SENATE AMENDMENTS TO SENATE BILL 283

By COMMITTEE ON EDUCATION

April 12

In line 2 of the printed bill, after "workforce" insert "; creating new provisions; amending ORS 327.254, 329A.030, 332.505, 332.544, 334.225, 342.125, 342.127 and 342.610; and declaring an emergency".

Delete lines 4 through 9 and insert:

"WORKFORCE DATA

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

"(a) 'Education workforce' means licensed and classified staff employed by a public education provider.

"(b) 'Public education provider' means:

"(A) A school district;

"(B) A public charter school;

"(C) An education service district;

"(D) A long term care or treatment facility, as described in ORS 343.961;

"(E) The Youth Corrections Education Program;

"(F) The Juvenile Detention Education Program; or

"(G) The Oregon School for the Deaf.

"(2) The Department of Education shall establish and maintain a statewide data system on the education workforce in this state. The State Board of Education may adopt by rule any standards necessary for the establishment and maintenance of the statewide data system.

"(3) As part of the statewide data system, the department shall assign unique identifiers to each individual who is a member of the education workforce. The identifier may not use any personally identifiable information, except for alignment purposes in data processing. Any personally identifiable information that is collected must be linked in a secure data location so that data sets can be matched based on the personally identifiable information when the identifier is included.

"(4) The department shall ensure that the statewide data system may be used to:

"(a) Identify school district hiring needs by content area and geographic location;

"(b) Provide information, by content area, about graduates of educator preparation programs and persons who complete nontraditional pathways to licensure;

"(c) Identify educator mobility, attrition and retention patterns;

"(d) Determine educator longevity and possible factors that affect longevity;

"(e) Evaluate school climate and culture from the educator's perspective based on the

surveys administered as provided by section 2 of this 2023 Act;

"(f) Evaluate pay in relation to local economic data from the most recent American Community Survey from the United States Census Bureau; and

"(g) Study education workforce trends and needs in this state in a manner that:

"(A) Includes a review of:

"(i) The satisfaction of persons who complete educator preparation programs in this state;

"(ii) Employer satisfaction with the availability and skills of the education workforce in this state; and

"(iii) Hiring and retention trends of the education workforce in this state; and

"(B) Is sortable by school district, geographic location, school, grade level, teacher characteristics and educator preparation program of this state.

"(5) To the greatest extent practicable, the department shall:

"(a) Ensure that the collection of data under this section aligns with the collection of data under ORS 342.443; and

"(b) Reduces redundancies by incorporating any other relevant data processes or procedures.

"(6) The department shall make the information described in subsection (4) of this section available to the public through a visually appealing interactive data visualization tool that is accessible on the department's website home page.

"(7) For the purpose of this section, each public education provider, the Teacher Standards and Practices Commission, the Educator Advancement Council, the Higher Education Coordinating Commission and the public universities listed in ORS 352.002 shall collect information as required for the statewide data system.

"(8) For the purpose of ensuring the data collection requirements of this section are met and the purpose of studying the education workforce, as described in subsection (4)(g) of this section, the department shall convene a steering committee. The steering committee shall consist of:

"(a) One representative from each educator preparation program in this state;

"(b) One representative from the department;

"(c) One representative from the Teacher Standards and Practices Commission;

"(d) One representative from the Educator Advancement Council;

"(e) One representative from the Higher Education Coordinating Commission;

"(f) One representative from a statewide organization that primarily represents licensed staff of the education workforce;

"(g) One representative from a statewide organization that primarily represents classified staff of the education workforce;

"(h) One representative from a statewide organization that represents school administrators; and

"(i) One representative from a statewide organization that represents school boards.

"(9) The department may enter into a contract or a partnership with any public or private entity, including the federal government, for the purpose of this section.

"<u>SECTION 2.</u> (1) As used in this section, 'education workforce' and 'public education provider' have the meanings given those terms in section 1 of this 2023 Act.

"(2) Each public education provider shall ensure that each member of the education

workforce of the public education provider participates in the following surveys:

"(a) A survey administered by the Department of Education that is designed to assist in the gathering of information about the working experiences of the education workforce of this state, including the experience in the school district and in individual schools; and

"(b) An exit survey for each member of the education workforce leaving employment with the public education provider.

"(3) The State Board of Education, in collaboration with the Educator Advancement Council, shall adopt by rule the standards for the surveys administered under this section.

"(4) The department shall annually review the surveys identified in subsection (2) of this section and:

"(a) Use the information for purposes of section 1 of this 2023 Act;

"(b) Make the information available to school district boards, administrators of school districts and administrators of schools in a manner that allows for the accessibility of the information:

"(A) On a district level and a school level; and

"(B) Through the interactive data visualization tool described in section 1 (6) of this 2023 Act; and

"(c) Report annually on education workforce satisfaction to the interim committees of the Legislative Assembly related to education.

"(5) The department may enter into a contract or a partnership with any public or private entity, including the federal government, for the purpose of this section.

"SPECIAL EDUCATION EDUCATORS AND EMPLOYEES

"<u>SECTION 3.</u> (1) As used in this section:

"(a) 'Classified school employee' includes all employees of a school district except those for whom a teaching or administrative license is required as a basis for employment in a school district.

"(b) 'Individualized education program' has the meaning given that term in ORS 343.035.

"(c) 'Licensed educator' means a teacher, administrator or other school professional who is licensed, registered or certified by the Teacher Standards and Practices Commission.

"(d) 'Salary' has the meaning given that term in ORS 653.010.

"(e) 'School district' means:

"(A) A common school district or a union high school district.

"(B) An education service district.

"(2) For each licensed educator or classified school employee who provides significant special education support, as determined under subsection (3) of this section, the school district shall pay:

"(a) For a licensed educator or a classified school employee who receives a salary, an additional 20 percent of the salary, rounded to the nearest dollar; or

"(b) For a licensed educator or a classified school employee who is paid an hourly wage, an additional 20 percent of the hourly wage rounded to the nearest dollar.

"(3) For purposes of this section, a licensed educator or a classified school employee provides significant special education support if 75 percent or more of the licensed educator's or classified school employee's work hours, as determined based on each pay period, is used

to directly teach or support students who have an individualized education program.

