

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):
Branger Muñoz, Neron, Stephens
What problem are you trying to solve?
Policy pertaining to statewide educator salary schedules can cause un-anticipated phenomenon, and can lead to inequitable pay outcomes. Although this may pertain to any policy, in particular regionalization formulas can lead to inequities in pay. Similar phenomenon may also lead to discrepancies in quality between regions. Regionalization formulas that guide educator salary schedules like those utilized in the State of Washington can also contribute to gentrification or similar phenomenon, which can affect the cost of living for educators. Regionalization in statewide educator salaries is an important conversation, and with proper consideration can be done well.





Title of proposal (25 words or less):
Understanding the Equity Impacts of Statewide Educator Salary Schedules with a Focus on Regionalization Related Policy
Value/Finding/Goal Number:
No. 2: Equity
<u>Detailed</u> description of proposal (50 words or more):
<p>As discussed in the following:</p> <ul style="list-style-type: none"> • Washington State School Funding presentation from October 11, 2023. • Oregon Wage Information and the Education Sector presentation from June 5, 2024. Pg 9 • OLDC Oregon Regional Trends in New Teacher Salaries from June 5, 2024. Pg 24 <p>With the goal of providing the executive and legislative branches the opportunity to create equitable policy and the decisions, the following is proposed:</p> <p>Any policy that pertains to minimum statewide educator salary schedules, minimum salaries, tiered salaries, or similar; classified, certified, licensed, or other should require an impact study (equity impact study) that anticipates inequitable phenomenon; with a focus on the potential for inequitable pay outcomes, inequitable increases in cost of living, and potential inequitable quality outcomes.</p> <p>For the purposes of this proposal, equity is contemplated as the principles of fairness and justice in the context of education. It requires that every educator,</p>



despite their specific circumstances, have fair access to resources, opportunities, and support to help them achieve professional advancement. Equity recognizes that educators come from various backgrounds and many require varied amounts of resources to level the professional playing field. The impacts of educator inequities also extend the student experience and can have impacts on workplace belonging, psychological safety, workloads, retention, and district expenditures.

This proposal will be supported by the Legislature budget; or the Oregon Department of Education budget.

This proposal can only be successful if fully funded.

Enforcement:

How will the legislature make sure the policy is followed?

Policy pertaining to statewide educator salary schedules should be required to comment on this impact study, how it aligns, and where it does not align.

Reporting mechanisms:

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

Legislative Policy and Research Office or the Oregon Department of Education report detailing alignment with equity goals.

State agency responsible for implementation:

Legislative Policy and Research Office or the Oregon Department of Education to contract independent organizations for this work.