

## HB 2001 STAFF MEASURE SUMMARY

### House Committee On Education

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**Action Date:** 04/13/21

**Action:** Without recommendation as to passage and be referred to Rules.

**Vote:** 9-0-1-0

**Yeas:** 9 - Alonso Leon, Hudson, Neron, Owens, Reardon, Smith DB, Sollman, Weber, Wright

**Exc:** 1 - Ruiz

**Fiscal:** Fiscal impact issued

**Revenue:** No revenue impact

**Prepared By:** Lisa Gezelter, LPRO Analyst

**Meeting Dates:** 2/23, 4/13

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#### WHAT THE MEASURE DOES:

Defines diverse and diversity ratio. Modifies definitions of competence and merit. Requires school districts facing budgetary constraints to prioritize teachers for retention based on seniority, unless a teacher being retained has more merit and the retention of the teacher maintains the school district's diversity ratio. Applies to contracts entered into on or after the measure's passage. Declares emergency, effective on passage.

#### ISSUES DISCUSSED:

- Benefits of educator diversity for students
- Current policies that discourage retention of diverse educators

#### EFFECT OF AMENDMENT:

No amendment.

#### BACKGROUND:

Currently, ORS 342.934 requires school districts to prioritize the retention of its most senior teachers in the event of layoffs, and allows a district to retain a teacher with less experience only if it can determine that the teacher being retained is more competent or has more merit. House Bill 2001 requires districts to retain teachers that have more merit and would maintain the district's diversity ratio in the event of layoffs, and defines diversity ratio as the ratio of teachers that are Black, Hispanic, Asian or Pacific Islander, Native American, or non-native English speakers to students who share those characteristics.