

2025

OCCA LEGISLATIVE IMPLEMENTATION REPORT



Prepared by OCCA Staff



Oregon Community College Association

August 4, 2025

Introduction

Oregon’s community colleges are constantly adapting to new laws and evolving needs. The 2025 OCCA Legislative Implementation Report is here to help, providing a clear overview of legislation passed during the recent session and what it means for colleges.. This guide is designed with college leaders in mind, especially those responsible for overseeing programs, ensuring compliance, and guiding institutional operations. It outlines what’s changed, what needs attention, and where action may be required, including deadlines and implementation timelines when relevant.

We hope this report makes it easier to stay organized, plan ahead, and respond effectively to new or updated Oregon laws. The Oregon Community College Association (OCCA) remains a resource and partner throughout the year, ready to assist with questions, share guidance, and support your efforts as new laws take effect.

Table of Contents

Budget.....2

Campus Safety2

Capital Construction3

Collective Bargaining.....3

CTE / STEM3

Education Policy4

Ethics4

Operations5

PERS8

Personnel9

Public Contracting10

Veterans12

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
Budget			
SB 5515	July 1, 2025	<p>Summary: Appropriates money from the General Fund to the Department of Education for certain biennial expenses, including funding for Grow Your Own school administrator training programs (many offered by community colleges were cut from the budget.) \$14 million in one-time funds were restored through SB 5006, the “Christmas Tree Bill” to allow for those currently in the pipeline to finish out their programs.</p> <p>Requirements: There are no new direct requirements for colleges.</p> <p>Action Needed: Unless funding is restored in 2027, colleges offering these programs will need to prepare for funding to conclude at the end of the 2025-27 biennium.</p>	CIA Business Officers
Campus Safety			
HB 3731	<p>June 20, 2025</p> <p>Optional narrative section added to 2024-25 report due October 1, 2025.</p> <p>Other changes apply to 2025-26 annual report.</p>	<p>Summary: Provides additional data to be included by institutions of higher education in an annual report regarding allegations of sexual misconduct and violence on the campus of the institution.</p> <p>Requirements: Clarifies existing reporting requirements and allows higher education institutions the option of adding narrative to mandatory annual reports to provide context to reported data.</p> <p>Action Needed: Review required reporting changes and collect additional data for 2025-26 report. Colleges also have the option to add narrative to 2024-25 annual report in which the institution may:</p> <ol style="list-style-type: none"> 1) Describe any work being done at the institution to ensure the institution has accurate information; 2) Explain any trends and changes in data regarding the numbers being reported; 3) Discuss any supportive measures provided or potential gaps in supportive measures being provided; and 4) Discuss how the institution is working to eliminate sexual misconduct on the campus of the institution. 	Title IX Coordinators HR Directors OCCCIRS

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
Capital Construction			
HB 5050	April 16, 2025	<p>Summary: Modifies the amounts authorized for issuance of general obligation bonds in the 2023-2025 biennium.</p> <p>Requirements: Increases the amount authorized for the Klamath Community College Childcare Resource Learning Center capital construction to \$4,050,000.</p> <p>Action Needed: No action needed.</p>	Klamath Community College
Collective Bargaining			
HB 2944	January 1, 2026	<p>Summary: Directs the Employment Relations Board to impose civil penalties against a public employer that has a history of failing to comply with certain requirements under the Public Employee Collective Bargaining Act.</p> <p>Requirements: Requires the Employment Relations Board (ERB) to impose civil penalties from \$1,000 to up to \$5,000 against a public employer who previously violated the law and fails again to provide required information to exclusive representative as required by law or make authorized deductions and remit payment to union no more than 30 calendar days following date of deduction.</p> <p>ERB is required to assess not less than \$5,000 nor more than \$10,000 for subsequent violations. Current law requires public employers to provide to union's exclusive representative information for each employee in the bargaining unit including name and date of hire, contact information, employee job title, salary, and worksite location within 10 calendar days of hire for newly hired employees, and every 120 days for other bargaining unit employees.</p> <p>Action Needed: Ensure required information for new employee hires is shared with exclusive representative of relevant bargaining unit within 10 days of hire date and contact information for other employees is shared every 120 days. Remit payments of any authorized deductions to union within 30 days of deduction. See ORS 243.804(4) and ORS 243.806(7) here for required information.</p>	HR Directors
CTE / STEM			

