

March 22, 2021

Tanya M. Fletcher

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HB 3130 Substitute Teachers are State Employees

Dear Sir or Madam:

I am a licensed substitute teacher working contracted by ESS to work at several school districts in the state of Oregon. I currently have been working at the same three school districts for the past five years, but when EMS transferred to ESS, my PERS/IAP account stopped placing funds into my retirement account. The school districts that I worked at originally placed those funds into my account because I am working on site as a state employee. While I am still technically a state employee, it is my understanding that ESS is not authorized to make contributions into a state funded retirement account. I believe this was an unfair thing to do.

Since I am working as a licensed teacher and have the credentials of a licensed teacher, I feel that the state should treat me as such and provide some, if not all, the benefits that are appropriate to my position, including picking back up my retirement account for work within the school districts as a state employee. Without a retirement account, the responsibility to provide for my retirement falls squarely on me and others like me. The salary of a substitute teacher can be variable depending on the work that was available for any given month and at times inadequate given our service to the kids and the teachers that we substitute for.

I believe the system should return to what it was three years ago, and the districts should make contributions into our retirement accounts after a probation time period or certain hours worked with in that district. This way the districts are showing gratitude for loyalty when the substitute returns to substitute within that district again and again. This will also encourage substitutes to work for more than one school district, as I have done. The more districts a substitute works for, the more contributions from multiple districts in that employee's PERS/IAP account.

I want to thank you for your hearing my concerns on this matter and on behalf of the other substitute teachers that are in the same position, please support HB3130.

Sincerely,

Tanya M. Fletcher