

# 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](mailto:lisa.gezelter@oregonlegislature.gov) or [maia.powloski@oregonlegislature.gov](mailto: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.

<b>Name(s) of submitter(s):</b>
Branger Muñoz, Neron, Stephens
<b>What problem are you trying to solve?</b>
Educator incomes are a primary reason for obtaining another position within education or leaving the labor force entirely (Brummet et al, 2024; presented on March 20, 2024). Policy pertaining to statewide educator salary schedules focus on gross incomes and benefits; however the reality of individual experience regarding cost of living is more complex. Research suggests that incomes and cost of living are connected, and the differences between the two contribute to retention, which then impacts district expenditures.
<b>Title of proposal</b> (25 words or less):



## Clear Picture for the Cost of Living for Educators in Consideration of Policy Related to Statewide Educator Salary Schedules

### **Value/Finding/Goal Number:**

No.14: Childcare, housing, and quality of life

No.15: Regional Needs

### **Detailed description of proposal** (50 words or more):

As discussed in the following:

- After School: An Examination of the Career Paths and Earnings of Former Teachers presented on March 20, 2024. Pg 2, 14.
- OLDC Overview of Educator Data in the SLDS, presented on October 11, 2023.

With the goal of providing the executive and legislative branches a clear picture of information for understanding the financial impacts of policy on educators, retention of educators, and how retention may affect district expenditures:

Any policy that pertains to minimum statewide educator salary schedules, minimum salaries, tiered salaries, or similar; classified, certified, licensed, or other should require a comparative salary schedule vs cost of living analysis by geographic area. The analysis should have a particular focus on available income after cost of living expenses for the geographic area; comparable available income after cost of living expenses from other jobs in the geographic area; and comparable available income after cost of living expenses for remote jobs available in the geographic area.

Policy should comment on how it included the information from the analysis.



Indeterminate outcomes should not be utilized. In the event of indeterminate outcomes, different variables of the same level of quality should be used to meet the goal of this proposal.

Among the following geographic areas may be considered, but not limited to: zip code, county, school district, and / or educational service area.

The MIT cost of living calculator, or another calculator of equal or higher quality should be used for the analysis. All data sources and methodologies should be disclosed.

This proposal aligns with other recommendations pertaining to stable funding sources, data collection, full funding, and accurate financial methodologies (CSL calculation).

This will be fully funded by the Legislature. 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 analysis, and how the information was taken into consideration.

**Reporting mechanisms:**

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

To be explicitly named in the policy the extent to how the information was considered.

**State agency responsible for implementation:**



It is contemplated that the Legislative Fiscal Office may contract with independent organizations for this work, or perform the work itself.