

# D R A F T

## SUMMARY

Digest: The Act says that substitute teachers can enroll in a health benefit plan with OEBB. The Act says that the teacher has to pay 10 percent of the premiums. The Act says that the teacher's home district has to administer the plan for the teacher and pay the rest of the premiums, but the district will be paid back by OEBB. The Act says that a district has to keep old health care benefits for teachers who cannot enroll in an OEBB plan. (Flesch Readability Score: 74.6).

Provides that certain substitute teachers are eligible to enroll in a health benefit plan offered by the Oregon Educators Benefit Board. Requires the substitute teacher to pay 10 percent of the premiums for the plan. Requires the substitute teacher's chosen home district to administer the plan for the substitute teacher and pay the remaining premiums, subject to reimbursement by the board.

Requires a district to maintain legacy health care benefits for substitute teachers who are not eligible to enroll in a health benefit plan offered by the board.

Declares an emergency, effective on passage.

## A BILL FOR AN ACT

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Relating to health benefits for substitute teachers; and declaring an emergency.

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

**SECTION 1. Sections 2 to 4 of this 2025 Act are added to and made a part of ORS 243.860 to 243.886.**

**SECTION 2. (1)(a) Except as provided in paragraph (b) of this subsection, a substitute teacher employed by a common school district, union high school district or education service district is eligible to enroll in a health benefit plan offered by the Oregon Educators Benefit**

1 **Board if the substitute teacher worked at least half-time at either a**  
2 **single common school district, union high school district or education**  
3 **service district, or in aggregate at multiple common school districts,**  
4 **union high school districts and education service districts during the**  
5 **previous school year.**

6 **(b) The total cost of providing any health benefit plan offered by a**  
7 **district to a substitute teacher under this section may not increase**  
8 **annually by more than the annual increase in premium amounts paid**  
9 **for contracted health benefit plans that is permitted under ORS 243.866**  
10 **(9)(b).**

11 **(2)(a) In order to enroll in a health benefit plan under this section,**  
12 **a substitute teacher must select a home district for the duration of the**  
13 **benefit year under a process established by each district. A home dis-**  
14 **trict selected under this subsection:**

15 **(A) Must be one at which the substitute teacher worked as a sub-**  
16 **stitute teacher at:**

17 **(i) The time of the application; or**

18 **(ii) Any time during the previous benefit year, if the substitute**  
19 **teacher is not currently working at a district but otherwise is eligible**  
20 **under this section; and**

21 **(B) Is responsible for:**

22 **(i) Determining whether the substitute teacher is eligible to enroll**  
23 **in a health benefit plan under this section;**

24 **(ii) Determining, on an annual basis, whether a substitute teacher**  
25 **who was found to be eligible to enroll in a health benefit plan under**  
26 **sub-subparagraph (i) of this subparagraph continues to be eligible to**  
27 **enroll in a health benefit plan under this section;**

28 **(iii) Collecting the premiums for health benefit plans that must be**  
29 **paid by the substitute teacher under subsection (3) of this section;**

30 **(iv) Paying the full cost of the insurance premiums for providing**  
31 **health benefit plans to the substitute teacher, subject to reimburse-**

1 **ment as described in subsection (4) of this section; and**

2 **(v) Administering and providing health benefit plans to the substi-**  
3 **tute teacher in the manner described in this section.**

4 **(b) In order to enroll in a health benefit plan under this section, a**  
5 **substitute teacher must provide the home district with all information**  
6 **necessary for the district to determine the eligibility of the substitute**  
7 **teacher to enroll in the health benefit plan under this section.**

8 **(c) No later than 30 days before the deadline to submit an applica-**  
9 **tion to enroll in a health benefit plan under this section, each district**  
10 **must notify all substitute teachers who have worked for the district**  
11 **during the current academic year and the previous academic year of:**

12 **(A) The eligibility requirements to enroll in a health benefit plan**  
13 **under this section;**

14 **(B) The health care benefits and associated costs available to eligi-**  
15 **ble substitute teachers; and**

