OEA gratefully acknowledges our 2011 RA sponsors:

**ING**
As the OEA's endorsed 403b provider for over 25 years, ING is committed to delivering financial solutions to public school educators across the state of Oregon.

**California Casualty**
Endorsed by the OEA since 1974, California Casualty continues to provide OEA members with superior claims and customer service. Since this is a "members only" program, California Casualty can combine fair rates with uniquely broad coverage. The results are a valuable member benefit.

**The ODS Companies**
2011 Oregon Education Association
Representative Assembly Handbook

April 15-16, 2011
Red Lion on the River, Jantzen Beach
Portland, Oregon

The mission of the Oregon Education Association is to unite the public education profession and advocate for those professionals to ensure quality public education for students in Oregon.
Welcome to the
2011 OEA Representative Assembly!

Delegates and Dedicated Members of the Oregon Education Association,

Welcome, and thank you for attending the 2011 OEA Representative Assembly (RA). Whether this is your first time attending OEA-RA, or you’re a seasoned veteran delegate — you are taking part in a milestone event in your career as an Oregon educator and member of OEA. Over the next two days, you’ll make your voice heard, you’ll cast critical decisions in OEA elections, and you’ll take part in the development of our Bylaws, Policies and Resolutions, which will guide the work of the Association throughout the year. As an RA delegate, you can access any of the materials presented in this handbook at www.oregoned.org/ra.

What a year this is turning out to be – for public schools and community colleges, for educators, and for all public employees across our country. On the broadest scale, we’re fighting to protect investments in our schools and community colleges in the midst of immense economic challenges for our state. On a personal level, Oregon educators are fighting to protect our jobs, our profession and our schools. We must work hard to make sure our jobs reflect our skills and ideas as creative, committed, well-trained educators, and we must continue to embrace and encourage new educators and support them along their professional journey.

We have seen the attacks on our colleagues’ collective bargaining rights in Wisconsin, Indiana, Ohio, Alabama and Idaho. Rally after rally, petition after petition — we, as Oregonians, have made our voice clear — attacks on working families and the middle class are unjust and inequitable. We do have a voice in all of these struggles, and here, at the OEA-RA, you have the opportunity to raise your voice.

Over the next two days, you can do your part to help chart the course for public education in challenging times. Think critically about the direction of our organization. You, as an OEA member, are an integral part of our movement together. As we go forward, we must seek out opportunities to band together and support each other. We must help share the stories of fellow members in our public schools, and the important work we do to help our students succeed. We encourage you to broaden your circles while you are here and make at least a few new connections with your colleagues across the state.

As delegates, you do make the decisions that have lasting impacts on our work as education advocates. We thank you for your time and dedication to OEA during this Assembly and throughout the year. Together we will make a difference for Oregon’s students and education employees.

Gail Rasmussen   Hanna Vaandering  Richard Sanders
President       Vice President       Executive Director
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OEA HANDBOOK 2010-2011
Candidates for
OEA President
1 Position (2-Year Term)

Gail Rasmussen
Candidate for OEA President

Statement:
I have been privileged to serve the last two years as OEA President. My hands on leadership style and accepting responsibility to work tirelessly for members are characteristics of my commitment to the Association. The knowledge and understanding I bring, along with my passion and training, will continue to move us onward in the quest for organizational excellence. Member participation, collaboration, renewed appreciation and engagement is an absolute necessity to achieve our goals. I will strive for greater member involvement at all levels of the Association to build an even stronger union of educators. I value your past support, and ask for your vote to continue to lead us on this journey.

Qualifications:

Current Service
- OEA President
- Eagle Point EA Member
- OEA/NEA RA
- OEA Budget Committee
- OEA Foundation Past Chair
- Democratic National Committeeewoman/Delegate
- OEA/NEA Diversity Cadre
- NEA Human & Civil Rights Committee
- NEA Fund Committee
- Pacific Region Leadership Conference Co-chair

Previous Service
- NEA Board of Directors
- NEA Committee on Legislation Chair
- OEA Vice President
- OCESP Chair
- OEA Ethnic Minority Director
- Southern Oregon UniServ President
- NCSEA Presenter/Facilitator

Awards and Recognition
- NEA RA Keynote Speaker
- NEA Woman of Excellence
- NEA ESP of the Year
- 2010 Delta Sigma Theta Woman of Excellence
Leadership Is The Key ...
Candidates for
OEA Vice President
1 Position (2-Year Term)

Hanna Vaandering
Candidate for OEA Vice President

Statement:
It has been my privilege to serve as your OEA Vice President. The last two years have given me the opportunity to visit with each of our UniServ Councils and many of our locals to talk with members and ask what we can do to support each other during these difficult times. The passion and dedication of leaders across the state who are addressing the financial and education reform issues is amazing.

Together we have adopted a new Mission, Vision, Core Values and Goals. This work helps guide us in decisions and will make a positive difference in the lives of our members. I look forward to working with you to ensure that the views of our members and the importance of quality public education are shared with our legislators, our coalition partners and our community members. I ask for your support and your vote at the 2011 OEA RA.

Qualifications:

State: OEA
- OEA Vice President
- OEA Budget Committee Chair
- OEA Foundation Chair
- Region I Vice President
- Center for Advocacy and Affiliate Services Chair
- OEA Resolutions Committee
- Strategic Assessment Task Force
- Legislative Contact

National: NEA
- NEA Membership Advisory Committee
- NEA Representative Assembly Delegate
- Minority Leadership Conference
- National Council of Urban Education Associations
  - Pacific Region Director
  - UniServ Review Committee
- Building Strong Affiliates Conference

Local: Beaverton Education Association
- President
- Vice President
- Building Representative
- Bargaining Team Chair
- Political Action Committee
- District Insurance Committee
Hanna Vaandering
OEA Vice President

HannaforOEA.com

Let’s make a difference together.

OEA members on Hanna’s leadership

I like working with Hanna because she is passionate about public education and knowledgable about the issues. She is also available and willing to listen to local leaders and members. I fully support her candidacy for OEA Vice President.

Julie Swinehart

Hanna is a dynamic leader who does what she says she’s going do and cares deeply about our members and our organization. Thank you, Hanna, for the work you’ve done for educators in Oregon and thank you in advance for the work you will do in the future!

Reed Scott-Schwalbach

Hanna has been a strong dynamic leader for OEA who advocates for all members. Hanna has amazing leadership qualities and I am thrilled to support her re-election as our OEA Vice President!

Judy Svoboda

I love working with Hanna! She makes me proud to be an educator; she makes me proud to be a union member. I am a better leader because of her. I look forward to her continued leadership in OEA.

Jamie Zartler

I ask for your vote and support to continue making a positive difference in OEA

Paid for by the committee to elect Hanna Vaandering.
Candidates for
NEA Director
1 Position (3-Year Term)

C. John Larson
Candidate for NEA Director

Statement:
Occupations in the public sector, specifically public education, suffer from a negative image. If elected as an NEA director, I will strive to improve this image by promoting positive change that is being implemented by dedicated public school employees. Additionally, it will be my priority to make it known in Salem and in Washington D.C. that educators, the real experts in education, should be the people drafting education policy. It is foolish to believe that people outside of education will make effective and meaningful decisions regarding the future of our profession.

Qualifications:

Local
- Building Rep.
- OEA RA Delegate
- NEA/RA Local Delegate
- President Elect
- President
- Past President/Grievance Chair
- OEA/RA Representative
- Bargaining Team Member
- OEA PIE Member
- PIE Convention Delegate
- Grievance Chair

Uniserv
- Columbia River Uniserv Secretary
- Columbia River Uniserv President

State
- NEA/RA Region 3 State Delegate
- NEA/RA Planning Committee
- NEA Fund for Children PAC Captain
- OEA Resolutions Committee

National
- NEA Resolutions Committee
C. JOHN RUN
C. JOHN RUN FOR NEA DIRECTOR
VOTE C. JOHN LARSON

C. John Larson
Candidate for NEA Director

QUALIFICATIONS:

Local Level:
Building Rep.
OEA RA Delegate
NEA/RA Local Delegate
President Elect
President
Past President/Grievance Chair
OEA/RA Representative
Bargaining Team Member
OEA PIE Member
OEA PIE Convention Delegate
Grievance Chair

Uniserv Level:
Columbia River Uniserv Secretary
Columbia River Uniserv President

State Level:
NEA/RA Region 3 State Delegate
NEA/RA Planning Committee
NEA Fund for Children PAC Captain
OEA Resolutions Committee

National Level:
NEA Resolutions Committee
NEA PAC Captain

I have been a language arts teacher at both the middle school and high school level for twenty-one years, currently serving at Hermiston High School. I truly believe that public education is the cornerstone of a democratic society. If elected, I will represent the interest of public educators to help improve the image of public education by working to publicize the successes of educators in our public schools. I understand the issues in Oregon schools and will work tirelessly for you at the NEA as well as with local, state and national leaders.
## OEA BOARD OF DIRECTORS

**President:** Gail Rasmussen  
6900 SW Atlanta Street  
Portland, OR  97223  
Office: (503) 684-3300

**Vice President:** Hanna Vaandering  
6900 SW Atlanta Street  
Portland, OR  97223  
Office: (503) 684-3300

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4800 SE Hull Avenue, Milwaukie, OR  97267  
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**Region II Vice President:** Jo Cooper  
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**Region III Vice President:** Susie Garrison  
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H: (503) 331-1373  S: (503) 408-2932

District 15: Geoff Hunnicutt
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Tigard, OR 97223
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District 30: Lynda Graf
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District 30: Gary DeRoest
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Jody Pollak, Administrative Assistant

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Kristine Seals, Secretary
Annie Duncan, Administrative Assistant
Hazel Brown, Receptionist
Carla Nordsten, Duplicating/Distribution Specialist

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Angie Marty, Bargaining Coordinator Secretary

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Lindsey Capps, Public Affairs Consultant
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Tonia Davis, Government Relations Secretary
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Becca Uherbelau, PR/Media Consultant
Bruce Scherer, Electronic Communications Consultant
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Janine Leggett, Communications Specialist - Editor

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Erika Marion, Legal Assistant

The Center for Business & Finance
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Karen Forman, Accounting & Membership Supervisor
Lina Goddard, Accounting Specialist
Bonnie McCarty, Accounting Secretary/Specialist
Molly McGuire, Membership Specialist
Becky Nelson, Membership Specialist
Lenora Bennion, Technology Services Specialist

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Teresa Ferrer, Consultant
Penny Hildreth, Secretary
Sharon Carter, Secretary
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Daryl Hemenway, UniServ Consultant
Jean Youngbar, UniServ Secretary
Lauri Jansen, UniServ Secretary

Klamath-Lake UniServ
Ken Volante, UniServ Consultant
Becky Corkill, UniServ Secretary

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Henry Kim, UniServ Consultant
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Betty Brannon, UniServ Secretary

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Suzie Lyda, UniServ Secretary

Chintimini UniServ
Jason Foltz, UniServ Consultant
Gail Mayer, UniServ Secretary

Metro SE UniServ
Jesse Reschke, UniServ Consultant
Myrna Neese, UniServ Secretary

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Kelli Rosenberg, UniServ Secretary

Mid-Valley UniServ
Paul Kyllo, UniServ Consultant
Jody Brewer, UniServ Secretary

Community College UniServ
Brett Nair, UniServ Consultant
John Lorang, UniServ Consultant
Julie LeDoux, UniServ Secretary
Dorothy Benson, UniServ Secretary

Mt. Hood UniServ
Alan Moore, UniServ Consultant
Maria Blake, UniServ Secretary

Douglas County UniServ
Karen Allen, UniServ Consultant
Kaye Grensky, UniServ Secretary

NW Oregon Regional Council
Dot Russell, UniServ Consultant
Diane Ward, UniServ Secretary

East Metro Service Unit
Catherine Alexander, UniServ Consultant
Mel Harmon, UniServ Secretary

Portland Association of Teachers
John Berkey, UniServ Consultant
Dee Simmons, UniServ Consultant
Kathi Koenig, UniServ Consultant
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Kelli Williams, UniServ Secretary
Mary Berg, Membership Secretary

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Susan Crumpton, UniServ Consultant
Peg Ortner, UniServ Secretary

Salem Keizer Education Association
James Sundell, UniServ Consultant
Roxann Fonoimoana, UniServ Consultant
Christi Christian, UniServ Secretary

Eastern Oregon UniServ
Sandra Dvergsdal, UniServ Consultant
Sue Mathis, UniServ Secretary

Salem-Keizer ACE
Steve Burrell, UniServ Consultant
Roxann Fonoimoana, UniServ Consultant
Cherie Dean, UniServ Secretary

Eugene Education Association
Jeff Jackson, UniServ Consultant
Julie Otis, UniServ Secretary

Santiam UniServ
LeAnn Traylor, UniServ Consultant
Sheila Mangan, UniServ Secretary
South Coast UniServ
Susan Anderson, UniServ Consultant
Cheri Sullens, UniServ Secretary

Southern Oregon UniServ
Daniel Burdis, UniServ Consultant
Jane Bilodeau, UniServ Consultant
Cheryl Hayman, UniServ Secretary
Lori Quick, UniServ Secretary

Three Rivers Education Council
Rachel Kirtner, UniServ Consultant
Linda Mattoon, UniServ Secretary

Three Valley UniServ
Martin Pavlik, UniServ Consultant
Monica Smith, UniServ Consultant
Mark Fredricks, UniServ Secretary
Angie Marty, UniServ Secretary

Washington County UniServ
Sarah Moskoff, UniServ Consultant
Betsy van der Sluys, UniServ Secretary

Willamette Falls UniServ
Karen Spies, UniServ Consultant
DIRECTIONS
RED LION ON THE RIVER HOTEL (JANTZEN BEACH)
909 N. Hayden Island Drive, Portland, OR 97217
Tel: 503-283-4466, Fax: 503-283-4743, E-mail: info@redlionontheriver.com

Website: http://redlion.rdln.com/
(On the right, click “Hotel Directory”, click “OR”, go to Portland, select Red Lion on the River.)
It is recommended that you check out the hotel’s website. On the website you can put in your
location and get driving directions. The following directions are listed at the bottom of the
hotel’s web page:

FROM AIRPORT:
Take Airport Way East to I-205.
Take I-205 North toward Seattle.
Take Highway 14 West to Vancouver.
Take I-5 South into Oregon.
Take the first exit over the bridge (Exit #308).
Turn right and go under the bridge. The hotel is on the left.

FROM I-5 NORTH OR SOUTH:
Take Exit #308 (Jantzen Beach Exit).
The hotel is located on the east side of the freeway.
Your Credentials Badge will indicate your Board District for Seating at the RA.

<table>
<thead>
<tr>
<th>Board District/UniServ Area</th>
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<td>14 – East Multnomah County</td>
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<tr>
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<td>15 – Beaverton</td>
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<td>16 – Mid-Valley</td>
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<td>26 – Three Valley</td>
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<td>III</td>
<td>30 – Community College</td>
<td>I</td>
</tr>
<tr>
<td>13 – North Coast</td>
<td>II</td>
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</tr>
</tbody>
</table>
Lower level meeting rooms can only be accessed through the 2nd Floor WING elevators and stairs, as noted with asterisk.
Date ___________________________  Agenda Item # ______________________

Amendment ______  New Business ______  Other: _____________________________

I move ___________________________

_______________________________

Rationale: _______________________

_______________________________

_______________________________

SAMPLE

(USE TRIPlicate FORM)

Motion Made by:
Name: ____________________________
(Please print)________________________
(Signature)__________________________
(Bd. District) ______ (Local Association)
Cell Phone for Questions: __________________

Motion Seconded by:
Name: ____________________________
(Please print)________________________
(Signature)__________________________
(Bd. District) ______ (Local Association)
Cell Phone for Questions: __________________

FOR USE BY RECORDING SECRETARY ONLY

Approved _____  Failed _____  Tabled _____  Postponed _____  Withdrawn _____
Amended _____  Referred To __________________

TIME RECEIVED: FRI/SAT @_______, NBI#______
TIPS ON MAKING A MOTION AT THE OEA REPRESENTATIVE ASSEMBLY

- Do NOT use the sample form printed on the reverse of this page. All motions must be written on the **triplicate form** available at the OEA RA. If you would like a blank form in advance of RA, please contact the OEA President’s Office.

- You must include a Rationale for all Motions made at OEA RA. Any explanation of why the action should be taken should be printed in the Rationale, not in the motion itself. The Motion itself should clearly direct the action to be taken.

- Be sure to sign the Motion form and provide your Board District, Local Association and, if relevant, your cell phone number so that you can be reached if there are any questions. Please do not abbreviate your local association.

- You must have another delegate sign as the Second on the motion form, please be sure that they also list their Local Association. They should also come to the microphone during debate.

- Once you have completed the Motion form and obtained both signatures, distribute the form as follows:
  - WHITE AND YELLOW COPIES to the Secretary (seated next to the Chair at the Head Table).
  - PINK COPY is kept by the Maker and used to read the motion at the microphone
At the annual OEA Representative Assembly, delegates debate proposed amendments to OEA’s governance documents: Bylaws, Policies, Goals & Objectives, Resolutions, and Legislative Objectives. Delegates also debate New Business Items (NBIs), which direct specific action outside of the above governance documents. This document outlines how a New Business Item is prepared for debate.

**STEP 1: THE IDEA IS FORMED**

New Business Items begin with an idea that one or more OEA members would like to see the organization act upon. Members are encouraged to discuss their ideas with their local and state leaders and OEA managers to identify whether the item fits the criteria for an NBI. Many ideas can be incorporated into existing programs without any need for debate. Other ideas can simply be brought to budget hearings and incorporated into the Program Budget for the next fiscal year. Those ideas which are appropriate to bring to the RA should be carefully written. In order to be considered at the OEA RA, an NBI must be moved by a delegate (the Maker of the motion to debate) and seconded by another delegate.

**STEP 2: WRITING THE NBI**

Writing a New Business Item can be an exciting and challenging task. In addition to the language proposing the action to be taken, every NBI must also have a separate rationale to explain the reason for the proposed action. Every NBI that would impact the budget must also include an estimated cost. Members are encouraged to seek advice and review from experienced leaders and staff members. Often the simplest phrases are misunderstood and debated on the RA floor. The most important goal is to be certain that the language achieves the ultimate goal of the author. For example: directing that the organization conduct a survey or create a committee, but not indicating what follow-ups or directives are needed can lead to confusion and a lack of results. If you would like assistance in writing a New Business Item, please don’t hesitate to contact the OEA President’s Office, so that you can be referred to appropriate advisors. While any member can write a New Business Item, in order for it to go to the RA, it must be brought as a motion by a delegate and seconded by another delegate. This final format should be written on an OEA RA Motion form, which can be obtained from the President’s Office, or on literature tables at the RA.

**STEP 3: SHARING THE NBI BEFORE OEA RA**

The earlier a New Business Item is written and circulated, the more debate and revision it can receive prior to the RA. This allows time for the Maker to answer questions, receive feedback, and build support amongst delegates at the numerous Mini-RAs held around the state. It also allows state leaders and OEA staff to answer questions, prepare background information, or assist the Maker with any questions/issues about parliamentary procedure. If submitted to the President’s
Office before the March Board of Directors meeting, the NBI can be published in the OEA RA Handbook which is distributed to all delegates. Members are encouraged to submit NBI’s early to allow for more discussion and preparation, however, members may also submit NBI’s after they arrive at the OEA RA.

**STEP 4: DEADLINES FOR SUBMITTING THE NBI AT THE OEA RA:** Once they have arrived at the OEA RA, delegates have two deadlines for submitting New Business Items. NBIs submitted by 10:00 p.m. on Friday night will be printed and distributed to the delegates Saturday morning. These early submissions provide the Maker with the opportunity to visit each Caucus meeting Saturday morning to answer questions and build support for the NBI. The final deadline for NBIs is 10:00 a.m. Saturday morning. These NBIs will be printed and distributed to delegates following lunch on Saturday. It is important that each NBI be written on the OEA RA Motion Form, signed by the Maker and signed by a Second, and each should complete contact information below their signature. The Maker keeps the pink copy of the motion form to use when presenting the motion, and the white and yellow copies are turned in at the designated RA location.

**STEP 5: NBI REVIEW/PRINTING AT THE OEA RA:** Once the NBI has been submitted at the OEA RA, the OEA President, Officers, Executive Director and Managers review the NBI before it goes to print. Makers are asked to be available during this review period. This is the last opportunity for the Maker to clarify indirect or confusing language, include an accurate estimate of the cost, and review any potential issues with Parliamentary procedure. Following this final review, NBI’s are printed and copied overnight and distributed to delegates in the morning.