"(4) All salary and wage increases specified in subsection (2) of this section are exclusive of health benefits and other benefits the school district provides to licensed educators or classified school employees or that are otherwise required under the laws of this state.

"**SECTION 4.** **Section 3 of this 2023 Act applies to contracts of employment into which a school district enters, or that the school district renews, with a licensed educator or a classified school employee on or after the effective date of this 2023 Act and to contracts of employment between a school district and a licensed educator or a classified school employee that are in effect on or after the effective date of this 2023 Act.**

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

"(a) 'Classified school employee' includes all employees of a school district except those for whom a teaching or administrative license is required as a basis for employment in a school district.

"(b) 'School district' means:

"(A) A common school district or a union high school district.

"(B) An education service district.

"(2) Except as provided in subsection (3) of this section, a school district that employs classified school employees may not establish, for any purpose, a policy that requires the work day hours of a classified school employee to be fewer than five hours per work day on regular school days when schools are normally in operation and students are present.

"(3)(a) A school district may reduce the work day hours of a classified school employee to fewer than five hours per work day, if the reduction in hours is at the written request of the employee.

"(b) A school district may not coerce or require, as a condition of employment or continuation of employment, a classified school employee to make a request for a reduction in work day hours.

"**WORKING CONDITIONS**

"**SECTION 6.** ORS 332.544 is amended to read:

"332.544. (1) As used in this section, 'classified school employee' includes all employees of a [*public*] school district except those for whom a teaching or administrative license is required as a basis for employment in a [*public*] school district.

"[*(2) A classified school employee who has been demoted or dismissed shall be entitled to a hearing before the school board if a written request is filed with the board within 15 days of the dismissal or demotion.*]

"**(2) A classified school employee shall have the right to be dismissed, demoted or disciplined only for just cause.**

"(3) School district employees subject to the civil service provisions of ORS [*chapter 242*] **242.310 to 242.640** are exempt from the provisions of this section.

"**SECTION 7.** **Section 8 of this 2023 Act is added to and made a part of ORS chapter 334.**

"**SECTION 8.** **(1) As used in this section, 'classified school employee' includes all employees of an education service district except those for whom a teaching or administrative license is required as a basis for employment in an education service district.**

"(2) A classified school employee shall have the right to be dismissed, demoted or disci-

plined only for just cause.

"**SUBSTITUTE TEACHERS**

"**SECTION 9.** ORS 342.610 is amended to read:

"342.610. (1)**(a)** [*Teachers employed as substitute teachers shall not*] **A teacher employed as a substitute teacher may not** be paid less per day than 85 percent of 1/190th of the **statewide average** salary of a beginning teacher who holds a bachelor's degree. [*The salary of the substitute teacher shall be computed as required in this subsection based on the statewide average salary for beginning teachers who hold bachelor's degrees.*]

"(b) The Department of Education shall compute the statewide average salary **of a beginning teacher who holds a bachelor's degree** to be used for purposes of this subsection[,] **by:**

"(A) Using the latest data available to the department[*, but not*]**; and**

"(B) Not using data from earlier than the preceding school year.

"(2) [*The*] **A** school district shall set the working hours for a substitute teacher[,] and, when [*employed,*] **a teacher is employed as a substitute teacher for the school district, the school district** shall pay the substitute teacher a salary that is**:**

(a) No less than one-half of the daily minimum salary computed under subsection (1) of this section[*. However, if the substitute teacher is employed for more than one-half day, the substitute teacher shall receive a full day's pay.*] **if the teacher is employed as a substitute teacher for less than one-half day; or**

"(b) No less than the daily minimum salary computed under subsection (1) of this section if the teacher is employed as a substitute teacher for one-half day or more.

"(3)(a) Notwithstanding subsection (1) of this section, [*teachers employed as substitute teachers*] **a teacher employed as a substitute teacher** for more than 10 consecutive days in any one assignment for the same teacher shall not be paid after the 10th day of the assignment less per day than**:**

"(A) For districts with no salary scale, 100 percent of 1/190th of the statewide average salary computed in subsection (1) of this section [*for districts with no salary scale; or,*]**; or**

"(B) For districts with a salary scale, the higher of:

"[*(A)*] **(i)** 1/190th of the employing school district's salary for a beginning teacher who holds a bachelor's degree; or

"[*(B)*] **(ii)** The daily minimum salary computed under subsection (1) of this section.

"(b) Used sick leave, whether paid or unpaid, and weekends, school holidays and days when schools are closed by weather or other conditions and when substitute teachers are not required to appear in person at the school [*shall*] **may** not be considered in determining consecutive days for purposes of this subsection.

"(c) When substituting for a part-time teacher, the part of the day worked by the substitute **teacher** shall count as a full day in determining consecutive days for purposes of this subsection.

"(4) Notwithstanding subsections (1) and (3) of this section, if a school district has a class schedule based on a four-day week:

"(a) The daily minimum salary computed under subsection (1) or (3) of this section must be multiplied by 1.125; and

"(b) Calculations described in subsection (3) of this section must be made after a teacher has been employed as a substitute teacher for more than eight consecutive days in any one assignment

for the same teacher.

"**(5) A teacher employed by a school district as a substitute teacher shall be paid for any training that is required for that teacher to apply for or be assigned to a substitute teaching assignment.**

"[*(5)*] **(6)** This section does not apply to substitute teachers represented in a bargaining unit in the school district by which they are employed.

"**SECTION 10. The amendments to ORS 342.610 by section 9 of this 2023 Act first apply to the 2023-2024 school year.**

"**SECTION 11. Section 12 of this 2023 Act is added to and made a part of ORS chapter 342.**

"**SECTION 12. (1) As used in this section:**

"(a) 'Substitute teacher' has the meaning given that term in ORS 342.815.

"(b) 'Third-party employment service provider' means a program or entity that facilities the employment by an employer or employee by providing services that may include recruitment, payroll, employee relations or other human resources services.

"(2) A teacher may provide the services of a substitute teacher only under a written contract for employment entered into with a school district, an education service district or a public charter school. A teacher who provides services as a substitute teacher shall be considered an employee of the school district, education service district or public charter school with which the teacher is under contract. Nothing in this subsection prohibits a teacher under contract with an education service district from providing the services of a substitute teacher to the component school districts of the education service district.

"(3) A school district, an education service district or a public charter school may not enter into a contract with a third-party employment service provider to employ a teacher as a substitute teacher.

