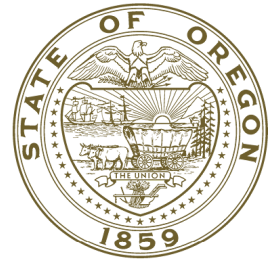


JOINT TASK FORCE ON STATEWIDE EDUCATOR SALARIES

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):

Lisa Ledson

What problem are you trying to solve?

Special education and hard-to-hire educator positions.

Title of proposal (25 words or less):

Monetary retention payments for paraeducators.

Value/Finding/Goal Number:

Finding 9: Despite efforts in all parts of the state, Oregon does not sufficiently recruit, retain, support, or compensate special education and other hard-to-hire educator positions. Recent workforce and labor economics studies indicate that unfilled vacancies in special education and other hard-to-hire areas continue to





be a problem. Unfilled positions result in inadequate services for vulnerable student populations, particularly in special education.

Goal 9: Improvements to Oregon's compensation and working conditions will help districts recruit, retain, and support special education professionals and other educators in hard-to-hire positions. Schools will be able to fill hard-to-hire vacancies and better serve Oregon special education students and other vulnerable populations.

Detailed description of proposal (50 words or more):

Legislature Recommendations:

1. Offer incentive pay, specifically a yearly stipend of \$5000, and/or a wage of \$30 per hour for classified staff who work directly with disabled students, and offer tuition reimbursement to address staff shortages.
2. Ensure manageable workloads by capping caseloads based on an acuity tool that can be utilized by the district and providing administrative helpers.
3. Foster a supportive environment where Special Education teachers feel understood and appreciated.

Enforcement:

How will the legislature make sure the policy is followed?

The legislature can ensure the policy is followed by implementing the following measures:

1. The establishment of a robust monitoring and evaluation committee will provide necessary oversight on the distribution of incentive pay and tuition reimbursement.
2. Enforce caps on caseloads and require regular reports from schools on workload management.
3. Create a feedback system for Special Education teachers to report their experiences and ensure their voices are heard and addressed.



Reporting mechanisms:

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

To determine if the policy is effective, the legislature will collect the following information:

- 1. Incentive and Tuition Program Data:** The number of staff receiving incentive pay and tuition reimbursement and their impact on staff retention and shortages.
- 2. Workload Metrics:** Reports on caseload sizes, staff workload, and the use of administrative helpers.
- 3. Teacher Feedback:** Surveys and feedback from Special Education teachers on their work environment, job satisfaction, and feelings of appreciation.

State agency responsible for implementation:

ODE, State legislature at large