**STEP 6: DEBATING THE NBI ON THE FLOOR OF THE RA:** During the appropriate time on the agenda, New Business Items are debated in the order they were submitted. The Maker and the Second for each NBI should be ready to stand at an open microphone, and hold up the blue “Motion” card attached to the microphone. (For assistance with microphone procedures, Delegates may consult the Board member assigned as “Microphone Steward” wearing a red vest and seated near the microphone.) The Chair will open debate on each NBI, and address the Maker at the microphone. The Maker states their name and local association. The Chair then asks if the Maker has a Second for the motion, and the Second states their name and local association. The Maker then reads their NBI (as printed.) The Chair will invite the Maker to speak in support of their motion. This is also the appropriate time for the Maker to notify the Chair if they would like to propose any amendments to their NBI. The Chair then calls on delegates at microphones (holding red “against” cards, green “for” cards, or yellow “Question” cards) and debate ensues. The Maker remains at the microphone to answer questions and accept or deny proposed friendly amendments. If another delegate wishes to amend the motion, they must come to a microphone with a Second, and hold up the motion card. They should also provide the Chair with a written and signed motion form (they should keep the pink copy.) When debate is closed, a vote is taken (in accordance with the Standing Rules of the OEA RA). If carried, the NBI will become part of the organization’s actions for the coming fiscal year, and will be recorded at the back of OEA Policies (9000 – New Business).

If you have any questions or need assistance with any part of this process, you might consider contacting (in no specific order):

| The OEA President’s Office (OEA) | Your Board Director |
| President and/or Vice President | Your UniServ Council President |
| The OEA Executive Director | Your UniServ Consultant |
| Your Regional Vice President | An OEA Manager |
| One of Oregon’s NEA Directors | An Experienced OEA RA Delegate |
**COMMITTEE INTEREST FORM**

**COMMITTEE:** ________________________________

### MEMBER INFORMATION

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<td><strong>Name:</strong></td>
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<td><strong>UniServ Council:</strong></td>
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### OEA EXPERIENCE

Please check all that apply:

- [ ] Less than 10 years of education employment:  
- [ ] More than 10 years of education employment:  
- [ ] Little Association experience:  
- [ ] Lots of Association experience:  
- [ ] Attended OEA RA or other governance meetings:  
- [ ] Attended Summer Academy or other OEA trainings:  
- [ ] Other Related Experience:  

### ETHNICITY INFORMATION FOR THE MINORITY AFFAIRS COMMITTEE

- [ ] Asian/Pacific Islander  
- [ ] Black  
- [ ] Caucasian  
- [ ] Hispanic  
- [ ] American Indian/Alaska Native  

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**TO BE COMPLETED BY BOARD MEMBER/ VICE-PRESIDENT/ COUNCIL PRESIDENT**

- [ ] I have contacted this person and obtained his/her commitment to serve on this committee.
- [ ] I have also explained to him/her that failure to attend regularly scheduled meetings may result in removal from the committee.
- [ ] I have obtained the approval of the president of this person’s local on this appointment or have otherwise followed the normal procedure in dealing with this local.

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(See reverse for a Charges Describing the Work of OEA Cabinets and Committees)
2010-2011 CHARGES FOR OEA CABINETS & COMMITTEES
(New Charges will be approved by the Board of Directors at their August, 2011 Board Meeting)

CABINET FOR THE CENTER FOR ADVOCACY AND AFFILIATE SERVICES:
1. Work cooperatively with other Centers to establish training and program development for state and local coalition building.
2. Monitor and recommend annual settlement standards to OEA Board.
3. Review evaluations of Advocacy Conference and make recommendations as appropriate.
4. Monitor ESP organizing strategy.
5. Develop guidelines for maintenance of files.
6. Make recommendations concerning the types of programs developed and conducted by UniServ professional staff which reflect the needs and priorities of local leaders at the state and UniServ Council level.
7. Recommend to the OEA President possible recipients of the Dick Barss/Pat Wohlers Member Rights Award and the Robert G. Crumpton Organizational Excellence Award.
8. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

CABINET FOR THE CENTER FOR PUBLIC AFFAIRS:
1. Review the program and results from the 2010 Working Wonders Video Contest in comparison to previous years.
2. Provide input on the Working Wonders Video Contest for 2011 and how to extend outreach and garner more entries.
3. Provide input on OEA’s use of social media and other technologies for member engagement.
4. Provide input and help implement a promotion and member engagement plan around OEA’s Mission, Vision and Core Values.
5. Provide input on an updated Communications 101 handbook for local leaders and staff.
6. Participate in UniServ General Election related activities.
7. Assist in planning OEA’s member activities for the 2011 Legislative Session.
8. Recommend to the OEA President possible recipients of the Political Action Award, the Robert G. Crumpton Organizational Excellence Award, and the News Media Awards.
9. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

CABINET FOR THE CENTER FOR TEACHING AND LEARNING:
1. Recommend methods to keep OEA members and external partners informed about proposed legislation and policies on educational issues, working collaboratively with the Center for Public Affairs.
2. Provide recommendations to OEA Goal Committees working on the following goals:
   - OEA will be a primary resource for its members’ professional development
   - OEA will be the voice and proponent for professional excellence in public education.
3. Research alternative methods for program delivery in order to expand access to training opportunities (such as on-line courses, etc.)
4. Work with the New Teacher Advisory Council to develop strategies for engaging new members in OEA at the local and state level.
5. Recommend to the OEA President possible recipients of Noel Connall IPD Award and the Robert G. Crumpton Organizational Excellence Award.
6. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

BYLAWS/POLICIES COMMITTEE:
1. Prepare, by editing, Bylaws and Policies changes submitted to the committee for the 2011 OEA RA, and report to the OEA Board in February and March.
2. Fulfill duties as described in the OEA RA Standing Rules.
3. Work with the Goals Alignment Task Force to edit Bylaws/Policies for submission to the 2011 OEA RA.
4. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

CONGRESSIONAL ADVOCACY TEAM:
1. Conduct meetings of all members of the Congressional Advocacy Team (CAT) at least twice a year.
2. CAT members will communicate NEA policies and positions to the appointed Congress member in order to influence congressional action for the improvement of education.
3. Report to the OEA President on meetings between CAT members, Congress members and staff on an ongoing basis.
4. Report to the OEA Board of Directors and the OEA RA.
5. Make recommendations about how to make members more aware of impacts of federal legislation on state education programs.
6. Coordinate actions with LAC and PIE to have a greater impact on congressional lobbying efforts.
7. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

**CREDENTIALS COMMITTEE: (Must NOT be a delegate to the OEA RA, but must attend OEA RA)**
1. Implement tasks as stated in OEA Bylaws Article VII, Section 4, and in Policies 2500.
2. Monitor the voting process and make recommendations to the OEA Board regarding ways to improve the process.
3. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

**ETHNIC MINORITY AFFAIRS COMMITTEE:**
1. Work with OEA Centers to address:
   a. Issues faced as members seek to be successful educators in our diverse society;
   b. Issues of diversity for better Association relationships.
   c. Issues facing our members in meeting the needs of diverse students in schools.
2. Provide assistance to locals that want to create a local Ethnic Minority Affairs Committee.
3. Work towards minority inclusion in both OEA and NEA leadership and assist OEA to meet OEA Bylaw III. 2. B. for the OEA RA and NEA Bylaw 3-1 (g) for the NEA RA.
4. Review OEA activities/strategies that reflect OEA and NEA commitment to human and civil rights; recommend to OEA Board strategies to enhance member awareness of this commitment.
5. Promote minority membership involvement by recommending appointments to the OEA President for various OEA/NEA Committees, work groups and activities.
6. Encourage members to submit nominations for OEA and NEA Awards (particularly the OEA Ed Elliott Human Rights Award).
7. Work with the Human and Civil Rights Committee to provide annual training workshop to increase minority member involvement and leadership and address social justice and equity issues important to the mission of OEA, as well as meet the needs of our members as identified in Charge #1.
8. Provide copies of meeting minutes to the President’s Office, along with an annual written report.

**HUMAN AND CIVIL RIGHTS COMMITTEE**
(Created by Policy Proposal C at the 2010 OEA RA, which revised Policy 2420 I.)
1. Review resources, materials, tools and training currently available to OEA members that promote equity and access to great public schools.
2. Review the Ed Elliott Human Rights Award guidelines and make recommendations to the OEA Board for any proposed changes.
3. Recommend to the OEA President possible recipients of the Ed Elliot Human Rights Award.
4. Monitor and assess OEA’s organizational commitment to and active advocacy for human and civil rights through its policies, programs, practices on affirmative action and messages (i.e., www.oregoned.org, publications, speeches).
5. Work with the Ethnic Minority Affairs Committee (EMAC) to provide annual training workshop to increase minority member involvement and leadership and address social justice and equity issues important to the mission of OEA.
6. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

**INSURANCE CLAIMS REVIEW COMMITTEE:**
1. Serve as a claims appeal panel for members who appeal a California Casualty ruling on an as needed basis.
2. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

**JUDICIAL PANEL:**
1. Review all policies related to the Judicial Panel. Check them for clarity and conformity to actual practices and make recommendations to the Board of Directors.
2. Perform the duties of the Panel as outlined in Bylaws and Policies.
3. Provide copy of meeting minutes to the President’s Office, along with an annual written report.
LEGAL DEFENSE PROGRAM COMMITTEE:
1. Perform the duties of the LDP Committee as outlined in Bylaws and Policies.
2. Hear appeals of members who were denied legal services.
3. Report to the OEA Board, at its April meeting on OEA’s legal program.
4. As time allows, examine OEA’s governing documents, which relate to your committee’s subject and recommend changes as necessary.
5. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

LEGISLATIVE ADVISORY COMMITTEE: (Elected by UniServ Council)
Fulfill the tasks and procedures as outlined in OEA Policies 2410, III. B. as follows:
1. The Legislative Advisory Council shall propose, coordinate, and promote legislative and political action necessary for goal accomplishment.
2. The Legislative Advisory Council shall present its recommendation(s), in writing, to the OEA Board of Directors for review, amendment, and approval.
3. Work with the Center of Public Affairs Cabinet to coordinate efforts.
4. As time allows, examine OEA’s governing documents* that relate to your committee’s subject and recommend changes as necessary.
5. Provide copy of meeting minutes to the President’s Office, and a brief written report detailing:
   a. Action taken and recommendations regarding each of your committee’s charges
   b. Number of meetings held by your committee.
   c. Attendance at committee meetings (indicate each person who did not attend and if they were excused).
   d. Recommendation(s) for next year’s charges.

*Goals, Bylaws, Policies, Resolutions, etc…

NEA REPRESENTATIVE ASSEMBLY PLANNING COMMITTEE: (Must be a delegate to NEA RA)
1. Review the 2010 evaluations and make recommendations.
2. Select the OEA delegation’s theme and association activities.
3. Arrange for collection of fees, hospitality, etc., in-state as well as on-site.
4. Coordinate and recruit for the NEA Fund activity, auctions and other fund-raising activities.
5. Solicit Oregon businesses and members for products to include in the state contact bags, and prepare the bags.
6. Develop and coordinate OEA’s state contact system.
7. Assist with delegation duties at the first caucus and at the NEA RA.
8. Report to the OEA Board and the Oregon NEA-RA caucus.
9. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

NEW MEMBER ADVISORY COUNCIL: (Must have less than 10 years experience in OEA)
1. Recommend strategies to increase new member association involvement at the local, state and national levels.
2. Collaborate with the Center for Teaching and Learning Cabinet to assess training programs needed by new members.
3. Research how other NEA affiliates have addressed new member engagement.
4. Recommend to the OEA President possible recipients of the Ruth E. Greiner Membership Award.
5. Provide copy of meeting minutes to the President’s Office, along with a written report detailing the committee actions and recommendations.

RELIEF FUND COMMITTEE:
1. Perform the duties of the Relief Fund Committee as outlined in Policy 7000.
2. As time allows, examine OEA’s governing documents, which relate to your committee’s subject and recommend changes as necessary.
3. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

RESOLUTIONS COMMITTEE:
1. Edit all submitted resolutions and report to the OEA Board of Directors in February or March.
2. Prepare and conduct hearings on OEA Resolutions at the OEA RA.
3. Fulfill duties as outlined in the OEA RA Standing Rules.
4. Coordinate with Oregon’s representatives to the NEA Resolutions Committee and NEA Directors on NEA resolutions.
5. As time allows, examine OEA’s governing documents, which relate to your committee’s subject and recommend changes as necessary.
6. Provide copy of meeting minutes to the President’s Office, along with an annual written report.
GOALS ALIGNMENT TASK FORCE:
(created by NBI A at the 2010 OEA RA)
1. Review and revise the objectives in OEA Policies 1000-1100 and 3000-3600 to assure alignment with the new goals approved at the 2010 OEA RA.
2. Provide updates to the OEA Board.
3. Forward all recommendations for action at the 2011 OEA RA to the appropriate committee.
4. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

STATEWIDE ORGANIZING TASK FORCE:
(Created by NBI 3 at the 2010 OEA RA)
1. Propose how organized statewide or regional (multiple UniServ) worksite actions will be utilized to promote quality working conditions and education in Oregon public schools.
2. Provide a report to OEA by February 1, 2011 that includes:
   a. Recommendations including what actions might be taken
   b. The mechanics of how OEA would organize them
   c. What actions OEA would need to take to create a climate in the state for success of these actions
3. A timeline for developing the capability for statewide organized worksite actions
4. Provide copy of meeting minutes to the President’s Office, along with an annual written report.
Pages 33-40 show models for dialogue that the Moving Forward Group and the OEA Board of Directors have used in strategic planning and organizational development discussions.

If you would like to learn more about how these models can help you as a leader -- look for leadership sessions at this year's Summer Conference.

Hierarchy of Choices

Relevant? Areas of Focus

5 w’s

Which?

How?

What?

Why?

Who?

Activities

Tactics

Strategy

Vision

Mission

Core Values
THE HEIRARCHY OF CHOICES MODEL

What is the context of our decision-making? What do we base our programs on that reflect our organizational priorities? How do we connect our organizational mission/vision with the allocation of our limited resources? Daniel Kim provides an answer: “Being clear about an organization’s core values, mission and vision can create order out of chaos by guiding people’s choices at the strategic goal, tactics, and activities level. But without clarity at the fundamental level, people struggle to understand how their actions are connected to a broad strategy or common vision. Core values and mission are enduring and long lasting. Vision is specific, has a time frame for completion and can be accomplished. Strategic Goals should be written in outcomes based language.” The Hierarchy of Choices is a model to align our identity, beliefs and aspirations to organizing our work. It asks us who we are as an organization, our DNA, and then holds us to these core values as decisions are made. Simply put, if the programs and resource allocation do not reflect the core values, mission and vision of the organization they are random acts not connected to its true espoused purpose.

What is the “Hierarchy of Choices?”
The Hierarchy is a process to guide decision-making for an organization and provides a visual of the relationship that tactics and activities have to the espoused core values, mission and vision.

How does it work?
Based on the Core Theory of Success (see model #1), the group enters into a dialogue process assessing the organization’s current and future state. It must first establish a clear identification of its core values, mission and vision. Two key questions are: Why do we exist?; What do we want to achieve? Typically, governance has the final word on the first three levels after the appropriate input. Staff is engaged fully at the Strategic Goal level in answering the question: “How do we achieve the vision?” Collaborative development is key here. Staff is responsible for the implementation of the Tactics (How do you get things done?) and Activities (Who does what and by when?). There is a tendency to move too quickly to the tactics and activity level. Until there is substantive dialogue at the base of the Hierarchy, a foundation for decision making cannot be made.

How can it be used? Ask these questions:
- Are we willing to take the time to consider our collective future?
- Are the core values of the organization clear and identified? Are they known and owned by the organization?
- Is it clear WHY the organization exists?
- Is the vision inclusive of a broad look at the impact the organization can have on education, the local, the state?
- Do we make our resource allocation decisions based on CV/M/V or are they based on tradition, interest groups, etc.?

Source: Kim, Daniel H. (2002) Foresight as the Central Ethic of Leadership
Pages 33-40 show models for dialogue that the Moving Forward Group and the OEA Board of Directors have used in strategic planning and organizational development discussions.

Core Theory of Success

Quality of Relationships

Reinforcing Loop

Quality of Results

Quality of Our Collective Thinking

Quality of Actions we Take

If you would like to learn more about how these models can help you as a leader -- look for leadership sessions at this year’s Summer Conference.
THE CORE THEORY OF SUCCESS MODEL

Prior to embarking on any organizational change or transformative work, leaders need to be clear on their theory of success. The theory provides a guideline, a road map on moving during the engagement process. Transformation is not a unilateral process. It is a journey in which the participants grow while determining the new possibilities of the organization. There are no “cookie cutters” that will determine the final result. It demands engagement of the stakeholders to not merely reflect their input, but to create ownership to the final process. The quality of the relationships of the stakeholders will lead to a successful result. The development of trust, respect and teaming will be key. As they work together, the quality of their collective thinking will reflect the diversity of viewpoints, culture, background, etc. Finding the right questions and deep listening will be key to the quality of their collective action. Planning improves which leads to ownership of the quality of the results. As the results improves so will their teamwork and relationships. This reinforcing loop enables all to provide input and reflect the variables needed to create success.

What is a “Core Theory of Success?”
This is a foundational theory of how leadership teams need to do their work. This “reinforcing loop” illustrates the need for a collaborative environment of stakeholders working together. It reflects the learning journey process of building a team moving to assessing the environmental data which will be reflected in program/actions that can be measured via results. Creating these actions and results builds a stronger relationship with the team.

How does it work?
First, identify key stakeholders. Build a “container’ and a group vernacular to form a common ground for dialogue. This will build identity and respect for the diverse interest in the group. In this phase, readings, data gathering, and various input is created. Second, the assessment of this input will get folks thinking about the possibilities. The vision of the new emerges as does a desire to create “actions” that reflect the possible. Third, actions are created and acted on. They are monitored and assessed. Fourth, what happened? How did it work? What were the measurables? What went right? What did we learn? Next steps. Such planning and monitoring leads to building a higher quality of relationship for success.

How can it be used? Ask these questions:

- What is the current state of the organization?
- Who do we need for this transformation work?
- What are the critical questions we need to consider?
- How can we build the container and build a language we can all use?

Pages 33-40 show models for dialogue that the Moving Forward Group and the OEA Board of Directors have used in strategic planning and organizational development discussions.

If you would like to learn more about how these models can help you as a leader -- look for leadership sessions at this year’s Summer Conference.
THE CREATIVE TENSION MODEL

Change is difficult. As the dialogue continues and the vision of the future becomes clearer, it is part of the process to have tension between the new vision and the current reality. A perceptual gap (creative tension) develops between what is our new vision and our current state. The Creative Tension Model enables us to see how we can proceed. When the gap is understood, two choice become evident. We can either respond to the emotional tension and focus on the current reality OR move to the creative tension focus on what we want to create. If you move the emotional tension you will get stuck in the current state while moving to the creative tension you move forward. The steady state, that which we known, is a powerful inhibitor to risking alternate visions of the unknown. Consequently, when looking at the gap between the current and future vision, focus on the future first and then see what needs to be done to fill the gap. By doing this you recognize the current reality without getting stuck and can build what you in vision.

What is the “Creative Tension?”
The “Creative Tension” model recognizes that structural tension will become evident as the vision of the possible becomes clearer. A gap develops between what we want in our future and the current reality we face. What to do??

How does it work?
When the gap (structural tension) develops, we can either move to the emotional or creative direction. Choosing the “emotional” route focuses on what has been done in a problem-solving mode which leads to a reactive orientation which will keep you stuck in your current reality. Choosing the “creative” route engages you in the possibility of what you could do and is creating your future moving you forward. This route challenges the steady state. At this point it is critical for you to look from the creative state back to the current reality and consider how to fill the gap. This moves you forward.

How can it be used? Ask these questions:

- What is possible here and who cares?
- What seed might we plant together today that could make the most difference for our future?
- What challenges might come our way and how might we meet them?
- If we are to move forward, how would we fill the gap between the unknown and the known?

Adapted by Daniel H. Kim from Path of Least Resistance by Robert Fritz
Pages 33-40 show models for dialogue that the Moving Forward Group and the OEA Board of Directors have used in strategic planning and organizational development discussions.

Ladder of Inference

Reflective Loop:
Our beliefs affect what data we select next time

Observable data experience
I select data
I add meaning
I make assumptions
I adopt beliefs
I take action on my beliefs

If you would like to learn more about how these models can help you as a leader -- look for leadership sessions at this year's Summer Conference.
THE LADDER OF INFERENCE MODEL

In a dialogue, there are automatic and unconscious processes of forming beliefs. Our current state drives us to make inferences through self-generated conclusions that may in fact not be reflective of the actual situation. Intent vs. impact gets confused by a contrived reality based on a perceived belief structure. Often there is an erosion of our ability to achieve a result because of a series of assumptions based on a false premise. Without checking our assumptions overtly, we move up the “Ladder of Inference” (Chris Argyris). The Ladder is a common mental pathway of increasing abstractions often leading to misguided beliefs. We have all done this in meetings, with friends, in family, in work situation. Moving up the Ladder is a quick leap, unseen, unquestioned, abstract. Our beliefs influence the data we select. The Ladder illustrates why most people do not remember where their deepest tenets come from.

