

2019 Legislative Session Summary

PERSONNEL

[SB 123B: Pay Equity Update](#)

- Update to pay equity legislation.
- Explicitly allows employers to pay employees for work of comparable character at different compensation levels if it is included in a collective bargaining agreement and based on one of the allowable factors (e.g. seniority, education, workplace location, experience, etc.).
- Clarifies that paying an employee who is on modified duty due to a workers' comp injury or other medical issue at a different compensation level is allowed.
- Allows employers to pay employees for work of a comparable character at different compensation levels if the difference in compensation is based on a bona fide factor as listed in the bill.
- Evidence that employers have increased an employee's pay as a result of conducting an equal pay analysis shall not be an admission of liability in a civil suit.
- Effective January 1, 2020.

Action Item: None.

[SB 155: Sexual Conduct Law Updates](#)

- SB 155 makes significant revisions to the existing sexual misconduct law.
- Expands definition of sexual conduct to include electronic communications.
- Expands application of law to contractors, agents, and volunteers.
- Expands definition of students to anyone in PreK-12th grade, anyone 21 years of age or younger who is still receiving educational benefits and a person "who was previously known as a student by the person engaging in sexual conduct and who left school or graduated from high school within 90 days prior to the sexual conduct."
- Schools may now use reports of law enforcement and state agencies to make employment decisions and immediately terminate contractors or volunteers accused of abuse.

- School employees must continue to report suspected abuse to DHS or law enforcement; the designated administrator must also report suspected sexual conduct to TSPC (for licensed employees) or ODE (for all other employees, volunteers and contractors).
- Districts are required to put accused employees on paid administrative leave until the investigation is completed and take other necessary actions to ensure the student's safety.
- Districts must establish policies for appropriate electronic communications between staff and students.
- School personnel may not help an employee find new employment if the individual knows or has reasonable cause to believe the employee engaged in abuse or sexual conduct.
- Schools will not enter into termination agreements suppressing information on investigations.
- Before districts can accept the services of an employee, contractor, agent or volunteer, the district must check with TSPC (for licensed employees) or ODE (for all other employees, volunteers and contractors) to determine if there is an ongoing investigation or substantiated report of sexual conduct.
- TSPC and ODE must complete sexual conduct investigations within 90 days of receipt of a report.
- Effective dates:
 - Modified definitions effective **July 1, 2019**.
 - Reporting requirement to TSPC effective for all reports of sexual conduct received on or after **January 1, 2020**.
 - Reporting requirement to ODE effective for all reports of sexual conduct received on or after **July 1, 2020**.
 - The revision to ORS 339.374 (Section 4 of SB 155) requiring districts to check with ODE or TSPC prior to hiring an individual to determine if there are any pending or substantiated child abuse or sexual conduct complaints goes into effect on **January 1, 2020** (This is likely a drafting error that may be fixed by ODE's implementing rules because ODE will not begin receiving sexual conduct reports for non-licensed employees until July 1, 2020).

Action Item: Update sexual conduct policy and building notices in alignment with SB 155. Establish policies for appropriate electronic communications between staff and students and include instruction on this policy in annual training sessions.

SB 165: Retirement Reporting

- Employers must indicate on their annual tax withholding returns (filed after January 1, 2020) whether they offer a qualified retirement savings plan that would allow exemption for participation in the Oregon Retirement Savings Plan, which requires all employers to offer a retirement plan.
- Effective September 29, 2019.

Action Item: None.

SB 216: Limitation on 90-day Unlicensed Teacher Employment Exception

- Allows a teacher to be employed in a public school for 90 days after the date of submission of a pending application for licensure only if the person had not been employed during the previous 12 months with a pending application for the same license.
- Purpose is to limit the 90-day grace period to a one-time only policy. TSPC reported that several educators applied two or three times for the same license for the purpose of extending the 90-day unlicensed employment period.
- Effective January 1, 2020.

