

**PRELIMINARY STAFF MEASURE SUMMARY****CARRIER:**

Senate Committee on Education

**REVENUE: No revenue impact****FISCAL: Fiscal impact issued****Action:****Vote:****Yeas:****Nays:****Exc.:****Prepared By:** Gretchen Engbring, Administrator**Meeting Dates:** 4/23, 4/28

**WHAT THE MEASURE DOES:** Prescribes salary calculation for substitute teachers in school district that has class schedule based on four-day week. Changes daily minimum salary multiplier to “1.125,” replacing “1.25.” Declares emergency, effective July 1, 2015.

**ISSUES DISCUSSED:**

- Previous legislation and salary calculation based on five-day work week
- Current calculation of substitute teacher daily rate based upon assumption of five-day week
- Rise in number of schools with four-day work weeks
- 68 schools that operate on a four-day week
- Increased workloads for substitute teachers not reflected in salary
- Proposal is to change the minimum daily multiplier and shift distribution, not request additional money

**EFFECT OF COMMITTEE AMENDMENT:**

**BACKGROUND:** Nationally, 21 states, including Oregon, have school districts operating on a four-day week. Usually these programs operate in small, rural districts. The earliest date of policy implementation was in the 1930s, and four-day weeks became more common during the energy crisis of the 1970s. Salary calculations for substitute teachers are controlled by ORS 342.610, and are based upon a five-day school week.

House Bill 2939-A adjusts relevant statutes so that substitute teacher salaries for schools that use a four-day work week are adjusted to reflect the increased work those teachers are required to do. The measure takes effect during the 2015-16 school year.