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
HB 3038	June 24, 2025	<p>Summary: Adjusts purposes and eligible recipients of grants related to STEM education and makes changes to criteria and eligibility for STEM Investment Council grants.</p> <p>Requirements: This legislation has no direct requirement on community colleges, though colleges could be awardees of grant dollars directly or through partnerships. The grants are awarded by the Oregon Department of Education.</p> <p>Action Needed: Action only required if applying for STEM grants.</p>	CIA
Education Policy			
HB 3026	November 15, 2026	<p>Summary: Modifies eligibility requirements for a scholarship program for teacher candidates. This was a higher education omnibus bill which made several higher-education related policy changes.</p> <p>Requirements: Directs the Higher Education Coordinating Commission (HECC), in consultation with community colleges and public universities, to study reporting requirements affecting public institutions of higher education and the commission and to submit a report to the interim committees of the Legislative Assembly related to higher education no later than November 15, 2026.</p> <p>Action Needed: Colleges will likely be asked to respond to information requests by the HECC related to current mandatory study and reporting requirements.</p>	Business Officers HR Directors OCCCIR
Ethics			
HB 2930	January 1, 2026	<p>Summary: Applies conflict of interest provisions to members of the household of public officials.</p> <p>Requirements: Adds members of household to the conflict-of-interest provisions of Oregon's Ethics laws. Public officials will be required to consider whether a conflict of interest applies to themselves, their relative, a member of their household, or a business with which the individual relative, or member of their household is associated. "Member of household" is defined as "any person who resides with the public official."</p>	Board Members Presidents College Employees

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
		Action Needed: Advise board members and college employees of this change effective January 1, 2026.	
HB 2932	January 1, 2026	<p>Summary: Provides an exception to the prohibition against a public official using official position or office for financial gain or avoidance of financial detriment.</p> <p>Requirements: Allows a public official to accept compensation from any post-secondary institution for teaching one or more courses at the institution without violating Oregon Ethics laws. The intent is to allow Oregon public officials such as state agency employees and legislators to teach at least one course at community colleges and/or universities and receive compensation without violating ethics laws.</p> <p>Action Needed: No action required.</p>	HR Directors
SB 983	June 26, 2025	<p>Summary: Permits local public officials to participate in discussion and debate and to vote on the adoption of a local budget that includes compensation for the public official or a relative of the public official after announcing an actual conflict of interest.</p> <p>Requirements: Adds an exception to Oregon's ethics laws to allow a public official to participate in discussion and vote to adopt budget under local budget law that includes providing compensation or benefits to the public official or their relative. Community college board members are currently prohibited from receiving compensation in their role as board members but are allowed reimbursement of necessary and actual expenses.</p> <p>Action Needed: No action required.</p>	Board Members
Operations			
HB 2684	<p>January 1, 2026</p> <p>For plans adopted before effective date, the board</p>	<p>Summary: Requires that a school integrated pest management plan be reviewed at least once every five years.</p> <p>Requirements: Requires school boards, including community colleges, to review, update, and post online the integrated pest management plan required</p>	Facility Managers Boards of Education

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
	must review, update and readopt no later than January 1, 2027, or 5 years from date of most recent approve, whichever is later.	<p>by ORS 634.705 not less than once every five years. It requires that a school's governing body to adopt a low-impact pesticide list and post it online on the governing bodies website.</p> <p>Action Needed: College boards must review, update and readopt the college's integrated pest management plans at least once every five years. The plan must also be posted on the college's website with the day, month, and year that the board adopted or readopted the plan. In addition, the list of low impact pesticides for use adopted by the board must also be posted on the college's website.</p>	
HB 3187	September 26, 2025	<p>Summary: Makes it an unlawful employment practice for an employer to require or request disclosure of certain information regarding age and attendance or graduation dates.</p> <p>Requirements: Makes it an unlawful employment practice for employer, prospective employer, or employment agency, prior to completing initial interview or making conditional offer of employment, to request or require disclosure of applicant's age or date of birth or when applicant attended or graduated from any educational institution. Permits the information to be requested if it is necessary to affirm that applicant meets bona fide occupational qualifications or to comply with any provision of federal, state or local law, rule or regulation. Repeals a provision permitting an apprenticeship program to not select an apprentice who is unable to complete required apprenticeship training before age of 70.</p> <p>Action Needed: Review hiring processes to ensure applicants are not required to provide age/DOB or education background prior to initial interview, unless information is required to affirm applicant meets bona fide occupational qualifications or otherwise required by law.</p>	HR Directors
SB 1109	May 28, 2025 Retroactive application to January 1, 2025	<p>Summary: Requires specified boards of educational institutions to video record their governing meetings.</p>	Board Secretaries Boards of Education