"(4) A substitute teacher who is employed by a school district, an education service district or a public charter school in a qualifying position, as defined in ORS 238.005 or 238A.005, shall be eligible for retirement benefits for purposes of public employees' retirement laws.

"(5) The Public Employees' Benefit Board and the Oregon Educators Benefit Board shall provide, by rule, for payment of insurance premiums for health benefit plans for persons employed as a substitute teacher on more than a half-time basis, in total, by multiple employers that may be any combination of school districts, education service districts and public charter schools.

"**SECTION 13. Section 12 of this 2023 Act becomes operative on July 1, 2024.**

"**STUDY ON MINIMUM SALARIES**

"**SECTION 14. (1) The Department of Education shall conduct a study and develop a plan for the purpose of implementing, no later than August 1, 2025, a statewide minimum salary schedule for the education workforce of this state.**

"(2) When performing the duties under subsection (1) of this section, the department shall address:

"(a) Compliance with collective bargaining agreements;

"(b) Regional economic factors, such as cost of living; and

"(c) Alignment with the regions specified in ORS 653.025.

"(3) The department shall submit a report in the manner provided by ORS 192.245, and

may include recommendations for legislation, to the interim committees of the Legislative Assembly related to education no later than December 31, 2023.

"SECTION 15. Section 14 of this 2023 Act is repealed on January 2, 2024.

"STUDY ON STUDENT TEACHER PAY

"SECTION 16. (1) The Educator Advancement Council shall conduct a study on pay for student teachers.

"(2) The council shall submit a report in the manner provided by ORS 192.245, and may include recommendations for legislation, to the interim committees of the Legislative Assembly related to education no later than September 15, 2024.

"SECTION 17. Section 16 of this 2023 Act is repealed on January 2, 2025.

"TASK FORCE ON SALARY SCHEDULES

"SECTION 18. (1) The Task Force on Statewide Educator Salary Schedules is established.

"(2) The task force consists of 10 members appointed as follows:

"(a) The President of the Senate shall appoint one member who is the chairperson of the Senate interim committee of the Legislative Assembly related to education.

"(b) The Speaker of the House of Representatives shall appoint one member who is the chairperson of the House interim committee of the Legislative Assembly related to education.

"(c) The President of the Senate and the Speaker of the House of Representatives shall jointly appoint the following eight members:

"(A) A member who is a representative of a confederation that represents school administrators;

"(B) A member who is a representative of an association that represents school boards;

"(C) A member who is a representative of an association that primarily represents licensed educators;

"(D) A member who is a representative of an association that primarily represents classified educator staff;

"(E) Two members who are parents of students in the public schools of this state; and

"(F) Two members who are students in the public schools of this state.

"(3) The task force shall propose a statewide salary schedule for educators in this state.

"(4) A majority of the members of the task force constitutes a quorum for the transaction of business.

"(5) Official action by the task force requires the approval of a majority of the members of the task force.

"(6) The members of the task force who are members of the Legislative Assembly shall serve as cochairpersons.

"(7) If there is a vacancy for any cause, the appointing authority shall make an appointment to become immediately effective.

"(8) The task force shall meet at times and places specified by the call of the cochairpersons or of a majority of the voting members of the task force.

"(9) The task force may adopt rules necessary for the operation of the task force.

"(10) The task force shall submit a report in the manner provided by ORS 192.245, and may include recommendations for legislation, to the interim committees of the Legislative Assembly related to education no later than September 15, 2024.

"(11) The Legislative Policy and Research Director shall provide staff support to the task force.

"(12) Members of the task force who are not members of the Legislative Assembly are not entitled to compensation or reimbursement for expenses and serve as volunteers on the task force.

"(13) All agencies of state government, as defined in ORS 174.111, are directed to assist the task force in the performance of the duties of the task force and, to the extent permitted by laws relating to confidentiality, to furnish information and advice the members of the task force consider necessary to perform their duties.

"**SECTION 19. Section 18 of this 2023 Act is repealed on December 31, 2024.**

"**APPRENTICESHIP AND MENTORSHIP GRANTS**

"**SECTION 20.** ORS 327.254 is amended to read:

"327.254. (1) The Department of Education shall use moneys in the Statewide Education Initiatives Account to provide funding for statewide education initiatives, including:

"(a) Funding the High School Graduation and College and Career Readiness Act at the levels prescribed by ORS 327.856;

"(b) Expanding school breakfast and lunch programs;

"(c) Operating youth reengagement programs or providing youth reengagement services;

"(d) Establishing and maintaining the Statewide School Safety and Prevention System under ORS 339.341;

"(e) Developing and providing statewide equity initiatives, including the Black or African-American education plan developed under ORS 329.841, the American Indian or Alaska Native education plan developed under ORS 329.843, the Latino or Hispanic education plan developed under ORS 329.845 or any similar education plan identified by the department;

"(f) Providing summer learning programs at schools that are considered high poverty under Title I of the federal Elementary and Secondary Education Act of 1965;

"(g) Funding early warning systems to assist students in graduating from high school, as described in ORS 327.367;

"(h) Developing and implementing professional development programs and training programs, including programs that increase educator diversity and retain diverse educators;

"(i) Planning for increased transparency and accountability in the public education system of this state;

"(j) Providing additional funding to school districts participating in the intensive program under ORS 327.222;

"(k) Providing technical assistance, including costs incurred for:

"(A) The coaching program described in ORS 327.214; and

"(B) The intensive program described in ORS 327.222, including costs for student success teams;

"(L) Funding public charter schools, as described in ORS 327.362;

"(m) Funding education service districts, as described in subsection (2) of this section; [*and*]

"**(n) Funding educator apprenticeships and mentorships, as described in subsection (3)**

of this section; and

"[*(n)*] **(o)** Funding costs incurred by the department in implementing this section and ORS 327.175 to 327.235 and 327.274.

"(2)(a) The amount of a distribution to an education service district under this section shall be made as provided by paragraph (b) of this subsection after calculating the following for each education service district:

"(A) One percent of the total amount available for distribution to education service districts in each biennium.

"(B) The education service district's ADMw × (the total amount available for distribution to education service districts in each biennium ÷ the total ADMw of all education service districts that receive a distribution).

