

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):
Sarah Wofford, Iris Hodge & Cynthia Branger Munoz
What problem are you trying to solve?
Minimum salaries needed for represented educators to level the playing field in Oregon public schools.
Title of proposal (25 words or less):
Study of Statewide Minimum Salaries: a baseline for educators across Oregon
Value/Finding/Goal Number:
Value: Competitive compensation that respects and attracts Oregon educators and provides for a stable and diverse workforce. Findings & Goals: #5, #10
Detailed description of proposal (50 words or more):
Greater consistency in minimum educator pay around the state will improve equity, stability, and retention in the educator workforce. Requesting a study that establishes statewide salary schedules with steps that align with state budget timing and statewide minimum salaries that include: A. A yearly COLA increase





- B. Equity from rural to metro areas
- C. Differentials for hard to fill positions
- D. A model that incentivizes compensation for starting work in education fields but also accounts for professional growth through an educator's career.

1. Research and Benchmarking:

- Conduct a comprehensive analysis of a structure that sets minimums for early, mid and late career proposed and implemented minimum salary schedules.
- Evaluate the effectiveness of statewide salary models in addressing salary disparities and promoting career growth within the education sector.

Adaptation to Oregon's Funding System:

- Assess how a minimum salary schedule could be integrated with Oregon's existing funding mechanisms for education.
- Identify potential financial implications and funding sources to support the implementation of minimum salary standards without compromising other educational resources.
- Develop a phased implementation plan to transition to the new salary structure, ensuring minimal disruption to current budgeting processes and maintaining financial stability.

Nothing in this section shall be construed as limiting a school district or education employer from providing educators with compensation that is higher than any minimum amounts set forth.

Enforcement:

How will the legislature make sure the policy is followed?

Develop clear regulations and guidelines that outline the responsibilities of school districts in adhering to the minimum salary standards. These regulations should include detailed procedures for setting and adjusting salaries, as well as mechanisms for reporting and accountability.

1. Mandatory Reporting:

Require school districts to submit biannual reports detailing their salary schedules and any adjustments made. These reports should be reviewed by the appropriate oversight bodies to ensure compliance with the established minimum salary standards.

2. Penalties for Non-Compliance:

Establish penalties for school districts that fail to comply with the minimum salary standards. The Bureau of Labor and Industries (BOLI) will be responsible for issuing these penalties, which could include financial sanctions or a reduction in state funding. BOLI will report non-compliance to the Oregon Department of Education (ODE), which will then administer the reduction in state funding.

3. Support and Resources:



Provide school districts with the necessary resources and support to comply with the policy. This could include funding for salary increases, technical assistance in adjusting salary schedules, and training for district administrators on the new regulations.

4. Transparency and Public Accountability:

Ensure transparency by making compliance reports and audit findings publicly available. This allows parents, educators, and the community to hold school districts accountable and ensures that there is public oversight of the policy implementation.

Reporting mechanisms:

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

1. Audits and Inspections:

Assign the Oregon Department of Education (ODE) as the third-party auditor to conduct regular audits and inspections of school district payroll systems and financial records. This will verify that the minimum salary standards are being met.

2. Complaint Mechanism:

Establish a statewide reporting system, such as an online portal, where educators and classified employees can report non-compliance or raise concerns about salary issues. The Bureau of Labor and Industries (BOLI) will handle these complaints and investigate promptly to address any violations of the policy.

State agency responsible for implementation:

ODE and BOLI