Oregon
Tina Kotek, Governor

TEACHER STANDARDS AND PRACTICES COMMISSION
250 Division Street N.E. Salem, OR 97301
www.oregon.gov/tspc

November 3, 2025

The Honorable Kate Lieber, Co-Chair
The Honorable Tawna Sanchez, Co-Chair
Joint Committee on Ways & Means
Oregon State Capitol
Salem, OR 97310

Dear Co-Chairs Lieber and Sanchez:

Thank you for the opportunity to discuss our agency's funding and possible reductions to meet the legislature's rebalance plan for the 2026 session.

The Teacher Standards and Practices Commission (TSPC) was established in 1965 with a statutory mission to ensure Oregon schools have access to well-trained, effective, and accountable education professionals. The Commission fulfills this mission by accrediting and overseeing teacher preparation programs offered by Oregon's colleges and universities, licensing and renewing credentials for roughly 70,000 educators statewide, including teachers, administrators, and other licensed school personnel—and taking disciplinary action when educators commit crimes or violate the Standards for Competent and Ethical Performance. Through these responsibilities, TSPC plays a critical role in maintaining the quality, integrity, and professionalism of Oregon's education workforce in support of all students across our state.

We appreciate that the Legislature, during the last session, recognized the critical importance of prioritizing investigations into educator misconduct and provided an additional expenditure limitation for nine positions to address the backlog of pending cases. Filling these positions is essential to the agency's ability to ensure that educators are well-trained, effective, and accountable, thereby protecting students and maintaining the public's trust in our educators. Without the capacity to hire and retain these investigators, the agency's ability to thoroughly and promptly investigate allegations of misconduct will be severely constrained—delaying accountability, prolonging risk to students, and undermining efforts to ensure that every educator in the classroom is a safe and qualified professional.

To that end, we are in the process of hiring investigators and structuring positions to meet these goals, scheduled between November 2025 and April 2026. The delayed start dates for these positions, along with one additional information systems specialist position, will result in vacancy savings of $384,249. The reduction of one of only two Public Service Representative positions in our Licensure unit would add $157,329 to our reduction list. However, the reduction of this position would likely cause a significant decrease in our Email Customer Service (KPM 1) as well as a significant decrease in Customer Satisfaction (KPM 5).

Additional reductions to our Other Fund and General Fund Services and Supplies budget are proposed to reach our 5-percent goal of $954,540. Most of these savings are budgeted funds for instate travel, training, office expenses, telecom, data processing, and publicity/publications. Current projections indicate that expenditures for two restricted funds—Attorney General fees and rent—may be lower than the legislatively approved amounts.

We recognize the difficult budget decisions that must be made across state government and appreciate your thoughtful consideration of agency needs. As these decisions are made, we urge continued prioritization of our budget, as these funds are essential to sustaining the core services that support educators, protect students, and uphold the integrity of our education system. We look forward to working with you to ensure these critical functions remain supported.

