

**Seventy-Eighth Oregon Legislative Assembly - 2015 Regular Session**  
**STAFF MEASURE SUMMARY**  
**Senate Committee On Education**

**MEASURE:** HB 3375 A  
**CARRIER:** Sen. Kruse

**Fiscal:** Has minimal fiscal impact

**Revenue:** No Revenue Impact

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**Action Date:** 05/12/15

**Action:** Do Pass The A-Eng Bill.

**Meeting Dates:** 05/07, 05/12

**Vote:**

Yeas: 7 - Baertschiger Jr, Beyer, Gelsner, Hass, Knopp, Kruse, Roblan

**Prepared By:** Gretchen Engbring, Committee Administrator

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**WHAT THE MEASURE DOES:**

Revises and renames Minority Teacher Act of 1991. Changes references to educator employment goals as relative to percentage of students in district. Requires Oregon Department of Education (ODE) to use federal reports on educator equity in certain monitoring activities. Mandates Higher Education Coordinating Commission (HECC) to require public teacher education programs to have plan to promote diverse educator output. Requires HECC and Oregon Education Investment Board (OEIB) to ensure implementation of plans. Requires HECC and Education and Workforce Policy Advisor to report to Legislative Assembly each odd-numbered year. Replaces “technical assistance” with “guidance,” where appropriate.

**ISSUES DISCUSSED:**

- Recommendations of Educator Equity Advisory Group to update Minority Teacher Act of 1991
- Replaces references to “minority” teachers, educators, and students with references to “diverse” teachers, educators and students
- Replaces references to number of diverse educators and students with percentages of diverse educators and students
- Goal of having percentage of diverse teachers and educators employed by district reflect the percentage of diverse students in the state
- Importance of having administrators and teachers that reflect diversity of student body
- Need for students to have culturally and linguistically varied role models in education
- Amendment to the introduced bill removed school district-level plan requirements

**EFFECT OF COMMITTEE AMENDMENT:**

No amendment.

**BACKGROUND:**

In 1991, the Minority Teacher Act was enacted, and later codified as ORS 342.433. The Act describes goals to be achieved by 2001, specifically indicating that the number of minority teachers, including administrators, employed by school districts and Education Service Districts shall be approximately proportionate to the number of minority children enrolled in the public schools of this state. The Oregon University System produced one report in 2005, and the Portland African American Leadership Forum indicates that it produced a second report in 2011. Both reports indicate that the state has not achieved the goals set forth in the Act.

Senate Bill 755 (2013) broadened the definition of the term ‘minority’ for the purpose of the Minority Teacher Act. It also established new goals for the Minority Teacher Act, and directed representatives of the Education and

Workforce Policy Advisor, the Oregon University System, the Department of Education, and the Teacher Standards and Practices Commission to jointly submit a report on the Minority Teacher Act of 1991 to interim legislative committees no later than July 1, 2014.

House Bill 3375-A revises and renames the Minority Teacher Act of 1991, updating it to be consistent with national- and state-level education policy.