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
		<p>Requirements: Clarifies the requirement to video record and post recordings of board meetings applies only to full board of education meetings and not all governing bodies such as committee or sub-committee meetings.</p> <p>Action Needed: Post college board of education public meetings within seven days of their occurrence on college website or social media site.</p>	
SB 179	January 1, 2026	<p>Summary: Makes permanent the temporary changes made to the landowner immunity laws by chapter 64, Oregon Laws 2024.</p> <p>Requirements:</p> <ul style="list-style-type: none"> • Provides immunity to landowners from claims of personal injury or property damage when the landowner has made the land available to the public for recreational purposes without a fee, and the claim arises from a person's use of the land for the principal purpose of recreation. • Adds running, walking, and bicycling to the non-exclusive list of outdoor activities in the definition of recreational purposes in ORS 105.672. • Adds immunity to ORS 105.688 for improved paths, trails, roads and other rights of way that are used to access land for recreational purposes and limits immunity for an improvement, design, or maintenance that was completed in a manner constituting gross negligence or reckless, wanton or intentional misconduct, or for which the actor is strictly liable. <p>Action Needed: No action required.</p>	Administrative VPs
SB 904	January 1, 2026	<p>Summary: Includes school districts among the self-insured employers that may apply for exemption from the rules requiring such employers to demonstrate financial viability and provide security to the Director of the Department of Consumer and Business Services.</p> <p>Requirements: Adds school districts, including community colleges, to the list of self-insured employers who may apply for exemption from the rule requiring self-insured employers to establish proof of financial ability with the Director of the Department of Consumer and Business Services for workers' compensation.</p>	Business Officers

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
		Action Needed: No action required unless college district is self-insured for workers' compensation and meets requirements for an exemption.	
PERS			
HB 2728	January 1, 2026	<p>Summary: Directs the Public Employees Retirement System to include information about the use of overtime hours in calculating the final average salary of a member of the system who is retiring.</p> <p>Requirements: PERS must provide retiring OPSRP members the total number of overtime hours worked during the period used to calculate their final average salary, and the number of overtime hours that were actually applied in the calculation of the member's final average salary.</p> <p>Action Needed: Continue accurate reporting of overtime hours for all PERS-eligible employees to PERS. PERS is responsible for including this information on retiring employee's "Notice of Entitlement."</p>	HR Directors
SB 851	January 1, 2026	<p>Summary: Modifies provisions relating to the Public Employees Retirement System.</p> <p>Requirements:</p> <ul style="list-style-type: none"> • Makes changes to existing employer reporting and member data. • Raises amount when the PERS Board is permitted to waive recovery of overpayments or improperly made payments to a person not entitled to receive such payments for payment(s) from less than \$50 to less than \$200. • Adds exceptions to prohibition on participating public employer making modification to specified employment data submitted to determine a member's retirement benefit after last date for filing written notice of dispute has passed. • Adds exceptions to comply with a verification of retirement data that was submitted prior to the member's effective date of retirement, or in response to the board's request. 	HR Directors

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
		<ul style="list-style-type: none"> Defines "major fraction of a month" for purposes of the PERS system for Tier One, Tier Two, and Oregon Public Service Retirement Plan for purpose of calculating accrual of retirement credit. <p>Action Needed: No action required.</p>	
Personnel			
SB 858	<p>September 26, 2025</p> <p>Changes to UI wage replacement benefits effective January 1, 2026.</p>	<p>Summary: Makes technical changes to statutory provisions concerning the administration of the family and medical leave insurance program.</p> <p>Requirements:</p> <ul style="list-style-type: none"> Clarifies that a covered individual does not qualify for Paid Leave Oregon benefits when receiving benefits under any state or federal law that provides wage-replacing unemployment compensation. Clarifies that if a covered and qualifying individual becomes incapacitated or dies before applying for Paid Leave Oregon benefits, their application or other necessary information can be provided by another person. Allows OED to provide information about a Paid Leave Oregon benefit claim, as necessary to pay benefits, to a person it has found represents the claimant when the claimant is incapacitated or has died. Aligns Paid Leave Oregon with the Unemployment Insurance program by clarifying that OED, employers, and employees can be represented by non-attorneys at the Office of Administrative Hearings when participating in appeals of Paid Leave Oregon decisions. Clarifies that contributions must be paid to OED for any quarters before the approval date of the equivalent plan. <p>Action Needed: Update Paid Leave Oregon benefit documents and processes as needed.</p>	HR Directors
SB 916	January 1, 2026	<p>Summary: Provides that an individual otherwise eligible for unemployment insurance benefits is not disqualified for any week that the individual's unemployment is due to a labor dispute in active progress at the individual's place of employment.</p>	HR Directors Business Officers

