

# 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.

<b>Name(s) of submitter(s):</b>
Debbie Fery and OSTA Executive Board
<b>What problem are you trying to solve?</b>
<b>Assures substitute teachers defined in ORS 342.815 (8) are managed and supervised by a school district, ESD or public charter school.</b> <b>Equity in Pay and Benefits, Public Service Student Loan Forgiveness, Engagement, Eligibility for public funding for continuing education, degree programs, and grant programs for teacher credentialing, due process protections for public employees. Eligibility for health care benefits as a public employee. Engagement with the school as being part of the educational team, supervised by the building principal and following ODE goals.</b>
<b>Title of proposal (25 words or less):</b>
<b>Substitute Teachers are Public Employees</b>
<b>Value/Finding/Goal Number:</b>
<b>1 to 13</b>
<b>Detailed description of proposal (50 words or more):</b>





**Substitute teachers are public employees because as classroom teachers, they are carrying out the primary mission of the schools: education, regardless of how the school districts or ESD's may choose to procure or pay them.**

**Modify ORS 342.610, with section addition that Substitute Teacher and or those performing services as a substitute teacher are employees of the school district, ESD, or public charter when in the classroom regardless of the length of the assignment, regardless of who process their payroll.**

**Enforcement:**

*How will the legislature make sure the policy is followed?*

**There is no direct funding for this proposal. Those entities who outsourced their substitutes to a staffing agency may incur increase cost to employ substitute teachers given the benefits substitute may earn as public employees and in addition to staffing fees paid to out of state organizations.**

**Reporting mechanisms:**

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

**There is nothing to be reported to the Legislature. There maybe legal challenges.**

**State agency responsible for implementation:**

**Department of Education, PERS, BOLI, OEGB**