



**COALITION OF
OREGON SCHOOL
ADMINISTRATORS**

February 8, 2022

TO: Oregon House Education Committee

FR: Parasa Chanramy, on behalf of the Coalition of Oregon School Administrators

RE: HB 4030-2 Testimony

Dear Chair Alonso Leon, Vice Chairs Neron and Weber, and Members of the House Education Committee:

My name is Parasa Chanramy and on behalf of the Coalition of Oregon School Administrators and our 2,700 administrators across Oregon, here to share a few remarks on House Bill 4030 and the -2 amendment.

We want to thank Sen. Dembrow and the Legislative Policy and Research Office Team for pulling together and organizing the [Education Workforce Work Group](#), and thank Chair Alonso Leon for having this bill as one of the House Education Committees priority bills this legislative session.

Our members are deeply committed to supporting, developing, and retaining a diverse educator workforce.

Given all the complex workforce challenges we continue to face – prior to – and now over the course of this pandemic, our students continue to be resilient, and our educators are working tirelessly to meet the challenges of the moment. Whether it is adjusting schedules to prioritize student mental health needs or covering staffing shortages on short notice, our leaders, teachers, and staff have stepped up – taking on more than what they originally signed up for – to provide the best education possible for our students.

We support the goals of HB 4030 and much of what is outlined in the -2 amendment, especially around improving educator license reciprocity, investing in recruitment and retention, and eliminating barriers to joining the educator workforce.

Before advancing this bill, we wanted to share our concerns regarding Section 21 in the -2 amendment. This section focuses on teacher prep time.

Here are some of the concerns regarding Section 21 of HB 4030-2 raised by our members:

- 1. Prep Time and Collective Bargaining.** Prep time is already covered in our collective



bargaining and/or district agreements. We worry that the proposed language in the -2 amendment creates an unnecessary redundancy that potentially limits our ability to make staffing decisions that best meet the needs of our students.

District Example: In the event of an emergency, there are times when a district needs a staff member to cover a class and districts should have the right to direct that staff member to do so as long as that staff member is receiving additional compensation – this is outlined in each district’s collective bargaining agreement.

- 2. Section 21 might create some unintended consequences for common prep times.** Common prep times are outlined in contracts and are often utilized for grade-level teams and professional learning communities to meet, connect, and coordinate with one another.

District Example: Under Section 21, our district has concerns about not being able to have a staff meeting during a common prep time. For example, our elementary school teachers all have a common prep and there are times when we need to bring the staff together to distribute information.

The current language in Section 21 – which outlines a one-size-fits all approach for teacher prep time – would set our districts up for untenable local scenarios where building leaders would not be able to ask teachers to use their prep to cover a staffing shortage.

To be clear, this is not an issue about pay – our organization supports teachers getting additional compensation for taking on additional responsibilities and work – for us, it’s about staffing and the flexibility to make staffing decisions to ensure that students receive the support they need, especially as we are experiencing workforce shortage issues statewide.

In practice, when our districts ask teachers to provide coverage due to staffing issues, we provide them with additional compensation for the added workload they take on. This is already locally bargained - and it should stay locally bargained so that we can ensure that we are developing locally based solutions that best meet the needs of the district, and most importantly, our students.

We appreciate the opportunity to share a few remarks on the bill and -2 amendment today, and are committed to working with you, Sen. Dembrow, and the other education stakeholders on a solution that addresses the concerns that we have outlined.

Thank you again for your time and we look forward to collaborating with you more on this very important Educator Workforce Bill.