

Thank you Chairman Holvey and Committee Members for your attention to HB 3130.

I am aware that you have received a plethora of documentation regarding the importance of establishing that substitute teachers working in public schools are public employees. I encourage you to give special attention to the March 18, 2021 letter from Phyllis Kirkwood which clearly and completely summarizes our position.

The statewide minimum salary for Oregon substitute teachers does not include experience or advanced degrees. This is my 54th year teaching and I have a master's degree. I am an example of a highly qualified, dedicated professional who enables continuity of classroom instruction. However, working almost every day I only earn the equivalent of a high school drop out per year. The ability to accrue retirement hours made it possible for me to consider substituting as my profession. Earning these hours has been my only benefit.

OSTA is appreciative of the opportunity to share the importance of HB 3130 as an "equity and restorative" bill.