

JOINT TASK FORCE ON SUBSTITUTE TEACHERS

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:

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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):
Debbie Fery and OSTA Executive Board
What problem are you trying to solve?
Oregon's at-will policy allows substitute teachers to be banned from a school or school district for small infractions that would not bar a regular teacher. This common practice results in loss of wages for the substitute teachers and fewer substitute teachers available. Some substitute teachers are not aware of actions which could bar them from a school or a district. This proposal requires Oregon public P-12 to develop a due process standard, policy and classroom behavior expectation that are often the subject of a Substitute Teacher termination from a school or entire district.
Title: Due Process Specifically for Substitute Teachers





Value/Finding/Goal Number:
1 to 13
Detailed description of proposal (50 words or more):
<p>School Districts shall develop a simple due process, in which the substitute teacher will be involved-- to explain what happened and to gain insight for their teaching practice. This process will include an investigation and timely meeting with school or district staff and shall be outlined in the District's Substitute Teacher Handbook. Substitute Teachers working in the district will be provided a copy of the Substitute Teacher Handbook.</p> <p>There should be no surprise when a substitute teacher is told they can longer work in a school or district.</p> <p>All discipline will be based on compliance with expectations of substitute teachers listed in the Substitute Teacher Handbook; additional training may be offered, if warranted.</p> <p>Some examples of actions which might bar a substitute teacher:</p> <p>Use of cellphone, tablets, laptops, computer or smart devices by teacher or student that are unrelated to instruction</p> <p>Cursing and or using disrespectful language to students or allowing disrespect by students.</p> <p>Inappropriote attire to include gang, nudity, language on clothing of students</p> <p>Touching students inappropriately, students touching the substitute teacher without permission</p> <p>Sleeping or intoxicated student</p> <p>Intervening in fights without contacting school office.</p> <p>The use of LBGWQ+ language or reference in the classroom</p> <p>The use of gun reference in regards to music, shopping, etc...</p> <p>The use of race, religion and political issues unrelated to instruction or discussion.</p>



Use of smart device camera by student to take pictures of students or the substitute without permission.

When does a substitute teacher send a student to the office, rest room or another classroom?

What is the incident reporting process?

Enforcement:

How will the legislature make sure the policy is followed?

Random audit of school districts for Compliance

Reporting mechanisms:

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

There is nothing to be reported to the Legislature. There may be legal challenges if substitute teachers lose wages as result of the school or district's failure to provide clear policy and procedure.

State agency responsible for implementation:

Legislature, PERS, BOLI, Department of Education