

Chair Grayber, Vice Chairs Muñoz and Scharf

I am Tyler Scialo-Lakeberg a high school social studies teacher in Salem Keizer Schools for 26 years and currently serving as the full-time release Vice-President for the Salem Keizer Education Association.

Last spring we settled our contract after a year of negotiations. Class size was one of the main topics. Current legislation makes class size a mandatory subject of bargaining for Title I schools only. Our district has many Title I schools, so the district engaged on this topic. Other districts deny teachers this right as it pertains to non- Title I schools.

SKEA narrowly avoided a strike because we were able to bargain class sizes. We made gains in this area.

I have served on bargaining teams for the past 12 years. This was the first time the district engaged in these conversations. HB 4011 restores a fundamental bargaining right. Teachers deserve the right to discuss class size and caseload at the table. The conversation should not be denied.

Smaller class sizes drive student success. Research shows that when students have better access to their teacher and more individualized attention they perform better. In addition, smaller class sizes have proven to reduce student behaviors.

For example, after distance learning, classrooms were divided into cohorts and only half of the students met at once. It was reported from around our district how student behaviors were not an issue. Teachers said that they were able to give students the attention they needed, students were less triggered with fewer students in the room and teachers were able to intervene early when a student was escalating and prevent huge blow outs.

Class sizes and caseloads shape working conditions. More teachers leaving the profession due to unsustainable workload. The restoration of class size and caseload as mandatory subject of bargaining matters. Our working conditions are our student learning conditions.

HB 4011 restores the right to bargain class size and caseload for all educators. Class size must be a part of any bargaining discussion. I urge this committee to pass HB 4011 and make class size a mandatory subject of bargaining for all schools.

Thank you.