What is a “Ladder of Inference”?  
The Ladder is a tool that an individual or group can use to check their decision making and dialogue process. It can improve the dialogue in three ways: Reflective – becoming more aware of your own thinking and reasoning. Advocacy – making your thinking and reasoning more visible to others. Inquiry – inquiring into others’ thinking and reasoning. It makes our thinking process more intentional. The Reflective Loop notes that the our beliefs affect the data we select next time.

How does it work? 
Have the group review the Ladder and talk about how in their work and real life they have leaped up the Ladder without knowing it. Create an understanding of how it works and what can be learned from passed experiences. Use the Ladder during a meeting and set the ground rule that members of the group can call each other out if they feel leaps are being made without checking the data and assumptions. BE CAREFUL – when a fact seems especially self-evident(!!), is it really that self-evident??

How can it be used? Ask these questions:
- What is the observable data behind the statement?
- Does everyone agree on what the data is?
- What is the reasoning behind the statement?
- How did we move from given data to an abstract assumption?
- What was your reaction to that statement?

Source: Peter Senge, The Fifth Discipline Fieldbook
AGENDA TAB
AGENDA

OREGON EDUCATION ASSOCIATION
2011 REPRESENTATIVE ASSEMBLY
Red Lion Hotel on the River, Jantzen Beach ~ Portland
April 15-16, 2011

FRIDAY, APRIL 15, 2011

3:30 - 8:30 p.m.  REGISTRATION:  Ballroom Foyer

6:30 – 8:30 p.m.  FIRST SESSION:  Grand Ballroom
Call to Order
Seating of Late Registering Delegates
Pledge to the Flag ~ Leslie Lindberg-Harper
National Anthem ~ Rory O’Halloran

Adoption of:  Minutes of the 2010 Representative Assembly
2011 Representative Assembly Agenda
Rules of the Assembly

Report:  President’s Report ~ Gail Rasmussen

Nominations:  OEA President
OEA Vice President
NEA Director

Candidate Speeches:  OEA President
OEA Vice President
NEA Director

Report:  Budget Presentation
Credentials Report

8:30-10:00 p.m.  HEARINGS AND MEETINGS
Bylaws/Policies – Pettygrove    Program Budget – Overton
*Legislative – Ballroom    Legal Defense – White Stag
*Resolutions – Crown Zellerbach  State Agencies/Ed. Issues - Weyerhaeuser
Human and Civil Rights Committee – Glisan
New Member Networking – Flanders

*Deadline: Additional Proposed Amendments to Legislative Objectives &
Resolutions must be submitted no later than the conclusion of these Hearings.

10:00 p.m.  New Business Deadline:  All New Business Items turned in by 10pm Friday
Night will be available for Caucus meetings

9:15-11:00 p.m.  RECEPTION  – St. Helens Ballroom, Sponsored by ING, The ODS Companies
and California Casualty

WEAR RED TOMORROW to show your solidarity with our
union brothers & sisters across the nation!
SATURDAY, APRIL 16, 2011

6:30-8:00 a.m.  CONTINENTAL BREAKFAST – Restaurant and Hayden Room
6:30-7:30 Ethnic Minority Affairs Committee Breakfast – Glisan

6:45 a.m.-12:00 p.m.  LATE REGISTRATION – Ballroom Foyer

7:00-9:30 a.m.  VOTING – Clark Ballroom

8:00-9:00 a.m.  CAUCUSES
Region I – Clackamas/Multnomah
Region II – Washington
Region III – Timberline
Eugene EA & Three Rivers EC – Overton

10:00 a.m.  NEW BUSINESS ITEMS DEADLINE

9:30-11:55 a.m.  SECOND SESSION  Grand Ballroom
(9:30 a.m. Voting Polls Close)
Reports:  Credentials Report
Executive Director’s Report ~ Richard Sanders
Action on:  New Business Items
Legislative Objectives ~ Clag Offutt, Chair
Reports:  Teacher of the Year ~ Colleen Works
Action on:  Resolutions ~ Sandi Rosenfeld, Chair
Reports:  OEA Foundation ~ Hanna Vaandering, OEA Vice President
Awards:  Communications Awards
OEA-PIE Awards ~ Steve Anderson

11:55 a.m.  Report:  Credentials Committee Election Report

12:00 - 1:30 p.m.  LUNCH (on your own) ~ (12:00-2:00 p.m. Run Off Elections If Necessary)
Executive Committee Luncheon – Restaurant
GLBT Caucus Luncheon – Glisan

1:30 p.m.  THIRD SESSION  Grand Ballroom
Awards:  Presidential Citations
Action on:  Proposed Bylaws, Eileen Wende, Chair
Proposed Policies, Eileen Wende, Chair
New Business Items

Adjournment

Times Approx.  AWARDS BANQUET
6:30 p.m. ~ No-host Cocktails ~ Ballroom Foyer
7:30 p.m. ~ Awards Banquet ~ Ballroom
Guest Performance by The Jefferson Dancers
Guest Speaker:  Becky Pringle, NEA Executive Committee
2011 OEA REPRESENTATIVE ASSEMBLY

DESCRIPTION OF FRIDAY NIGHT HEARINGS AND MEETINGS
8:30-10:00 p.m., Friday, April 15, 2011

Bylaws/Policies – Pettygrove
The purpose of this Hearing is to allow delegates to ask questions of the Bylaws and Policies Committee regarding proposed amendments to OEA Bylaws and/or Policies. IMPORTANT NOTE: Please refer to OEA Bylaws Article XIX and Policy 1200. IV. G for rules on amending Bylaws and Policies. Only proposed revisions may be amended, unless there is unanimous consent of the Assembly.

Program Budget – Overton
The purpose of this Hearing is to allow participation by delegates who were unable to attend the Budget Hearing held during their local Mini-RA. Participants will have the opportunity to ask questions and receive information regarding the proposed budget that will be forwarded to the OEA Board for action at their May Board meeting. This is also an excellent opportunity for anyone submitting a New Business Item (NBI) that will have a cost impact to seek advice from the Budget Committee on how this would be fit into the budget if the NBI is passed.

Legislative – Ballroom
The Legislative Advisory Council will report on its work and present its proposed 2010-11 Legislative Objectives. Any additional proposed amendments to the Legislative Objectives must be submitted in writing no later than the conclusion of this Hearing.

Legal Defense – White Stag
The purpose of this Hearing is for the Legal Defense Committee to report to delegates and provide information on recent significant cases and victories that impact our members and our organization. A written summary of these significant cases and victories will be provided.

Resolutions – Crown Zellerbach
The purpose of this Hearing is to allow delegates to ask questions of the Resolution Committee regarding proposed resolutions amendments and provide an opportunity for delegates to propose additional amendments or changes. All new proposed amendments to the Resolutions must be submitted in writing no later than the conclusion of this Hearing.

State Agencies/Ed. Issues - Weyerhaeuser
The purpose of this Meeting is to give delegates the opportunity to provide information on recent decisions from the State Board of Education and Teachers Standards and Practices Commission.

Human and Civil Rights Committee – Glisan
The purpose of this meeting is to serve as a forum for delegates to explore social justice and inclusion topics and issues relevant to our members, our organization and the students that we serve.
SHOW YOUR SOLIDARITY!

WEAR RED ON SATURDAY, APRIL 16, 2011 (THE 2ND DAY OF OEA RA) TO SHOW YOUR SOLIDARITY WITH OUR UNION BROTHERS AND SISTERS WHO ARE BATTLING FOR THEIR COLLECTIVE BARGAINING RIGHTS ACROSS THE NATION, INCLUDING WISCONSIN, IDAHO, OHIO & ALABAMA!
MINUTES TAB
President Gail Rasmussen called the meeting to order at 6:34 p.m. .

SEATING OF LATE REGISTERING DELEGATES
Stephen Travis, Dallas EA moved and Gary DeRoest, Mt. Hood CC FA, seconded to seat late registered delegates CARRIED.

Erin Whitlock, Springfield EA led the Pledge of Allegiance. Hazel Brown, OEA Staff and Ken Berry, Portland AT sang the National Anthem.

ADOPTION OF THE 2009 RA MINUTES
Lynda Sanders, Coos Bay EA moved and Caryn Connolly, Salem-Keizer EA seconded adoption of the minutes of the 2009 OEA Representative Assembly as presented CARRIED.

ADOPTION OF THE AGENDA
Susan Huffman, North Marion EA moved and Jim McCarty, North Marion EA seconded the adoption of the revised order of business, with flexibility. CARRIED.

ADOPTION OF THE RULES OF THE ASSEMBLY
Stephanie Myhre, David Douglas EA moved and Phill Hurley, David Douglas EA seconded to adopt the 2010 Standing Rules of the OEA RA as presented.

Charlie Johnson, Beaverton EA moved and Andrew Whitten, Beaverton EA seconded to amend Standing Rule #6. a. to strike the number “50” and insert “175.” Motion to amend CARRIED UNANIMOUSLY .

Motion to adopt the 2010 Standing Rules of the OEA RA as amended CARRIED.

GUEST SPEAKERS
The following OEA-PIE-recommended candidates addressed the delegation:

- Bill Bradbury, Candidate for Governor
- Susan Castillo, Candidate for Superintendent of Public Instruction, and
- Ted Wheeler, Candidate for State Treasurer.

PRESIDENT’S REPORT
President Gail Rasmussen presented her report to the 2010 delegation.

Vice President Hanna Vaandering took the podium to conduct the next portion of the agenda.

NOMINATIONS FOR REGION I VICE PRESIDENT
Nominations submitted for Region I Vice President include: Sena Norton.

Vice President Vaandering asked if there were any nominations from the floor of the RA. Hearing none, Vice President Vaandering declared nominations closed.

Nominations for Region I Vice President: Sena Norton

NOMINATIONS FOR REGION II VICE PRESIDENT
Nominations submitted for Region II Vice President include: Jo Cooper.

Vice President Vaandering asked if there were any nominations from the floor of the RA. Hearing none, Vice President Vaandering declared nominations closed.

Nominations for Region II Vice President: Jo Cooper

NOMINATIONS FOR REGION III VICE PRESIDENT
Nominations submitted for Region III Vice President include: Susie Garrison and Steve Anderson.

Vice President Vaandering asked if there were any nominations from the floor of the RA. Hearing
none, Vice President Vaandering declared nominations closed.

**Nominations for Region III Vice President:**
Susie Garrison
Steve Anderson

**NOMINATION FOR NEA DIRECTOR**
Nominations submitted for NEA Director include Jamie Zartler. Vice President Vaandering asked if there were any nominations from the floor of the RA. Hearing none, Vice President Vaandering declared nominations closed.

**Nominations for NEA Director:**
Jamie Zartler

**NOMINATION FOR ETHNIC MINORITY DIRECTOR**
Nominations submitted for Ethnic Minority Director include Margarett Peoples. Vice President Vaandering asked if there were any nominations from the floor of the RA. Hearing none, Vice President Vaandering declared nominations closed.

**Nominations for Ethnic Minority Director:**
Margarett Peoples

**NOMINATION FOR EDUCATION SUPPORT PROFESSIONAL DIRECTOR**
Nominations submitted for Education Support Professional Director include Janis Eggert and Helen Jacobs. Vice President Vaandering asked if there were any nominations from the floor of the RA. Hearing none, Vice President Vaandering declared nominations closed.

**Nominations for Education Support Professional Director:**
Janis Eggert
Helen Jacobs

Candidates addressed the delegation.

President Rasmussen returned to the podium to conduct the following portion of the agenda.

**CREDENTIALS REPORT:**
Pam Morris, Credentials Committee Chair, reported 616 delegates had been duly certified and seated for the first session of the 2010 Representative Assembly. Geoff Hunnicutt, Beaverton EA moved and Stephanie Myhre, David Douglas EA seconded that the Credentials Report be accepted CARRIED.

**GUEST SPEAKERS**
NEA President, Dennis Van Roekel spoke to the delegation via video.

The meeting was recessed at 8:30 p.m. for hearings.

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**Saturday, April 24, 2010**
**SECOND SESSION**

President Gail Rasmussen called the meeting to order at 9:32 a.m.

**EXECUTIVE DIRECTOR'S REPORT**
Jerry Caruthers, Executive Director presented his report to the delegation.

Vice President Hanna Vaandering took the podium to conduct the next portion of the agenda.

**ACTION ON SPECIAL ACTION ITEM:**
President Gail Rasmussen moved on behalf of the OEA Board of Directors approval of the Mission, Vision and Core Values as presented CARRIED.

**OREGON EDUCATION ASSOCIATION**

**Mission:**
The mission of the Oregon Education Association is to unite the public education profession and advocate for those professionals to ensure quality public education for students in Oregon.

**Vision:**
The vision of the Oregon Education Association is to improve the future of all Oregonians through quality public education.

**Core Values:**

- **Collective action:**
  We believe in engaging and organizing our members to work for the common good. Collective action in bargaining, lobbying, and coalition building strengthens each individual voice.

- **Democracy:**
  We believe the foundation and strength of a democratic society is dependent on a strong public education.

- **Social justice:**
  We believe through quality public education the rights and worth of all individuals are respected and defended.

- **Professionalism:**
  We believe the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation and respect due all professionals.
• **Integrity:**
  We believe our core values are reflected and reinforced through our words and actions.

• **Respect for Diversity:**
  We believe our society is strengthened by public education’s promotion of and respect for the vast diversity of our world.

• **Collaboration:**
  We believe our goals can be achieved by working with all interested groups to ensure a quality public education.

• **Lifelong learning:**
  We believe lifelong learning is essential in a constantly changing world.

**ACTION ON LEGISLATIVE OBJECTIVES:**
Clag Offutt, Medford EA and Chair of the Legislative Advisory Council (LAC), moved, on behalf of the LAC, to adopt the proposed Legislative Objectives as printed in the RA Handbook.

Legislative Objectives Proposals A, D, and F were pulled for discussion.

Motion to adopt Legislative Objectives Proposals B, C and E as presented **CARRIED**. (Legislative Objectives Proposal G was moved separately, see below.)

**LEGISLATIVE OBJECTIVES PROPOSAL A**
RESPECTING RIGHTS OF SCHOOL EMPLOYEES – MISCELLANEOUS:

Teacher Religious Dress Ban

13. OEA supports repeal of the ban on the wearing of religious dress by teachers in Oregon’s public schools.

Proposal A was pulled for discussion. Discussion followed. Motion to adopt Legislative Proposal A as presented **CARRIED**.

**LEGISLATIVE OBJECTIVES PROPOSAL B**
RESPECTING RIGHTS OF SCHOOL EMPLOYEES – COLLECTIVE BARGAINING:

Class Size as Bargaining Issue

2. OEA supports a change to the Oregon Public Employee Collective Bargaining Act (PECBA) to make class-size/case load ratios a mandatory subject of collective bargaining in education districts.

**CARRIED**.

**LEGISLATIVE OBJECTIVES PROPOSAL C**
RESPECTING RIGHTS OF SCHOOL EMPLOYEES MISCELLANEOUS:

Universal Health Care Access

14. The Oregon Education Association supports the development of a state health care policy designed to provide affordable, quality, comprehensive health care to all Oregonians.

**CARRIED.**

**LEGISLATIVE OBJECTIVES PROPOSAL D**
UNDER THE CHAPTER HEADING FOR EACH OF THE 4 “MEASURES-UP” CRITERIA SUBCHAPTERS:

Unfunded Mandates

OEA’s recommendations for specific policy proposals presume that when a program is adopted that has a cost, resources will accompany the legislation, to adequately support the program without imperiling other public education offerings supported herein. OEA opposes the passage of unfunded mandates on school districts.

Proposal D was pulled for discussion. Considerable discussion followed. Tammy Sykes, Reynolds EA moved and Cindy Hagey, David Douglas EA seconded to Close Debate **Carried**. Motion to adopt Legislative Proposal D as presented **FAILED**. Division was called. Motion **Failed**.

**LEGISLATIVE OBJECTIVES PROPOSAL E**
STRENGTHENING PUBLIC EDUCATION THROUGH STABLE & ADEQUATE FUNDING – SCHOOL FINANCE:

ESDS

11. Support regional service delivery to students served by education service districts (ESDs). If ESDs consolidate, merge, or change boundaries for any reason that results in the formation of new entities, OEA supports these transformations only if the impacts and results are favorable to staff, students, and educational quality and prioritize these considerations against demonstrated economic efficiencies and governance efficacy. In assessing any proposed ESD change, the following factors shall be considered:

A. Impacts to students, including access to services, educational quality, and resource sufficiency.
B. Impacts to employees, including travel time and distances, workplace hardships, isolation, and compensation.
C. Overall cost implications in the short and long terms.
D. Transparency and accountability of new governance structure compared to that which it will replace.

CARRIED.

**LEGISLATIVE OBJECTIVES PROPOSAL F**

RESPECTING RIGHTS OF SCHOOL EMPLOYEES – COLLECTIVE BARGAINING:

Merit Pay/Pay for Performance

11. Ensure that school employee salaries and other compensation are competitive with other professions. Salaries need to reflect the amount of time worked per day and days worked per year and the experience of the school employee, and are not to be based on performance pay schedules, such as merit pay.

Proposal F was pulled for discussion. Discussion followed. Motion to adopt Legislative Proposal F as presented CARRIED.

**LEGISLATIVE OBJECTIVES PROPOSAL G**

- That OEA promotes postponement of the Oregon Diploma Essential Skills graduation requirements mandate until substantial modifications are made in consultation with all stakeholders.

Motion to adopt Legislative Objectives Proposal G as presented CARRIED.

President Rasmussen returned to the podium to conduct the following portion of the agenda.

**GUEST SPEAKER:**

Donna DuBois, Oregon Teacher of the Year, addressed the delegation and was awarded a Presidential Citation for Leadership.

**ACTION ON RESOLUTIONS AMENDMENTS**

Sandi Rosenfeld, Portland AT, and Chair of the Resolutions Committee, moved on behalf of the Committee, to adopt the proposed amendments as printed in the RA Handbook and in the handout titled, “2010 PROPOSED RESOLUTIONS SUPPLEMENTAL REPORT”.

Resolutions Proposal E was pulled for discussion.

Motion to adopt Resolutions Proposals A, B, C, D, F, G, H, I, J, K, L and M as presented CARRIED.

**RESOLUTIONS PROPOSAL A**

II.2 High Education Standards

The Oregon Education Association (OEA) supports high educational standards and achievement in all schools and for all students in Oregon.

Assessment for graduation should be grounded in knowledge of how students learn; connected to clear statements of what is important for students to learn; flexible enough to meet the needs of a diverse student body; and able to provide students with the opportunity to actively produce work demonstrating their learning.

When multiple assessments are used to determine competence in a particular subject area, the inability to reach benchmark on any one assessment should not preclude a student from gaining the certificate in that area. Further, The OEA recognizes the limitations of standardized assessments and believes that multiple and varied assessments should be used to determine mastery in a particular subject area. When a teacher knows that a student can meet proficiency requirements and student work verifies this, certification should be granted.

The OEA believes it is the responsibility of the legislature to allocate resources necessary for students to attain high standards including the time for teachers to prepare, provide, and evaluate student work samples. Additional funding and opportunities should be available for students having difficulties meeting standards.

CARRIED.

**RESOLUTIONS PROPOSAL B**

II.9 Community Based After-School Programs

The Oregon Education Association recognizes the need for quality after-school programs for school age children and that school facilities are the logical site for such programs. After-school programs should not be dependent on school personnel for their operations. Participation by school personnel should be by choice, not by assignment. Public funds should not be allocated or redirected to private after-school programs.

CARRIED.
RESOLUTIONS PROPOSAL C

II.12 Weapons In School

The Oregon Education Association believes anyone with unauthorized weapons or any object that could reasonably be considered as a weapon should be treated with zero tolerance and immediately reported to civil authorities. In the case of minors, parents/guardians will be notified and the minors will be disciplined up to the fullest extent possible.

CARRIED.

RESOLUTIONS PROPOSAL D

II.18 Inclusion

The Oregon Education Association believes that placing special needs students with disabilities in the most appropriate, least restrictive environment is beneficial for both special needs and other classroom all students provided that --

1. There be a full continuum of placement options and services available to all students with disabilities.

2. Placement be based on individual needs rather than on space availability or on funding. Student placement must be examined on a regular basis to ensure appropriateness whereby all needed services and support are available, and should not be made disproportionately by ethnicity or gender. Necessary building staff modifications must be provided to facilitate such placement. If additional space or funds are necessary, they are provided.

