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Legislature Responds to K-12 Educator Workforce Needs

Legislation meets classroom needs ahead of school year, invests in teacher pay, special education workforce supports, diversity programming, and apprenticeships

SALEM, Ore. - Today, the Oregon House passed [Senate Bill 283](#) to support teachers by addressing the shortage of educators in Oregon's K-12 schools. The bill now heads to the Governor's desk.

"This session, we're setting Oregon kids up for success in the classroom and beyond. A key part of improving student success is making sure our educators have good salaries, healthy working conditions, and the resources they need to help our kids learn," **said Representative Courtney Neron (D-Willsonville), chair of the House Committee on Education.**

Senate Bill 283 addresses the concerns and suggestions raised by educators and administrators across the state. This bill will address the educator shortage by:

- **Creating a robust statewide educator workforce data system** and regular workforce surveys to improve collection, quality, and availability of data related to Oregon's education workforce.
- **Establishing apprenticeship and mentorship grants** to pay Oregonians to become teachers and **improve diversity in our educator workforce.**
- Allowing school districts to **boost pay for teachers** and classified staff who work in special education.
- Addressing the issue of districts under-employing workers serving students with the highest needs by **requiring a minimum of 25 hrs/week and just cause protections for classified jobs.**
- Increasing the number of substitute teachers who are district employees and paying for their training.
- Allowing recently **retired teachers to convert to substitute licenses at no charge.**
- Directing the Oregon Department of Education to **study and plan for statewide minimum salaries for our education workforce.**

In 2021, Oregon's school districts reported over 1,820 job vacancies, 85% of which required education beyond a high school diploma. Oregon has an overall three-year attrition rate for teachers of approximately 36%, with higher rates for teachers of color. In response to this shortage, the legislature [convened](#) a bipartisan workgroup with participation from educators and administrators to recommend solutions. Senate Bill 283 puts those recommendations to work for the people of Oregon.

In addition to passing Senate Bill 283, the legislature is investing \$25 million as part of the Oregon Department of Education's budget (House Bill 5014) this session to address some of the big challenges educators—particularly, special education, substitute, and apprenticeship program teams—are experiencing across our state, including:

- \$10 million to promote registered apprenticeships for the beginning teacher and administrator mentorship program with focus on special education teachers, diversity, and rural workforce.
- \$5 million to train educators in special education de-escalation training.
- \$795,000 to convene task force on statewide educator salary schedules and task force on substitute teachers.
- \$8.9 Million to support special education workforce with additional stipends through a Special Purpose Appropriation reserved for school districts to use in 2024-25 school year.

The bill passed 35-15.

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