

Submitter: Donna Erbs
On Behalf Of:
Committee: Senate Committee On Education
Measure, Appointment or Topic: HB2900
Chair Frederick, Vice Chair Webber, and Members of the Committee,

My name is Donna Erbs, and I'm a retired health educator, writing in strong support of HB 2900A.

It's time to address the structural inequities that persist in Oregon's education system—starting with the practice of forcing teachers to restart probation every time they move to a new district. In no other profession are experienced, licensed professionals asked to re-prove themselves simply for changing jobs within the same field and state.

This happened three times to my husband during his career in Oregon schools. Each time he changed districts, despite years of proven service, he was placed back on probation. And he's not alone—this has affected countless others.

Let's also be clear: this policy disproportionately affects women, who make up more than 70% of Oregon's teaching workforce. Many educators change districts due to caregiving responsibilities, housing costs, or family needs. Restarting probation adds unnecessary instability and stress to those already navigating complex personal and professional demands.

And while Oregon does not mandate a single state curriculum, districts select instructional materials from an ODE-approved list—meaning the general instructional standards are consistent. Teachers aren't walking into unfamiliar territory when they move districts; they're bringing knowledge, adaptability, and years of experience.

HB 2900A is a commonsense fix. It creates a pathway that honors professional experience and helps retain qualified educators in Oregon classrooms—without requiring them to repeatedly prove themselves under a system that treats them like beginners.

Please pass this bill. Let's stop punishing the very people we depend on to support and educate our students.