

Michelle Morrison (written testimony)
Comment on statewide salary schedule work

Comments below:

1. The concept removes a BIG lever of local control and decision-making.
2. Historically, funding at service level for education has not been stable and I don't understand how a statewide salary schedule would fix that.
3. Current PERS rates as a percentage of payroll range from 0-27.87% for school districts. \$1000 wages for one district could cost \$1027.87 to another district. The larger the payroll, the bigger the "shotgun" differential and cost.
4. Some districts have negotiated to "pick up" the employee 6% while others haven't. This is another 6% "shotgun" differential and cost that cannot be satisfied under a statewide schedule.
5. The cost related to the schedule may create a reduction in student instructional time or services.
6. The statewide schedule ignores the other financial components related to CBA language:
 - a. Number of calendar days (and number of student contact days)
 - b. Stipends, extended contract, and additional days that may already be in place for certain positions
7. There is already a minimum hourly rate in effect in Oregon. Most positions in education are at or above that rate and include benefits and PERS in lieu of wages (in some cases).
8. The only other lever to control costs for Districts is number of staff (which will decrease without enough funding).

9. As far as “Transparency, accountability, and public trust”- ODE HAS ALL THE DATA, there is a lack of ability to interpret and present it. Staff to student ratios are already available.

10. I support elevating the status of classified support staff. I do not advise standardizing position titles as it could jeopardize funding from grant sources and create a lot of turbulence within the current union structure.

11. We don't have a local option but don't think eliminating that program is a good idea (again, limiting local control).

Heading into my 3rd bargain with 2 different groups, I have a lot of appreciation of the interest in this effort. I do not feel that this is necessarily feasible in Oregon or beneficial to students.

Thank you all, let me know if I can share more or answer questions.

Together in service to students,

Michelle