

JOINT TASK FORCE ON STATEWIDE EDUCATOR SALARIES

Oregon State Legislature
900 Court Street NE
Salem, OR 97301

<https://www.oregonlegislature.gov>



RECOMMENDATION PROPOSAL

For questions or assistance filling out this form, please reach out to task force staff:

lisa.gezelter@oregonlegislature.gov or maia.powloski@oregonlegislature.gov.

Please submit one form per policy recommendation. There is no limit on the number of forms you may submit for discussion.

Task force members are encouraged to collaborate. If you collaborate, please submit one form per recommendation and list all group members' names.

Name(s) of submitter(s):
Cynthia Branger Muñoz
What problem are you trying to solve?
This policy proposal addresses critical challenges within the education sector by aiming to strengthen support and stability for educator candidates and newly hired teachers. By implementing structured compensation and reducing probationary periods from three years to one, alongside comprehensive mentorship and support, the proposal seeks to enhance retention rates and improve educational outcomes, thereby fostering a more stable teaching environment.
Title of proposal (25 words or less):
New and Early Career incentives
Value/Finding/Goal Number:



Finding 8: Unpaid student teaching may impair recruitment to education careers, particularly for first-generation college students and students from low-income backgrounds. Cooperating educators are sometimes unpaid or inadequately paid for the additional work they do mentoring candidates for licensure.

Goal 8: To improve recruitment and diversify the education workforce, Oregon will pay educator candidates and cooperating educators for their work

Finding 10: Salary schedules often do not prioritize early-career educators. This disincentivizes Oregonians of low-income and other diverse backgrounds from entering education careers.

Goal 10: To improve recruitment and retention and diversify the educator workforce, compensation will meet the needs of Oregon’s early career educators.

Detailed description of proposal (50 words or more):

1. Compensation for Educator Candidates and Cooperating Educators:

Educator candidates, particularly those from diverse backgrounds, often face financial strain during their training. To attract a diverse pool of candidates, we propose:

Stipends for Educator Candidates: Providing financial compensation to educator candidates enrolled in Educator Preparation programs. This stipend will facilitate their participation in practical teaching experiences, enabling them to focus on professional development without financial hardship.

Compensation for Cooperating Educators: Recognizing the pivotal role of cooperating educators who mentor candidates. Offering stipends or incentives acknowledges their expertise and commitment to nurturing future teachers.

2. Reduced Probationary Periods:



Currently set at 3 years, probationary periods for newly hired teachers will be streamlined to:

Structured One-Year Probationary Period: Newly hired teachers will undergo a one-year probationary period upon employment. This period includes mentorship and support, enabling teachers to acclimate to their school environment and refine teaching skills. This adjustment aims to reduce initial workload and promote stability, creating a supportive environment for professional growth.

Enforcement:

How will the legislature make sure the policy is followed?

1. ODE Oversight and Data Collection:

The Oregon Department of Education (ODE) will be responsible for overseeing the implementation of the policy, particularly in the collection and management of data related to educator stipends and other programmatic aspects. ODE will ensure that funds allocated for stipends are distributed appropriately to educator candidates in Educator Preparation programs.

2. BOLI Reporting Mechanism:

The Bureau of Labor and Industries (BOLI) will establish a reporting mechanism for educators to report instances of non-compliance by school districts or educational institutions with the policy's stipulations. Educators can use this mechanism to report discrepancies related to stipend distribution, cooperating educator involvement, or adherence to reduced probationary periods for newly hired teachers.

3. Evaluation and Adjustment:

An evaluation framework will be implemented to assess the effectiveness of the policy in improving educator retention rates and student outcomes. Data collected by ODE and



reports received by BOLI will inform legislative oversight committees about the impact of the policy, facilitating informed adjustments and enhancements as needed.

4. Penalties for Non-compliance:

Penalties for non-compliance will be clearly established, outlining consequences for school districts or educational institutions found to be in violation of the policy. These consequences may involve financial sanctions, potential loss of funding opportunities, or other corrective measures aimed at ensuring compliance and policy effectiveness.

Reporting mechanisms:

What information will be collected so the legislature knows if the policy is working?

1. Oregon Department of Education (ODE):

ODE will collect data on the allocation and distribution of stipends to educator candidates enrolled in Educator Preparation programs. This includes tracking the number of stipends disbursed, the demographic diversity of recipients, and assessing the impact of stipends on candidate participation and completion rates.

2. Bureau of Labor and Industries (BOLI):

BOLI will establish a reporting mechanism for educators to provide feedback on the engagement and support provided by cooperating educators who mentor candidates. This will include gathering information on the effectiveness of mentoring relationships and their contribution to candidate readiness and confidence.

3. Evaluation Framework:

ODE and BOLI will collaborate on an evaluation framework to assess broader impacts on educator retention rates and student outcomes. This includes collecting data on teacher



retention, student academic performance metrics, and feedback from educators and students on the overall educational environment.

State agency responsible for implementation:

ODE, BOLI