

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):
Lori Sattenspiel, Alisha McBride, Debbie Simons and Linda Murray
What problem are you trying to solve?
<p>The Task Force has gathered important data, heard key information about the status of educator pay in Oregon and around the country, and had robust discussions about salaries, benefits, and bargaining. We believe there is a shared desire from all participating partners to provide salaries, wages, and benefits that attract and retain a diverse education workforce.</p> <p>That being said, the work for both classified and licensed staff are intricately complicated; requiring very specialized, different detail in order for successful creative solutions to be found to improve the recruitment and retention of highly skilled staff to support high quality teaching and learning for Oregon's students.</p>
Title of proposal (25 words or less):



Create two workgroups/steering committees with separate focuses: One focused on licensed staff and needs; Another focused on classified staff and needs

Value/Finding/Goal Number:

Generally, this recommendation applies to all of the Findings and Goals approved by the Task Force as it is meant to come up with a comprehensive plan to create a path forward to implement them.

A statewide salary minimum, statewide salary schedule, and statewide collective bargaining have been examined by the task force. The task force has examined a wide variety of examples in different states, different types of employers; and the implementation of any model would require a different focus and detail depending on employee type (salaried vs. hourly).

Detailed description of proposal (50 words or more):

We support establishing two work groups, one focused on licensed staff and one on classified staff as the implementation of any solution across 198+ employers have different requirements and challenges. At this time, any proposal to implement a statewide salary schedule (for example) feels incomplete, not thoroughly vetted, and will likely meet opposition; and also, likely unsustainable implementation, negatively impacting involved staff and more importantly, students and families served. We need to separate the focus to investigate solutions that meet the needs of each employee type, as any typical solution is not a one-size fits all.

Additionally, these workgroups needs to identify key questions regarding bargaining implications, funding concerns, etc. that need to be addressed.

Key components for consideration could include:

- Timeline – We believe the groups needs at least 12 months to develop any proposal.



- Participants – We want to keep the group nimble (in the 10-12 member range) and should include impacted partners (OEA, OSPA, OSEA, OSBA, COSA, OASBO, OAESD, parents), legislative representation, the Governor’s Office, DAS, LRO, and LFO.
- Staffing – The group needs professional staffing and/or facilitation so that there are dedicated resources to ensure any deliverables are on time.
- Funding – Any proposal needs to be costed out and a fiscal impact statement needs to be prepared, including potential impacts upstream on salary schedules and bargaining.
- It would be important that the workgroups include those implementing the work at the student level, including superintendents, finance officers, and human resources professionals; along with the appropriate labor partner representatives (OEA or OSEA).

We know there are lots of additional details that need to be decided upon, but we hope to engage the entire task force during the recommendation discussions to help fully form a proposal.

Enforcement:

How will the legislature make sure the policy is followed?

We would recommend that the group report back to the Education Policy Committees and the Ways and Means Subcommittee on Education regularly with updates and submit a final report to the Legislature.

Reporting mechanisms:

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

See Enforcement.

State agency responsible for implementation:



We are open to where the “working group” is ultimately housed and which agency(ies) are responsible to provide staffing. But it likely includes the Oregon Department of Education and Department of Administrative Services at a minimum. Depending on the specific solution, BOLI may also be impacted.