Action Item: None.

SB 370A: ICE Inspection Notice

- Requires employers to provide notice to employees of an upcoming ICE inspection of I-9 forms within three business days of employer's receipt of ICE inspection notice.
- BOLI will create a notice template in 5 different languages, which includes contact information for a "raid resistance hotline" currently used in Oregon.
- Effective now.

Action Item: None.

SB 415A: Board Member Mandatory Reporters

- School board members, charter board members, and ODE employees are now mandatory reporters of child abuse.
- Effective January 1, 2020.

Action Item: Update Board Policy JHFE to include school board members.

SB 479B: Workplace Harassment Policy

- Requires public employers to establish policies and procedures for addressing reports of workplace harassment (unlawful discrimination). Employers must give this policy to new hires and any time an employee makes a harassment complaint. Employers must follow up with the victim of reported harassment every three months for one year after the report to determine whether harassment has stopped or if victim has experienced retaliation. Effective January 1, 2020.
- Allows civil and administrative remedies for an employer entering into agreements with employees that would prevent the employee from discussing workplace harassment. Employers cannot have non-disparagement or no-rehire clauses in settlement agreements unless the employee requests them (and then there's still a 7-day revocation period). Effective October 1, 2020.
- Extends timeline for filing BOLI complaints and extends the statute of limitations from one year to five years for certain unlawful employment practices. Tort claim notice is still required within 300 days of discovery of the alleged loss or injury. Effective September 29, 2019.

Action Items:

1. Update Board policies for handling workplace harassment reports to include required information.
2. Update new hire packets to include policy. Train all human resources personnel on requirements of law.
3. Review all settlement agreement templates to ensure prohibited provisions are not included.

SB 494B: Phasing out Sub-Minimum Wage for Disabled Employees

- Certain employers can obtain a federal certification to employ disabled individuals at a sub-minimum wage. This will be phased out by July 1, 2023, so that these individuals are paid minimum wage.
- Effective September 29, 2019.

Action Item: Ensure any employees with disabilities are being paid minimum wage before July of 2023.

SB 726A: Workplace Harassment Requirements for All Employers

- Companion legislation to SB 479, which only applies to public employers.
- Effective October 1, 2020.

Action Item: Complete actions required by SB 479.

SB 796: Update to OFLA Serious Health Condition Definition

- A period of absence for the donation of body part, organ or tissue is now considered a "serious health condition" for which family leave may be taken.
- Effective January 1, 2020.

Action Item: Update OFLA policies or handbooks if you list serious health conditions.

SB 1049: PERS Changes

- Employees with salaries exceeding \$2,500 will now have a portion of their 6% IAP contributions re-directed to the Employee Pension Stability Account which helps offset employer contributions and will be used to pay employee pensions. Employees can voluntarily put money into their IAP to reach the full 6%. (Effective July 1, 2020).
 - Tier 1 & 2: 2.5% to Employee Pension Stability, 3.5% to IAP
 - OPSRP: 0.75% to Employee Pension Stability, 5.25% to IAP
- New salary cap limits all PERS subject salary paid by employer to \$195,000 annually (Effective January 1, 2020).
- Employers can make lump sum payments toward their employer contributions and choose when the amortization period starts (Effective now).
- If the district decides it is in the public interest, a district can rehire a PERS retiree in 2020, 2021, 2022, 2023, and 2024 without having to abide by the 1040 hour cap, so long as it pays the employer's contribution to PERS.

Action Item: None.

