

Submitter:

Susan Nelsen Murphy

On Behalf Of:

Committee:

Senate Committee On Education

Measure, Appointment or Topic:

HB2900

My name is Susan Nelsen Murphy, and I live in Milwaukie. While I currently work in software development, I care deeply about the future of Oregon's public education system and the conditions that support those who choose to teach in it.

Oregon is facing serious challenges with both educator recruitment and retention, and the current three-year probationary period—especially the requirement to restart it when a teacher changes districts—makes these challenges worse. In my view, there is no other industry or professional sector that imposes such a lengthy probation period, let alone one that resets with a change in employer within the same system.

HB 2900A offers a practical and timely solution. It acknowledges that educators who have already demonstrated their ability in one Oregon district should not have to prove themselves all over again in another. This small but meaningful policy shift would make the job of being a schoolteacher more appealing, more secure, and more sustainable.

While I am not an educator myself, I do understand what it feels like to work in an environment shaped by distrust—and how demoralizing that can be. Teachers already face significant pressure and scrutiny, both in and out of the classroom. We should be doing all we can to reduce unnecessary burdens and set them up for success.

Passing HB 2900A is one step toward showing educators that their experience matters, their contributions are valued, and their stability is worth investing in. Our students—and our future—depend on it.

Thank you for your consideration.