



Oregon School Employees Association

www.osea.org

State Office: 4735 Liberty Road S, Salem, OR 97302-5036 P: 800-

February 10, 2025

Chair Neron, Vice Chairs Dobson and McIntire and members of the committee,

For the record, my name is Cassidy Kotter, Government Relations Specialist for the Oregon School Employees Association. On behalf of the over 25,000 classified staff we represent, in all 36 Oregon counties in all levels of Oregon public education, including Head Start programs, K-12 school districts, education service districts, special districts like parks and rec, and community colleges, thank you for the opportunity to testify in support of HB 2511.

HB 2511 is one of 14 recommendations that came from the Joint Task Force on Statewide Educator Salaries. This task force included education stakeholders from groups representing certified teachers, administrators, school boards and individuals from OSEA, among others. This diverse group of stakeholders were tasked with researching and making recommendations regarding statewide salary schedules for Oregon Educators. It was also tasked with considering regional differences in statewide systems of educator pay and pay for educators who serve special education students.

Currently, Oregon's public education workforce data is incomplete and lacks transparency. Workforce data is currently collected for teachers and administrators, but the same is not true for classified educators – who make up over half of our education workforce. HB 2511 is one of several recommendations that came out of the task force to improve how the state collects workforce data in our schools by directing ODE to collect the same information for all individuals employed by a district or ESD, not just licensed teachers and administrators.

ODE currently only collects data for licensed staff for the purpose of calculating teacher experience as part of the state school fund, with districts having the option to send data on unlicensed employees. Many districts do not send this data, which means Oregon does not have a comprehensive view on the number and positions of school employees throughout the state – nor their pay or benefits. As the state moves to recruit and retain educators – this lack of data makes it difficult to judge where the gaps are and where additional funding might be most impactful in these increasingly tight budget cycles. Passing this bill will give the state a complete picture of Oregon's educator workforce and will give educators in Oregon a better idea of how their jobs compare from district to district.

We thank Chair Neron, former Senator Dembrow and the task force for their work and the committee for the chance to testify today.

We respectfully urge an aye vote on HB 2511.

Sincerely,





AFT Local 6732

Cassidy Kotter

OSEA, Government Relations Specialist

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The Oregon School Employees Association (OSEA) is an affiliate of the American Federation of Teachers (AFT) and the AFL-CIO.

