

From the Desk of
Rep. Margaret Doherty
Margaret Doherty

Work Shouldn't HURT

Floor Statement for House Bill (HB) 3318A

Oregon School Employees Association (OSEA)
American Federation of Teachers-Oregon (AFT-Oregon)
Oregon Education Association (OEA)



We strongly support HB 3318A and urge your 'Yes' vote

For a number of years, we have heard from special education educators about injuries occurring on the job in Oregon's schools. To determine how widespread the problem is, OSEA conducted a statewide survey along with AFT-Oregon and the Oregon Education Association (OEA). Nearly 2,000 educators from 106 school districts responded to the survey. The results made clear far too many educators are being injured on the job as a result of not having access to the information or training necessary to safely provide a high-quality education for their students.

The scientific survey found just 42 percent of respondents working with students on an Individualized Education Program (IEP) had been asked to participate in developing a behavior management plan. The same survey also showed that almost half of the respondents believed they were not adequately trained to keep students or themselves safe.

When educators aren't told how best to meet the special needs of their students — or trained how to avoid serious bodily injury — educators and students get hurt, and families and school districts ultimately pay a price.

House Bill (HB) 3318A will ensure educators working with these students are no longer left in the dark while working to ensure their student's needs are being met. It would require districts to use existing resources to:

- Have a qualified professional conduct a functional behavioral assessment (FBA) for students with an IEP or 504 Plan and who have behaviors that put themselves, other students or staff at risk of serious bodily injury;
- Develop, review or revise a behavioral intervention plan (BIP) within 60 days following an incident resulting in a serious bodily injury; and
- Allow service providers (those responsible for implementation of an IEP or 504 Plan) to provide input into the development, review or revision of the BIP, as well as require them to be notified of relevant changes to the BIP and training opportunities.

It is time for the Legislature to give educators access to the information and training they need to best serve their students. We strongly support HB 3318A and urge your 'Yes' vote. Thank you.

Special thanks to HB 3318 sponsors: Reps. Doherty, Gorsek, Hack, McLain, Post, G. Smith and Sollman; Sens. Gelser, Dembrow, Frederick, Knopp and Roblan.

When staff aren't told how best to help a child...



Melanie from North Clackamas pays the price.

"I work as a school bus driver. There's usually only one staff member — me — on the bus. We have various students with disabilities and behavioral issues. The problem we have is a lack of training, and there's not much you can do if you are attacked.

"As drivers, we are never told about a student's behavior patterns and what may trigger them. We are not included in these discussions, and often it is the same students who injure drivers and staff.

"Just this past month, a driver was attacked at the student's home stop. Even the parent couldn't control the child. And by the time

you call it in — if you can — it's too late.

"I also know of cases where aides were attacked. In a classroom, when a student has a meltdown you can remove other students from the classroom. You don't have that option on a bus.

"We cannot do our jobs to the best of our ability if we are not informed and included in the behavior management plan."

Melanie Garrison
School Bus Driver
North Clackamas School District

In a scientific survey of 1,988 educational employees from 106 Oregon school districts, just

42%

of school employees working with students on an Individualized Education Program are asked to participate in developing behavior management plans.

A Member's Union
OSEA 
AFT Local 6732

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