

Submitter: Rachel Lam
On Behalf Of:
Committee: Senate Committee On Education
Measure, Appointment or Topic: HB2900

My name is Rachel Lam, and I'm writing in strong support of HB 2900A.

I spent nine years as an elementary classroom teacher in the Hillsboro School District. I loved parts of the job—my students, their families, and my colleagues—but I ultimately left the classroom due to being overworked, underpaid, and disheartened by systemic issues that made it impossible to stay healthy and sustainable in the role long term.

When I made the difficult decision to leave, I knew that if I ever wanted to return to the profession I had committed nearly a decade to, I'd face an impossible choice: either go back to the same district that burned me out or start over in a new district on a three-year probationary period. With nine years of classroom experience, I can say with certainty—there is no chance I would ever agree to go back on probation, much less for three full years.

This isn't hypothetical. It's happening. It happened to me.

HB 2900A provides a critical step forward by ensuring that veteran educators who have already completed their probationary period aren't forced to repeat it when they move districts. At a time when we are struggling to retain experienced educators and recruit new ones, this is one of the most obvious, practical, and necessary reforms we can make.

I urge you to support HB 2900A—not just for those still in the classroom, but for those of us who might consider coming back if the system made space for our experience to be respected.

Thank you for your time.