Sincerely,

Rachel Alpert

Rachel Alpert
Executive Director
Rachel.Alpert@tspc.oregon.gov / (503) 580-7804

TSPC - Reduction Options

2025-27 Biennium

				2025-27 LAB	**769,493**	**-**	**18,321,306**	**-**	**-**	**-**	**19,090,799**					
Detail of Reductions to 2025-27 Legislatively Adopted Budget																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Priority (ranked most to least preferred)		**Agency**	**SCR or Activity Initials**	**Program Unit/Activity Description**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**Gov. Reduction Target Yes / No**	**One-Time Yes / No**	**Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.**
Dept	**Prgm/ Div**															
	4150	584		Employee Training	8,655						$ 8,655			Yes	Yes	Eliminating employee training such as the AG law conference
	4650	584		Other Services & Supplies	8,903						$ 8,903			No	Yes	Reduction in courier/mail service
	4100	584		Instate Travel	1,669						$ 1,669			No	Yes	Reduced engagement with key partners in early literacy rulemaking that will be impacting teacher licenses. Reduced engagement with colleges and universities during accredidation.
	4175	584		Office Expenses	11						$ 11			No	Yes	Reduction in essential office supplies. Staff will not have what they need to complete their jobs.
	4175	584		Office Expenses	4,934						$ 4,934			No	Yes	Reduction in essential office supplies. Staff will not have what they need to complete their jobs.
	4200	584		Telecomm/Tech Svc and Supplies	3,707						$ 3,707			No	Yes	Reduced ability to provide essential technology to new staff.
	4250	584		Data Processing	1,608						$ 1,608			No	Yes	Reduced ability to provide data to other agencies for annual reporting on teacher workforce
	4275	584		Publicity & Publications	1,236						$ 1,236			No	Yes	Critical reduction of our ability to provide informational materials and supplies to educator job fairs, conferences
	4375	584		Employee Recruitment and Development	989						$ 989			No	Yes	Reduced ability to train new staff
	4400	584		Dues and Subscriptions	1,236						$ 1,236			No	Yes	Significantly reduces our ability to stay up to date on nationwide topics that directly impact our work and network with those out of state parterns that do the same
	4715	584		IT Expendable Property	5,527						$ 5,527			No	Yes	Reduced ability to provide technology to new staff
				TOTAL	**38,475**	**-**	**-**	**-**	**-**	**-**	**$ 38,475**	**0**	**0.00**			

Target (5%)	**38,475**
Difference	(0)

TSPC - Reduction Options

2025-27 Biennium

				2025-27 LAB	**769,493**	**-**	**18,321,306**	**-**	**19,090,799**					
Detail of Reductions to 2025-27 Legislatively Adopted Budget														
1	2	3	4	5	6	7	8	10	12	13	14	15	16	17
Priority (ranked most to least preferred)		**Agency**	**SCR or Activity Initials**	**Program Unit/Activity Description**	**GF**	**LF**	**OF**	**FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**Gov. Reduction Target Yes / No**	**One-Time Yes / No**	**Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.**
Dept	**Prgm/ Div**													
	3455	584		Compliance Specialist Vacancy			18,246		$ 18,246			No	Yes	Compliance Specialist 2 Vacancy through Oct 2025
	3455	584		Compliance Specialist Vacancy			18,246		$ 18,246			No	Yes	Compliance Specialist 2 Vacancy through Oct 2025
	3455	584		Administrative Specialist Vacancy			53,056		$ 53,056			No	Yes	Administrative Specialist 2 Vacancy through April 2026. This position will handle the implementation of civil penalties, which are scheduled to take effect July 1, 2026
	3455	584		Administrative Specialist Vacancy			7,580		$ 7,580			No	Yes	Administrative Specialst 2 Vacancy through Oct 2025
	3455	584		Investigator Vacancy			16,888		$ 16,888			No	Yes	Investigator 2 Vacancy through Oct 2025
	3455	584		Investigator Vacancy			16,888		$ 16,888			No	Yes	Investigator 2 Vacancy through Oct 2025
	3455	584		Investigator Vacancy			16,888		$ 16,888			No	Yes	Investigator 2 Vacancy through Oct 2025
	3455	584		Investigator Vacancy			16,888		$ 16,888			No	Yes	Investigator 2 Vacancy through Oct 2025
	3455	584		Public Service Representative Vacancy			75,795		$ 75,795			No	Yes	Public Service Representative 4 Vacancy through June 2027
	3455	584		Information Systems Specialist Vacancy			143,774		$ 143,774			No	Yes	Information Systems Specialist Vacancy through June 2027, awaiting new Educator Data System to go online
	4100	584		Instate Travel			70,000		$ 70,000			No	Yes	Reduced engagement with key partners in early literacy rulemaking that will be impacting teacher licenses. Reduced engagement with colleges and universities during accredidation.
	4150	584		Employee Training			13,021		$ 13,021			No	Yes	Significantly reduced ability to train new investigators
	4150	584		Employee Training			11,979		$ 11,979			No	Yes	Reduced ability to train both new and current staff, e.g. civil penalties, investigation best practices
	4175	584		Office Expenses			34,000		$ 34,000			No	Yes	Reduction in essential office supplies. Staff will not have what they need to complete their jobs.
	4200	584		Telecomm/Tech Svcs and Supplies			10,000		$ 10,000			No	Yes	Reduced ability to provide essential technology to new staff.
	4250	584		Data Processing			92,000		$ 92,000			No	Yes	Reduced ability to provide data to other agencies for annual reporting on teacher workforce
	4275	584		Publicity and Publications			2,500		$ 2,500			No	Yes	Critical reduction of our ability to provide informational materials and supplies to educator job fairs, conferences
	4425	584		Facilities Rent & Taxes			25,000		$ 25,000			No	Yes	We plan to move into a DAS building by September 2026 which we estimate will save us approximately $25,000

