

# 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>
Cynthia Branger Muñoz
<b>What problem are you trying to solve?</b>
Instability, initial workloads, and lack of supportive working environments for new teachers.
<b>Title of proposal</b> (25 words or less):
Reduced Probationary Periods
<b>Value/Finding/Goal Number:</b>
<b>Finding 10:</b> Salary schedules often do not prioritize early-career educators. This disincentivizes Oregonians of low-income and other diverse backgrounds from entering education careers.





<b>Goal 10:</b> To improve recruitment and retention and diversify the educator workforce, compensation will meet the needs of Oregon’ s early career educators.
<b><u>Detailed</u> description of proposal</b> (50 words or more):
Currently set at 3 years, probationary periods for newly hired teachers will be streamlined to:  <b>Structured One-Year Probationary Period:</b> Newly hired teachers will undergo a one-year probationary period upon employment, which can be expanded to 3 years if mutually agreed upon by their supervisor and themselves. 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.
<b>Enforcement:</b> <i>How will the legislature make sure the policy is followed?</i>
Via contracts or individual complaints.
<b>Reporting mechanisms:</b> <i>What information will be collected so the legislature knows if the policy is working?</i>
<b>State agency responsible for implementation:</b>
N/A