

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:

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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):
Rep. Neron, Iris Hodge, Sarah Wofford
What problem are you trying to solve?
<p>The state's public education workforce data is incomplete and lacks transparency. Oregon law requires school districts to report comprehensive data on licensed educators and administrators but does not require the same for non-licensed (classified) employees. For this reason, there are gaps in the Oregon Department of Education (ODE)'s Staff Position File, particularly regarding compensation. Additionally, although it is available upon request, ODE's Staff Position File is not easily accessible to the public.</p> <p>In order to provide greater transparency to the public, to align state and local budgeting processes, and to calculate accurately the funds Oregon schools need, ODE's Staff Position File must have complete data on all public education professionals—classified, licensed, and administrative—including pay and benefits. <u>The state must also collect information on</u></p>



the cost of benefits. This data must be easily accessible online to the public. In achieving this goal, Oregon will balance the needs of local education agencies (LEAs) to minimize administrative reporting burdens.

Title of proposal (25 words or less):

~~Efficient~~ Require efficient and complete statewide data on all K-12 public education staff—including classified, licensed, and administrative—including pay and benefits, reported annually, and accessible to the public online.

Value/Finding/Goal Number:

Value 1, Goal 1: Alignment. Value 2, Goal 3: Shared Data. Value 4, Goal 17: Careful implementation.

Detailed description of proposal (50 words or more):

ODE will require each LEA to submit workforce data ~~, including pay and benefits,~~ on all staff—including classified, licensed, and administrative—as part of the agency's Staff Position File. Districts would be required to include all classified staff in their reporting. ODE will also coordinate the collection of actual district expenditures for benefits. Currently, ~~the Staff Position File does not include data on employee benefits, and~~ LEAs must submit complete salary information only on licensed teachers and administrators. New requirements should be enacted to ensure that this current dataset is expanded to include accurate reporting ~~of pay, benefits, and other data~~ on all members of the K-12 public education workforce, and to ensure that the state has an accurate picture of districts' benefit costs.

In developing these requirements, policymakers will collaborate with LEA professionals who have expertise in data collection and reporting, to ensure that new requirements are streamlined and efficient at the local level, particularly for Oregon's small and rural LEAs.



To understand more clearly where state funding is allocated, and to avoid contentious bargaining environments between educator associations and employers, ODE's Staff Position File will be accessible for all K-12 public education staff, their unions, and the public. This will be achieved via a public-facing website.

Enforcement:

How will the legislature make sure the policy is followed?

The legislature will ensure the policy is followed in the same way that it enforces current data collection requirements for ODE and LEAs; under this proposal, enforcement would include data on classified as well as licensed and administrative school employees.

Reporting mechanisms:

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

Once ODE has received and processed LEA data on all members of the K-12 workforce—including classified, licensed, and administrative staff—ODE will publish the data to a public-facing website, so that school communities may access information on the use of state funds in public education settings.

ODE will use the complete Staff Position File and other data collections to compile an annual report on Oregon's classified, licensed, and administrative K-12 workforce, including complete data on pay, benefits, and mobility for all three of these employee groups.

State agency responsible for implementation:

ODE