3. Adequate time be provided for all regular and special ed. education teachers/specialists to work cooperatively in the development of the Individual Educational Plan (IEP), prior to placement.

4. Students with physical disabilities or medical needs requiring nursing procedures have their medical needs met by professional nurses or trained medical personnel as approved by the student's physician.

5. All affected staff members have an appeal procedure regarding the implementation of the IEP, especially in terms of placement.

6. Adjustments be made in class size using weighted formulas to accommodate the demands of the IEP, other documentation and the needs of the student.

7. All staff, parents, and community are adequately prepared for their roles through fully-funded appropriate training.

8. Inclusion occurs only when there is sufficient support available for the teacher(s), instructional assistant(s), and students. The educational environment must match the learning needs of all students.

9. The success of inclusion be evaluated considering the effect on all students. If placement revision is required, then it will happen in a timely manner.

10. When including a special needs student with disabilities is not appropriate to all involved, then there will be a means for temporarily placing the student elsewhere in a timely manner.

11. All affected staff members have the right to disagree with any provision of the IEP without recrimination.

CARRIED.

RESOLUTIONS PROPOSAL E

II.19 Educational Programs for English Language Learners (ELL)

The Oregon Education Association believes that students should become proficient in English. English Language Learners (ELL) must have available to them programs that address their unique needs and provide them equal opportunity, regardless of their primary language.

Programs for ELL students should offer instruction in English as a Second or Other Language (ESOL) while also providing core-content instruction in the student’s native language or sheltered English. Until such time as students are ready to transition into mainstream English-speaking classrooms, English proficiency is achieved, ELL students should receive specialized instruction classes. All ELL students and should be taught in classes that are limited in size, receive additional staffing and support, meet state standards, and use curriculum and materials designed to accommodate the needs of ELL students.

The Association also believes that ELL students in bilingual, ESOL and sheltered content classes should receive instruction from teachers who are qualified to teach the subject matter and hold ESOL and/or bilingual endorsements.
The Association supports additional state funding to school districts for ELL students, sufficient to maintain a program of high quality. School districts should provide release time or compensation for the training of teachers who instruct ELL students. Association members must be fully involved in the development and implementation of programs serving ELL students, including the assignment of teachers and the terms and conditions of their employment.

Patricia Muller, McMinnville EA moved and Beth Ann Pope, McMinnville EA seconded to amend Resolutions Proposal E to add “ESL classes will not be cancelled so teachers can proctor OAKS tests.” FAILED.

Motion to adopt Resolutions Proposal E as presented CARRIED.

RESOLUTIONS PROPOSAL F

II.22 TV Video Programming for the Deaf

The Oregon Education Association believes all TV video programming should be closed captioned to make programs available to the deaf and hearing impaired. CARRIED.

RESOLUTIONS PROPOSAL G

II.27 Early Childhood Education

The Oregon Education Association believes that quality early childhood education creates the foundation for future school success. The Association supports early childhood programs that encourage the development of social skills, strengthen emotional growth, and provide a strong foundation in basic academic skills.

The Association believes that a necessary component for quality early childhood education is the creation of voluntary full day kindergarten for all Oregon students. Full day kindergarten has been proven to boost student achievement especially for low-income and minority students, improve students’ social and emotional skills, and lower grade retention and dropout rates.

The Association also believes that early childhood education programs should include developmentally appropriate and diversity based curricula, special education, and appropriate unbiased-free screening devices. These programs should be staffed by teachers and support staff who are prepared and/or endorsed in early childhood education and child development.

The Association believes that investing in quality early childhood education is a sound investment for the children of Oregon. CARRIED.

RESOLUTIONS PROPOSAL H

NEW II.40 Recess

The Oregon Education Association believes that supervised recess is a valuable educational tool, an active form of learning that unites the body, mind and spirit, and promotes a healthy lifestyle physically, mentally, socially and emotionally. The Association further believes students learn better when the whole self is involved in the process and that recess additionally allows a student to develop skills for seeing another person’s point of view, teambuilding, cooperating, helping, sharing, and solving problems. CARRIED.

RESOLUTIONS PROPOSAL I

NEW III.2 Higher Education

The Oregon Education Association supports higher education as an essential part of the education process. The Association believes that post-secondary education serves an invaluable function for intellectual development, research and scholarship, career preparation, and preparation for life. CARRIED.

RESOLUTIONS PROPOSAL J

I.4 School Funding Must Be Adequate

(New 2nd paragraph to existing language)

Oregon Education believes the Quality Education Model must be fully funded before any school reform measures are put in place that could lead to the dismissal of educators and ESPs without just cause and due process. CARRIED.
RESOLUTIONS PROPOSAL K

II.52 Testing and Assessment  
*(Word addition to existing language)*

The Oregon Education Association believes that student evaluation should include performance assessments, performance outcomes, classroom observations, and testing programs. All assessment should be developmentally appropriate, unbiased, and provide meaningful data in a timely manner. The overall objective of assessment should be only to improve instruction and learning for the benefit of students.  

CARRIED.

RESOLUTIONS PROPOSAL L

IV.31 Fair Dismissals  
*(New 2nd paragraph to existing language)*

Oregon Education Association believes education employees should be entitled to just cause and due process before they can be dismissed. This includes building-wide dismissals such as “reconstitution,” “transformation,” “turn around” or other terms that would eliminate just cause or due process.  

CARRIED.

RESOLUTIONS PROPOSAL M

NEW RESOLUTION – OPTIMIZING STUDENTS’ TIME TO LEARN.

The Oregon Education Association believes regular attendance of students is vital to a quality education. School districts should make every effort to ensure the protection of instructional time.  

The Oregon Education Association further believes school boards should not be required to allow non school-related programs to remove students during classroom time. When these “pullout” programs are allowed, districts should have policies to ensure they happen during the least disruptive time of the school day; do not detract from the educational opportunities for students remaining in the classroom, and not create additional work for members in terms of providing instructions for the lessons missed.  

CARRIED.

OEA FOUNDATION REPORT

Vice President Hanna Vaandering presented the OEA Foundation Report. Stephen Travis, Dallas EA received the “Friend of the Foundation” Award.  

OEA AWARDS

President Rasmussen announced the 2010 OEA Communications Awards winners:  

**Communication Awards:**

- “Sound Bites,” Debra Mott, Editor, Banks EA  
- “CFA Advocate,” Steve Wolfe, Editor, Chemeketa FA  

**Website Awards:**

- Lake Oswego EA Website, Andy Porter, Webmaster  
- Wy’East EA Website, Carrie Scaife, Webmaster

Steve Anderson, Chair of OEA-People for the Improvement of Education, announced the 2010 OEA-PIE award winners:

**OEA-PIE Awards:**

- OEA-Retired (highest average contribution per OEA-PIE member)  
- Metro SE UniServ Council (highest percentage of OEA members who are OEA-PIE contributors)  
- Eugene UniServ Council (UniServ Council with the largest percentage increase in OEA-PIE contributions)

CREDENTIALS ELECTION REPORT

Pam Morris, Credentials Committee Chair, announced the following election results:

**Region I Vice President**  
Sena Norton  236 votes  
Sena Norton was pronounced the winner of the Region I Vice President race.

**Region II Vice President**  
Jo Cooper  144 votes  
Jo Cooper was pronounced the winner of the Region II Vice President race.

**Region III Vice President**  
Susie Garrison  86 votes  
Steve Anderson  67 votes  
Susie Garrison was pronounced the winner of the Region III Vice President race.
NEA Director
Jamie Zartler  502 votes
Jamie Zartler was pronounced the winner of the NEA Director race.

Ethnic Minority Director
Margarett Peoples  554 votes
Margarett Peoples was pronounced the winner of the Ethnic Minority Director race.

Education Support Professional Director
Janis Eggert  290 votes
Helen Jacobs  283 votes
Janis Eggert was pronounced the winner of the Education Support Professional Director race.

Karen Weiseth, District 6 EA moved and Sharon Schauffler, District 6 EA seconded to accept the Credential Committee’s election report as presented CARRIED.

The meeting was recessed for lunch at 11:59 a.m.

Vice President Hanna Vaandering took the podium to conduct the next portion of the agenda.

**ACTION ON BYLAWS AMENDMENTS**

Eileen Wende, OEA-Retired and Chair of the Bylaws/Policies Committee moved, on behalf of the Committee to approve the Proposed Bylaws Amendments.

**BYLAWS PROPOSAL A**

**ARTICLE VII. ELECTION OF OFFICERS AND DIRECTORS**

Section 5. Vacancies

B. Vacancies shall be filled under the following rules and regulations:

1) When a vacancy is declared in the office of president the OEA Board of Directors shall appoint the vice president to serve the remainder of the term of president. If this appointment is in the first nine months of a term the newly appointed president is eligible to run for one more term of office. If the appointment is after the first nine months in office the appointed president will be eligible to run for two more terms of office.

2) When a vacancy is declared in the office of vice president before the Representative Assembly in the first year of a term, the OEA Board of Directors shall elect by secret ballot, not later than the second successive Board meeting, an interim vice president to serve until the next meeting of the OEA Representative Assembly. The OEA Representative Assembly shall then elect a successor for the remainder of the term. The term of the successor shall begin on July 10 following the election.

When a vacancy is declared after the Representative Assembly in the first year of a term, the OEA Board of Directors shall elect by secret ballot, not later than the second successive Board meeting, an interim vice president to serve until the next meeting of the OEA Representative Assembly. The delegates of the OEA Representative Assembly from the region

**Saturday, April 24, 2010**

**THIRD SESSION**

The meeting was reconvened at 1:34 p.m.

**OEA AWARDS (continued)**

**Political Cadres:**
President Rasmussen honored members of the Political Cadres and all delegates who participated in the successful ballot measure campaigns in 2010.

**GUEST SPEAKER:**
Oregon Speaker of the House, Dave Hunt addressed the delegation.

**Presidential Citations:**
President Rasmussen announced the 2010 OEA Presidential Citations award winners:

**Leadership:**
- Barry Branaugh, Redmond EA
- Jerry Landreth, Parkrose FA
- Jeff Matsumoto, Forest Grove EA
- Lois Stark, Salem-Keizer ACE

**Lifetime Achievement:**
- Thomas Grimsley, Eugene EA
- Carolyn Ramey, Seaside EA
- Dennis Young, LaGrande EA

**Bargaining and Leadership:**
- Dawn Allen, Grants Pass EA

**Political Action:**
- Tina Leaton, Eugene EA
involved shall then elect a successor for the remainder of the term. The term of the successor shall begin on July 10 following the election.

When a vacancy is declared after the Representative Assembly in the first year of a term, the district directors from the region involved shall elect, within thirty days, an interim vice president for the remainder of the term.

4) When a vacancy is declared in the office of an NEA director the alternate NEA director shall serve as interim director until a new NEA director is elected at the next OEA Representative Assembly. The newly elected NEA Director shall begin the term on the date established by the NEA.

When an additional vacancy is declared, the OEA Board shall appoint an additional interim director who will serve until another new NEA director is elected by the OEA membership at the next regularly scheduled election. The term of the newly elected NEA Director shall begin immediately following the election or on the date consistent with NEA Bylaws and Policies.

5) When a vacancy is declared in the position of ethnic minority director before the Representative Assembly in the first or second year of a term, the OEA Board of Directors shall elect an interim director to serve until the next meeting of the OEA Representative Assembly. The OEA Representative Assembly shall then elect a successor for the remainder of the term. The term of the successor shall begin on July 1 following the election.

When a vacancy is declared after the Representative Assembly in the second year of a term, the OEA Board of Directors shall elect an interim director for the remainder of the term.

7) When a vacancy is declared in a district OEA Board of Directors position before the annual Board election in the first or second year of a term, the UniServ Council(s) members from that Board district shall elect, not later than the second successive Board meeting, an interim director to serve until the next annual Board election. At that election, a successor shall be elected for the remainder of that term. The term of the successor shall begin on July 1 following the election.

When a vacancy is declared after the annual Board election in the second year of a term, the UniServ council(s) members from that Board district shall elect, not later than the second successive Board meeting, an interim director for the remainder of the term effective immediately.

The OEA-Retired Executive Board shall fulfill the duties of a UniServ Council for the purpose of filling vacancies in District 27.

Motion to adopt Bylaws Proposal A as presented CARRIED.

BYLAWS PROPOSAL B

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 4.
The OEA Board of Directors shall have general charge of the work of the OEA and shall do all that is necessary to fulfill the purposes of the OEA as authorized by the OEA Representative Assembly and/or provided by the OEA Bylaws.

It shall:

A. Appoint and enter into a contract with the executive director.

B. Approve the employment of management staff.

C. Advise and assist the president in the preparation of programs and in arranging for meetings of the OEA or its departments.

D. Cause to be prepared each year a statement of the policies of the OEA which shall be submitted to each local and UniServ area in September.
E. Prepare and adopt an annual balanced budget for each fiscal year.

F. Make appropriations, authorize all expenditures, and issue all contracts.

G. Compile an annual financial report which shall be presented to the OEA Representative Assembly.

H. Initiate an annual audit of the financial transactions of the OEA.

I. Cause the official publications of the OEA (Article XIV) to be issued.

J. Provide information and services to Student OEA members.

K. Provide authorization of all petitions from OEA executive officers seeking review or action from any OEA Judicial Panel or other judicial body. Officers are still eligible to file petitions as individual members without prior approval.

L. Conduct performance review of the Executive Director to help set goals for the Executive Director’s performance in carrying out his/her operational responsibilities.

Motion to adopt Bylaws Proposal B as presented CARRIED.

BYLAWS PROPOSAL C

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

E. Dues & Assessments

1) Certified

a. Full-Time

The annual dues for each active member traditionally represented in the certified bargaining unit (including substitutes working full-time) shall be NEA dues plus .0084 times the average contractual salary for the preceding year of elementary and secondary teachers, and community college and other college faculty whom OEA affiliates represent (any fractional dollar shall be raised to the nearest whole; this computation shall be made by the OEA). Dues for 2010-2011 shall be frozen at the 2009-10 level.

In addition, full-time active members pay full assessments per 3) a-e. below.

Motion to adopt Proposal C as presented.

Considerable debate followed.

Jeff Bowman, Redmond EA moved and Cheryl Allen, Bend EA seconded to amend Bylaws Proposal C to put the “frozen amount” monies into the OEA Foundation. – RULED OUT OF ORDER (not within the scope of the original amendment.)

Motion to adopt Proposal C as presented FAILED.

BYLAWS PROPOSAL D

ARTICLE I. MEMBERSHIP AND DUES

Section 1. Affiliation and Qualifications

The Oregon Education Association is an affiliated organization of the National Education Association with all the rights, benefits, privileges and responsibilities which apply.

Any person who is actively engaged in the profession of teaching or other educational work, or any other person interested in advancing the cause of education shall be eligible for membership in the Oregon Education Association, hereinafter referred to as the OEA. Any person joining the OEA shall agree to subscribe to its purposes and objectives, to abide by the provisions of these Bylaws and to join the National Education Association, hereinafter referred to as the NEA, and, where available, a local association. All members shall abide by the rules of the NEA/OEA including the NEA Code of Ethics in all activities related to Education and the NEA/OEA. An application for membership shall be subject to review, and may be rejected, by the OEA Board of Directors.

Motion to adopt Bylaws Proposal D as presented CARRIED.

BYLAWS PROPOSAL E

ARTICLE III. OEA REPRESENTATIVE ASSEMBLY

Section 2.

C. Allocation of the OEA-Retired delegate credentials shall be based on the ratio of 1:40 for the first 40 Retired members and an additional delegate for each 400 thereafter. OEA-Retired members or major fraction thereof with the OEA-Retired being guaranteed one delegate. These delegates shall be chosen from the all-inclusive state membership by secret ballot distributed to all members of the OEA-Retired.

Motion to adopt Bylaws Proposal E as presented.

Ruth Greiner, OEA-Retired and Kelvin Calkins, Hood River EA moved to amend Bylaws Proposal E
by proviso that this amendment shall not apply to delegates presently serving their terms.

Considerable debate followed. William Patrick Mulligan, Salem-Keizer EA moved and Amanda Sasaki, Salem-Keizer EA seconded to close debate **CARRIED.**

Motion to amend by proviso **FAILED.** Division called. Motion **FAILED** (321 For, 364 Against)

Ruth Greiner, OEA-Retired and Kelvin Calkins, Hood River EA moved to amend Bylaws Proposal E to amend the ratio to strike 400 and insert 150.

Considerable debate followed. Tony Crawford, Canby EA moved and Betty Tumlin, Eugene EA seconded to close debate **CARRIED.**

Motion to amend the ratio **FAILED.**

Debate continued on the main motion. Susie Garrison, John Day EA moved and Jeff Hellman, Fern Ridge EA seconded to close debate **CARRIED.**

Motion to adopt Bylaws Proposal E as presented **FAILED.**

**BYLAWS PROPOSAL F**

**ARTICLE I. MEMBERSHIP AND DUES**

**Section 3. Active Members**

E. Dues & Assessments

2) Assessments: Paid by ALL members

a. $2.00 per member annually to continue office acquisition and meet costs of maintenance;

b. $1520.00 per member annually for the OEA Legal Defense Program;

c. $10.00 per member annually for the Center for Teaching and Learning each year;

d. $2520.00 per member annually for OEA Collective Bargaining Fund, the fund established for ballot measure campaigns;

Motion to adopt Bylaws Proposal F as presented **CARRIED.**

**BYLAWS PROPOSAL G**

**ARTICLE I. MEMBERSHIP AND DUES**

**Section 3. Active Members**

A. Requirements

Any person who is actively engaged in or who is on a leave of absence, or laid off due to Reduction In Force (RIF’d) from professional educational work, either paid or unpaid, or any person who is serving as a released officer of the OEA shall be eligible to become an active member of the OEA, with full privileges under standards prescribed by the OEA Board of Directors. Except as provided by these bylaws, persons qualifying for active membership must join in that category, and pay the appropriate dues rates for their classification.

Motion to adopt Bylaws Proposal G as presented **CARRIED.**

**BYLAWS PROPOSAL H**

**ARTICLE I. MEMBERSHIP AND DUES**

**Section 3. Active Members**

E. Dues & Assessments

4) Voluntary Contribution

A voluntary contribution of $100 to OEA-PIE and the NEA Fund for Children and Public Education is recommended, with $80 directed to OEA-PIE and $20 directed to the NEA Fund for Children and Public Education. If a local PAC exists the recommendation would be $70 directed to OEA-PIE, $20 directed to the NEA Fund for Children and Public Education and $10 directed to a local PAC. If a member is presently contributing, it shall be possible to cancel or change their contribution by completing a new Continuing Payroll Deduction Authorization Political Action Committee Enrollment Form.

Motion to adopt Bylaws Proposal H as presented.

Charlie Johnson, Beaverton EA and Bobbi Yambasu, Portland AT moved to strike “4) Voluntary Contribution” and renumber. The Chair accepted this as an editorial change (no motion needed.)

Motion to adopt Bylaws Proposal H as presented with the above editorial change **CARRIED.**

**ACTION ON OEA POLICY AMENDMENTS**

Eileen Wende, Portland AT and Chair of the Bylaws/Policies Committee moved, on behalf of the Committee to approve the Proposed Policy Amendments as presented.
POLICY PROPOSAL A

5000 – UNISERV

The purpose of UniServ is to provide a coordinated program of services to members on an equitable basis throughout Oregon. These services are provided through local, state and national staff whose responsibilities include a wide variety of professional and personal representational assistance to individuals and affiliates. While assignments are specific, the availability of staff to assist in emergency situations throughout the state and nation assure members that even in unusual circumstances they will receive appropriate assistance.

In order to assure local member involvement, OEA established UniServ Councils as an administrative agency to assist in program coordination. All locals shall be fully participating members of their assigned UniServ Councils. Except in single units where the UniServ Council and Executive Committee serve the same purposes, councils are not intended to replace set local programs, but instead The role of the UniServ Council is to identify the main priorities of all units in the council and with the help of assigned staff implement strategic efforts to address those priorities with the help of assigned staff. These priorities range from the first should include the fulfillment of the legal responsibility of member representation and assistance in developing long-range goals for personal representational and professional needs. These Priorities are further detailed in the state and national UniServ policies and local UniServ Council programs. However, all services must fit within the framework of the policies and programs of the unified local-UniServ unit-OEA-NEA: Aand the NEA UniServ Guidelines.

I. PROGRAM SUPPORT RESOURCES

UniServ Councils will be provided a copy of the proposed budget by field office before or at the budget hearings.

