

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):
Sarah Wofford, Iris Hodge & Cynthia Branger Munoz
What problem are you trying to solve?
Minimum salaries needed for represented educators to level the playing field in Oregon public schools.
Title of proposal (25 words or less):
Study of Statewide Minimum Salaries: a baseline for educators across Oregon
Value/Finding/Goal Number:
Value: Competitive compensation that respects and attracts Oregon educators and provides for a stable and diverse workforce. Findings & Goals: #5, #10
Detailed description of proposal (50 words or more):
Requesting a study that informs potential statewide salary schedules with steps that align with state budget timing and statewide minimum salaries that include: A. A yearly COLA increase





- B. Equity from rural to metro areas
- C. Differentials for hard to fill positions
- D. A model that incentivizes compensation for starting work in education fields but also accounts for professional growth through an educator's career.

1. Research and Benchmarking:

- Conduct a comprehensive analysis of a structure that sets minimums for early, mid and late career proposed and implemented minimum salary schedules.
- Evaluate the effectiveness of statewide salary models in addressing salary disparities and promoting career growth within the education sector.

Adaptation to Oregon's Funding System:

- Assess how a minimum salary schedule could be integrated with Oregon's existing funding mechanisms for education.
- Identify potential financial implications and funding sources to support the implementation of minimum salary standards without compromising other educational resources.
- Consider options for implementation to transition to the new salary structure, ensuring minimal disruption to current budgeting processes and maintaining financial stability.

Enforcement:

How will the legislature make sure the policy is followed?

Reporting mechanisms:

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

State agency responsible for implementation

Legislative Policy and Research Office (LPRO)