

Submitter:

Lourdes Cruz

On Behalf Of:

Committee:

Senate Committee On Education

Measure, Appointment or Topic:

HB2900

My name is Lourdes Cruz, and I'm submitting testimony in support of HB 2900A.

I've worked in education for over 25 years, including roles in California and Oregon, across a wide range of educational settings. In Oregon alone, I've served in Portland Public Schools, North Clackamas, and the Clackamas Education Service District, where I've supported early learning programs, home visiting, and preschool partnerships for the past seven years. I've also worked as a special education teacher, a Head Start home visitor, and a community agent. My career has been centered on outreach, equity, and early intervention.

Despite this long-standing commitment to Oregon's students and families, each time I changed districts, I was required to start over on the three-year probationary period, no matter how many years of service or successful evaluations I had behind me. This isn't an exception—it's how the system is currently designed.

HB 2900A would correct this issue by allowing teachers who have already completed a probationary period in one Oregon district to reach contract status in a new district after two years, if retained. It's a policy grounded in respect for professional experience and built to promote educator retention.

We lose talented, experienced professionals every year due to policies that delay stability and deny continuity. This bill would make it possible for educators to grow their careers without having to forfeit the progress they've already made.

I strongly encourage your support of this important legislation.