Annually, the OEA executive director shall notify the UniServ staff of the assigned budget in conformance with the OEA approved budget. Each year the OEA Executive Director or his/her designee shall notify each UniServ Council of its assigned budget. The assigned budget shall be by OEA field office rather than by individual Council. This provision of services and support is intended to cover normal operating costs within the Association’s capability and administrative rules and includes the following:

A. Assignment of Staff Assignment

The total cost includes salaries of assigned professional and secretarial associate staff whose terms and conditions of employment are defined under collectively bargained agreements and applicable laws.

B. Office Rent, Utilities and Maintenance

Rent, if applicable, utilities and maintenance will be reimbursed in accordance with actual costs as specified in a continuing lease on file with OEA shall be paid by OEA. Office space shall be provided based on the OEA’s minimum standards for UniServ offices.

C. Travel and Expenses

The estimated cost of travel and expenses associated with the assignments of UniServ Consultants and Associate Staff will be budgeted. Reimbursement shall will be at the rate allocated for the UniServ consultants per OEA administrative rules and applicable Collective Bargaining Agreements contracts.

D. Telephone and Internet Service

Local and long distance telephone service costs and the cost of providing internet service to each office will be budgeted incurred only by OEA staff. In addition, the cost of actual business related cell phone expenses for UniServ Consultants shall be included.

E. Capital Outlay

Equipment shall be provided based on the OEA minimum standards for UniServ offices.

F. Supplies

The provision of paper, stencils, duplication materials, copy machine, fax machine, postage and miscellaneous needs for the office including insurance, bonding and taxes on OEA staff and property adequate supplies for each office as per OEA Administrative rules.

G. Exceptions

Exceptions to the foregoing support resources listed above will be made only if the UniServ Council can demonstrated efficiencies or difficulties would result from the application of the foregoing that without such resources the UniServ Council(s)
would be unable to provide necessary services.

UniServ Councils will be provided with a copy of the proposed budget for its funded unit before or at the budget hearings.

II. ADMINISTRATIVE RULES FOR NEA-OEA PARTICIPATION IN UNISERV PROGRAMS

A. Each UniServ Council or a committee thereof shall annually review and evaluate the constitution, budget and program as related to the UniServ Council functions. Upon request, the NEA-OEA will assist in this process.

B. Within ninety (90) one hundred twenty (120) days following the close of OEA’s the Council’s fiscal year, the UniServ Council shall provide the OEA Executive Director with evidence that an audit of expenditures/expenses during the past twelve (12) months for each of the expense categories not directly paid for during the year by the OEA, but identified in the UniServ Council budget, has been completed. The review shall auditing committee shall consist of not less than three (3) persons, none of whom has been an officer of the UniServ Council during the fiscal year being reviewed, or the audit may be done by a licensed auditor or other competent person(s) or committee agreed to by the Council. The reviewers shall be independent from Council governance or committee structures. The review shall include a written report to the Council which may be used as evidence required by this rule who is not a member of the Council.

C. The UniServ Council will support and implement the objectives and the program of action of the unified local-UniServ Council- OEA-NeA United Education Profession.

D. Expenses incurred through the program support listed in Section I shall be the responsibility of OEA. Expenses incurred at the Council’s direction and not otherwise covered by OEA shall be paid by the Council. Payment of dues for such additional expenses may determine participation in those additional activities, but may not form the basis for depriving any member of governance rights, such as voting for interim director or voting for PIE director, and may not exclude the local from OEA-funded UniServ activities.

(Explanation: Section F clarifies the origin of privileges provided to all:

1) privilege of benefitting of participating in activities funded by UniServ Council dues may derive from be based on payment of UniServ Council dues;

2) privilege of voting on state-level issues and candidates derives is dependent on payment of state dues;

3) privilege of benefitting of participating in OEA-NEA funded services derives is dependent on payment of OEA-NEA dues.)

E. Program—At least biennially, there shall be an evaluation of the UniServ program.

1. The purpose of this evaluation is to provide the UniServ Council and the Board of Directors with an assessment of the United Education Profession Council program including staff effectiveness at the UniServ level. The assessment shall take place at a program conference between each the UniServ consultant(s), the OEA Executive Director or his/her designee, and local UniServ Council or its designee(s).

2. The UniServ program evaluation instrument will be filled out completed by the Council or its designee(s) in advance of the conference meeting. A written summary report of this conference will be prepared by the OEA executive director, Executive Director or his/her designee with copies provided to the OEA Board of Directors, UniServ Council Executive Director and the UniServ Consultant(s). If sufficient progress is lacking, a second conference will be scheduled.

3. If at any time program deficiencies appear, either the Council or the OEA Executive Director or his/her designee may request a joint conference.

F. Normally, special assignments of a consultant outside the his/her UniServ area will only be made with the approval of the
UniServ Council or its designee(s). However, in unusual circumstances (strikes, organizing efforts, etc.) the OEA Executive Director may assign UniServ staff to another UniServ Council within the OEA and/or NEA. Provisions will be made for staff assistance to the affected Council and local associations in case an unanticipated need arises during these assignments. The following procedure will be used when staff are to be assigned outside his/her UniServ area:

1. UniServ staff will not be assigned to work outside their assigned UniServ unit without first seeking volunteers. If no appropriate volunteer(s) is forthcoming, then the OEA Executive Director or his/her designee may assign staff to work outside of their UniServ unit. In any case, the Council President shall be notified of the assignment. Said notification shall include the start date as well as an anticipated date for the outside assignment to end. The notification shall also indicate what provisions will be made for staff assistance to the affected Council and local associations.

2. Should the affected Council object to the assignment, said objection shall be made to the Executive Director or his/her designee and will include the basis for the objection. If the basis for the objection cannot be resolved, then the Executive Director shall review the proposed assignment and make a determination.

3. When possible, at least two weeks prior notice will be given to affected Councils.

III. THE UNISERV CONSULTANT AND OTHER UNISERV STAFF

A. UniServ Consultant Responsibilities

The main purpose of the UniServ concept-structure is to bring provide competent professional field service to the local membership of the unified local-UniServ Council-OEA-NEA. Detailing the responsibilities of the UniServ consultant is left to the respective UniServ Councils who are charged with the responsibility of determining the priorities of services needed in their service units.

The UniServ consultant shall carry out the policies and programs of the local associations within the UniServ council.

1. The UniServ consultant's primary responsibilities are to:
   a. Represent member interests in personal-employment-related and professional matters, primarily through collective bargaining and contract maintenance.
   b. Develop programs for political action and legislation in coordination with the OEA Center for Public Affairs.
   c. Provide training in public relations and internal communications.
   d. Be aware of and utilize NEA-OEA resources.
   e. Coordinate UniServ, state and national resources into local association's activities, including professional development, instructional improvement and human relations.
   f. Help identify and train local leaders to become actively involved.
   g. Assist locals to develop creative programs and identify long-range goals.
   h. Deliver assist with NEA Member Benefits special services to members.
   i. Assist in the employment management of associate staff assigned to their office staff in accordance with UniServ Council policy and OEA personnel policies and applicable collective bargaining agreements.
   j. Coordinate and advocate national and state association programs and priorities with local associations and members.
   k. Maintain a record files as per OEA Records Retention List.
   l. Fulfill other duties connected with the UniServ office.
2. The OEA consultant job description and evaluation criteria make more explicit further clarify these responsibilities.

3. The UniServ consultant shall attend all OEA field staff meetings with the provision OEA shall provide that adequate notice of such staff meetings, are provided by OEA and that some The scheduling of such meetings regularity of occurrence will allow the UniServ consultant the flexibility necessary in his/her work with individuals or locals.

4. The OEA Executive Director or his/her designee will assist the UniServ Consultant in the establishment of such added responsibilities consistent with state and national guidelines or staff contracts which may be necessary to implement the Council program. All services must fit within the framework of the policies and programs of the unified local UniServ Council-OEA-NEA.

5. The UniServ Consultant will be evaluated at least biennially by the OEA Executive Director or his/her designee(s) in accordance with OEA policy.

B. Employment procedures of UniServ professional personnel

1. Notification of opening -
   a. All present current Oregon UniServ professional staff shall be notified in advance of general notification.
   b. General notification shall be made by the OEA Executive Director or his/her designee(s).

2. Preliminary screening applicants -
   a. Present UniServ Current professional staff who apply will be excluded excused from the preliminary screening.
   b. All new-external applicants shall be screened by the OEA Executive Director or his/her designee(s). The UniServ Council or its designee(s) may participate in the screening process.
   c. The Associate Executive Director for Advocacy & Affiliate Services and the UniServ Council will meet prior to the Council interview to define program emphasis and desired skills and experiences sought by the interviewing Council.

3. The following is a suggested list of the minimum qualifications for the position of UniServ consultant:
   a. Have an earned bachelor's degree, or equivalent.
   b. Have five years teaching experience or equivalent work experience.
   c. Have demonstrated leadership ability.
   d. Have familiarity with professional organization work, especially with the work of a local education association.

4. Final interviews and approval of appointments -
   a. Interviews shall be held within the UniServ unit if possible. The Council shall interview candidates recommended by the OEA Executive Director or his/her designee.
   b. The interviews shall be conducted by the Council's interview committee or Executive Committee and shall be assisted by the OEA Executive Director or his/her designee(s) of the OEA district(s).
   c. The final recommendation shall be made to the UniServ Council by the Executive Committee or the designated representatives and the OEA director(s) with the advice of other members of the interview committee.
   d. Ratification of the appointment of the staff member UniServ Consultant shall be according to the UniServ Council Bylaws or if Council Bylaws do not exist, procedures established by the affected locals.
   e. Notification of acceptance or rejection of the candidates shall be made by the OEA Executive Director or his/her designee as decided by the UniServ Council.
f. The successful candidate must be approved by the UniServ Council and the OEA Executive Director. If either disagree, the position shall be further posted again, if necessary, and further interviews will continue to be scheduled.

If budgetary limitations preclude the addition of staff not previously anticipated in the budget, or if such an allocation were to leave current staff unassigned, in the interest of maintaining a balanced budget, a UniServ consultant may be assigned for a limited time not to exceed three months to a Council where he/she was not approved.

This appointment will be submitted for action to the OEA Board of Directors if the affected UniServ Council is dissatisfied with the proposed assignment. It is understood that prior consultation with the UniServ Council will occur before an appointment, as outlined above.

g. UniServ professional personnel are employees of the OEA and are covered by the provisions of the Collective Bargaining Agreement between the Professional Staff Organization and OEA.

C. Employment of UniServ classified associate personnel

1. Each UniServ office shall employ at least one full-time secretary with the equivalent of the minimum of full OEA fringe benefits. UniServ Secretaries are employees of the OEA and are covered by the provisions of the Collective Bargaining Agreement between the Associate Staff Organization and OEA.

2. The applicants for secretary shall be interviewed by the UniServ consultant of OEA. Those applicants who are determined to be qualified for the position may be offered interviews. The interviews shall be conducted by a designee from OEA and the UniServ consultant and a joint recommendation of employment shall be made to the Executive Director. If a joint recommendation cannot be made, then the Executive Director will determine how to proceed.

3. The UniServ secretary shall be accountable to the UniServ consultant and to OEA.

4. The UniServ Consultant shall have the authority to employ or dismiss the office secretary consistent with OEA policies. Recommend dismissal of the UniServ secretary consistent with OEA policies, directives and the ASO Collective Bargaining Agreement.

D. Selection procedures for employment of staff shall comply with the fair employment practices established by the NEA-OEA.

E. Salary checks for the staff shall be issued by the NEA or OEA. The OEA will make all deductions for withholding tax, social security, retirement, etc.

IV. LOCAL AFFILIATE INVOLVEMENT PLAN

The Oregon Education Association (OEA) believes that an effective working relationship between UniServ staff members and the leaders of local affiliates is essential to providing members with the highest quality service. For this reason, presidents of local affiliates are afforded appropriate, meaningful input into the decision-making processes regarding employment, establishment of performance expectations and work priorities, and evaluation of UniServ staff members. Therefore, in order to ensure the continued success of the field service program, and to comply fully with the requirements of the Guidelines for the NEA UniServ Program adopted by the NEA Board of Directors on May 2, 2008, an Oregon Education Association Local Affiliate Involvement Plan (LAIP) was developed with input from the Cabinet for Advocacy and Affiliate Services. The OEA LAIP has been duly approved and is now established as the official policy of the organization.

Nothing in this plan shall in any way supersede, modify or nullify the terms of the collective bargaining agreement between the OEA and its bargaining units. In accordance with the NEA UniServ Guidelines, any conflict between the Guidelines or this Plan and the collective bargaining agreement(s) between the OEA and its staff organization(s) will be decided in favor of collective bargaining agreement.

A. The OEA LAIP provides the following:
1. Local affiliate involvement in the employment of UniServ professional staff members is covered under Article III.B of this policy.

2. Local affiliate involvement in the establishment of performance expectations and annual work priorities for UniServ staff members.
   
   a. In order to properly align services with local affiliate needs, OEA will conduct a program review of each UniServ Council at least biennially to determine which services provided by the UniServ Council and staff are of the greatest value to members and local leaders, what level of priority should be assigned by OEA to each category of service, and the level of satisfaction local leaders have with the delivery of each service.
   
   b. In addition the OEA will periodically conduct a statewide survey of all local association presidents to augment information gathered through program reviews.
   
   c. The results of statewide surveys will be carefully analyzed to determine if the work priorities of the statewide UniServ should be adjusted in order to conform to the changing needs of local affiliates. The OEA training for UniServ staff will be revised on an ongoing basis in response to the changing service needs of local affiliates.
   
   d. The Cabinet for Advocacy and Affiliate Services shall make recommendations concerning the types of programs developed and conducted by UniServ professional staff in order to meet the needs and priorities of local leaders at the state and UniServ Council level.
   
   e. Resolutions adopted by the OEA Representative Assembly establish policy directions and organizational priorities which OEA staff, including UniServ staff, has responsibility to implement.
   
   f. When UniServ professional staff members provide training or workshops at regional or statewide leadership conferences, written evaluations completed by those in attendance and feedback received by members of the Board of Directors will continue to be reviewed and given consideration by the Associate Executive Director for future conference plans.
   
   g. Input concerning UniServ Council needs will be solicited from members of the Board of Directors as part of the process of determining organizational priorities and work priorities.

3. Local affiliate involvement in the UniServ staff evaluation process.
   
   a. UniServ staff members are formally evaluated by Associate Executive Director for Advocacy & Affiliate Services during their twelve-month probationary period. Formal evaluations of probationary UniServ staff are required prior to the end of the fourth month of employment.
   
   b. Local affiliate presidents who have compliments or concerns are encouraged to share their feedback directly with the UniServ staff member. Local affiliate presidents may also share compliments or concerns directly with the Associate Executive Director. Input from local affiliate presidents is essential to an accurate assessment of the performance of probationary UniServ staff members. Any concerns that rise to the level of complaint shall be addressed through the complaint procedures outlined in the Collective Bargaining Agreement between OEA and PSO.
   
   c. Additional evaluations may be done as needed. UniServ staff members who successfully complete their probationary period are subject to a formal evaluation process every other year thereafter as per the Collective Bargaining Agreement between OEA and PSO.
   
   d. Local Affiliate presidents who have compliments or concerns are encouraged to share their feedback directly to the UniServ Staff member who has gained permanent status. Local affiliate presidents may also share compliments or concerns directly with the Associate Executive Director. Any concerns that rise to the level of complaint shall be addressed through the complaint procedures outlined in the Collective Bargaining Agreement between OEA and PSO.
IVY. STATUS AND REVIEW OF UNISERV POLICIES

Sections II and III are administrative policies for NEA-OEA participation in UniServ programs, and shall be reviewed periodically by representatives of the NEA-OEA and UniServ Councils.

VI. OEA /NEA UNSERV PROGRAM DISPUTE RESOLUTION PROCEDURE

A. Purpose

The Guidelines for the National Education Association UniServ Program require, in Articles III-B and XVIII-A-1, that each state develop a dispute resolution procedure to provide a process for resolving allegations that the Oregon Education Association has erred in the interpretation or implementation of the state or national UniServ Program as defined below. The purpose of this procedure is to secure, at the lowest possible administrative level, an equitable resolution to such complaints or disputes. All parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

B. Definitions

1. Complaint: An allegation by a local association affiliate affected by the dispute, that:
   a. The OEA has improperly interpreted a Grant Application. (NEA III-B)
   b. The OEA has improperly implemented a Grant Application. (NEA III-B)
   c. The state has improperly interpreted the state’s Local Affiliate Involvement Plan. (NEA III-B)
   d. The state has improperly implemented the state’s Local Affiliate Involvement Plan. (NEA III-B)
   e. The state has improperly interpreted a provision of the “Guidelines for the National Education Association UniServ Program.” (NEA XVIII-A-1-a)
   f. The state has improperly implemented a provision of the “Guidelines for the National Education Association UniServ Program.” (NEA XVIII-A-1-a)

2. Complainant: A complaint may be filed by a majority vote of the Executive Committee or Representative Council of a local association affiliate or UniServ unit through its president or a designated representative of the Committee/Council.

C. Timeline for Filing

A complaint must be initiated as per D.1 within 20 calendar days from the time of the event leading to the complaint or from the time the complainant should reasonably have known of the event. Should a complainant not receive a response within the timelines listed it may appeal to the next step. Should a complainant fail to appeal to the next step within the listed appeal period, the complaint shall be considered withdrawn. Timelines during the process may be modified for a reasonable period of time by mutual agreement of the parties to allow for scheduling of any necessary meetings or calls.

D. Procedure

1. Informal Stage,

The Representative of the complainant will contact the Associate Executive Director and discuss the complaint with the object of resolving the matter informally. The Associate Executive Director shall have ten days to respond.

2. Formal Stage.

Step 1. Lowest Level of Authority.

If the complaint is not satisfactorily resolved within ten calendar days of the discussion at the informal stage listed above in D.1., the Representative of the complainant may, within ten calendar days of the informal response, file a formal complaint in writing with the Associate Executive Director for the Center for Advocacy & Affiliate Services.

A written formal complaint must:

   a. List the specific provision(s) of the UniServ Guidelines, Grant Application, or State UniServ Program that is being contested, and
   b. Contain a detailed description of the complaint, including facts and rationale for the complaint.

The Associate Executive Director shall respond in writing within ten days of receiving the written formal complaint.

Step 2. Next Level of Authority.

If the complaint is not satisfactorily resolved at Step 1, the Representative of the complainant may, within ten calendar days of receipt of the
Step 1 response, appeal the complaint in writing to the OEA Executive Director who shall respond in writing within ten days of receiving the written appeal.

Step 3. Next Level of Authority (Last State Appeal Step).

If the complaint is not satisfactorily resolved at Step 2, the Representative of the complainant may, within ten calendar days of receipt of the Step 2 response, appeal the complaint in writing to the OEA Executive Committee who shall respond in writing within ten days after its next scheduled meeting subsequent to receiving the written appeal. The response shall include a statement that the OEA’s Dispute Resolution Procedure has been exhausted.

Step 4. NEA Regional Director

If the complaint is not satisfactorily resolved at Step 3, the Representative of the complainant may, within ten calendar days of receipt of the Step 3 response, appeal the complaint in writing to the NEA Pacific Regional Director who shall respond in writing within twenty days of receiving the written appeal.

Step 5. NEA Executive Committee.

If the complaint is not satisfactorily resolved at Step 4, the Representative of the complainant may, within ten calendar days of receipt of the Step 4 response, appeal the complaint in writing to the NEA Executive Committee which will attempt to resolve the dispute in accordance with the provisions NEA Article XVIII-A-1-b of the UniServ Guidelines. The decision of the Executive Committee will be final.

Appeals should be mailed to:

NEA CR UniServ Program
1201 16th Street N.W.
Suite 410
Washington, D.C. 20036

Motion to adopt Policy Proposal B as presented.

Caryn Connolly, Salem-Keizer EA moved and Stephanie Myhre, David Douglas EA seconded to amend Policy Proposal A to replace the proposed language in Policy 5000 I. F. with, “Adequate supplies shall be provided for each office as per minimum standards for OEA offices.” The Chair accepted this as an editorial change (no motion needed.)

Motion to adopt Policy Proposal A as presented with the above editorial change CARRIED.

Policy Proposal B

1000 OEA Goals & Purposes

1100 - Goals & Objectives

Goals

- OEA will be the lead advocate for a fully-funded public education system.
- OEA will develop and support leaders who advocate for education, social justice, community and labor issues.
- OEA will organize its members as advocates for professional compensation and benefits, improved working conditions and protection of member rights.
- OEA will be the voice and proponent for professional excellence in public education.
- OEA will be the primary resource for its members’ professional development.

Goal I. The top priority of the Oregon Education Association is to ensure that all students in Oregon receive a quality education. To meet this goal, OEA will pursue adequate and stable funding for public education.

Objective 1.1 To promote and support legislation that creates sufficient revenue to achieve adequate and stable funding for quality public education.

