

D R A F T

SUMMARY

Digest: The Act tells DAS to develop an implementation plan to make a collective bargaining process that would apply to teachers across the state. The Act would take effect 91 days after sine die. (Flesch Readability Score: 61.9).

Directs the Oregon Department of Administrative Services to develop an implementation plan for a statewide collective bargaining process for licensed educators in this state.

Requires the department to convene an advisory board to advise the department in developing the plan.

Takes effect on the 91st day following adjournment sine die.

A BILL FOR AN ACT

1
2 Relating to an implementation plan for statewide collective bargaining for
3 licensed educators; and prescribing an effective date.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1. (1) As used in this section:**

6 (a) **“Central table bargaining team” means a collective bargaining**
7 **team that negotiates and sets foundational terms and conditions of a**
8 **collective bargaining agreement that relate specifically to the salary**
9 **and benefits of licensed educators statewide.**

10 (b) **“Labor organization” has the meaning given that term in ORS**
11 **243.650.**

12 (c) **“Licensed educator” has the meaning given that term in ORS**
13 **342.621.**

14 (d) **“Local table bargaining team” means a collective bargaining**
15 **team that negotiates terms and conditions of employment, other than**

1 salary and benefits, for licensed educators at the local school district
2 level.

3 (2)(a) The Oregon Department of Administrative Services shall de-
4 velop an implementation plan for establishing a statewide collective
5 bargaining process for licensed educators in this state.

6 (b) For the purpose of developing the implementation plan under
7 this section, the department shall convene an advisory group, con-
8 sisting of representatives from:

9 (A) The Department of Education;

10 (B) The Coalition of Oregon School Administrators;

11 (C) The Oregon Education Association;

12 (D) The Oregon School Boards Association;

13 (E) The office of the Governor with expertise in the state budget
14 process and school funding;

15 (F) The Oregon Association of School Business Officials;

16 (G) One or more labor organizations that represent public employ-
17 ees;

18 (H) The Public Employees' Benefit Board;

19 (I) The Oregon Educators Benefit Board;

20 (J) The Oregon Department of Administrative Services with legal
21 expertise in public employee collective bargaining; and

22 (K) The majority and minority parties of the House of Represen-
23 tatives and the Senate.

24 (c) The advisory group formed as provided in paragraph (b) of this
25 section shall advise regarding:

26 (A) The development and implementation of the plan.

27 (B) Adoption of rules by the Oregon Department of Administrative
28 Services for the implementation of the plan.

29 (3) The implementation plan developed under this section must:

30 (a) Establish a framework for a statewide collective bargaining
31 process for licensed educators employed in school districts and educa-

1 tion service districts across this state.

2 (b) Examine salaries and benefits for licensed educators in relation
3 to the state budget allocation for public school funding.

4 (c) Contemplate a collective bargaining framework that mandates
5 bargaining through:

6 (A) A central table bargaining team consisting of representatives
7 from the Department of Education, school district boards and state
8 government who have knowledge and expertise in education funding;
9 and

10 (B) A local table bargaining team.

11 (d) Provide strategies for bargaining over salary and benefits rela-
12 tive to the budget appropriated for school funding.

13 (e) Consider methods for achieving additional funding for purposes
14 of adjusting the salaries and benefits of licensed educators in the event
15 that the estimated budget appropriation to cover such costs is deter-
16 mined to be insufficient.

17 (f) Provide timelines for collective bargaining that aligns with the
18 state budget policy and process timelines.

19 (4)(a) No later than December 1, 2026, the Oregon Department of
20 Administrative Services shall provide a progress report to the interim
21 committees of the Legislative Assembly related to education on the
22 status of the implementation plan described under this section.

23 (b) No later than December 1, 2027, the department shall provide a
24 draft report and no later than December 1, 2028, a final report, in the
25 manner provided in ORS 192.245, to the interim committees of the
26 Legislative Assembly related to education on the findings and recom-
27 mendations of the department regarding the statewide collective bar-
28 gaining for licensed educators, including recommendations for
29 legislative changes necessary to require statewide collective bargaining
30 for licensed educators by July 1, 2029.

31 SECTION 2. Section 1 of this 2025 Act is repealed on January 2, 2030.

1 **SECTION 3. This 2025 Act takes effect on the 91st day after the date**
2 **on which the 2025 regular session of the Eighty-third Legislative As-**
3 **sembly adjourns sine die.**

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