TSPC - Reduction Options

2025-27 Biennium

					GF	LF	OF	FF	TOTAL FUNDS					
				2025-27 LAB	**769,493**	**-**	**18,321,306**	**-**	**19,090,799**					

Detail of Reductions to 2025-27 Legislatively Adopted Budget

1	2	3	4	5	6	7	8	10	12	13	14	15	16	17
Priority (ranked most to least preferred)		**Agency**	**SCR or Activity Initials**	**Program Unit/Activity Description**	**GF**	**LF**	**OF**	**FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**Gov. Reduction Target Yes / No**	**One-Time Yes / No**	**Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.**
Dept	**Prgm/ Div**													
	4325	584		Attorney General Legal Fees			144,462		$ 144,462			No	Yes	Attorney General Legal Fees are projected to be $279,000 below LAB
	3455	584		Cut Public Service Representative Position			128,854		$ 128,854			No	No	Cut Licensure Navigator Position for 13 months beginning September 2026 through June 2027
				TOTAL	**-**	**-**	**916,065**	**-**	**$ 916,065**	**0**	**0.00**			

Target (5%)	**916,065**
Difference	(0)

Teacher Standards and Practices Commission
2025-27 Biennium

Detail of Programs in the 2025-27 Legislatively Approved Budget that have been established or expanded since 2021-23

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		Program Establishment / Expansion													
Agency	SCR	Biennium	Effective Date	Authorization	Program Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Implementation Status
584	1	25-27	7/17/2025	HB 5037	Educator Data System			1,500,000				$ 1,500,000			Beginning RFP process
584	1	25-27	7/17/2025	HB 5037	Address Backlog of Investigations			2,200,000				$ 2,200,000	9	8.25	Currently hiring 7 of 9 positions
584	1	23-25	7/27/2023	SB 5537	Educator Data System	982,175		365,667				$ 1,347,842	2	1.00	Beginning RFP process
584	1	21-23	7/27/2021	HB 5035	Agency Fiscal Stability			855,924				$ 855,924	1	1.50	Complete
584	1	21-23	7/27/2021	HB 5035	e-Licensure Portal			477,398				$ 477,398	1	1.00	Beginning RFP process
584	1	21-23	7/27/2021	HB 5035	Educator Diversity Activities			5,000,000				$ 5,000,000	2	2.00	Oregon Administrator Scholars Program cut; Multiple Measures and License Reimbursement program currently operating
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
												$ -			
				TOTAL		**982,175**	**-**	**10,398,989**	**-**	**-**	**-**	**$ 11,381,164**	**15**	**13.75**	

Instructions

Column (5) - Authorization should identify the source of the new program or program expansion, which could include enabling legislation, approved policy option package, or administrative establishment.
Column (6) - Program description should include a summary of the program and the expansion (if applicable), including any partner state agencies.
Column (16) - Current status of program implementation should be summarized, including any future budget requests anticipated upon full program implementation.