

# 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](mailto:lisa.gezelter@oregonlegislature.gov) or [maia.powloski@oregonlegislature.gov](mailto: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.

<b>Name(s) of submitter(s):</b>
Sarah Wofford and Iris Hodge
<b>What problem are you trying to solve?</b>
Minimum salaries needed for classified educators to level the playing field and bring some school districts up to minimum standards set for non-represented positions
<b>Title of proposal</b> (25 words or less):
Statewide Minimum Salaries a baseline for classified educators across Oregon
<b>Value/Finding/Goal Number:</b>
#5
<b><u>Detailed</u> description of proposal</b> (50 words or more):





Greater consistency in minimum educator pay around the state will improve equity, stability, and retention in the educator workforce. Establishing statewide salary schedules with incentivized growth, steps that align with state budget timing and statewide minimum salaries will include:

- A. A yearly COLA increase
- B. Equity from rural to metro areas
- C. Differentials for hard to fill positions
- D. Incentivize compensation for starting work in education fields

Nothing in this section shall be construed as limiting a school district or education employer from providing educators with compensation that is higher than the minimum amounts set forth.

**Enforcement:**

*How will the legislature make sure the policy is followed?*

**BOLI**

**Reporting mechanisms:**

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

**Biannual reporting, through shared data systems from state government, education employers and educator associations that is complete and up-to-date.**

**State agency responsible for implementation:**

**ODE or OED?**