

JOINT TASK FORCE ON STATEWIDE EDUCATOR SALARY SCHEDULES

Oregon State Legislature
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WORK PLAN

Outlined below is a draft workplan based on the requirements of Senate Bill 283 and designed to support the Task Force in meeting its December 2023 and September 2024 report deadlines. This workplan will evolve as the Task Force's work progresses.

The two main requirements in the bill are:

- A report due by December 31, 2023, outlining the benefits and challenges of a statewide salary schedule; and
- A report due by September 15, 2024, proposing policy changes that may lead to a statewide salary schedule, for legislative consideration during the 2025 legislative session. In drafting this report, the Task Force must consider:
 - whether or not regional differences should align with those in place for minimum wage;
 - pay for student teachers; and
 - pay for educators and classified employees who work in special education.

The requirements outlined in Senate Bill 283 are the minimum requirements for the Task Force to complete. At the direction of the co-chairs, the Task Force can study and make recommendations for changes related to the charge even if they are not explicitly listed in the bill. In order to complete these two reports, this work plan categorizes the task force's efforts into five broad tasks:

Task 1: Study minimum salary schedules

Task 2: Study the challenges and benefits of implementing a statewide salary schedule

Task 3: Study statewide salary schedules in other places

September 22, 2023





Task 4: Study process changes required to implement a statewide salary schedule in Oregon

Task 5: Consider, discuss, and propose policy recommendations

Research Agenda

The Task Force's research agenda may incorporate the following elements:

1. Report on the states that currently employ a minimum statewide salary schedule for teachers and how that impacts salaries and salary-setting mechanisms.
 - a. Map of other states' systems
2. Survey of licensees no longer working in schools, for the purpose of determining the reasons why they have left school employment and whether or not higher salaries would have made a difference in their choice to leave.
3. Survey of current school personnel, both licensed and unlicensed, for the purpose of determining:
 - a. Whether or not salaries rank highly as determinants of job satisfaction
 - b. How much unpaid work they do (number of contract days vs. number of days they actually work)
4. Report on the Canadian provinces that currently employ province-wide collective bargaining for salaries, and how that impacts the mechanics of provincial appropriation-setting.
5. Cost-benefit analyses of various policy options.
6. National analysis comparing average salaries in each state with cost of living in that state.
7. Comparison of rural employment conditions to urban; is the imbalance between salary and cost of living lesser or greater in rural areas, and is it more difficult to recruit/retain in rural areas?
8. Detailed information about Washington's system
9. Hawaii's hard-to-hire program



Meetings Roadmap

Meeting 1: September 26, 2023

Purpose/objectives: Introductory meeting

Agenda items:

- Review of ground rules/operating procedures
- Review of SB 283 requirements
- Discussion of research agenda, work plan, and scope
- Report on states that set minimum salaries

Meeting materials:

- Task force operating procedures
- Enrolled version of SB 283
- Draft work plan
- Report on states that set minimum salaries

Related task: Task 1 (minimum salary schedules)

Meeting 2: October 11, 2023

Purpose/objectives:

Agenda items:

Meeting materials:

Related task: Task 2 (challenges and benefits)

Meeting 3: October 25, 2023

Purpose/objectives:

Agenda items:



Meeting materials:

Related task: Task 2 (challenges and benefits)

Meeting 4: November 15, 2023

Purpose/objectives: Discussion of draft report

Agenda items:

Meeting materials:

Related task: Task 1 (minimum salary schedules), Task 2 (challenges and benefits)

Meeting 5: December 15, 2023

Purpose/objectives: Adoption of phase 1 report

Agenda items:

Meeting materials:

Related task: Task 1 (minimum salary schedules), Task 2 (challenges and benefits)

JOINT TASK FORCE ON EDUCATOR SALARIES – WORK PLAN AT-A-GLANCE

Month	Topic/Tasks	Phase	Objectives	Resource Needs
Sept 2023	Minimum salaries in other states	Convening	Understand current policies in other states that set a statewide minimum for teacher salaries	LPRO study
Oct 2023	Benefits & challenges of statewide salary sched.	Information Gathering	Understand the benefits and challenges in other states of a statewide minimum salary schedule	Presentations on...
Nov 2023	Benefits & challenges: Oregon perspectives	Information Gathering	Understand Oregon stakeholders' perceptions of the benefits and challenges of implementing a statewide minimum salary or statewide salary schedule	Public testimony?
Dec 2023	Report-writing	Information Gathering	Draft, discuss, and adopt the first report required by Senate Bill 283	
Jan 2024	BREAK FOR 2024 LEGISLATIVE SESSION			
Feb 2024				



Mar 2024	Statewide collective bargaining elsewhere	Information Gathering	Understand how Canadian provinces undertake province-wide collective bargaining for education professions.	Interviews, meetings with Canadian personnel, school districts, and provincial officials
Apr 2024	Statewide collective bargaining elsewhere	Information Gathering	Understand how Canadian provinces undertake province-wide collective bargaining for education professions.	Interviews, meetings with Canadian personnel, school districts, and provincial officials
May 2024	Required process changes	Information Gathering	Understand how Oregon's budget and appropriations processes work and what procedural changes would be required for Oregon's budget process to implement a statewide collective bargaining scheme similar to that in place in Canadian provinces	Interviews, meetings with DAS, Oregon school personnel, LFO, JWM Co-Chairs
			Understand the role salary plays in a person's decision to leave public school employment; understand the role salary plays in current employees' job satisfaction	Survey data
		Information Gathering	Understand the costs and benefits of various policy options under consideration	Cost-benefit analysis



	Policy options	Deliberation
	Evaluate policy options	Deliberation
		Deliberation
July 2024		Implementation planning
Aug 2024	Report writing	
Sept 2024	Adopt final report	