SB 283 / SB 279

2023 Legislative Session

The Senate Education Committee convened a bipartisan, multi-year work group to study problems in Oregon's education workforce, including a shortage of special education teachers and staff, workforce burnout, substitute shortages, and barriers to entering public education professions. The following policy proposals seek to address these issues.

Systemic Building Blocks

Create a **statewide workforce data system and regular workforce surveys** to improve the collection, quality, and availability of data relating to Oregon's education workforce. The data will provide local administrators and state policymakers with more accurate and complete information on workforce attrition, mobility, and job satisfaction.

Compensation

Require collective bargaining agreements to include a **20% pay differential for teachers and classified staff that work in special education**.

Require **pay for planning time and lunch periods** to be a mandatory subject of collective bargaining when educators are assigned other responsibilities during those times.

Require a **minimum of 25 hours/week and just cause protections for classified jobs**.

Require **substitutes to be district employees (with paid training)**.

Require the Oregon Department of Education to **study and plan for statewide minimum salaries** for Oregon's education workforce by 2025. Create a **task force on a statewide salary schedule.**

Education Workforce Pipeline

Create a carve-out in the Statewide Education Initiatives Account for **apprenticeship and mentorship grants to assist the state in diversifying its education workforce**.

Fund a **public relations campaign** highlighting education as a profession.

Licensure

Require that within three years of retirement, any license issued by the Teacher Standards and Practices Commission can be **converted into a substitute license at no charge**.

Extend the sunset on **allowing retired teachers to work full-time to 2029**.

Improve **reciprocity for licensed teachers from other states**.