HB 2005: Paid Leave

- Creates a Paid Family and Medical Leave Insurance Fund (FAMLI) to be administered by the Oregon Employment Department. Requires 40% of total contributions from employers and 60% of total contributions from employees. This benefit is in addition to any paid leave earned by the employee; the employee may use his or her paid leave to pay their 60% portion.
- Program is intended to mirror unemployment benefit program and will be administered by Oregon Employment Department.
- Provides weekly benefit payments to individuals who are on leave due to birth or arrival of new child, serious health condition of family member, or to recover from their own serious illness.
- Authorizes maximum of 12 weeks of paid leave benefits, with total paid and unpaid leave capped at 18 weeks.
- Eligible employees must have earned at least \$1,000 in wages during the base year.
- Excludes work study program participants and volunteers
- Expanded list of “family members” **for the receipt of paid leave under FAMLI (not OFLA)** to include siblings or those with whom the employee has a “close affinity” that is the equivalent of a family relationship.
- Employees must be provided notice
- Effective September 1, 2019. Administrative Rules published by Sept. 1, 2021. Contributions begin Jan. 1, 2022. Benefits available Jan. 1, 2023.

Action Items: Review paid leave provisions in Board policy and collective bargaining agreements in preparation to modify provisions for 2022/2023 implementation.

[HB 2016B: Collective Bargaining Changes](#)

- Requires public employers to grant reasonable paid time to public employees who are designated representatives to engage in certain union activities.
- Requires employers to allow leave of absence to union member to engage in union activity, with the requirement that the union reimburse employer for release time.
- Requires reopener of union leave provisions in accordance with HB 2016.
- Requires employers to allow union reasonable access to employees at their work sites:
 - Unions have the right to meet with new employees during work time within 30 days of hire.
 - Unions have the right to meet with any union employee during their work time to discuss grievances and complaints.

- Unions have the right to conduct meetings at the employee’s workplace during breaks and before/after work.
- Requires employers to provide employee information to union (e.g. personal contact information, title and salary).
- Requires employers to allow union use of email system.
- Unions are only required to provide a list of employees who authorized union deductions (versus the individual employee’s dues deduction form).
- Employees may opt in to a union using telephone or email, but can only opt out by providing written notice in-person at the union’s headquarters during the timeframe allowed by the original union dues deduction authorization.
- Makes it a ULP for a public employer to negatively influence employee membership decisions or encourage employees to revoke union dues authorization.
- Effective January 1, 2020.

Action Items:

1. Respond to union reopener requests to revise articles in accordance with these changes.
2. Notify supervisors they cannot negatively influence employee union membership decisions.

HB 2037: OEBC Long Term Care Benefits

- The Public Employees’ Benefit Board and Oregon Educators Benefit Board may make long-term insurance plans available at the Boards’ discretion, rather than as a statutory requirement
- Effective January 1, 2020.

Action Item: None.

HB 2266: Double Coverage Surcharge

- Removes 2017 prohibition on paying employee the employer contribution if they were double-covered and opted out of insurance.
- The Public Employees’ Benefit Board and Oregon Educators Benefit Board may instead impose a surcharge on an employee who arranges coverage for their spouse or dependent if the spouse or dependent has access as an employee to their own plan under PEBB or OEBC.

- Effective now, PERS board will impose charges for plans beginning after 2021. OEGB will impose surcharges for plans beginning after 2020.

Action Item: Unions may demand to bargain provisions regarding opt-out payments for double covered employees.

HB 2341: Pregnancy Accommodations

- Requires employers to engage in the interactive process if an employee requests a reasonable accommodation related to pregnancy, childbirth or a related medical condition.
- Allows exemption if reasonable accommodation imposes an undue hardship.
- Requires posting of notice to inform employees of their rights, and requires providing this written notice to new employees.
- Makes it an unlawful employment practice for an employer to deny or take certain actions related to reasonable accommodations for known limitations related to pregnancy, childbirth, or a related medical condition.
- Effective January 1, 2020.

Action Item: Post notices and update new hire packets to include notice about pregnancy accommodations.

HB 2417: PERS Death Benefit

- Provides surviving spouses of PERS members who dies before retirement an alternate death benefit.
- The death benefit is for the life of the member's spouse and is the actuarial equivalent of 50% of the service retirement allowance that would otherwise have been paid to the deceased member.
- Effective January 1, 2020.