16 **(C) Instructions on how substitute teachers may apply to enroll in**  
17 **a health benefit plan under this section.**

18 **(3)(a) Except as provided in paragraph (b) of this subsection, a**  
19 **substitute teacher shall pay 10 percent of all insurance premiums for**  
20 **health benefit plans.**

21 **(b) A district may provide by collective bargaining to pay for some**  
22 **or all of the insurance premiums that must otherwise be paid by a**  
23 **substitute teacher under paragraph (a) of this subsection. The district**  
24 **may not be reimbursed under subsection (4) of this section for the**  
25 **costs the district incurs to provide health benefit plans under this**  
26 **paragraph.**

27 **(4)(a) Every three months a district may request reimbursement**  
28 **from the board for the cost of paying insurance premiums for provid-**  
29 **ing health benefit plans to each substitute teacher who has selected**  
30 **the district as the substitute teacher's home district under subsection**  
31 **(2) of this section.**

1 (b) The board shall use moneys from the Substitute Teacher In-  
2 surance Fund established under section 4 of this 2025 Act to fully re-  
3 imburse each district for all documented costs requested by the  
4 district under this subsection, except for any costs described in sub-  
5 section (3) of this section.

6 (5) Unless otherwise provided for by collective bargaining, a substi-  
7 tute teacher who is eligible to enroll in a health benefit plan under  
8 subsection (1) of this section may receive health care benefits only in  
9 the manner provided by this section.

10 (6) The board may adopt rules necessary to implement this section,  
11 including but not limited to rules for:

12 (a) Determining a substitute teacher's eligibility to enroll in a  
13 health benefit plan under this section;

14 (b) The aggregation of hours worked at multiple districts; and

15 (c) The payment of premiums when a substitute teacher works at  
16 multiple districts.

17 SECTION 3. A common school district, union high school district  
18 or education service district that, on the effective date of this 2025 Act,  
19 provided health care benefits to substitute teachers who are not eligi-  
20 ble for health care benefits under section 2 of this 2025 Act:

21 (1) May not increase the eligibility requirements that must be met  
22 by a substitute teacher who is not eligible for health care benefits  
23 under section 2 of this 2025 Act in order for the substitute teacher to  
24 qualify for health care benefits from the district; and

25 (2) Must continue to provide comparable health care benefits to  
26 substitute teachers who are not eligible for health care benefits under  
27 section 2 of this 2025 Act.

28 SECTION 4. The Substitute Teacher Insurance Fund is established  
29 in the State Treasury, separate and distinct from the General Fund.  
30 Interest earned by the Substitute Teacher Insurance Fund must be  
31 credited to the fund. The fund consists of moneys appropriated, allo-

1 cated, deposited or transferred to the fund by the Legislative Assembly  
2 or otherwise and interest earned on moneys in the fund. The moneys  
3 in the fund are continuously appropriated to the Oregon Educators  
4 Benefit Board for the purpose of reimbursing districts for the cost of  
5 paying premiums for health benefit plans for substitute teachers under  
6 section 2 of this 2025 Act.

7 SECTION 5. In addition to and not in lieu of any other appropri-  
8 ation, there is appropriated to the Oregon Educators Benefit Board,  
9 for the biennium beginning July 1, 2025, out of the General Fund, the  
10 amount of \$\_\_\_\_\_, for deposit in the Substitute Teacher Insurance  
11 Fund established under section 4 of this 2025 Act, for the purposes  
12 specified in section 4 of this 2025 Act.

13 SECTION 6. (1) Except as provided in subsection (2) of this section,  
14 section 2 of this 2025 Act applies to health benefit plans offered to  
15 substitute teachers on or after October 1, 2025.

16 (2) To the extent that a conflict exists, the terms of collective bar-  
17 gaining agreements and other contracts entered into before the effec-  
18 tive date of this 2025 Act shall prevail over section 2 of this 2025 Act.

19 SECTION 7. This 2025 Act being necessary for the immediate pres-  
20 ervation of the public peace, health and safety, an emergency is de-  
21 clared to exist, and this 2025 Act takes effect on its passage.

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