"(b) The amount of the distribution to an education service district shall be the greater of the amounts calculated under paragraph (a) of this subsection, except that, for distributions made as provided by paragraph (a)(B) of this subsection, the total amount available for distribution to education service districts shall be the amount remaining after any distributions required under paragraph (a)(A) of this subsection have been made.

"(c) For purposes of this subsection, ADMw equals the ADMw as calculated under ORS 327.013, except that the additional amount allowed for students who are in poverty families, as determined under ORS 327.013 (1)(c)(A)(v)(I), shall be 0.5.

"(d) An education service district shall use moneys received under this section as provided by a plan developed by the school districts located within the education service district. A school district that declines to participate in the development of the plan or that has withdrawn from an education service district as provided by ORS 334.015 is not entitled to any moneys distributed to the education service district under this subsection.

"(e) A plan developed under this subsection must:

"(A) Align with and support school districts in meeting the performance growth targets of the school districts developing the plan;

"(B) Include the provision of technical assistance to school districts in developing, implementing and reviewing a plan for receiving a grant from the Student Investment Account;

"(C) Provide for coordination with the department in administering and providing technical assistance to school districts, including coordinating any coaching programs established under ORS 327.214; and

"(D) Be adopted and amended as provided for local service plans under ORS 334.175 and approved by the department.

"(f) Each education service district must submit an annual report to the department that:

"(A) Describes how the education service district spent moneys received under this subsection; and

"(B) Includes an evaluation of the education service district's compliance with the plan from the superintendent of each school district that participated in the development of the plan.

"(3) After amounts have been distributed to education service districts, as provided by subsection (2) of this section, and before amounts have been distributed for other purposes allowed under subsection (1) of this section, the Department of Education shall distribute 25 percent of the amount in the Statewide Education Initiatives Account as follows:

"(a) Fifty percent to registered apprenticeship programs for educators; and

"(b) Fifty percent to the beginning teacher and administrator mentorship program es-

tablished as provided by ORS 329.795.

"[*(3)*] **(4)** The State Board of Education shall adopt rules necessary for the distribution of moneys under this section.

"PUBLIC RELATIONS CAMPAIGN

"**SECTION 21.** **The Department of Education shall develop and execute a public relations campaign to promote public education professions in this state.**

"**SECTION 22.** **Section 21 of this 2023 Act is repealed on June 30, 2025.**

"TEACHER LICENSURE

"**SECTION 23.** ORS 342.125 is amended to read:

"342.125. (1) Teaching licenses shall be issued and renewed by the Teacher Standards and Practices Commission by the authority of the State of Oregon, subject to ORS 342.120 to 342.430 and the rules of the commission.

"(2) Notwithstanding any requirements prescribed for issuance of a license, a person whose application for a license is pending may be employed in the public schools of this state for 90 calendar days after the date of submission of the application if:

"(a) The person is not ineligible for a license following background checks conducted by the Teacher Standards and Practices Commission, including a criminal records check as provided in ORS 181A.195 and a background check through an interstate clearinghouse of revoked and suspended licenses;

"(b) The school district has completed the review of the employment history of the person as required by ORS 339.374;

"(c) The person had not been employed as provided by this subsection during the previous 12 months with a pending application for the same license; and

"(d) The person and the school district have complied with any other requirements established by the commission by rule.

"(3) Subject to ORS 342.130 and to subsection (4) of this section, licenses shall be of the following types:

"(a) Preliminary teaching license.

"(b) Professional teaching license.

"(c) Distinguished teacher leader license.

"(d) Preliminary personnel service license.

"(e) Professional personnel service license.

"(f) Preliminary administrative license.

"(g) Professional administrative license.

"(h) Reciprocal license.

"(i) Legacy license.

"(4) The Teacher Standards and Practices Commission may establish other types of teaching licenses as the commission considers necessary for operation of the public schools of the state and may prescribe the qualifications for the licenses. However, no license established under the authority of this subsection is required for a regular classroom teaching position in the public schools.

"**(5) Notwithstanding 342.127, any person who has held a teaching license identified in**

subsection (3) of this section or established as provided by subsection (4) of this section may, within three years of retirement and without payment of any fees, convert the teaching license into a substitute teaching license.

"[*(5)(a)*] **(6)(a)** The Teacher Standards and Practices Commission shall establish a public charter school teacher and administrator registry. The commission shall require the applicant and the public charter school to jointly submit an application requesting registration as a public charter school teacher or administrator. The application shall include:

"(A) A description of the specific teaching or administrator position the applicant will fill;

"(B) A description of the background of the applicant that is relevant to the teaching or administrator position, including any post-secondary education or other experience; and

"(C) Documentation as required by the commission for the purposes of conducting a criminal records check as provided in ORS 181A.195 and a background check through an interstate clearinghouse of revoked and suspended licenses.

"(b) Subject to the results of the criminal records check and background check and to information received under ORS 342.143 (2), the commission shall approve the application for registration. The commission may deny a request for registration only on the basis of the criminal records check, the background check through an interstate clearinghouse of revoked and suspended licenses or the information received under ORS 342.143 (2). The registration is valid for a term established by the commission and, subject to information received under ORS 342.143 (2), may be renewed upon joint application from the teacher or administrator and the public charter school.

"(c) A registration as a public charter school teacher qualifies its holder to accept the teaching position described in the application in the public charter school that submitted the application with the holder of the registration.

"(d) A registration as a public charter school administrator qualifies its holder to accept the administrator position described in the application in the public charter school that submitted the application with the holder of the registration.

"[*(6)(a)*] **(7)(a)** The Teacher Standards and Practices Commission shall adopt an expedited process for the issuance of any license established pursuant to this section. The expedited process may require the following:

"(A) The showing of an urgent situation; and

"(B) The joint request for the expedited process from the applicant for the license and:

"(i) The school district superintendent or school district board;

"(ii) The public charter school governing body; or

"(iii) The education service district superintendent or board of directors of the education service district.

"(b) Except as provided by paragraph (c) of this subsection, the commission shall issue a license as provided by this subsection within two working days after receiving a completed application.

"(c) The commission may limit the number of applications the commission will accept under this subsection from a school district or an education service district to not more than 100 applications in a period of two working days.

"(d) For purposes of this subsection, the commission may not distinguish between a school district or an education service district involved in a labor dispute and any other school district or education service district.