Objective 1.2 To qualify and support a ballot measure or measures that will create a revenue system to achieve funding adequacy.

Objective 1.3 To initiate and implement an external public awareness program that will educate the public on the need for adequacy and stability in the funding system for public education.

Objective 1.4 To implement statewide, UniServ, and local activities to advance the goal of adequate and stable funding for public education.

Objective 1.5 To work with other organizations, parent and civic groups, students, unions, and the business community to organize for the purpose of achieving adequate and stable funding for public education.

Goal II. Promote educational excellence for all students, and be a leader in
establishing and evaluating decisions on education issues.

Objective 2.1 To advocate high standards of achievement for all students.

Objective 2.2 To ensure that education employees participate effectively in decisions on educational issues.

Objective 2.3 To advocate that public educational agencies ensure an educational environment that enhances learning.

Objective 2.4 To promote a safe school environment.

Goal III. Build support for public education and education employees.

Objective 3.1 To advocate a free public education for every student.

Objective 3.2 To advocate for affordable access to higher education.

Objective 3.3 To promote confidence in public education and education employees.

Objective 3.4 To respond effectively to critics of public education.

Objective 3.5 To encourage community, business, and parental participation in public education.

Objective 3.6 To advocate for strong, well funded, affordable community colleges which encourage lifelong learning and provide a gateway to many futures.

Objective 3.7 To strengthen the OEA through issue-oriented coalition relationships with other organizations and agencies.

Objective 3.8 To elect school board members and legislators who support the United Education Profession concepts.

Goal IV. Secure and expand personal, professional, legal, and human rights for all school employees.

Objective 4.1 To prevent violation of human and civil rights of teachers and other school employees, and to help those whose legal rights have been violated or threatened.

Objective 4.2 To achieve exemplary personal and professional benefits for teachers and other school employees through a coordinated program of collective bargaining, and political and legislative action.

Objective 4.3 To foster the inclusion of a competitively priced OEA Choice program with a comprehensive benefit package in local contract negotiations.

Goal V. Help members achieve professional excellence and meet the demands and stresses of their jobs.

Objective 5.1 To advocate resolution of instructional concerns of the profession.

Objective 5.2 To develop programs in instruction and professional development based upon professional excellence and membership needs.

Objective 5.3 To influence programs in professional preparation.

Objective 5.4 To increase professional self-governance through an independent Teacher Standards and Practices Commission which is comprised of a teacher majority.

Objective 5.5 To develop strategies concerning coping with the demands and stresses of the workplace.

Objective 5.6 To increase professional autonomy through greater access to technology.

Goal VI. Pursue organizational excellence including systematic communications with members, and involvement of members in decision-making.

Objective 6.1 To maintain a full-time teacher membership of at least 95 percent of the potential, increase membership in current OEA affiliates, and create new affiliates of school employees.

Objective 6.2 To build and maintain strong local associations.

Objective 6.3 To communicate effectively with members, and to enhance member participation in decision making.

Objective 6.4 To maintain the financial strength of the Association at a ratio of at least three to one between current assets and current liabilities, and a ratio of three to one between equity and total liabilities.

Objective 6.5 To attain a net value between current assets and current liabilities of three twelfths of the following year's budget as soon as possible, and maintain it...
Objective 6.6 To continue a high level of OEA-PIE membership.

3000 - GOAL AREAS

POLICIES 3100 through 3600, would be edited to remove the Goal language from the title only. The text within each policy would not be changed:

3100 – GOAL I: THE TOP PRIORITY OF THE OREGON EDUCATION ASSOCIATION IS TO ENSURE THAT ALL STUDENTS IN OREGON RECEIVE A QUALITY EDUCATION. TO THIS GOAL, SECURE ADEQUATE AND STABLE FUNDING FOR PUBLIC EDUCATION.

3200 - GOAL II: PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND EVALUATING DECISIONS ON EDUCATION ISSUES

3300 - GOAL III: BUILD SUPPORT FOR PUBLIC EDUCATION AND EDUCATION EMPLOYEES

3400 - GOAL IV: SECURE & EXPAND PERSONAL, PROFESSIONAL, LEGAL, AND HUMAN RIGHTS FOR ALL SCHOOL EMPLOYEES

3500 - GOAL V: HELP MEMBERS ACHIEVE PROFESSIONAL EXCELLENCE AND MEET THE DEMANDS AND STRESSES OF THEIR JOBS

3600 - GOAL VI: PURSUE ORGANIZATIONAL EXCELLENCE INCLUDING SYSTEMATIC COMMUNICATIONS WITH MEMBERS AND INVOLVEMENT OF MEMBERS IN DECISION-MAKING

Motion to approve Policy Proposal B as amended CARRIED.

POLICY PROPOSAL C

2420 – CABINETS, COMMITTEES & TASK FORCES

I. GUIDELINES

L. The Human and Civil Rights Committee advocates for social justice, equity and equal access for all. The Committee will be responsible for proposing policies and activities to attain equitable treatment for all and eliminate all forms of discrimination at all levels. The committee will provide OEA members access to resources, materials, tools and training to help create great public schools for all students.

Membership on the Committee will be inclusive of all, including but not limited to a representative from the GLBT Caucus, a representative from the Women’s Caucus and ethnic minority representatives.

Motion to approve Policy Proposal C as presented CARRIED.

President Rasmussen returned to the podium to conduct the following portion of the agenda.

NEW BUSINESS ITEMS

A. Allan Bruner, OEA Board Director moved and Mary Malone, OEA Board Director seconded (on behalf of the OEA Board of Directors) that the OEA President will appoint a task force comprised of governance, members and staff which is representative of all three OEA regions. The purpose of the task force will be to review and revise the objectives in policies 1000-1100 and 3000-3600 to assure alignment with the new goals. The task force will provide updates to the OEA Board and all recommendations for action at the 2011 OEA RA will be forwarded to the appropriate committee.

Motion to approve New Business Item A CARRIED.

1. Paul Duchin, Eugene EA moved and Merri Steele, Eugene EA seconded that the OEA President appoint an ad hoc committee that will recommend to the OEA Board by December 1, 2010 a process to determine the statewide average teacher’s salary.

Motion to approve New Business Item 1 FAILED.
2. Charlie Johnson, Beaverton EA moved and Meagan King, Beaverton EA seconded that the NEA Charter of OEA as an affiliate organization be included in the OEA Handbook. If the charter cannot be located (as is the case currently) that a new charter be drafted between NEA and OEA for re-ratification at the 2011 RA.

   Motion to approve New Business Item 2 CARRIED. Division was called. Motion CARRIED.

3. Walt Hellman, Hillsboro EA moved and David Dugo, Portland AT seconded that The OEA Board is directed to form a committee by September 2010 to propose how organized statewide or regional (multiple UniServ) worksite actions might be utilized to promote quality working conditions and education in Oregon public schools.

   The committee will have a majority of members consisting of local leaders experienced in bargaining and will be representative of the state.

   The report should include recommendations including what actions might be taken, the mechanics of how OEA would organize them, what actions OEA would need to take to create a climate in the state for success of these actions and a timeline for developing the capability for statewide organized worksite actions.

   The report should be available to membership by Feb. 1, 2011.

   Motion to adopt New Business Item 3 CARRIED.

4. Kathy Newman, Hillsboro EO moved and Judy Svoboda, Springfield EA seconded to direct the OEA Board of Directors to organize and host a symposium focused on education innovation and reform. For efficiency of resources, the planning would occur at Summer Leadership Academy with the symposium to be held after the November elections.

   Motion to adopt New Business Item 4 CARRIED.

5. Robert Bart, Hood River County EA moved and Colby Tonn, District 21 EA seconded to fund the Promising Practices grant at its previous 09-10 level.

   Considerable debate followed. Brenda Jenson, Klamath Falls EA moved and Bonita Fillmore, Klamath County EA seconded to close debate CARRIED.

   Motion to adopt New Business Item 5 FAILED.

End of New Business Items.

CREDENTIALS REPORT:
Pam Morris, Credentials Committee Chair, reported 662 delegates had been duly certified and seated for the second session of the 2010 Representative Assembly.

Pam recognized the following local associations which met or exceeded the requirement of OEA Bylaw III. 2. B. which specifies that OEA RA Delegates shall be in proportion to the ethnic minority membership of each local association:

1. Canby EA
2. Clackamas CC ACE
3. Dallas EA
4. Eugene EA
5. Forest Grove EA
6. Greater Albany ACE
7. Klamath Falls ACE
8. Lake Oswego EA
9. Lebanon ACE
10. Lebanon EA
11. Mt. Hood CC PT FA
12. Multnomah County ESD EA
13. North Clackamas EA
14. Northwest EA
15. OEA-Retired
16. Ontario EA
17. Phoenix-Talent EA
18. Salem-Keizer EA
19. South Lane EA
20. Three Rivers EA
21. Tigard-Tualatin EA
22. Woodburn EA
23. Wy’East EA

Mary Malone, Roseburg EA moved and Pat Pecorilla, Roseburg EA seconded that the Credentials Report be accepted CARRIED.

NEA PAC REPORT:
The final amount that the delegation raised for the NEA Children’s Fund was $8,435.
OEA-PIE REPORT:
The final amount that the delegation raised for OEA-PIE was $3,530.

CANDIDATE ANNOUNCEMENTS FOR THE 2011 OEA RA:
Al Spencer, Tigard-Tualatin EA, announced that Gail Rasmussen will run for OEA President at the 2011 OEA Representative Assembly.

Jeff Hellman, Fern Ridge EA announced that Hanna Van dering will run for OEA Vice President at the 2011 OEA Representative Assembly.

Steve Anderson, Hermiston AT announced that John Larson will run for NEA Director at the 2011 OEA Representative Assembly.

With no other business, the 2010 OEA Representative Assembly was adjourned at 4:17 p.m. by President Gail Rasmussen.

Submitted by:
Joanne Steinhart, Secretary to the OEA Representative Assembly

These minutes are unofficial until approved at the 2010 OEA Representative Assembly.
ACTION ITEMS

TAB
NO PROPOSED CHANGES

Rule 1. The President of the Association or the President's designee shall preside at the meetings of the Representative Assembly.

Rule 2. The Assembly shall have an official Parliamentarian to advise the presiding officer and to help delegates who wish to submit motions. Parliamentary questions raised on the floor must be directed to the presiding officer. The presiding officer rules on all procedural questions. Delegates wishing to challenge a ruling may do so. The decision will then be made by a majority of the delegates.

Rule 3. The Credentials Committee shall report the number of delegates and alternates registered.

Rule 4. A member registered as an alternate can, upon clearance by the Credentials Committee, be transferred from alternate to delegate at any time during business meetings. An alternate once seated as a delegate cannot be replaced by the original delegate until the next scheduled meeting break (lunch - recess of the session).

Late registrants shall be seated during the first and second session of the OEA Representative Assembly.

For initial and runoff elections, the delegate registered 15 minutes before the polls open shall be the official voting delegate for that election.

Rule 5. Members shall be required to wear the badge issued by the Credentials Committee for admission to the assembly hall.

Rule 6.

a. All amendments to OEA Bylaws, policies, and legislative objectives as well as proposed new business items shall be accompanied by a 175-word or less statement of rationale and shall include the name of the sponsoring delegate or group. In addition, each of the proposed amendments and new business items shall be accompanied by the name and UniServ Council of a contact person.

b. All motions which encumber the Association with expenditures shall include an estimate of the expenditures which shall be provided by the Executive Director and presented to the delegates. If adopted, Representative Assembly actions which encumber the Association with expenses shall be implemented by the OEA Program/Budget Committee and the Board of Directors.

Rule 7.

Bylaws/Policies:

a. Proposed amendments to the Bylaws will be considered only if they are submitted sixty days prior to the Representative Assembly and in accordance with the Bylaws. Amendments to proposed amendments may be made from the floor only if they do not go beyond the scope of the amendment as it was submitted sixty days in advance and published.

Proposed amendments to Policies must be submitted sixty days in advance.

b. The Bylaws committee collects and edits proposed Bylaws and Policy changes but may not make any substantive alterations. It also presents proposed amendments to the Assembly for voting. A two-thirds affirmative vote is required to adopt any proposed Bylaw amendment.

Policy changes are enacted by majority vote. Goals are part of Policy.

Rule 8. Resolutions:

a. Each year, the Resolutions Committee shall review OEA’s Resolutions and propose any changes that would more clearly state OEA’s positions on critical issues facing education employees. The proposed changes will be provided to delegates in advance of RA.

b. Delegates who wish to make changes or additions to the Resolutions must submit their ideas, in writing, to the Committee. This may be done in advance of the RA or at any time before the end of the Resolutions Committee hearing(s). After the hearing(s), the Committee shall meet to consider proposals they have received. If the Committee decides to make any further changes, it will provide copies of the changes to the delegates.

c. The Resolutions Committee shall present the Resolutions (as changed by the Committee) to the RA and make a motion for approval.
d. Debate, including motions to amend, will be allowed only on the Resolutions for which changes are proposed by the Committee or by delegates. Any delegate who proposes an amendment to a Resolution, in a timely manner, to the Resolutions Committee will be allowed to make a motion on that Resolution on the RA floor.

e. After all debate, a vote will be taken to approve the entire list of Resolutions, including any changes.

Rule 9. New Business:

A New Business Item submitted by any delegate in writing prior to Friday at 10:00 p.m. will be distributed to the Saturday morning Caucuses. All New Business Items must be submitted prior to Saturday morning at 10:00 a.m. The New Business item shall also include a statement of rationale and will be printed with the name and board district number of mover included.

Rule 10. Legislative Objectives:

a. The proposed Legislative Objectives will be provided to delegates and a hearing will be held.

b. Delegates may propose additions or changes to the Proposed Legislative Objectives by submitting their changes, in writing, to the chairperson of the Legislative Advisory Council no later than the conclusion of the hearing(s).

c. After the chairperson of the Legislative Advisory Council makes a motion to approve the proposed Legislative Objectives, motions to amend will be accepted only if they have been properly submitted by the close of the hearing(s).

d. Votes on motions shall be by voice. On the request of any delegate, however, a standing division of the Assembly shall be taken. On the request from a delegate there shall be a roll call, provided that when this request is put to the Assembly, the request is supported by one-third of the delegates present. The roll call shall be by Board District, with the individual delegate votes counted and reported by the Board Director or designee.

e. Amendments to motions shall be presented in writing to the Recording Secretary prior to or simultaneously with presentation of the amendment.

f. Any delegate may call for a caucus; a majority vote of the delegates present shall determine if the Assembly will be recessed for caucus.

g. OEA Board Directors shall be members of the Representative Assembly without voting rights; Directors have all other privileges of the Assembly including the rights to make motions, second motions, and take part in floor debate.

h. On any motion, debate shall alternate between pro and con as follows:

In the event no speaker wishes to be recognized in opposition to the first speaker, debate shall be closed except as follows.

If after the maker of the motion has been allowed to speak in favor of the motion, no speaker wishes to speak in opposition to the motion, one additional speaker in favor will be allowed.

After this, if there are still no speakers wishing to speak in opposition, debate will be closed.

If, however, after two delegates speak in favor, there is a speaker in opposition, debate will then continue, alternating between pro and con.
Rule 12. Candidate election procedures:

a. A member is considered nominated upon receipt of completed nomination forms, or upon nomination from the floor. Courtesies extended to candidates, such as display space, will not be extended to anyone prior to their being nominated.

b. For each office the president will announce the names of members who have been duly nominated as candidates and will allow additional candidates to be nominated from the floor. No nominating speeches or statements will be allowed. (Nominations do not require a second.)

c. Each candidate for President is allowed 5 minutes to address the delegates. Delegates shall have 20 minutes to ask questions of Presidential candidates. Each question shall be answered by all candidates and candidates shall rotate the order in which they answer questions. Questions will be limited to 1 minute, answers will be limited to 3 minutes. In the event there is only one candidate, question time will be limited to 10 minutes.

d. Each candidate for State Vice President is allowed 5 minutes to address the delegates. Delegates shall have 20 minutes to ask questions of State Vice Presidential candidates. Each question shall be answered by all candidates and candidates shall rotate the order in which they answer questions. Questions will be limited to 1 minute, answers will be limited to 3 minutes. In the event there is only one candidate, question time will be limited to 10 minutes.

e. Each candidate for Regional Vice President will be allowed 5 minutes to address the delegates. Question and answer time will not be provided for Regional Vice Presidential candidates as a part of the regular session agenda.

f. Each candidate for NEA Director will be allowed 5 minutes to address the delegates. Question and answer time will not be provided for NEA Director candidates as a part of the regular session agenda.

g. Each candidate for Ethnic Minority Board Director, ESP Director and ESP Proportional At-Large Director will be allowed 3 minutes to address the delegates.

Rule 13. Candidate Campaigning

a. Candidates may place material only on the delegate tables in the Assembly room. Distribution of the material may not take place while the RA is in session and may not disrupt any RA business including hearings.

b. Campaign material placed on delegate tables may not be larger than 11” x 17” and may not be more than 9” tall.

c. No campaign material may be distributed or posted in any hearing rooms.

d. Regional caucuses may establish their own rules about campaigning during their caucus but must treat all candidates equally.

e. Campaigns may not cause disruption to the business of the RA.

Rule 14. Notices for announcement to the Assembly shall be in writing, signed by the person under whose authority the announcement is issued and shall be submitted to the President.

Rule 15. Delegate expense vouchers shall be submitted to the OEA within 30 days. Vouchers not received within 30 days may not be paid.

Rule 16. Items that have already been adopted for action by the Assembly, if resubmitted, shall be listed as "previously adopted items" and shall be readopted, unless amended or deleted.

Rule 17. The rules governing the Assembly which are not stated explicitly above shall be the rules contained in the current edition of ROBERT’S RULES OF ORDER NEWLY REVISED.

Rule 18. There shall be no smoking in the display areas, or on any of the hotel floors in which OEA meetings or other OEA official functions are scheduled; except in OEA designated areas.

Rule 19. When a chairperson is not a delegate, he or she may not make motions on behalf of his/her committee or council and shall appoint another delegate to do so.

Rule 20. Meetings in conflict with the RA, hearings or regional caucuses, may not be scheduled without the approval of the OEA president because delegates are expected to attend all RA
business sessions and to attend hearings and their regional caucus.

Rule 21. Display space or meeting rooms may be allocated to candidates or groups. Since space is limited, requests should be made as soon as possible, but no later than three weeks before the RA. Allocation will be made or refused based on these priorities:

a. Official OEA committees, projects, groups.

b. Candidates for OEA elected office - if they have been nominated.

c. Groups endorsed by OEA - Trusts, California Casualty, etc.

d. NEA

e. Oregon local EAs and Councils

f. Special Interest Caucuses

g. Individual members wishing to promote activities that advance or are compatible with OEA/NEA goals or projects.

Any requests received within three weeks of the OEA RA will be considered on a space available basis only.

Rule 22. Minutes of the OEA RA will be posted on the OEA member web site within 30 days of the adjournment of the Representative Assembly.

Rule 23. The OEA Board of Directors is empowered to approve proposed changes to these OEA RA Rules. The (changed) Rules will be available at Mini RAs and will be subject to approval by the RA.
**PROPOSED NEW BUSINESS ITEM A**

That the OEA President will appoint a representative task force comprised of governance, members and staff. The purpose of the task force will be to consolidate and review OEA’s strategic work to date and launch a Strategic Action Plan. The task force will provide regular updates to the OEA Board. The Board will forward recommendations to the appropriate committees for action by the 2012 OEA RA.

**Moved by:** the OEA Board of Directors.

**Rationale:** At the 2010 OEA RA delegates adopted a new Mission, Vision, Core Values and new Goals. Five goal work groups then began a process to develop strategies and tactics to help us reach our goals. Now it's time for us to compile the recommendations from the work groups and other committees and task forces and put a plan in motion. Our fiscal reality requires OEA to look at our organizational structure and develop a Strategic Plan that aligns our budget with our goals to ensure OEA is on a sustainable path to success.

**Cost Implication:** $3,000.
PROPOSED 2011 LEGISLATIVE OBJECTIVES

NO PROPOSED CHANGES

The Board of Directors forwards the Proposed Legislative Objectives with a Do Pass Recommendation

PREAMBLE

The Oregon Education Association supports public policy decisions that protect students and public education. Because OEA represents all categories of school district and community college employees, the interests of the membership are varied. OEA focuses its legislative objectives on areas of common interest to its members, ever mindful of the need to protect and advocate for children and education.

OEA’s public policy positions are based on four criteria:

- ensuring children’s health and safety by support of safe schools and healthy learning environments;
- strengthening public education through support of adequate and stable school funding;
- maximizing student learning by providing for professional development, classroom technology, and support of Oregon’s community college system;
- respecting school employees, including collective bargaining rights, ensuring an adequate retirement system, and involving educators in decision-making processes.