Action Item: None.

HB 2593A: Breastmilk Expression Breaks

- Currently, employers are required to provide an employee a 30-minute rest period to express milk during each 4-hour period and the rest period must be taken approximately in the middle of the work period. HB 2593 law removes any references to when the break must be taken and instead requires employers to provide employees

a reasonable rest period to express milk each time the employee needs to express milk for up to 18 months after the child's birth.

- Removes undue hardship provision unless employer has less than 10 employees.
- Effective September 29, 2019.

Action Item: Update Board policies and employee handbooks regarding breaks for milk expression.

HB 2660B: Janitorial Unemployment

- Allows janitorial and maintenance employees of public and non-profit educational institutions and institutions of higher education to receive unemployment benefits during summer break, holiday breaks, and customary vacation periods if they've received a reasonable assurance of continued employment, but are not then reemployed for the successive term or school year.
- Prohibits public employers from advising or drawing conclusions for employees about their unemployment benefit eligibility. Instead, employers should provide information from the Oregon Employment Department.
- Effective September 29, 2019.

Action Item: None.

HB 2992A: Noncompetition Agreements

- Establishes as condition of enforceability of noncompetition agreement that employer provide signed, written copy of terms of agreement to employee within 30 days after termination of employee's employment.
- Effective January 1, 2020.

Action Item: None.

STUDENT ISSUES

SB 13: Updates Special Education Terminology

- Modifies special education terminology to include autism spectrum disorder and other health impairments.
- Modifies the special education term “hearing impairment” to “deafness or being hard of hearing” and the term “emotional disturbance” to “emotional behavior disability”.
- January 1, 2020.

Action Item: Update special education paperwork to reflect updated terminology.

SB 16: Expansion of Special Education Evaluators

- Expands list of medical practitioners that may conduct medical exams for special education evaluations to include nurse practitioners and physician assistants.
- Effective now.

Action Item: Ensure health care practitioners performing assessments for determining special education eligibility meet the amended criteria.

SB 52: Suicide Prevention Plan

- Requires every school district to create a plan on student suicide prevention for students in kindergarten through grade 12.
- Plans must include procedures relating to suicide prevention, identifying school officials responsible for handling reports of suicidal risk, and a description of training materials that will be provided to employees.
- Plans must be made annually available to students, parents, employees, and volunteers and be readily available at the district office and on the district’s website.
- School districts that do not comply with this requirement will be considered “non-standard.”
- Effective July 1, 2020. Districts must adopt policy for the 2020-21 school year.

Action Item: Create policy on student suicide prevention for the 2020-2021 school year.

SB 475: Abbreviated School Day Update

- Current abbreviated school day law failed to explicitly include foster parents.
- SB 475 permits school district to provide abbreviated school day program to foster youth student only if no appropriate alternative exists, student's case manager and foster parent are involved in decision, and student's foster parent, case worker, education surrogate, and Director of Human Services consent.
- Effective July 1, 2020.

Action Item: None.

SB 496: Access to Common Areas

- Prohibits school districts from restricting access by alternative education students, English language learners, or special education students to specialized learning areas and certain common areas, such as lunch rooms, gyms, and playground spaces.
- Law seeks to address unequal access to these common spaces for these student populations.
- Allows exceptions for restrictions imposed on all students, behavioral issues, or compliance with court/law enforcement order.
- Effective July 1, 2019.

Action Item: None.

SB 664: Holocaust Curriculum

- Requires schools to instruct students on the Holocaust and genocide.
- The State Board of Education will develop content standards for Holocaust and genocide studies that must be complied with by the 2025-2026 school year.
- Effective July 1, 2020, for instruction to be delivered beginning with the 2020-21 school year.

Action Item: Develop and implement Holocaust and genocide curriculum prior to the 2020-21 school year.

