

I have been a substitute teacher in Lincoln County School District since 1994. In 2018, our school district outsourced us to ESS an Oregon based staffing agency. They did so, mid year, impacting the PERS for those of us who have been dependent on those since we voted for PERS in the 70's. Companies like these add layers of bureaucracy, making communication more difficult for substitute teachers and their school administrators alike, and they have flooded the schools with substitutes on restricted licenses who have no teacher training. Courts have said that such companies (some of which have no understanding of teaching or of Oregon laws) have become the employer. Yet the control of the substitute's work and decisions are still made by the school district, and if payroll is handled by an agency, it receives money from the school district to do so. It is hard to understand what advantage the schools gain by these arrangements. The amount of money spent on substitute teachers in most districts is 1% or less of total budget. This legislation would allow those outsourced long term and career substitute teachers who qualify under PERS rules to get benefits and restore access to those who have been denied application to Public Service Student Loan Forgiveness programs.

As a Licensed Substitute Teacher, through TSPC, I still hold my professional teaching license, but others must hold preliminary, professional, or substitute teaching license. This is one of the main reasons I was proud to be a substitute here in Oregon. As a full time teacher in North Carolina, I had substitutes come into my class that had nothing but a two hour training! They were worthless and these companies are also bringing down the quality of substitutes in Oregon. The substitute teaching license renewal does not require PDU's at this time, but many substitutes hold the preliminary and professional licenses, which require 75 PDU's -- a disproportionate responsibility and expense for substitute teachers. Long term substitutes find and pay for their own PDU activities and report them to TSPC.

We have heard of school employees such as bus drivers or janitors being outsourced, but the educators who are carrying out the primary mission of the public schools should remain as public employees.

ORS 341.610 applies to all substitute teachers who are not represented in a bargaining unit. This legislation is retroactive to January 1, 2015 so that eligible substitute teachers, most of whom were PERS members prior to the outsourcing, can recover benefits they earned by working in the public schools during the interim.

I feel that the Bill 3130 should maintain PERS for substitute teachers who take pride in their profession and hold a preliminary, professional, or substitute teaching license as certified through TSPC.