"**SECTION 24.** ORS 342.127 is amended to read:

"342.127. (1) The Teacher Standards and Practices Commission shall establish and collect:

"(a) A fee not to exceed $350 for evaluation of the initial application for each educator license for which application is made. If the applicant is eligible for the educator license for which application is made, the commission shall issue the license without additional charge.

"(b) A fee not to exceed $350 for the renewal of each educator license and a fee not to exceed $50 for each official paper license. If the educator is certified by a national professional organization for teaching standards recognized by the commission, the commission shall renew the license without charge.

"(c) A fee not to exceed $800 for a beginning educator assessment conducted in lieu of an approved preparation program required for licensure.

"(d) A fee not to exceed $350 for registration as a public charter school teacher or administrator that includes any fee charged pursuant to rules adopted under ORS 181A.195.

"(e) A fee not to exceed $350 for renewal of a registration as a public charter school teacher or administrator that includes any fee charged pursuant to rules adopted under ORS 181A.195.

"(2) In addition to the fee required by subsection (1) of this section for the issuance of an educator license, the commission shall collect a fee not to exceed $150 for the evaluation of an applicant requesting licensing based upon completion of an educator preparation program other than an Oregon approved educator preparation program.

"(3) In addition to the fees required by subsection (1) of this section, the commission shall collect a late application fee not to exceed $40 per month up to a maximum of $200 from an applicant who fails to make timely application for renewal of the license or registration. The actual amount of the fee shall be determined in accordance with rules of the commission.

"(4) In addition to the fees required by subsection (1) of this section, the commission shall collect a late application fee not to exceed $350 for the reinstatement of an expired license. The requirements for reinstatement and the actual amount of the fee shall be determined in accordance with rules of the commission.

"(5) Notwithstanding the expiration date posted on the license, the license shall continue to be valid for an additional 120 days, provided the educator has made a timely application, as determined by the commission, for renewal prior to the expiration date on the license.

"(6) In addition to the fee required by subsection (1) of this section for the issuance of an educator license, the commission shall collect a fee not to exceed $1,000 for the reinstatement of a license that has been suspended or revoked by the commission for gross neglect of duty or gross unfitness under ORS 342.175.

"(7) In addition to the fee required by subsection (1) of this section for the issuance of an educator license, the commission shall collect a fee not to exceed $200 for the issuance of any license through an expedited process under ORS 342.125 [*(6)*] **(7)** at the request of any school district, public charter school or education service district that seeks to employ the applicant. The fee shall be paid by the school district, public charter school or education service district.

"(8)(a) The commission shall establish and collect:

"(A) A fee for each approved educator preparation provider, based on the number of license applications received by the commission from the provider; and

"(B) A fee for each approved educator preparation provider, based on the type of educator preparation programs that the provider offers.

"(b) Notwithstanding paragraph (a) of this subsection, the commission may establish and collect a flat fee for the purposes described in paragraph (a) of this subsection if the number of teacher applicants enrolled in the educator preparation programs offered by the educator preparation pro-

vider does not exceed a number identified by the commission by rule.

"(c) The method for determining the fee and the actual amount of the fee imposed under this subsection shall be determined in accordance with rules of the commission.

"(9) Fees established under this section shall cover, but not exceed, the full cost of administrative expenses incurred by the commission during any biennium.

"**SECTION 25.** ORS 342.127, as amended by section 4, chapter 647, Oregon Laws 2021, is amended to read:

"342.127. (1) The Teacher Standards and Practices Commission shall establish and collect:

"(a) A fee not to exceed $350 for evaluation of the initial application for each educator license for which application is made. If the applicant is eligible for the educator license for which application is made, the commission shall issue the license without additional charge.

"(b) A fee not to exceed $350 for the renewal of each educator license and a fee not to exceed $50 for each official paper license. If the educator is certified by a national professional organization for teaching standards recognized by the commission, the commission shall renew the license without charge.

"(c) A fee not to exceed $800 for a beginning educator assessment conducted in lieu of an approved preparation program required for licensure.

"(d) A fee not to exceed $350 for registration as a public charter school teacher or administrator that includes any fee charged pursuant to rules adopted under ORS 181A.195.

"(e) A fee not to exceed $350 for renewal of a registration as a public charter school teacher or administrator that includes any fee charged pursuant to rules adopted under ORS 181A.195.

"(2) In addition to the fee required by subsection (1) of this section for the issuance of an educator license, the commission shall collect a fee not to exceed $150 for the evaluation of an applicant requesting licensing based upon completion of an educator preparation program other than an Oregon approved educator preparation program.

"(3) In addition to the fees required by subsection (1) of this section, the commission shall collect a late application fee not to exceed $40 per month up to a maximum of $200 from an applicant who fails to make timely application for renewal of the license or registration. The actual amount of the fee shall be determined in accordance with rules of the commission.

"(4) In addition to the fees required by subsection (1) of this section, the commission shall collect a late application fee not to exceed $350 for the reinstatement of an expired license. The requirements for reinstatement and the actual amount of the fee shall be determined in accordance with rules of the commission.

"(5) Notwithstanding the expiration date posted on the license, the license shall continue to be valid for an additional 120 days, provided the educator has made a timely application, as determined by the commission, for renewal prior to the expiration date on the license.

"(6) In addition to the fee required by subsection (1) of this section for the issuance of an educator license, the commission shall collect a fee not to exceed $1,000 for the reinstatement of a license that has been suspended or revoked by the commission for gross neglect of duty or gross unfitness under ORS 342.175.

"(7) In addition to the fee required by subsection (1) of this section for the issuance of an educator license, the commission shall collect a fee not to exceed $200 for the issuance of any license through an expedited process under ORS 342.125 [*(6)*] **(7)** at the request of any school district, public charter school or education service district that seeks to employ the applicant. The fee shall be paid by the school district, public charter school or education service district.

"(8) Fees established under this section shall cover, but not exceed, the full cost of administrative expenses incurred by the commission during any biennium.

"EMPLOYMENT AFTER RETIREMENT

"**SECTION 26.** **(1) The limitations on employment imposed by ORS 238.082 (2) and (3) do not apply to a retired member who is employed as a licensed or classified staff member by a school district or education service district.**

"(2) This section does not apply to any member who retires under the provisions of ORS 238.280 (1) or (3).

