

# OSEA

Government Relations

## Joint Task Force: Statewide Educator Salaries



---

# Education Workforce

The network of professional educators includes:

- Administrators (secondary education)
- Certified - licensed teachers (secondary education)
- Classified - may or may not have post secondary education



# List of Classified Positions — (abridged)

- Special education, general education, medical, library and health assistants
- School nurses
- Charter-school teachers
- Media specialists
- Secretaries
- Clerical staff
- Interpreters
- Bus drivers and transportation staff
- Nutrition services
- Information technology workers
- Custodial staff
- Facilities staff
- Before- and after-school caregivers
- Campus monitors
- Safety and transition specialists



# Right-fitting, culturally informed salaries to professional classified employees



## Job title v. Actual work product

### Experience:

- On the job
- In current position
- Lived experience

### Population served:

- General education
- Special education
- Early childhood

### Geographic location:

- One site or multiple sites
- Rural or urban

### Cost of Living:



# ALICE

Recommended way to calculate the cost of living: (ALICE)

- Asset
  - Limited
  - Income
  - Constrained
  - Employed
- The United Way's index to better understand workers who earn just above the Federal Poverty Level but less than what it costs to make ends meet.
  - Represents the minimum income level necessary for survival for a household.
  - Tracks the rising cost of essentials, including housing, childcare, food, health care, transportation and a smartphone plan.

# Themes on State Salary Strategies:

- Delaware
- New Mexico
- Washington
- West Virginia







## Accessing Job Quality with Benefits

# Summary

- There are a LOT of job titles for the classified employees who do similar work in each of Oregon's 197 school districts.
- A state plan should include wage floors for all positions. This cannot be a one size fits all approach.
- Post secondary education and job experience should inform workers wages.
- A minimum wage scale gives parity for good work in Ontario, Tillamook and Portland.
- Consistency between certified and classified employment packages
- Wages and benefits must increase to both recruit and retain professional classified educators, Oregon should protect a worker's legal right to bargain.