All legislative and electoral proposals must “measure up” to these criteria in order to be supported by the Association. On the following pages are the primary policy concerns of OEA as they relate to these criteria.

1. PROTECTING CHILDREN’S HEALTH & SAFETY

SPECIAL PROGRAMS:

BACKGROUND:

Many special education programs are becoming victims of the cost-cutting process or are being included in the regular school curriculum. The federal program requirement for students with disabilities is funded through IDEA funds at approximately 17% of total cost, despite original promises to underwrite 40% of this mandated service. The fastest-growing population of students in Oregon schools is the so-called “low-incidence, high-cost” students. Several recent legislative responses have been the creation of a high-cost disability fund for students whose educational expenses top $30,000 per year and the 2009 move to close the School for the Blind and return students to their home districts, with extra educational resources to aid districts with that transition.

English-language learners are another fast-growing segment of Oregon schools. In some districts, more than 80 different native languages are spoken in student homes.

OEA believes that maintenance and, in some situations, extension, of programs serving students’ special needs is a top priority of the Association.

RECOMMENDATIONS:

1. Fully recognize special programs in the funding formula for distribution of funds in K-12 districts.

2. Fund early childhood education and Head Start to reflect the actual number of students eligible for the programs.

3. Ensure that the special needs of teachers, educational support personnel, and students at special institutions – including Hillcrest, MacLaren, and Oregon State School for the Deaf be a continuing priority of the OEA.

4. Advocate for sufficient funding for all programs mandated at either the state or federal level.
DISCRIMINATORY PRACTICES

BACKGROUND:

Discriminatory practices in the schools are harmful to the health and safety of children. OEA believes that such practices are not in the best interest of education employees or of the citizens of the state. Ending discrimination wherever it exists – including in Oregon schools – is therefore one of the highest priorities of the OEA.

Means to end discrimination are varied and include legislative remedies, careful monitoring of executive agencies, utilization of the collective bargaining process, litigation, and high-quality multicultural education. In three recent legislative sessions, Oregon has passed legislation to curb and respond to bullying of students by their peers.

RECOMMENDATIONS:

1. Support grants for the development of non-discriminatory curriculum—curriculum offerings that present fair, accurate, and unbiased information about the characteristics and accomplishments of racial, ethnic, and sexual minorities, and individuals with disabilities.

   Additionally, curriculum should recognize the presence and influence of women throughout history and correct the marginalization of women and girls in the curriculum. Educate all students in full equality and opportunity, regardless of race, ethnicity, sexual orientation/gender identification, sex, or disability.

2. Support the development of guidelines for eliminating discriminatory materials in textbooks. Also support a prohibition against school districts using any textbooks or other teaching materials not consistent with such guidelines.

STUDENT VIOLENCE AND GANG ACTIVITY

BACKGROUND:

Effective teaching and student learning can take place only in an environment free of physical danger and fear. Schools should be safe havens for both students and employees. The presence of chronically disruptive students, weapons, drugs, and gangs jeopardizes the quality of learning environments. OEA’s school safety legislation of 2008 and 2009 were enacted to ensure that staff are made aware of the presence of students who have been charged or adjudicated for commission of violent crimes. This confidential notice requirement is designed to enable staff to ensure the safety of the subject student, his or her peers, and the general school community.

RECOMMENDATIONS:

1. Increase the alternatives available to judges and probation officers who are responsible for supervising juvenile offenders.

2. Review the required steps prior to adjudication with an emphasis on taking into account the public’s need to be protected, as well as the due process rights of the juvenile.

3. Increase state financial support for providing a greater range of post-conviction alternatives for early-stage serious offenders.

4. Ensure that schools and school personnel who have responsibility for a minor involved in the juvenile justice system or other social service agency have access to court/agency records for official use.

5. Ban the sale and interstate transportation of automatic and semi-automatic paramilitary assault weapons.

6. Require a waiting period before purchasing automatic and semi-automatic paramilitary assault weapons as well as handguns.

7. Support legislation with the intent of protecting staff and students from classroom, campus/extracurricular, and duty assignment violence.

8. Support efforts to prevent violent behavior and to protect students and staff from violence caused by students to the extent possible under federal law.

9. Support legislation to address classroom and student safety that requires speedy notification of all school district staff and subcontractors who interact with any given student who has been convicted of any violent or sexual crime. Notification should be by means of a
confidential generic note of caution, followed by a list of observable behaviors that should be reported to the employees’ immediate supervisor.

10. Support the right of school districts, education service districts, and community colleges to ban weapons, including handguns, from their campuses and school activities off-campus.

MISCELLANEOUS

RECOMMENDATIONS:

1. Support funding for welfare benefits for low-income families.

2. Oppose any initiative petition or legislation that attempts to institute an English-only law in Oregon.

3. Support coalition efforts to eliminate exploitation of individuals under 21 years of age.

4. Oppose any legislation restricting services to undocumented residents. (OEA supports providing appropriate educational opportunities for all children living in Oregon.)

5. Advocate for other safety-related efforts to protect the school community from such phenomena as indoor air quality, school-zone traffic dangers, and other health and safety concerns.

6. Advocate for legislation that would require employers to allow employees to use sick leave, vacation time, compensatory time, or other time for parent/guardian school involvement activities.

2. STRENGTHENING PUBLIC EDUCATION THROUGH STABLE & ADEQUATE FUNDING

SCHOOL FINANCE

BACKGROUND:

Since 1990, due to voter-passed property tax limitation ballot measures, the major responsibility for funding Oregon’s schools has shifted from the local level to the state General Fund. The state’s share of funding for schools has increased markedly, from less than 30% in the early 1980s to approximately 70% in the 2009-2011 biennium.

The adjustments have not been made without problems, as the additional reliance on state funding has resulted in major changes in the distribution formula and has put K-12 education in competition with other vital services for funding. The funding formula, originally designed to provide equal per-student resources to all areas of the state, has been under siege by some legislators seeking to direct a larger share to their own districts or who see the formula as a means of rewarding or punishing districts. OEA and its education allies have systematically opposed all efforts to distort the formula for these ends.

Legislative attention to school funding has also resulted in the development of a system of determining optimal funding (the Quality Education Model), of “essential budget-level” or current-services funding, and of policy to aid districts with new sources of capital improvement resources. Meanwhile, unfunded educational policy mandates from both federal and state levels as well as ballot measure enactments put new cost pressures on public education – all without new resources to support them. In 2009, the Oregon Supreme Court found that the state had systematically failed in its constitutional obligation to fund schools adequately.

RECOMMENDATIONS:

1. Pursue legislative appropriations in an amount sufficient to allow full implementation of the Quality Education Model and that accounts for the cost-of-living adjustments for all school districts and ESDs. OEA believes that the appropriations should meet this current service level calculation first (see #5, below), and then, as resources permit, add back programs/services/staffing lost in periods of budget reductions. Additional available resources should enhance budgets according to the Quality Education Model’s recommendations and the priorities established in these Legislative Objectives. Funding for public education should be sufficient to fully underwrite state and federal education mandates and goals, pursuant to Oregon’s Constitution Article VIII, Section 8. This includes maintenance of class sizes.
appropriate to meet academic standards and student needs without fiscally undermining other school programs to achieve class size goals.

2. Protect the distribution formula weighting components to ensure that they continue to reflect the number of students included in the following categories:

   a. students eligible for an English-as-a-Second-Language (ESL) program—money received for these students must be used for those students and criteria for what constitutes an adequate ESL program must be established;

   b. students identified as neglected and/or delinquent;

   c. students involved in special education programs;

   d. students from economically deprived families.

3. Protect elements in the distribution formula that reflect teacher experience and necessary small schools. (per ORS 327.077)

4. Maintain transportation as a priority in the distribution formula.

5. Pursue K-12 budgets that provide cost-of-living increases and additional funding to reflect enrollment increases as a top priority.

6. Support changes in the Oregon tax structure to make it fair to all taxpayers, provided that the result is adequate to fund the general positions contained herein.

7. Support repeal or substantial modification of the state expenditure limitation.

   Explanation: The first state expenditure limitation was passed as part of a total school finance and government reform package in 1979. It provided that the total General Fund appropriation for the biennium shall not exceed the amount expended during the previous biennium, increased by the percentage of increase in personal income during that period. In 2001, the Legislature revised the spending limit to tie it to personal income growth and to make exceptions for such uncontrollables as citizen-passed initiatives. Anti-tax activists have worked since then to impose much stricter spending limits, such as those based on population and inflation or straight percentile caps, which threaten to devastate public services because they are not tied to legitimate cost drivers.

8. Support repeal or substantial modification of the 2 percent kicker.

   Explanation: At the conclusion of each Legislative Assembly, legislative analysts determine how much revenue may be anticipated from each source. If the income from either individual or corporate taxpayers exceeds these projections by more than 2 percent, then the difference between projected and actual revenues is refunded to the category of taxpayer (individual or corporate) whose taxes came in over projections. The program is flawed for a variety of reasons. First, it allows the staff members who make the projections to determine tax policy for the state and the maximum amount of payments to be made by various categories of taxpayers. Second, the projections do not reflect the share of government expenditures paid by a specific category of taxpayer. For example, a forecaster may project a down year for business, but when earnings turn out better than projected, that category of taxpayer would receive a refund, even though its share of government expenditures had been reduced because of the more pessimistic forecast of the projections. Timing of rebates is also problematic because the kicker is sent even if the state is heading into or out of a recession. Because the kicker law wasconstitutionalized in 2000, it is politically difficult to suspend it even when state resources are inadequate to fund vital programs. In prosperous times, furthermore, the state cannot capture these unanticipated resources for a “rainy-day” fund, as most states do.

9. Support funding of infrastructure and technology needs that are financed over and above the K-12 General Fund appropriation.

10. Support the ability of local school districts to raise revenues over and above an equitable
state appropriation that has adequately met the needs of the district to provide a strong, basic education, reflecting all previously mentioned considerations with respect to enrollment growth, inflation, and special circumstances.

*Explanation:* In 1999, the Legislature granted a local-option right to school districts, and in 2000, voters approved an OEA-backed initiative to help districts with lower property wealth succeed in passing such levies by offering a state match. Despite these efforts, poorly resourced areas of the state have had difficulty getting these proposals passed. Also, because of the double-majority turnout requirement, some school districts passed local options only to have the elections invalidated because fewer than 50 percent +1 of eligible (registered) voters cast ballots in the local-option election. In 2008, voters supported a constitutional change to the double-majority law, ensuring that only a simple majority of voters would be required for passage of property tax-related increases proposed on any regular (May or November) ballot.

11. Support regional service delivery to students served by education service districts (ESDs). If ESDs consolidate, merge, or change boundaries for any reason that results in the formation of new entities, OEA supports these transformations only if the impacts and results are favorable to staff, students, and educational quality and prioritize these considerations against demonstrated economic efficiencies and governance efficacy. In assessing any proposed ESD change, the following factors shall be considered:

   a. Impacts to students, including access to services, educational quality, and resource sufficiency.

   b. Impacts to employees, including travel time and distances, workplace hardships, isolation, and compensation.

   c. Overall cost implications in the short and long terms.

   d. Transparency and accountability of new governance structure compared to that which it will replace.

**MISCELLANEOUS**

**RECOMMENDATIONS:**

1. Support legislation that requires public school districts to build K-12 schools within their own school district boundary. Exceptions should occur only with concurrence of the receiving district.

2. Support legislation to finance capital construction through such methods as school impact fees or systems development charges, which enable growth to pay for itself.

3. **MAXIMIZING STUDENT LEARNING:**

   **COMMUNITY COLLEGES**

   **BACKGROUND:**

   The Legislature initially envisioned a comprehensive but unique role for community colleges. They were developed to provide comprehensive college transfer programs, professional-technical education, and adult continuing education offerings for the acquisition of new skills to keep pace with a changing economy. Priority was also placed on location – it was stated that facilities should be located within commuting distance of a substantial majority of students. Community colleges create access to higher education for all Oregonians, especially for non-traditional students.

   The Oregon Education Association, with the full involvement of the Community College UniServ Council, will support Oregon’s community colleges. Central to that support is to publicize the Oregon Legislature’s failure to abide by state statutes and, through our OEA lobbyists, to hold the legislators accountable specifically for Oregon Revised Statutes 341.009(17), which states, “The cost of education to the individual should be sufficiently low to permit students of low-income families to attend. This is particularly true of tuition costs.”

   OEA believes community colleges responded well to the original charges of the Legislature. In recent years, however, demands for expansion of lower-division offerings, extension of retraining opportunities for displaced workers, and the need for increased coordination of programs with elementary and secondary school districts
(including education reform programs) have expanded their original mission.

Furthermore, as budget allocations have eroded in recent years, campuses have been forced to cancel class offerings, amass long waiting lists of prospective students, reduce staff, delay capital improvements, eliminate services, and raise tuition. These actions undermine the fundamental goal of widespread access to post-secondary education.

RECOMMENDATIONS:

1. Ensure that the appropriation for community colleges be sufficient to maintain existing programs including growth and additional programs mandated by the Legislative Assembly.

2. Ensure that the distribution of community college funding be determined at the administrative level, following input from the involved community colleges.

3. Retain locally elected community college boards as the primary decision-makers for community college districts.

4. Ensure that discretionary funding sources be available for each community college.

5. Pursue state funding for capital expenditures.

6. Ensure that community college employees be involved with the boards, committees or commissions that are charged with community college decision making.

7. Curtail the practice of overusing part-time faculty at Oregon’s community colleges through innovative approaches that balance the needs of employees, students, and program integrity, with respect to staff compensation and student learning needs.

GOVERNANCE OF EDUCATION

BACKGROUND:

Funding has shifted from the local level to the state, and many in state government are advocating for increases in the state’s decision-making authority. Powers of the state Superintendent of Public Instruction have expanded and the State Board of Education has imposed additional restrictions and increased testing requirements on local school districts. The Oregon Department of Education is also assuming a greater role in evaluating districts. Because of decentralization and the assumption of greater power by the state, local school boards’ authority and responsibility has been diminished.

RECOMMENDATIONS:

1. OEA shall recognize local district boards as the major decision-making bodies of local school districts in the state. OEA opposes legislative interference in local school district decision-making that is based on a rationale that state government’s power to allocate citizen tax revenues justifies the intrusion.

2. State entities having responsibility for determining or evaluating education policies should have teacher representation.

EDUCATION REFORM

BACKGROUND:

Public education in Oregon has undergone massive changes since the 1991 passage of the Education Reform Act of the Twenty-first Century (HB 3565) and because of subsequent changes resulting from 1995 legislation (HB 2991). Other legislation relating to governance, testing, early childhood education, school district reorganization and charter schools is also having an impact. OEA is supportive of the reform movement; however, most members believe caution must be exercised in making changes to be certain that they will actually be advantageous to the involved students. Passage of the reauthorization of the ESEA (the so-called “No Child Left Behind”) and IDEA laws at the federal level have also had tremendous impact on public education in Oregon.

RECOMMENDATIONS:

1. Education reform and performance requirements must reflect development of students and measurement of learning gains, and not just reporting of students’ success or failure in meeting absolute standards.

2. Appropriate funding be provided for site councils, and a majority of members of each council should be teachers.
3. Ensure that educational support personnel of school districts be represented on site councils.

4. Academic testing programs should be monitored and emphasis should be placed on making the results usable by teachers, rather than as informational pieces for the general public.

5. Ensure that funds be provided for staff training in order to implement various components of education reform.

6. All affected school employees should be involved in determining the kind of training that is necessary in order to implement education reform programs.

7. Ensure that new programs promote rigorous learning standards.

8. Develop legislation to repeal current charter school statutes unless legislation is passed that protects public (non-charter) schools and public school employees by addressing all of the protections (“a” through “t”) listed below:
   a. all licensed and ESP staff are covered by the current collective bargaining agreement between the local association and the district;
   b. there is no negative impact on the regular public school programs;
   c. there is no diversion of current funds from public schools;
   d. the local association names at least one member of each Charter School Implementation Committee;
   e. licensed and ESP staff and student are placed only by voluntary assignment;
   f. placement of licensed staff will be in accordance with existing voluntary transfer and vacancy policies;
   g. licensed and ESP staff who self-identify as being incompatible with charter school philosophy will be placed in a non-charter school;
   h. no licensed or ESP positions will be contracted out unless they are normally contracted out by regular district schools;
   i. implementation funds will not be used to purchase additional licensed FTE;
   j. all affected school employees may be directly involved in the charter school’s design, implementation, and governance;
   k. all teachers and specialists are properly licensed by TSPC and assigned in their licensure area;
   l. appropriate procedures for assessment and evaluation of the charter school occur at pre-established periods within the term of the charter;
   m. nondiscrimination and equal education opportunities are ensured;
   n. adequate safeguards exist to ensure academic and fiscal accountability;
   o. equitable procedures are followed relating to student admission and retention;
   p. all programs and/or school evaluations and reports related to all district charter schools that are provided to the district Board of Directors are also provided to the local association;
   q. all “in district” charter schools will be subject to the same state standards and laws as the regular district schools;
   r. all site administrators assigned to “in district” charter schools will be properly licensed by TSPC;
   s. procedures for terminating the charter in the event of non-performance are clearly established; and
   t. all appropriate conditions and terms included in the current district Board policy and any subsequently developed charter school board policies are followed.

Charter school legislation, including current charter school law, that does not address all of
the issues listed above, will not be supported by OEA.

In the event the Charter School Oregon Revised Statute (ORS Chapter 338) is not repealed, OEA will propose and support revision of charter school legislation that reinstates a 10% limit on the total number of students who may participate in public charter schools in any one district.

9. Develop and promote legislation that prohibits creating "out of district" public charter schools in districts that have declining enrollment.

10. Develop and promote legislation that prohibits renewing “out of district” public charter schools in districts that have declining enrollment.

11. Public school choice programs must meet the following criteria:
   a. the purpose and intended outcomes are stated at the outset;
   b. the plan is designed primarily to improve the quality of instructional and educational programs in the public schools;
   c. the plan promotes equal educational opportunity for all students;
   d. the plan is legal and in full compliance with court decisions and with federal, state, and local mandates;
   e. the plan provides adequate resources to ensure quality education for every student;
   f. the plan strengthens decentralization and local control as well as public accountability over the schools;
   g. the plan in no way leads to privatization of the public schools;
   h. the plan is consistent with and utilizes collective bargaining procedures between school personnel and school governance, and should safeguard education employee transfer and other contractual rights;
   i. the plan not impose additional administrative burdens;
   j. the plan strengthens collaborative and cooperative efforts within and among schools;
   k. the plan is based on the needs of students, parents, school staff, and the community at large;
   l. the plan spells out the roles and responsibilities of government officials, parents, educators, and the community in the development, implementation, and evaluation of any program.

12. Support efforts in the Legislature to amend the Education Act for the 21st Century to require the development of content standards and student performance goals for physical education and health education.

13. Supports legislation that would make available sustained funding beyond the K-12 appropriation to school districts choosing to implement peer assistance and/or mentoring programs as a professional development strategy to help teachers help other teachers.

14. Supports Oregon making full-day kindergarten available to every five-year-old child and treating full-time kindergarteners the same as other full-time students in the state funding formula.

15. Supports legislation extending mandatory school attendance to age 18 or until a high school diploma is achieved.

16. Promote postponement of the Oregon Diploma Essential Skills graduation requirements mandate until substantial modifications are made in consultation with all stakeholders.

**MISCELLANEOUS**

**RECOMMENDATIONS:**

1. Ensure that state funding for computers and related technology, including upgrades and maintenance, be provided in the K-12 budget.

2. Ensure that the association support virtual schools and online education only to the extent
that educational standards, staffing ratios, and professional staff criteria of traditional public schools are met, and that the proliferation of online programs does not impair public school district finances nor promote or fund private vendor “education management” operations.

3. Advocate for free speech rights for students in public schools as well as for employment protection for educators and student media advisers.

4. RESPECTING THE RIGHTS OF SCHOOL EMPLOYEES

COLLECTIVE BARGAINING

BACKGROUND:

The Oregon Education Association has long recognized collective bargaining as the most effective process for maintaining good employee-employer relations. The Oregon Public Employee Collective Bargaining Act, which passed in 1973, has worked well and is credited as being the most significant contributor to the relative labor peace that has existed in Oregon over the past three decades.

In spite of the outstanding record of the statute, the 1995 and 1997 Legislative Assemblies modified the scope of coverage and the procedures for bargaining, with the objective of tipping the statutory balance in favor of management. Collective bargaining has, especially prior to this change, worked well in Oregon. It is a demonstrated procedure for resolving the problems of labor relations in the most orderly manner possible. OEA holds the following principles of bargaining to be among the most important advocated by the Association.

