

JOINT TASK FORCE ON SUBSTITUTE TEACHERS

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):
Debbie Fery and OSTA Executive Board
What problem are you trying to solve?
We want to stabilize the substitute pool and make more substitute teachers available. Oregon's At Will policy allows substitute teachers to be banned from a school or school district for vague infractions that would not bar a regular teacher. This common practice results in fewer available substitute teachers and an unexpected loss of wages for substitute teachers. Some substitute teachers are unaware of actions that could bar them from a school or school district.
Title of proposal (25 words or less):





Due Process Specifically for Substitute Teachers
Value/Finding/Goal Number:
Goal 2: Evaluation Goal 4: Retention 6: Workplace Culture 8: Best Practices 10. District Needs 13: Careful Implementation
<u>Detailed description of proposal</u> (50 words or more):
<p>This proposal requires Oregon public K-12 school districts to develop a Due Process policy with classroom behavior expectations so that substitute teachers are aware of problems that could result in their discipline or termination. This Due Process policy shall be outlined in the District's Substitute Teacher Handbook and made available to all classroom and substitute teachers working in the district.</p> <p>All discipline will be based on a lack of compliance with the expectations for substitute teachers listed in the Substitute Teacher Handbook.</p> <p>The Due Process shall involve an investigation and timely meeting with school or district staff in accordance with protections for workers under the Fifth and Fourteenth Amendments of the US Constitution. The goal should be the swift return of qualified teachers to the pool and to limit their lost wages.</p>
Enforcement:
<i>How will the legislature make sure the policy is followed?</i>
School districts are required to report annually to BOLI and the Oregon Department of Education.
Reporting mechanisms:
<i>What information will be collected so the legislature knows if the policy is working?</i>
Districts should compile a report about the demographics of the substitute teacher pool, including the number of terminations and their respective reasons.



State agency responsible for implementation:

Legislature, BOLI, Oregon Department of Education