

# 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](mailto:lisa.gezelter@oregonlegislature.gov) or [maia.powloski@oregonlegislature.gov](mailto: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.

<b>Name(s) of submitter(s):</b>
Lori Sattenspiel, Alisha McBride, Debbie Simons and Linda Murray
<b>What problem are you trying to solve?</b>
<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>Too often, the information and recommendations of a work group or task force do not make it past the "report out" phase. We believe that there is merit to continuing to discuss issues related to educator salaries and benefits <i>and</i> we need a forum to continue the work and craft specific proposals for consideration.</p>
<b>Title of proposal</b> (25 words or less):



~~Steering Committee~~/Working Group/~~Legislative Advisory Committee?~~ to Develop a Framework for A Statewide Salary Structure

**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 also adopted a well-researched and vetted list of goals, findings, and values that have broad agreement and consensus among partners. Pay and benefits are a critical issue, but we believe any plan for consideration needs significant discussion and work from impacted partners.

**Detailed description of proposal** (50 words or more):

We support setting up a formal mechanism or process to develop a specific plan that includes the time needed to produce a balanced proposal that is supported by all partners. We need to convene experts and impacted organizations and allow them time and space to develop options and vet them. At this time, any proposal to implement a statewide salary schedule (for example) feels incomplete, not thoroughly vetted, and will likely meet lots of opposition. We need to take our time and invest in developing a system that better meets the needs of our students.

We want to propose this framework to see if there is interest in collaboration on a joint recommendation. Key components for consideration include:

- Timeline – We believe the group needs at least 12 months to develop any proposal.
- Participants – We want to keep the group nimble (in the 12–16-member range) and should include impacted partners (OEA, OSEA, OSBA, [OSPA](#), COSA, OASBO, OAESD, parents), legislative representation, ~~(at least four legislators, representing~~



each of the four major caucuses), the Governor's Office, TSPC, EAC, and ODE, with support from 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. Because the costs of various policy options must be considered, LFO should be included along with LPRO as staff supporting the work of this group.
- 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.
- Task – The group needs to review the work of this task force, the study of state funding and the Quality Education Model (due January 2025), and the work of the executive branch's work group on accountability and CSL in order to formulate a comprehensive plan for education funding for the State of Oregon in line with the values and goals identified by our task force.

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:**



The more-developed recommendations coming from this working group will likely require legislative action, though in some cases they may be able to be implemented directly by ODE, TSPC, and DAS.