

# JOINT TASK FORCE ON STATEWIDE EDUCATOR SALARIES

Oregon State Legislature

900 Court Street NE



## RECOMMENDATION PROPOSAL

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

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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?
The entry-level salary for educators in Oregon is not competitive with other professions requiring similar levels of education and preparation, making a career in education less attractive.
Title of proposal (25 words or less):
Minimum Salaries with research into the tiered system
Value/Finding/Goal Number:
<b>Value:</b> Competitive compensation that respects and attracts Oregon educators and provides for a stable and diverse workforce.



**Finding 10:** Salary schedules often do not prioritize early-career educators, disincentivizing 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.

**Finding 11:** COLA calculations and annual pay increases will better reflect current economic realities and prepare for Oregon's future needs and funding capacity.

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**Finding 12:** Current policies may disincentivize mid- or late-career licensure for classified staff, particularly candidates of diverse backgrounds.

**Goal 12:** Salary schedules will incentivize growth throughout education careers for educators of all backgrounds

Detailed description of proposal (50 words or more):



Proposal:

**1. Set Minimum Salaries:**

- Establish a baseline salary for educators and classified employees to ensure fair compensation that reflects the professional preparation and education required for these roles.
- Implement salary scales that account for experience, qualifications, and responsibilities, ensuring a clear and equitable progression path.
- Introduce a mechanism to adjust the salary schedule biannually to account for inflation, cost of living increases, and other economic factors, ensuring that educator compensation remains competitive and fair over time.

**2. Research and Benchmarking:**

- Conduct a comprehensive analysis of the Washington system's three-tier minimum salary structure. This system categorizes salaries based on entry-level, mid-career, and senior-level positions, providing a structured approach to compensation.
- Evaluate the effectiveness of the Washington model in addressing salary disparities and promoting career growth within the education sector.
- Adaptation to Oregon's Funding System:
  - Assess how the three-tier minimum salary structure can be integrated with Oregon's existing funding mechanisms for education.
  - Identify potential financial implications and funding sources to support the implementation of minimum salary standards without compromising other educational resources.
  - Develop a phased implementation plan to transition to the new salary structure, ensuring minimal disruption to current budgeting processes and maintaining financial stability.

Enforcement:



How will the legislature make sure the policy is followed?

**1. Regulatory Framework:**

Develop clear regulations and guidelines that outline the responsibilities of school districts in adhering to the minimum salary standards. These regulations should include detailed procedures for setting and adjusting salaries, as well as mechanisms for reporting and accountability.

**2. Mandatory Reporting:**

Require school districts to submit biannual reports detailing their salary schedules and any adjustments made. These reports should be reviewed by the appropriate oversight bodies to ensure compliance with the established minimum salary standards.

**3. Penalties for Non-Compliance:**

Establish penalties for school districts that fail to comply with the minimum salary standards. The Bureau of Labor and Industries (BOLI) will be responsible for issuing these penalties, which could include financial sanctions or reduction in state funding. BOLI will report non-compliance to the Oregon Department of Education (ODE), which will then administer the reduction in state funding.

**4. Support and Resources:**

Provide school districts with the necessary resources and support to comply with the policy. This could include funding for salary increases, technical assistance in adjusting salary schedules, and training for district administrators on the new regulations.

**5. Transparency and Public Accountability:**

Ensure transparency by making compliance reports and audit findings publicly available. This allows parents, educators, and the community to hold school districts accountable and ensures that there is public oversight of the policy implementation.

Reporting mechanisms:



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

**1. Audits and Inspections:**

Assign the Oregon Department of Education (ODE) as the third-party auditor to conduct regular audits and inspections of school district payroll systems and financial records. This will verify that the minimum salary standards are being met.

**2. Biannual Reporting:**

Require school districts to submit biannual reports detailing their salary schedules and any adjustments made. These reports should be reviewed by the appropriate oversight bodies to ensure compliance with the established minimum salary standards.

**3. Complaint Mechanism:**

Establish feedback mechanisms, such as hotlines or online portals, where educators and classified employees can report non-compliance or raise concerns about salary issues. The Bureau of Labor and Industries (BOLI) will handle these complaints and investigate promptly to address any violations of the policy.

**4. Penalties for Non-Compliance:**

BOLI will be responsible for issuing penalties for non-compliance, including financial sanctions or reduction in state funding. BOLI will report non-compliance to ODE, which will then administer the reduction in state funding.

State agency responsible for implementation:



Oregon Education Department & Bureau of Labor and Industries