SB 802: Nonresident Military Children

- Allows military child to be considered resident of school district for purposes of enrollment and class placement based on official military order for transfer of parent of child.

- Proof of residency is required within 10 days of the military transfer.
- Effective January 1, 2020.

Action Item: None.

SB 905: Voluntary Foster Care Placements

- Children who are voluntarily placed in foster care shall generally be considered residents of the school district in which they reside due to the placement.
- However, children who are voluntarily placed in foster care shall be considered residents of the school district of their parents if the child's preferences are considered, the child's parent retains guardianship, there is a plan for the child to return home, the voluntary placement is within 20 miles of the previous school building, and it is in the best interest of the child to stay at their old school.
- Transportation of the child shall be the responsibility of the child's resident school district.
- Effective July 1, 2019.

Action Item: None.

SB 963: Student Restraints

- Adds supine restraint to list of prohibited student restraints.
- Clarifies that a restraint is not holding a student's hand or arm to escort the student safely without force, assisting a student to complete a task if the student does not resist the physical contact or providing a reasonable intervention to break up a fight or to protect the safety of the student, the employee, or others.
- Districts that do not comply with student restraint reporting requirements will be considered "non-standard."
- Effective July 1, 2019.

Action Item: Update all policies and training to include new definitions.

HB 2023: Instructional Materials

- Requires academic content for history, geography, economics and civics to include sufficient instruction on Native Americans, women, persons of African, Asian, Pacific Island, Chicano, Latino, or Middle Eastern descent, disabled persons, immigrants and refugees, lesbian, gay, bisexual, and transgender persons.

- Effective July 1, 2019, Operative September 30, 2026.

Action Item: Ensure textbooks and instruction materials are in compliance with the new State Board of Education Standards for the 2026-2027 school year.

HB 2191A: Mental Health Absences

- Allows mental and behavioral health absences to be excused.
- These excused absences cannot result in the reduction of a grade.
- Effective July 1, 2019. First applies to 2019-20 school year.

Action Item: Ensure absences due to mental and behavioral health are now listed as excused absences.

HB 2263: Accelerated College Credit Grant Program

- Directs ODE, in collaboration with HECC, to administer the Accelerated College Credit Planning Partnership Grant Program.
- Intended to address access concerns to such programs by underserved and rural students.
- Effective now.

Action Item: None.

HB 2444: Oregon Future Farmers of America

- Provides grants to school districts for managing agricultural science and technology programs throughout summer, among other activities to support FFA students.
- Effective July 1, 2019.

Action Item: None.

HB 2556: Excused Absences for Armed Services Dependent

- Students who are dependents of members of the Armed Forces receive seven days of excused absences if the member is on active duty or is called into active duty.
- Effective July 1, 2019.

Action Item: None.

HB 2876: Coordinated School Counseling Program

- Each school district must provide a coordinated comprehensive school counseling program to support the academic, career, personal, and social development of each student and to develop the sense of community involvement for each student.
- Effective January 1, 2020.

Action Item: Create a comprehensive school counseling program.

HB 2892: Military Uniform at Graduation

- Allows students to wear dress uniform issued to the Armed Forces during the high school graduation ceremony.
- Effective now.

Action Item: None.

HB 3077: Sexual Harassment Policy Updates

- Amends the definition of sexual harassment to include physical, verbal or nonverbal conduct of a sexual nature that interferes with a student's education or activities (or interferes with staff performing their job), assault when sexual contact occurs without a student's consent, and demands **or** requests for sexual favors in exchange for benefits.
- Requires that when staff become aware of conduct that may violate the policy, they notify a district official and take actions necessary to ensure the student is in a non-hostile learning environment including providing support resources and removing potential future impacts on student (no retaliation)
- Initiating a complaint or participating in an investigation must not adversely affect conditions of employment or educational environment
- The following steps must be taken during a harassment Investigation: notice to the person (and parents) at the initiation and conclusion, information in notices about the complaint process and the person designated for receiving complaints, and notice that students who report or participate in investigations under the policy will not be disciplined for violations of the drug and alcohol policy that occurred in connection with the reported conduct unless the student gave another person intoxicants without their knowledge and with the intent of making the person vulnerable to the prohibited conduct
- Effective July 1, 2020

Action Item: Update sexual harassment policies and procedures.

