

Dear Chairman Holvey and members of the Business & Labor Committee,

I am writing to express my full support of HB 3130 and bring awareness to you about the negative effect it is having, and will continue to have, on my colleagues and Oregon students if it is not passed. That such a bill exists is truly a sad testament to just how disrespected and diminished the role of substitute teaching has become, even within the school community. HB 3130 will stop this downward spiral of inequity and restore these diligent, dedicated, and well-deserving substitutes' confidence and stamina to continue.

The same long-standing relationship standard teachers have with PERS must be restored to substitute teachers, or Oregon's schools will continue to experience substitute shortages, and standards will fall. It makes no sense for someone who is eking by on a substitute's salary to accept assignments in districts that outsource, knowing those hours will not count toward the immense task of earning 600 hours in a school year.

I believe, districts outsourcing their substitutes causes students, disproportionately in rural areas, to lose the opportunity to be taught by a professional teacher; one who holds a professional license and is the most qualified in degrees and experience to teach children.

When I accept an assignment, and step into the school building, I have always felt I was a full-fledged teacher working for that school district: I am a mandatory reporter, I am licensed by the TSPC, I carry forth the curriculum set by the principal just like the absent teacher I am replacing. Not affording *all* teachers in a school community a chance to partake in its long established retirement program is an injustice, and is certainly far from the morals, ethics, and best practices I aim to uphold on a school district's behalf.

I urge you to thoughtfully consider and, ultimately, pass HB 3130 to retain the valuable asset of unrestricted, highly-qualified substitute teachers in our classrooms and to give career substitutes, the ones that endure so much for so little, a glimmer of the respect they once held.

Sincerely,
Kimberly Mandel
Career Substitute Teacher, 18 years
Southern Oregon Coast: Reedsport, Coos Bay, North Bend, Coquille