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
		<p>Requirements: Amends existing law to specify that an individual who is otherwise eligible for UI benefits is not disqualified for benefits or waiting week credit for any week that OED finds that the individual is unemployed because of a lockout at the factory, establishment, or other premises at which the individual is or was last employed, or at which the individual claims employment rights by union agreement, regardless of UI laws relating to availability to work, actively seeking work, or refusal to accept suitable work.</p> <p>Specifies that an individual is disqualified for UI benefits for the first week that OED finds that the unemployment is due to a strike. Limits UI benefits up to 10 weeks after first week of strike. Provides a process for repayment or deduction of future UI benefits in the event of back pay from an employer to resolve a strike.</p> <p>Action Needed: Monitor Employment Department implementation and rulemaking.</p>	
Public Contracting			
HB 2680	July 1, 2027	<p>Summary: Requires a contractor, as a condition of receiving public funds to install, repair or remodel a fenestration product or system in a public building, to have a national certification as a glazing contractor and at least one employee that has a national certification as an architectural glass and metal technician.</p> <p>Requirements: Requires public agency, including community colleges, that provides public funds to install, repair, or remodel a fenestration product or system (e.g. window, glass, glazing or glazing system or skylight) in a public building that a public agency constructs, remodels, or repairs and owns or leases on a public works project of \$25 million or more for new construction and \$5 million or more for remodel work, to require the following: the contractor must have all licenses and insurance required in Oregon and have a national certification as a glazing contractor, and at least one of the workers or technicians must have a national certification as an architectural glass and metal technician, operative July 1, 2027.</p>	Business Officers Procurement

Bill Number	Effective Date(s)	Summary, Requirements & Action Needed	Relevant Group(s)
		<p>The measure also requires the contractor, operative July 1, 2028, to demonstrate that 25 percent of the contractor's employees have a national certification as an architectural glass and metal technician.</p> <p>Action Needed: Update contractor requirements as needed for large-scale public building projects.</p>	
HB 2688	July 1, 2026	<p>Summary: Applies the prevailing rate of wage to certain off-site bespoke work fabricated, preconstructed, assembled or constructed in accordance with specifications for a particular public works.</p> <p>Requirements: Expands the definition of public works for prevailing wage purposes to include certain types of off-site work that are fabricated, preconstructed, assembled, or constructed according to specifications for use in public works or that become part of public works. Covered systems include mechanical, plumbing, electrical, boiler, ironwork, masonry, roofing, and mechanical insulation systems.</p> <p>Action Needed: Monitor BOLI rulemaking process and be prepared to apply new requirements to contracts entered into on or after July 1, 2026.</p>	Business Officers Procurement
HB 3646	January 1, 2026	<p>Summary: Adds entities in which employees of the entity own at least 50 percent of the ownership interest in the entity directly or through an employee stock ownership plan to the list of sources to which a contracting agency may give preference in procuring goods or services for public contracts.</p> <p>Requirements: Allows contract preference if the goods or services cost no more than five percent more than other bidding contractors. Adds entities in which employees own at least 50 percent of the ownership interest directly or through an employee stock ownership plan, to the list of sources to which a contracting agency may give preference in procuring goods or services for public contracts.</p> <p>Requires documentation of employee ownership in bids and proposals to contracting agencies. Applies to procurements that a contracting agency advertises or solicits or, if there is no advertisement or solicitation, a public contract entered on or after the effective date.</p>	Business Officers Procurement

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		Action Needed: This is an optional preference that contracting agencies may use if desired. No action is needed if preference is not used. If used, contracting rules may be updated prior to January 1.	
Veterans			
SB 808	January 1, 2026	<p>Summary: Provides hiring and promotion preferences in public employment to members and former members of the Oregon National Guard.</p> <p>Requirements: Beginning Jan. 1, 2026, college must include current and former members of the Oregon National Guard in Hiring preferences related to ORS 408.225.</p> <p>Action Needed: Colleges may need to change current hiring policies.</p>	HR Managers