HB 3261A: Recording Interviews of Minors

- Requires all law enforcement officers equipped with body cameras to record custodial interviews of minors if they are investigating acts that would constitute felony or misdemeanor crimes if committed by a person over the age of 18. This applies regardless of where the interview occurs.
- There is an exception if the person's age was unknown and would not have been objectively apparent to a reasonable officer. There is also an exception for spontaneously volunteered statements.
- Effective January 1, 2020.

Action Item: None.

HB 3409: OSAA Issues

- Prevents school districts from contracting with organizations that administer interscholastic activities (OSAA) if there isn't a transparent complaint process, if there is not a sanction system, and if there is not an annual survey done to understand potential policy violations.
- Effective September 1, 2019.

Action Item: None.

HB 3427: The Student Success Act

- The Student Success Act provides \$2 billion per biennium for funding education improvements. The act is intended to increase graduation rates, specifically for students of color, students living in poverty, and students with disabilities.
- The act focuses on early childhood education, improving schools' class sizes, diversity of class offerings, and helping students with mental and behavioral health, and providing statewide initiatives to prevent bullying, suicide, and dropping out.
- Changes to School Breakfast and Lunch Programs
 - Defines eligible student as a student who is eligible for free or reduced-price lunches under the USDA current Income Eligibility Guidelines. (Operative July 1, 2020).

- A school district must make breakfast accessible and free to all students, regardless of eligibility, after the beginning of the school day if 70% or more of students at the school site are eligible students. Otherwise, a school may choose to make breakfast accessible after the beginning of the school day. (Operative July 1, 2020).
- Time spent by students consuming breakfast in the classroom while instruction is being provided is considered instructional time. However, no more than 15 minutes of instruction while students are eating may be considered instructional time. (Operative July 1, 2020).
- ODE will award grants or enter into contracts to enable school districts to make breakfast accessible as required under ORS 327.535. Grants may not exceed \$ 5,000 and must be used to purchase or upgrade necessary equipment to provide breakfast. (Operative July 1, 2020).
- The Statewide School Safety and Prevention System will assist districts with implementing practices to reduce or prevent bullying, harassment, cyberbullying, intimidation, suicidal behavior, and violence. (Operative July 1, 2020).
- ODE will implement grants for summer programs to improve student achievement in Title I schools. (Operative July 1, 2020).
- ODE shall award grants to schools for implementing the early warning system for high school graduation. Funds will be used to enable schools and their employees to take corrective actions to assist students in graduating. (Operative July 1, 2020).

Action Items: Track ODE announcements regarding the grant application timelines. Work with food services director to implement changes.

MISCELLANEOUS

SB 25: Providing Records to Oregon State Hospital

- School districts in possession of records shall comply with a court order for release of records to a facility designated by the Oregon Health Authority to conduct mental health evaluations within fifteen business days of receiving the order.
- Effective now.

Action Item: None.

SB 151: ESD Update

- Updates ORS 334.013 to correct the statutory listing of education service districts to reflect ESD mergers.
- Effective January 1, 2020.

Action Item: None.

SB 485: OHA Assistant Post-Student Suicide

- Within 7 days of the death of a student that is suspected to be suicide, the school district must inform the Oregon Health Authority. OHA will then collaborate with the district on a communication plan and will provide other resources to the district as needed.
- Effective January 1, 2020.

Action Item: None.

