

# Senate Bill 904

Sponsored by COMMITTEE ON EDUCATION AND GENERAL GOVERNMENT

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires statewide collective bargaining agreement for all school district employees, except superintendents and administrators.

Declares emergency, effective on passage.

## A BILL FOR AN ACT

1  
2 Relating to school district collective bargaining; and declaring an emergency.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. Section 2 of this 2009 Act is added to and made a part of ORS 243.650 to**  
5 **243.782.**

6 **SECTION 2. (1) As used in this section:**

7 (a) "Employees" means employees of school districts in this state, except individuals  
8 classified as superintendents or administrators.

9 (b) "School district" means a common or union high school district or an education ser-  
10 vice district.

11 (c) "The Willamette Valley" is Clackamas, Linn, Marion, Multnomah, Polk, Washington  
12 and Yamhill Counties and the portion of Benton and Lane Counties lying east of the summit  
13 of the Coast Range.

14 (2) For purposes of ORS 243.650 to 243.782, the State of Oregon shall be considered to be  
15 the public employer of all employees.

16 (3) The Oregon Department of Administrative Services shall conduct collective bargain-  
17 ing on behalf of the state with the exclusive representatives of employees.

18 (4) A collective bargaining agreement between the state and the employees shall apply  
19 to all employees, but separate agreements may be negotiated with licensed and with nonli-  
20 censed employees.

21 (5) Any salary schedule in a collective bargaining agreement under this section may be  
22 adjusted regionally. For purposes of this section, the department shall designate four regions  
23 as follows:

24 (a) **Region 1. The Willamette Valley.**

25 (b) **Region 2. The coast and southern Oregon.**

26 (c) **Region 3. Central Oregon.**

27 (d) **Region 4. Eastern Oregon.**

28 (6) **It is the purpose of this section to achieve the following:**

29 (a) **Appropriate compensation for employees;**

30 (b) **Equity in compensation among employees, with consideration given for experience**  
31 **and expertise;**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 (c) Appropriate regional differences in compensation based primarily on regional differ-  
2 ences in the cost of living;

3 (d) Compensation, benefits and other terms and conditions of employment that encourage  
4 recruitment and retention of employees; and

5 (e) The effective and efficient use of taxpayers' moneys.

6 **SECTION 3.** Any collective bargaining agreement between a school district and its em-  
7 ployees that is entered into, renewed or extended on or after the effective date of this 2009  
8 Act shall either terminate within one year after the operative date specified in section 5 of  
9 this 2009 Act or contain a provision that makes section 2 of this 2009 Act applicable to the  
10 agreement on and after July 1, 2010.

11 **SECTION 4.** (1) The Oregon Department of Administrative Services and school districts  
12 may take any action before the operative date specified in section 5 of this 2009 Act that is  
13 necessary to implement section 2 of this 2009 Act on and after the operative date specified  
14 in section 5 of this 2009 Act.

15 (2) The department shall begin collective bargaining with the exclusive representatives  
16 of employees, as defined in section 2 of this 2009 Act, as soon as practicable after the oper-  
17 ative date specified in section 5 of this 2009 Act. The department and the exclusive repre-  
18 sentatives shall make good faith efforts to reach a collective bargaining agreement by July  
19 1, 2010.

20 **SECTION 5.** Section 2 of this 2009 Act becomes operative on January 1, 2010.

21 **SECTION 6.** This 2009 Act being necessary for the immediate preservation of the public  
22 peace, health and safety, an emergency is declared to exist, and this 2009 Act takes effect  
23 on its passage.  
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