

Submitter: Dennis Bell
On Behalf Of:
Committee: Senate Committee On Education
Measure: SB283

Dear Honored Members of the Education Committee: Chair Dembrow, Vice-Chair Weber, Senator Anderson, Senator Frederick, Senator Gelser Blouin, Senator Robinson, and Senator Wagner:

I am writing this letter of support for Sections 7 and 8 in SB 283. I am a substitute teacher who has been expected to donate my time for training in order to work for the school district every fall. This legislation demonstrates the value of the training and the value that Substitute Teaching brings to students and their communities.

SB 283 will fix the problem of classifying substitute teachers as independent contractors to school districts that have outsourced the substitute management to private equity companies. Outsourced teachers are put in a difficult situation in that they have two employers. They work for the school districts but are limited in their ability to contact the school for the support educators need when working in the classroom. If they have problems, they must contact the company before being allowed to contact the school. If they are considered members of the school district, this will clarify who is responsible for the education delivered. SB 283 backs the relationship between the outsourced substitute teacher and the school. Substitute teachers should be accountable to their students, parents, classroom teachers, and school management.

SB 283 will not affect the staffing fee that school districts are paying per substitute in Oregon. The research that OSTA has done includes the fact that only 10% of a school district's substitute teacher pool will work enough hours to get retirement benefits, BUT 100% of outsourced substitute teachers have staffing fees paid. Additionally, school districts did not trim their HR or Payroll staff, and most have to pay for duplicate systems -one that supports School District staff and another that supports Outsourced Substitute Teachers. SB 283 will reward the teachers who work 600 hours with PERS retirement benefits. Many teachers who substitute are retired so they are not eligible for retirement benefits.

Substitute Pay has been determined by ORS 342.610 - the Substitute Teacher minimum pay statute. OSTA would like 3 additional changes to ORS 342.610:

1. For Substitutes who take long-term jobs, start the Long Term Pay Rate on Day 1 of the assignment and not on Day 11
2. Payment on the School District Salary Schedule for Education and Teaching experience for those substitutes who take the Long-Term positions, and
3. Include payment at 100% instead of 85% for the daily rate,

I support SB 283.

Thank you.
Dennis Bell