote yes on HB 2900 to support early-career educators and treat us like the competent professionals we are. Thank you.