

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):
Lisa Ledson, Sarah Wofford, and Iris Hodge
What problem are you trying to solve?
Addressing the ongoing challenges in recruiting, retaining, and supporting special educator and other hard-to-hire educational assistant positions in Oregon.
Title of proposal (25 words or less):
Incentive pay and tuition reimbursement for educational assistants who support students with disabilities.
Value/Finding/Goal Number:
<ul style="list-style-type: none">Finding 9: Despite efforts in all parts of the state, Oregon does not sufficiently recruit, retain, support, or compensate special education and other hard-to-hire educator positions. Recent workforce and labor economics studies indicate that





<p>unfilled vacancies in special education and other hard-to-hire areas continue to be a problem. Unfilled positions result in inadequate services for vulnerable student populations, particularly in special education.</p> <ul style="list-style-type: none"> • Goal 9: Improvements to Oregon's compensation and working conditions will help districts recruit, retain, and support special education professionals and other educators in hard-to-hire positions. Schools will be able to fill hard-to-hire vacancies and better serve Oregon special education students and other vulnerable populations.
<p><u>Detailed description of proposal</u> (50 words or more):</p>
<p>Incentive pay and compensation: Provide a yearly stipend of \$8,000 or a \$5 per hour increase for classified staff (educational assistants) working directly with disabled students and offer tuition reimbursement to address staffing shortages.</p>
<p>Enforcement:</p> <p><i>How will the legislature make sure the policy is followed?</i></p>
<p>Monitoring and oversight: Establish a monitoring and evaluation committee to oversee the distribution of incentive pay and tuition reimbursement (EAC).</p>
<p>Reporting mechanisms:</p> <p><i>What information will be collected so the legislature knows if the policy is working?</i></p>
<p>Incentive and tuition program data: Track the number of staff receiving incentive pay and tuition reimbursement and assess their impact on staff retention and shortages.</p>
<p>State agency responsible for implementation:</p>
<p>ODE, EAC</p>