"(3) Hours worked by a person employed under this section may not be counted for the purpose of limitations on employment imposed by ORS 238.082 (2) and (3).

"(4) Employment under this section does not affect the status of a person as a retired member of the Public Employees Retirement System and a recipient of retirement benefits under ORS chapter 238.

"**SECTION 27.** **Section 26 of this 2023 Act is repealed July 1, 2029.**

"EMPLOYMENT PROTECTIONS FOR SUPERINTENDENTS

"**SECTION 28.** ORS 334.225 is amended to read:

"334.225. (1) The education service district board shall employ a superintendent who must hold an administrative license as a superintendent. The superintendent shall serve as the board's executive officer, give an official bond or an irrevocable letter of credit issued by an insured institution, as defined in ORS 706.008, and have the duties prescribed by the board and the laws of this state.

"**(2)** The board shall fix the term and compensation of the superintendent, provide office room for the superintendent and allow all of the superintendent's necessary traveling expenses. **A contract for employment of the superintendent may provide for the termination of employment of the superintendent prior to the expiration of the contract. If the superintendent and the education service district board mutually agree to include a termination-without-cause provision in the contract, the education service district board may terminate the superintendent's employment, without cause, at any time during the contract period only if the education service district board provides the superintendent with at least 12 months' notice of the termination. Nothing in this subsection authorizes the education service district board to make a wrongful termination or a termination for any reason described in subsection (4) of this section.**

"[*(2)*] **(3)** The education service district board shall designate the superintendent as the district clerk. The board may appoint qualified persons as deputies to the superintendent to perform the duties required of the district clerk by law or by the board.

"**(4)(a) An education service district board may not:**

"(A) Direct a superintendent to take any action that conflicts with a local, state or federal law that applies to education service districts;

"(B) Take an adverse employment action against a superintendent for complying with a local, state or federal law that applies to education service districts; or

"(C) Employ a superintendent pursuant to a contract that purports to waive, or conflicts with, any provision or requirement of subparagraph (A) or (B) of this paragraph.

"(b) As used in this subsection:

"(A) 'Local, state or federal law' means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

"(B) 'Superintendent' includes an interim superintendent.

"**SECTION 29.** ORS 332.505, as amended by section 1, chapter 36, Oregon Laws 2022, is amended to read:

"332.505. (1) As used in this section:

"(a) 'Instructional assistant' has the meaning given that term in ORS 342.120.

"(b) 'Intern teacher' means a regularly enrolled candidate of an approved educator preparation provider, as defined in ORS 342.120, who teaches under the supervision of the staff of the provider and of the employing district in order to acquire practical experience in teaching and for which the candidate receives both academic credit from the provider and financial compensation from the school district or education service district.

"(2) A district school board may:

"(a) Employ a superintendent of schools and necessary assistant superintendents for the district and fix the terms and conditions of employment and the compensation. The district school board shall not contract with a superintendent for more than a period of three years at a time. The contract shall automatically expire at the end of its term. Nothing in this paragraph prevents a district school board from:

"(A) Electing to issue a subsequent contract for an additional three years at any time.

"(B) Including in the contract provisions that provide for the termination of employment of the superintendent prior to the expiration of the contract. If the superintendent and the district school board mutually agree to include a termination-without-cause provision in the contract, the district school board may terminate the superintendent's employment, without cause, at any time during the contract period only if the district school board provides the superintendent with at least 12 months' notice of the termination. Nothing in this subparagraph authorizes the district school board to make a wrongful termination or a termination for any reason described in subsection (3)(a) of this section.

"(b) Employ personnel, including teachers and administrators, necessary to carry out the duties and powers of the board and fix the duties, terms and conditions of employment and the compensation.

"(c) Compensate district employees in any form which may include, but shall not be limited to, insurance, tuition reimbursement and salaries.

"(d) Employ instructional assistants and intern teachers subject to the rules of the State Board of Education.

"(3)(a) A district school board may not:

"(A) Direct a superintendent to take any action that conflicts with a local, state or federal law that applies to school districts [*or education service districts*];

"(B) Take an adverse employment action against a superintendent for complying with a local, state or federal law that applies to school districts [*or education service districts*]; or

"(C) Employ a superintendent pursuant to a contract that purports to waive, or conflicts with, any provision or requirement of subparagraph (A) or (B) of this paragraph.

"(b) As used in this subsection:

"(A) 'Local, state or federal law' means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

"(B) 'Superintendent' includes an interim superintendent.

"(4) The district school board shall maintain written personnel policies and make the policies available for inspection by any school employee or member of the public.

"(5) The superintendent of the school district shall cause each employee to be specifically informed of the existence and availability of the personnel policies.

"**EARLY CHILDHOOD SPECIAL EDUCATION OR EARLY INTERVENTION SERVICES**

"**SECTION 30.** ORS 329A.030, as amended by section 1, chapter 90, Oregon Laws 2022, is amended to read:

"329A.030. (1) The Office of Child Care shall establish a Central Background Registry and may maintain information in the registry through electronic records systems.

"(2)(a) A subject individual shall apply to and must be enrolled in the Central Background Registry as part of the individual's application to operate a program or serve in a position described in subsection (10) of this section.

"(b) An individual who has been the subject of a founded or substantiated report of child abuse shall apply to and must be enrolled in the Central Background Registry prior to providing any of the types of care identified in ORS 329A.250 (4)(b)(A), (G) or (H) if:

"(A) The child abuse occurred on or after January 1, 2017, and involved a child who died or suffered serious physical injury, as defined in ORS 161.015; or

"(B) The child abuse occurred on or after September 1, 2019, and involved any child for whom the individual was providing child care, as defined in ORS 329A.250 (4), or care identified in ORS 329A.250 (4)(b)(A), (C), (F), (G), (H) or (I).

"(c) Notwithstanding paragraph (a) of this subsection, an individual described in paragraph (b)(B) of this subsection is not required to enroll in the Central Background Registry if more than seven years has elapsed since the date of the child abuse determination.

"(3)(a) Upon receiving an application for enrollment in the Central Background Registry, the office shall complete:

"(A) A criminal records check under ORS 181A.195;

"(B) A criminal records check of other registries or databases in accordance with rules adopted by the Early Learning Council;

"(C) A child abuse and neglect records check in accordance with rules adopted by the council; and

"(D) A foster care certification check and an adult protective services check in accordance with rules adopted by the council.

