



Office of Senator Michael Dembrow

**FOR IMMEDIATE RELEASE**

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## **Senate Democrats Support Teachers, Pass Solutions to Educator Shortage**

**SALEM, Ore.** - Today, the Oregon Senate passed [Senate Bill 283](#) to support teachers by addressing the shortage of educators in Oregon's K-12 schools.

In 2021, Oregon's school districts reported over 1,820 job vacancies, 85 percent of which required education beyond a high school diploma. Oregon has an overall three-year attrition rate for teachers of approximately 36 percent, 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. This legislation puts those recommendations to work for the people of Oregon.

"Our state needs a robust K-12 education workforce to prepare students for the world. Compensation and working conditions for our teachers and classified staff must reflect the vital work they do for our kids and our state," said **Senator Michael Dembrow (D - Portland)**, chair of the Senate Education Committee.

SB 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 a carve-out in the Statewide Education Initiatives Account for **apprenticeship and mentorship grants** to continue diversifying our education workforce.
- Ensuring collective bargaining agreements include a **20% pay differential for teachers and classified staff who work in special education.**
- Including **pay for planning time and lunch periods** in collective bargaining agreements when educators are assigned other responsibilities during those times.

- 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.**
- **Making substitute teachers district employees with paid training.**
- Allowing **retired teachers to convert to substitute licenses** at no charge.
- Allowing **retired teachers to work full-time until 2029.**
- Directing the Oregon Department of Education to **study and plan for statewide minimum salaries for our education workforce.**
- Funding a **public relations campaign** promoting education as a profession.

Supporting and expanding Oregon's educator workforce is a key component of [Senate Democrats' 2023 Oregon Works agenda](#).

SB 283 is one of the hundreds of bills that Senate Democrats rescued by negotiating an end to the Senate Republican walkout. Thanks to Senate Democrats showing up, doing their jobs, and delivering results for the people of Oregon, SB 283 now moves to the House for consideration.

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