SB 665: Naloxone

- Naloxone (which rapidly reverses opioid overdoses) is added to the list of acceptable medications that can be administered to students and others on school premises.
- School district boards *may* adopt policies and procedures that provide for the administration of naloxone or any similar medication designed to rapidly reverse an overdose of an opioid drug.
- Trained school personnel have immunity from criminal and civil actions related to the administration of naloxone.
- Effective January 1, 2020.

Action Item: Train personnel on the administration of naloxone and update district policy as needed.

SB 933: Forms Requesting Race/Ethnicity Information

- Any school district documents that ask a person to identify their race or ethnicity must allow the person to select multiple races or ethnicities (not just one).
- Effective July 1, 2023.

Action Item: Ensure forms are in compliance with SB 933 before July of 2023.

SB 1044: Zero-Emission Vehicles

- Allows school districts to use public purpose charge money for fleet audits, for purchase or lease of zero-emission vehicles, and for purchase or installation of electric vehicle charging stations.
- Effective January 1, 2020.

Action Item: None.

HB 2022: Oregon Virtual School District

- Changes the name of the Oregon Virtual School District to Oregon Digital Learning.
- Provides professional development for teachers related to online learning.
- Effective January 1, 2020.

Action Item: None.

HB 2051: SafeOregon Tip line

- The contents of reports to the school safety tip line are not subject to disclosure in a public records request unless disclosure is in the public interest.
- Personally identifiable information remains an exemption from disclosure unless it is to law enforcement, the relevant educational institution, and tip line staff. This information may only be used by tip line staff for follow-up contact to obtain or provide further information.
- Effective September 29, 2019.

Action Item: None.

HB 2353A: Penalties for Late Responses to Records Requests

- Public bodies may be required to pay a penalty of \$200 to the requester if the Attorney General, district attorney, or court determines that the public body responded to the request with undue delay or failed to respond to the request. A fee waiver or reduction may also be required to be provided to the requester from the public body if there is an undue delay.
- Effective now.

Action Item: None

HB 2514: Board Hearings re: Student Confidential Information

- Technical fix to ORS 332.061, which requires the district school board to conduct hearings in executive sessions or privately if the hearing pertains to or involves the examination of the confidential records of a student.
- Effective January 1, 2020.

Action Item: None.

HB 2769A: Public Contracting Updates

- Allows public contracting agencies (when using the Qualifications-Based Selection procurement process) to consider the price proposals of their top-three ranked consultants when soliciting the services of architectural, engineering, land surveying, photogrammetric mapping, or transportation planning professionals.
- The contracting agency must disclose what factors will be used to evaluate proposals. The maximum weight that can be given to a price proposal is 15%.
- Effective September 29, 2019, operative January 1, 2020.

Action Item: None.

HB 2867: Small High School ADMw

- A school may qualify as a small high school for the purpose of funding if it has an ADMw of less than 9,500 (previously 8,500).
- Effective July 1, 2019.

Action Item: None.

[HB 2964: Oregon Education Support Professional Award](#)

- Creates an Oregon Education Support Professional of the Year Program to recognize at least one outstanding education support professional that serves students in any grade.
- Effective January 1, 2020.

Action Item: None.

[HB 3165: School Based Healthcare Grants](#)

- Provides planning grants to school districts to evaluate the community's need for school health services.
- Effective now, operative July 1, 2019.

Action Item: None.

[HB 3310: Voting Rights Act](#)

- Prohibits school districts, community colleges, and education service districts from conducting elections that impair protected classes from having an equal opportunity to elect candidates. Most cases arise from "at-large" elections that dilute or abridge the rights of electors who are member of a protected class.
- Effective September 29, 2019, operative January 1, 2020.

Action Item: Ensure elections are being conducted in a manner compliant with HB 3310.

[HB 3384: Expansion of Nonconforming School Use in Exclusive Farm Use Zone](#)

- Revised statute allowing the expansion of a nonconforming school use in exclusive farm use zone in certain cases.
- Effective now.

Action Item: None.