"(b) In addition to the information that the office is required to check under paragraph (a) of this subsection, the office may consider any other information obtained by the office that the office, by rule, determines is relevant to enrollment in the Central Background Registry.

"(4)(a) The office shall enroll the individual in the Central Background Registry if the individual:

"(A) Is determined to have no criminal, child abuse and neglect, negative adult protective services or negative foster home certification history, or to have dealt with the issues and provided adequate evidence of suitability for the registry;

"(B) Has paid the applicable fee established pursuant to ORS 329A.275; and

"(C) Has complied with the rules of the Early Learning Council adopted pursuant to this section.

"(b) Notwithstanding subsection (3) of this section and paragraph (a) of this subsection, the office may enroll an individual in the registry if the Department of Human Services has completed a background check on the individual and the individual has received approval from the department for purposes of providing child care.

"(5)(a) Notwithstanding subsections (3) and (4) of this section, the office may not enroll an individual in the Central Background Registry if:

"(A) The individual has a disqualifying condition as defined in rules adopted by the council; or

"(B) The individual is an exempt prohibited individual, as provided by ORS 329A.252.

"(b) If an individual prohibited from enrolling in the registry as provided by this subsection is enrolled in the registry, the office shall remove the individual from the registry.

"(6)(a) The office may conditionally enroll an individual in the Central Background Registry pending the results of a nationwide criminal records check through the Federal Bureau of Investigation if the individual has successfully completed the criminal records check and the child abuse and neglect records check in this state and in the state of the individual's residence, if other than Oregon.

"(b) The office may enroll an individual in the registry subject to limitations identified in rules adopted by the council.

"(7) An enrollment in the Central Background Registry may be renewed upon application to the office, payment of the fee established pursuant to ORS 329A.275 and compliance with rules adopted by the Early Learning Council pursuant to this section. However, an individual who is determined to be ineligible for enrollment in the registry after the date of initial enrollment shall be removed or suspended from the registry by the office.

"(8)(a) A child care facility, preschool recorded program or school-age recorded program may not hire or employ an individual if the individual is not enrolled in the Central Background Registry.

"(b) Notwithstanding paragraph (a) of this subsection, a child care facility, preschool recorded program or school-age recorded program may employ on a probationary basis an individual who is conditionally enrolled in the Central Background Registry.

"(9) The Early Learning Council may adopt any rules necessary to carry out the purposes of this section, including but not limited to rules regarding expiration and renewal periods and limitations related to the subject individual's enrollment in the Central Background Registry.

"(10) As used in this section, 'subject individual' means a subject individual as defined by the Early Learning Council by rule, an individual subject to subsection (2)(b) of this section or a person who applies to be:

"(a) The operator or an employee of a child care or treatment program;

"(b) The operator or an employee of an Oregon prekindergarten program under ORS 329.170 to 329.200;

"(c) The operator or an employee of a federal Head Start program regulated by the United States Department of Health and Human Services;

"(d) An individual in a child care facility, preschool recorded program or school-age recorded

program who may have unsupervised contact with children as identified by the office;

"(e) A contractor or an employee of the contractor who**:**

"(A) Provides early childhood special education or early intervention services pursuant to ORS 343.455 to 343.534; **and**

"(B) Is not subject to the criminal records check requirements of ORS 326.603 or 342.223;

"(f) A child care provider who is required to be enrolled in the Central Background Registry by any state agency;

"(g) A contractor, employee or volunteer of a metropolitan service district organized under ORS chapter 268 who may have unsupervised contact with children and who is required to be enrolled in the Central Background Registry by the metropolitan service district;

"(h) A provider of respite services, as defined in ORS 418.205, for parents pursuant to a properly executed power of attorney under ORS 109.056 who is providing respite services as a volunteer with a private agency or organization that facilitates the provision of such respite services;

"(i) The operator or an employee of an early learning program as defined in rules adopted by the council; or

"(j) The operator or an employee of a preschool recorded program or a school-age recorded program.

"(11)(a) Information provided to a metropolitan service district organized under ORS chapter 268 about the enrollment status of the persons described in subsection (10)(g) of this section shall be subject to a reciprocal agreement with the metropolitan service district. The agreement must provide for the recovery of administrative, including direct and indirect, costs incurred by the office from participation in the agreement. Any moneys collected under this paragraph shall be deposited in the Child Care Fund established under ORS 329A.010.

"(b) Information provided to a private agency or organization facilitating the provision of respite services, as defined in ORS 418.205, for parents pursuant to a properly executed power of attorney under ORS 109.056 about the enrollment status of the persons described in subsection (10)(h) of this section shall be subject to an agreement with the private agency or organization. The agreement must provide for the recovery of administrative, including direct and indirect, costs incurred by the office from participation in the agreement. Any moneys collected under this paragraph shall be deposited in the Child Care Fund established under ORS 329A.010.

"(c) Information provided to a private agency or organization about the enrollment status of the persons described in subsection (10)(i) of this section shall be subject to an agreement with the private agency or organization. The agreement must provide for the recovery of administrative, including direct and indirect, costs incurred by the office from participation in the agreement. Any moneys collected under this paragraph shall be deposited in the Child Care Fund established under ORS 329A.010.

"**SECTION 31.** ORS 329A.030, as amended by section 26, chapter 27, Oregon Laws 2022, and section 1, chapter 90, Oregon Laws 2022, is amended to read:

"329A.030. (1) The Office of Child Care shall establish a Central Background Registry and may maintain information in the registry through electronic records systems.

"(2)(a) A subject individual described in subsection (10)(a), (c) or (d) of this section shall apply to and must be enrolled in the Central Background Registry prior to the provision of care.

"(b) An individual who has been the subject of a founded or substantiated report of child abuse shall apply to and must be enrolled in the Central Background Registry prior to providing any of the types of care identified in ORS 329A.250 (4)(b)(A), (G) or (H) if:

"(A) The child abuse occurred on or after January 1, 2017, and involved a child who died or suffered serious physical injury, as defined in ORS 161.015; or

"(B) The child abuse occurred on or after September 1, 2019, and involved any child for whom the individual was providing child care, as defined in ORS 329A.250 (4), or care identified in ORS 329A.250 (4)(b)(A), (C), (F), (G), (H) or (I).

