

Senate Bill 318

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SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act says that substitute teachers can enroll in a health benefit plan with OEBB. The Act says that the teacher has to pay 10 percent of the premiums. The Act says that the teacher's home district has to administer the plan for the teacher and pay the rest of the premiums, but the district will be paid back by OEBB. The Act says that a district has to keep old health care benefits for teachers who cannot enroll in an OEBB plan. (Flesch Readability Score: 74.6).

Provides that certain substitute teachers are eligible to enroll in a health benefit plan offered by the Oregon Educators Benefit Board. Requires the substitute teacher to pay 10 percent of the premiums for the plan. Requires the substitute teacher's chosen home district to administer the plan for the substitute teacher and pay the remaining premiums, subject to reimbursement by the board.

Requires a district to maintain legacy health care benefits for substitute teachers who are not eligible to enroll in a health benefit plan offered by the board.

Declares an emergency, effective on passage.

A BILL FOR AN ACT

1
2 Relating to health benefits for substitute teachers; and declaring an emergency.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. Sections 2 to 4 of this 2025 Act are added to and made a part of ORS 243.860**
5 **to 243.886.**

6 **SECTION 2. (1)(a) Except as provided in paragraph (b) of this subsection, a substitute**
7 **teacher employed by a common school district, union high school district or education ser-**
8 **vice district is eligible to enroll in a health benefit plan offered by the Oregon Educators**
9 **Benefit Board if the substitute teacher worked at least half-time at either a single common**
10 **school district, union high school district or education service district, or in aggregate at**
11 **multiple common school districts, union high school districts and education service districts**
12 **during the previous school year.**

13 **(b) The total cost of providing any health benefit plan offered by a district to a substitute**
14 **teacher under this section may not increase annually by more than the annual increase in**
15 **premium amounts paid for contracted health benefit plans that is permitted under ORS**
16 **243.866 (9)(b).**

17 **(2)(a) In order to enroll in a health benefit plan under this section, a substitute teacher**
18 **must select a home district for the duration of the benefit year under a process established**
19 **by each district. A home district selected under this subsection:**

20 **(A) Must be one at which the substitute teacher worked as a substitute teacher at:**

21 **(i) The time of the application; or**

22 **(ii) Any time during the previous benefit year, if the substitute teacher is not currently**
23 **working at a district but otherwise is eligible under this section; and**

24 **(B) Is responsible for:**

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 (i) Determining whether the substitute teacher is eligible to enroll in a health benefit
2 plan under this section;

3 (ii) Determining, on an annual basis, whether a substitute teacher who was found to be
4 eligible to enroll in a health benefit plan under sub-subparagraph (i) of this subparagraph
5 continues to be eligible to enroll in a health benefit plan under this section;

6 (iii) Collecting the premiums for health benefit plans that must be paid by the substitute
7 teacher under subsection (3) of this section;

8 (iv) Paying the full cost of the insurance premiums for providing health benefit plans to
9 the substitute teacher, subject to reimbursement as described in subsection (4) of this sec-
10 tion; and

11 (v) Administering and providing health benefit plans to the substitute teacher in the
12 manner described in this section.

13 (b) In order to enroll in a health benefit plan under this section, a substitute teacher
14 must provide the home district with all information necessary for the district to determine
15 the eligibility of the substitute teacher to enroll in the health benefit plan under this section.

16 (c) No later than 30 days before the deadline to submit an application to enroll in a health
17 benefit plan under this section, each district must notify all substitute teachers who have
18 worked for the district during the current academic year and the previous academic year of:

19 (A) The eligibility requirements to enroll in a health benefit plan under this section;

20 (B) The health care benefits and associated costs available to eligible substitute teachers;
21 and

22 (C) Instructions on how substitute teachers may apply to enroll in a health benefit plan
23 under this section.

24 (3)(a) Except as provided in paragraph (b) of this subsection, a substitute teacher shall
25 pay 10 percent of all insurance premiums for health benefit plans.

26 (b) A district may provide by collective bargaining to pay for some or all of the insurance
27 premiums that must otherwise be paid by a substitute teacher under paragraph (a) of this
28 subsection. The district may not be reimbursed under subsection (4) of this section for the
29 costs the district incurs to provide health benefit plans under this paragraph.

30 (4)(a) Every three months a district may request reimbursement from the board for the
31 cost of paying insurance premiums for providing health benefit plans to each substitute
32 teacher who has selected the district as the substitute teacher's home district under sub-
33 section (2) of this section.

34 (b) The board shall use moneys from the Substitute Teacher Insurance Fund established
35 under section 4 of this 2025 Act to fully reimburse each district for all documented costs
36 requested by the district under this subsection, except for any costs described in subsection
37 (3) of this section.

38 (5) Unless otherwise provided for by collective bargaining, a substitute teacher who is
39 eligible to enroll in a health benefit plan under subsection (1) of this section may receive
40 health care benefits only in the manner provided by this section.

41 (6) The board may adopt rules necessary to implement this section, including but not
42 limited to rules for:

43 (a) Determining a substitute teacher's eligibility to enroll in a health benefit plan under
44 this section;

45 (b) The aggregation of hours worked at multiple districts; and

1 (c) The payment of premiums when a substitute teacher works at multiple districts.

2 **SECTION 3.** A common school district, union high school district or education service
3 district that, on the effective date of this 2025 Act, provided health care benefits to substi-
4 tute teachers who are not eligible for health care benefits under section 2 of this 2025 Act:

5 (1) May not increase the eligibility requirements that must be met by a substitute
6 teacher who is not eligible for health care benefits under section 2 of this 2025 Act in order
7 for the substitute teacher to qualify for health care benefits from the district; and

8 (2) Must continue to provide comparable health care benefits to substitute teachers who
9 are not eligible for health care benefits under section 2 of this 2025 Act.

10 **SECTION 4.** The Substitute Teacher Insurance Fund is established in the State Treasury,
11 separate and distinct from the General Fund. Interest earned by the Substitute Teacher In-
12 surance Fund must be credited to the fund. The fund consists of moneys appropriated, allo-
13 cated, deposited or transferred to the fund by the Legislative Assembly or otherwise and
14 interest earned on moneys in the fund. The moneys in the fund are continuously appropri-
15 ated to the Oregon Educators Benefit Board for the purpose of reimbursing districts for the
16 cost of paying premiums for health benefit plans for substitute teachers under section 2 of
17 this 2025 Act.

18 **SECTION 5.** In addition to and not in lieu of any other appropriation, there is appropri-
19 ated to the Oregon Educators Benefit Board, for the biennium beginning July 1, 2025, out of
20 the General Fund, the amount of \$_____, for deposit in the Substitute Teacher Insurance
21 Fund established under section 4 of this 2025 Act, for the purposes specified in section 4 of
22 this 2025 Act.

23 **SECTION 6.** (1) Except as provided in subsection (2) of this section, section 2 of this 2025
24 Act applies to health benefit plans offered to substitute teachers on or after October 1, 2025.

25 (2) To the extent that a conflict exists, the terms of collective bargaining agreements and
26 other contracts entered into before the effective date of this 2025 Act shall prevail over
27 section 2 of this 2025 Act.

28 **SECTION 7.** This 2025 Act being necessary for the immediate preservation of the public
29 peace, health and safety, an emergency is declared to exist, and this 2025 Act takes effect
30 on its passage.

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