"(c) Notwithstanding paragraph (a) of this subsection, an individual described in paragraph (b)(B) of this subsection is not required to enroll in the Central Background Registry if more than seven years has elapsed since the date of the child abuse determination.

"(3)(a) Upon receiving an application for enrollment in the Central Background Registry, the office shall complete:

"(A) A criminal records check under ORS 181A.195;

"(B) A criminal records check of other registries or databases in accordance with rules adopted by the Early Learning Council;

"(C) A child abuse and neglect records check in accordance with rules adopted by the council; and

"(D) A foster care certification check and an adult protective services check in accordance with rules adopted by the council.

"(b) In addition to the information that the office is required to check under paragraph (a) of this subsection, the office may consider any other information obtained by the office that the office, by rule, determines is relevant to enrollment in the Central Background Registry.

"(4) The office shall enroll the individual in the Central Background Registry if the individual:

"(a) Is determined to have no criminal, child abuse and neglect, negative adult protective services or negative foster home certification history, or to have dealt with the issues and provided adequate evidence of suitability for the registry;

"(b) Has paid the applicable fee established pursuant to ORS 329A.275; and

"(c) Has complied with the rules of the Early Learning Council adopted pursuant to this section.

"(5)(a) Notwithstanding subsections (3) and (4) of this section, the office may not enroll an individual in the Central Background Registry if:

"(A) The individual has a disqualifying condition as defined in rules adopted by the council; or

"(B) The individual is an exempt prohibited individual, as provided by ORS 329A.252.

"(b) If an individual prohibited from enrolling in the registry as provided by this subsection is enrolled in the registry, the office shall remove the individual from the registry.

"(6)(a) The office may conditionally enroll an individual in the Central Background Registry pending the results of a nationwide criminal records check through the Federal Bureau of Investigation if the individual has successfully completed the criminal records check and the child abuse and neglect records check in this state and in the state of the individual's residence, if other than Oregon.

"(b) The office may enroll an individual in the registry subject to limitations identified in rules adopted by the council.

"(7) An enrollment in the Central Background Registry may be renewed upon application to the office, payment of the fee established pursuant to ORS 329A.275 and compliance with rules adopted by the Early Learning Council pursuant to this section. However, an individual who is determined to be ineligible for enrollment in the registry after the date of initial enrollment shall be removed or suspended from the registry by the office.

"(8)(a) A child care facility, preschool recorded program or school-age recorded program may

not hire or employ an individual if the individual is not enrolled in the Central Background Registry.

"(b) Notwithstanding paragraph (a) of this subsection, a child care facility, preschool recorded program or school-age recorded program may employ on a probationary basis an individual who is conditionally enrolled in the Central Background Registry.

"(9) The Early Learning Council may adopt any rules necessary to carry out the purposes of this section, including but not limited to rules regarding expiration and renewal periods and limitations related to the subject individual's enrollment in the Central Background Registry.

"(10) As used in this section, 'subject individual' means:

"(a) A subject individual as defined by the Early Learning Council by rule;

"(b) An individual subject to subsection (2)(b) of this section;

"(c) A person who applies to be:

"(A) The operator or an employee of a child care or treatment program;

"(B) The operator or an employee of an Oregon prekindergarten program under ORS 329.170 to 329.200;

"(C) The operator or an employee of a federal Head Start program regulated by the United States Department of Health and Human Services;

"(D) An individual in a child care facility, preschool recorded program or school-age recorded program who may have unsupervised contact with children, as determined by the council by rule;

"(E) A contractor or an employee of the contractor who**:**

"(i) Provides early childhood special education or early intervention services pursuant to ORS 343.455 to 343.534; **and**

"(ii) Is not subject to the criminal records check requirements of ORS 326.603 or 342.223;

"(F) A child care provider who is required to be enrolled in the Central Background Registry by any state agency;

"(G) A contractor, employee or volunteer of a metropolitan service district organized under ORS chapter 268 who may have unsupervised contact with children and who is required to be enrolled in the Central Background Registry by the metropolitan service district;

"(H) A provider of respite services, as defined in ORS 418.205, for parents pursuant to a properly executed power of attorney under ORS 109.056 who is providing respite services as a volunteer with a private agency or organization that facilitates the provision of such respite services;

"(I) The operator or an employee of an early learning program as defined in rules adopted by the council; or

"(J) The operator or an employee of a preschool recorded program or a school-age recorded program; or

"(d)(A) An individual who operates a subsidized care facility;

"(B) An individual who has attained 18 years of age and resides in a subsidized care facility; or

"(C) An individual in a subsidized care facility who has attained 18 years of age and who may have unsupervised contact with children, as determined by the council by rule.

"(11)(a) Information provided to a metropolitan service district organized under ORS chapter 268 about the enrollment status of the persons described in subsection (10)(c)(G) of this section shall be subject to a reciprocal agreement with the metropolitan service district. The agreement must provide for the recovery of administrative, including direct and indirect, costs incurred by the office from participation in the agreement. Any moneys collected under this paragraph shall be deposited in the Child Care Fund established under ORS 329A.010.

"(b) Information provided to a private agency or organization facilitating the provision of respite services, as defined in ORS 418.205, for parents pursuant to a properly executed power of attorney under ORS 109.056 about the enrollment status of the persons described in subsection (10)(c)(H) of this section shall be subject to an agreement with the private agency or organization. The agreement must provide for the recovery of administrative, including direct and indirect, costs incurred by the office from participation in the agreement. Any moneys collected under this paragraph shall be deposited in the Child Care Fund established under ORS 329A.010.

"(c) Information provided to a private agency or organization about the enrollment status of the persons described in subsection (10)(c)(I) of this section shall be subject to an agreement with the private agency or organization. The agreement must provide for the recovery of administrative, including direct and indirect, costs incurred by the office from participation in the agreement. Any moneys collected under this paragraph shall be deposited in the Child Care Fund established under ORS 329A.010.

"CAPTIONS

"**SECTION 32. The unit captions used in this 2023 Act are provided only for the convenience of the reader and do not become part of the statutory law of this state or express any legislative intent in the enactment of this 2023 Act.**

"EMERGENCY CLAUSE

"**SECTION 33. This 2023 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect July 1, 2023.**".