RECOMMENDATIONS:

1. Ensure that the scope of bargaining be sufficient to include employment concerns and problems of both employees and employers. All items relating to wages, hours, terms, and conditions of employment should be included.

2. Support a change to the Oregon Public Employee Collective Bargaining Act (PECBA) to make class-size ratios a mandatory subject of collective bargaining in education districts.

3. Ensure that employee be allowed to determine their own units as long as they can demonstrate a common interest.

4. Ensure that support groups such as the Employment Relations Board and the Mediation and Conciliation Service be properly funded so that they may maintain reasonable service levels.

5. Ensure that no limitations be placed on fact finders and arbitrators when determining reasonable criteria for dispute resolution or reasonable remedies.

6. Maintain the employee right to strike or to impose other sanctions during periods of disagreement.

7. Maintain the practice of recognizing that employee organizations are the most effective entities for serving employee needs and representing them in the bargaining process. Protect the right to implement fair share or other union security agreements.

8. Ensure that the general philosophy of bargaining in the state is to establish a balanced process between employees and employers.

9. Ensure that the authority to bargain employment contracts remain at the local and bargaining council levels.

10. Support an amendment to the Oregon Revised Statutes to enable part-time, adjunct, and other education employees who would not otherwise be eligible for unemployment benefits to receive them.

11. Oppose the enactment of any statewide policy with the intent of allowing or directing school districts, education service districts, or community college districts to establish compensation programs for educational employees that eliminate the consideration of years of service or that replace seniority with a merit-based pay scale.

12. Ensure that school employee salaries and other compensation are competitive with other professions. Salaries need to reflect the amount of time worked per day and days
worked per year and the experience of the school employee, and are not to be based on performance pay schedules, such as merit pay.

PUBLIC EMPLOYEES RETIREMENT SYSTEM

BACKGROUND:

Establishing and maintaining an excellent retirement program has long been a top priority of the Oregon Education Association. A defined-benefit retirement system was first enacted during the 1967 Legislature, and it has gradually improved through the years into the Public Employees Retirement System in place through 2003. The PERS system enjoyed good public support until 1989. At that time, the U.S. Supreme Court ruled that tax policy on benefits earned by federal retirees must be the same as that imposed on state and local government employees. This decision was prompted by the fact that, at the time, federal retirement income was subject to state income tax, but state and local retirement income was not. The Legislature made several attempts to correct the situation.

Attacks on the basic system began in 1994, when benefits were reduced by an initiative on the ballot. The measure was subsequently found unconstitutional by the courts. PERS remained a target of anti-public employee forces who, in the 1995 Legislative Assembly, enacted a reduced tier of benefits for new employees (Tier 2). In each subsequent legislative session - with a few exceptions - changes to PERS were contemplated that would have had a negative impact on public employees. OEA, with the help of labor coalition partners, was able to defeat most proposals until 2003.

After an intense election cycle with heightened political debate around the cost of PERS to employers and taxpayers, the 2003 Legislature approved a reduction in benefits for Tier 1 and Tier 2 PERS members and created the Oregon Public Service Retirement Plan (OPSRP) to provide retirement benefits for all employees hired on or after August 28, 2003. The Oregon Supreme Court overturned the most egregious changes, including legislation that would have frozen earnings on Tier 1 member accounts and frozen the cost of living adjustments for retirees. Changes that were maintained include diverting the six percent employee contribution into an individual account outside of PERS; disallowing further contributions into the variable fund (slowing the use of money match as a retirement calculation); and updating the mortality tables used to calculate retirement benefits.

The Oregon Public Service Retirement Plan (OPSRP) is a hybrid plan providing a defined benefit for the life of the employee, paid by employers, and a defined contribution funded by employee contributions. Normal retirement age is higher (age 65 or age 58 with 30 years of service) and the defined-benefit formula is not as generous as PERS. In the initial legislation, part-time school employees were disadvantaged because their service-credit time was pro-rated. This made it virtually impossible to achieve certain benefits such as retirement at age 58 with 30 years of service or disability with 10 years of service. OEA was successful in 2005 in changing the OPSRP plan to allow part-time school employees to receive benefits based on actual years served.

RECOMMENDATIONS:

1. Recognize that a defined-benefit approach is the most effective method of establishing a high-quality retirement system, in both the public and private sectors.

2. Ensure that a Oregon’s retirement system provide a benefit level that will allow retirement with dignity after 30 years of service.

3. Ensure that retirement with less than 30 years of service be available in special situations.

4. Include adequate procedures and benefits to accommodate the problems of injured and disabled workers in Oregon’s retirement system.

5. Include cost-of-living increases in Oregon’s retirement system.

6. Ensure that increased funding for a supplemental medical program be available to retired employees.

7. Oppose any legislation that will jeopardize the integrity of PERS and OPSRP.
8. Support *ad hoc* retirement benefit increases for all retirees whose PERS retirement income has decreased below an 85 percent COLA level equivalency.

9. Ensure that actuarial and investment policies produce sound financing.

10. Ensure that assets of the retirement system be used for the sole benefit of the beneficiaries of the system.

11. Advocate for a benefit that will maintain real replacement income levels of at least 75 percent of the highest single year’s rate of salary after 30 years of service (and at least 50 percent after 20 years of creditable service), not including Social Security benefits.

12. Ensure that provisions be in place that permit the purchase of credit earned while a member of another retirement system.

13. Ensure that provisions be in place that permit the purchase of credit for sabbatical leaves, maternity/paternity/adoption leaves, and any other approved leaves of absence.

14. Make certain that retirement credit for unused sick leave is available.

15. All compensation, including extra-duty pay, should be included in computing retirement benefits.

16. Pre-retirement counseling should be available to all covered members.

17. Ensure that a current annual financial statement is distributed to all members.

18. Ensure that all retirement benefits for spouses be equally available for domestic partners.

19. Ensure that benefit formulas provide full-year credit for each school year worked and provide that credit regardless of the number of hours worked per day.

20. Support PERS agency funding, including a sound budget that enables the agency to upgrade technology to support member records maintenance.

21. Work to ensure that PERS retiree health insurance benefits are available for all retirees.

**LICENSED**

**BACKGROUND:**

Licensor has long been recognized as the best method for guaranteeing that only qualified individuals will be involved in the professional functions relating to education, and that children will be protected from unfair treatment and abuse.

In Oregon, the Teacher Standards and Practices Commission has responsibility for determination of certification standards, approval of training programs for teachers and other educational professionals, reviewing complaints against teachers and determining penalties, and administering a comprehensive and efficient certification program. The Commission took over the responsibility from the State Board of Education in 1973 and is lauded as one of the few autonomous certification boards in the country.

TSPC’s composition includes representatives of all educator groups. Attacks on teacher involvement in the system have surfaced in recent legislative sessions.

**RECOMMENDATIONS:**

1. Support the authority of TSPC as the licensing board of all K-12 education professionals in the state, assuming the structure of the commission remains the same and that it remains a body independent of the State Board of Education.

2. Advocate that either the State of Oregon or the local school districts fund those training requirements for teachers that are imposed after full licensure has been achieved. In the absence of such funding, licenses should be renewed upon demonstration of satisfactory experience and completion of requisite continuing professional development requirements.

3. Ensure that all individuals working in an unsupervised manner with students be required to hold either a Department of Education certificate of authorization or TSPC license.

4. Support TSPC funding, including a sound budget and fee authorization proposals.
designed to implement association-supported reforms.

FAIR DISMISSAL

BACKGROUND:

Protection of school employees from arbitrary and capricious dismissal has long been a priority of the Oregon Education Association. OEA believes that every employee whose performance is in question is entitled to a reasonable dismissal procedure, and that these dismissal standards should be clearly delineated. Current law provides that during the probationary period (first three years of employment), a teacher may be dismissed for any cause deemed sufficient by the school district board. In some instances, additional procedures are provided through the bargaining process at the local level. After this probationary period, a teacher who is threatened with dismissal may appeal his or her case according to the Fair Dismissal law as modified by the 1997 Legislative Assembly or may submit the dispute to binding arbitration.

RECOMMENDATIONS:

1. OEA supports stronger statutory dismissal procedures for educational support personnel.

2. OEA will continue to be open to consider more expeditious but fair dismissal procedures.

MISCELLANEOUS

RECOMMENDATIONS:

1. Support an amendment to the state Constitution to guarantee that equality of rights under the law shall not be denied or abridged by the state based on sex.

2. Support state legislation guaranteeing that equality of rights under the law shall not be denied or abridged by the state based on sexual orientation/gender identification.

3. Support state legislation requiring school districts to provide leave time for education employees serving state agency or board appointments.

4. Pursue the establishment of a statewide insurance pool for school employees that includes an opt-out provision and that does not force reductions in health-care benefits.

5. Support state legislation establishing a private right of action against public officials who knowingly fail to implement government policy.

6. Allow teachers and education support professionals to be listed on substitute lists without disqualifying them for unemployment benefits.

7. Support legislation amending ORS 244.040 to allow school board members to vote on all issues after stating conflicts of interest.

8. Support an amendment to evaluate statutes so that they apply to all licensed personnel.

9. The Legislature should consider these facts prior to the time legislation affecting an educational practice is considered on the floor:
   a. research to support the practice;
   b. evidence to indicate that an amended practice would be manageable by educational support personnel, teachers, parents, and/or students;
   c. estimate the cost of the implementation.

10. Look into the practice of duplicate background checks of long-term employees. Examples include a substitute moving into a temporary teaching position or a retired teacher becoming a substitute. Under current practice, each time these educators move to another job, they must resubmit applications for background checks.

11. Amend current law regarding harassment of education employees to include bullying, menacing, and intimidation as actions creating or expanding the definition of hostile work environment, and are conditions to be included as mandatory subjects of bargaining.

12. Oppose legislation and other initiatives that would dilute OEA members’ and OEA-PIE’s ability to actively participate in the electoral process, such as an open primary system or fusion voting.
13. Support legislation that would eliminate fraud and forgery in the initiative process.


15. Support the development of a state health care policy designed to provide affordable, quality, comprehensive health care to all Oregonians.
RESOLUTIONS PROPOSAL A

Board of Directors forwards Resolutions Proposal A with a Do Pass Recommendation.

I.2 School Funding

The Oregon Education Association believes the State of Oregon is responsible for providing stable and adequate funding for public schools. The Association believes that local districts, in partnership with state and federal governments, must provide a free, equitable and quality education for every student by securing sufficient funding to maintain and to enhance excellence in each public school within every public school and community college district. (1990, 97, 2004. 08)

OEA further believes that state reliance upon competitive grants to fund schools is counter intuitive to the collaborative nature of education.

Rationale: We need to have stable funding not have each school/district compete for money. This will align with Policy 3100

RESOLUTIONS PROPOSAL B

Board of Directors forwards Resolutions Proposal B with a Do Pass Recommendation.

II.1 Public Education Excellence

The Oregon Education Association believes that it is an Association responsibility to promote educational excellence for all students. Excellence in public education is achieved when all students develop to their full academic, physical, social and emotional potential, make connections across subject areas and can relate learning to real-life situations. Excellence requires well-designed curriculum and full funding.

Educators should insist on excellence from their students. Students attain excellence when they attend school regularly, make a commitment to achieve their full potential and work in cooperation with school employees, parents and community. Community and parental participation in solving educational problems enhances public education. (1974, 77, 89, 93, 94, 97, 99, 2004)

Rationale: The committee feels that students need to attend school regularly in order to achieve excellence.

RESOLUTIONS PROPOSAL C

Board of Directors forwards Resolutions Proposal C with a Do Pass Recommendation.

II.2 High Education Standards

To promote equity in education, in all schools. The the Oregon Education Association (OEA) supports high educational standards and achievable national standards achievement in all schools and for all students in Oregon.

Assessment for graduation should be grounded in knowledge of how students learn; connected to clear statements of what is important for students to learn; flexible enough to allow students to explore fields of interest and meet the needs of a diverse student body; and be able to provide students with the opportunity to actively produce work demonstrating their learning.
The OEA recognizes the limitations of standardized assessments and believes that multiple and varied assessments should be used to determine mastery in a particular subject area.

The OEA believes it is the responsibility of the legislature to allocate resources necessary for students to attain high standards including the time for teachers to prepare, provide, and evaluate student work samples. Additional funding and opportunities should be available for students having difficulties meeting standards. (2000, 08, 10)

The OEA further believes that curriculum should be set by local school districts in partnership with education professionals.

**Rationale:** Teachers should be the ones to set curriculum. Standardized testing can not be the only thing to measure student performance.

**RESOLUTIONS PROPOSAL D**

*Board of Directors forwards Resolutions Proposal D with a Do Pass Recommendation.*

**II.9 Student Access to School Counselors**

The Oregon Education Association believes that students pre-K-12 through higher education should have access to licensed, competent and confidential school counselors. (1989, 94, 97, 08)

The OEA further believes that guidance and counseling programs should be integrated into the entire education system, pre-K through higher education. Such programs should be provided through a maximum counselor/student ration of 1:250 by appropriately certified and/or licensed school counselors who have been trained to support students in realizing their full potential in all areas of growth and achievement. School counselors should spend at least 80 percent of their time providing guidance and counseling services to students.

**Rationale:** The committee believes that counselors play an important role in the education of the whole child, and that the ratio should be small enough to be able to service those students. School Guidance and Counseling Programs is the language in the NEA Resolution (C.24).

**RESOLUTIONS PROPOSAL E**

*Board of Directors forwards Resolutions Proposal E with a Do Pass Recommendation.*

**II.13 (NEW) Emergency/Contingency Plans**

The Oregon Education Association believes in the safety of all students and staff. The Association also believes that schools, school districts, and school transportation systems must have written plans that delineate procedures that include, but are not limited to, emergencies, lockdowns, violence, evacuations, and weather-related conditions. Plans must include rapid reaction criteria and procedures coordinated with on-campus, community, and other appropriate first responders. Emergency plans for each school site must be developed by school personnel, including Association members, and parents/guardians in partnership with the community. The Association further believes that for these plans to be effective they must be practiced and updated on a regular and consistent basis. Plans must include stress management/counseling strategies as follow-up care for students and staff when appropriate.

**Rationale:** The committee believes there should be emergency plans in place that have input from Association members. This
aligns with policy 3200, and with NEA Resolutions.

**RESOLUTIONS PROPOSAL F**

**Board of Directors forwards Resolutions Proposal F with a Do Pass Recommendation.**

**III.3 Leadership Role**

The Oregon Education Association believes the Association and its local affiliates must take a leadership role in advancing the quality of education and the standards of the profession - by promoting a positive, constructive, and accurate presentation of public education. (1989, 97, 2004)

**Rationale:** This updates the leadership role to assure a positive presentation of public education.

**RESOLUTIONS PROPOSAL G**

**Board of Directors forwards Resolutions Proposal G with a Do Pass Recommendation.**

**New IV. Educator Collaboration**

The Oregon Education Association believes that in order to provide the highest quality education to all students, educators must collaborate with colleagues to determine and implement best practices for their students. This collegial collaboration should not be tied to evaluation.

**Rationale:** To encourage collaboration rather than pay for performance.

**RESOLUTIONS PROPOSAL H**

**Board of Directors forwards Resolutions Proposal H with a Do Pass Recommendation.**

**IV.8 Development of the Curriculum**

The Oregon Education Association believes that the state and national standards should provide the basis for curriculum development. Educators at the local level must be the primary voice in the planning, development, implementation, monitoring, and refinement of curricula.

The Association also believes careful consideration must be given to the curriculum in regards to –

a. Student academic standards
b. Alignment of curriculum with state and national standards
c. Unwarranted duplication of content
d. Prevention of content gaps
e. Content overload
f. Developmentally appropriate content
g. Appropriate accommodations and modifications for students with special needs.

The Association further believes that educators must have an active role in the establishment of procedures for the planning, development, implementation, monitoring and refinement of curricula. To that end, professional time and training must be provided. (2008)

**Rationale:** The classroom teacher should have a major part in the planning and training of major changes in curriculum.

**RESOLUTIONS PROPOSAL I**

**Board of Directors forwards Resolutions Proposal I with a Do Pass Recommendation.**

**IV.11 Collective Bargaining**

The Oregon Education Association believes in Collective Bargaining and that professional salaries, benefits, duty compensation, non-discrimination policies,
grievance procedures, working conditions, and lay-off/recall procedures are necessary components of a comprehensive local contract. The Association also believes that local contracts be established through effective and good faith collective bargaining. Binding arbitration and the right to strike must be an integral part of any collective bargaining process.

The Association believes that all members should be united in support of the Association and/or its affiliates when the situation demands a strong show of solidarity.

The Association further believes all school employees should be represented in the school budget process in establishing priorities, determining of funds and ensuring adequate funding be available to finance collective bargaining agreements. (1988, 89, 91, 97, 2009)

The Oregon Education Association endorses single agent bargaining – a plan whereby a cluster of locals formally join together for the purpose of bargaining. The Oregon Education Association believes all local affiliates should work toward participation in single agent bargaining. (1974, 75, 79, 89, 97, 2009)

**Rationale:** The committee believes that we should be aware of other districts and support them as much as we can.

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**RESOLUTIONS PROPOSAL J**

*Board of Directors forwards Resolutions Proposal J with a Do Pass Recommendation.*

**V.1 (NEW) Code of Ethics**

The Oregon Education Association believes that the Code of Ethics as adopted by the National Education Association provides appropriate principles for the education profession.

**Rationale:** The committee believes that the code of ethics that is written by NEA will work fine at the Oregon level. This language came directly from OEA’s Policy 3500 I. A.

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**RESOLUTIONS PROPOSAL K**

*Board of Directors forwards Resolutions Proposal K with a Do Pass Recommendation.*

**V.4 Teacher Standards and Practices Commission**

The Oregon Education Association believes that the Teacher Standards and Practices Commission should be of a workable size and should be representative of all areas of education with the largest, single representation being teachers. Teachers appointed shall be selected from a list of nominees submitted by the OEA and be accountable to the Association.

The Oregon Education Association firmly believes that in as much as the actions of the executive secretary of the Teacher Standards and Practices Commission affect all teachers, the TSPC must establish the job description and evaluation procedures for its executive secretary and adopt its own budget.

The Association believes the Teacher Standards and Practices Commission should critically assess current college and university programs of teacher education and make specific recommendations for changes, including standards for remaining in the program, to meet the approval of Oregon standards for certification. The Association believes that alternatives to current college and university licensing programs of teacher preparation are counter-productive to effective education. (1982, 89, 95, 97, 2005, 09)
Rationale: The committee believes that it is important for future teachers to go to a traditional College/University. Rather than getting a degree online, or Teach for America.

RESOLUTIONS PROPOSAL L

Board of Directors forwards Resolutions Proposal L with a Do Pass Recommendation.

V.9 Student Teachers/Interns

The Oregon Education Association believes student teachers and interns should be placed under the tutelage of a supervising teacher with no fewer than three years' experience. (1974, 97)

The Association believes paid, voluntary internship programs may be one of many options for entering the profession.

Rationale: We believe that internships are an excellent way to see good teachers in action while making money.

RESOLUTIONS PROPOSAL M

Board of Directors forwards Resolutions Proposal M with a Do Pass Recommendation.

V.11 Teacher License

The Oregon Education Association believes that the profession must govern licensing of teachers, counselors, specialists, and administrators through the Teacher Standards and Practices Commission. The TSPC must set and enforce standards of licensure in conjunction with the college teacher training programs. The Association further believes that out-of-state applicants meet Oregon licensing requirements.

The Association believes it is not the role of the TSPC to test teachers or applicants for licensure. The Association further believes that licensing should not be based on student outcomes.

The Association further believes that the TSPC should not be a judicial body. The Association opposes any action by the TSPC that would discredit or cause loss of credential to any teacher accused in an ethics or morals case but who has been acquitted by a court of law.

The Oregon Education Association believes that haste in making license rule changes is detrimental to the profession. The Association believes that the time line for license rule changes should not be less than two years and that at least two separate hearings be held with adequate notification to the entire education community so interested members can attend. Teacher Standards and Practices Commission staff proposals must reflect the testimony and findings of the hearings. The Association further believes that all TSPC rule changes must go through three readings and publication before final adoption. (1982, 89, 95, 97, 2009)

Rationale: The committee believes that all teachers need to meet Oregon standards. However, when a court of law finds a teacher not guilty, the TSPC should not take his/her license away.

RESOLUTIONS PROPOSAL N

Board of Directors forwards Resolutions Proposal N with a Do Pass Recommendation.

V.18 Time to Teach/Educator Workload

The Oregon Education Association believes teachers must have adequate time to teach and to develop the student-teacher relationship. This time should be utilized to its fullest and be free of interruptions. Certain conditions help make this possible: a carefully defined workload; a duty-free
lunch period; an unencumbered planning time; sufficient time to implement federal and state requirements; and the elimination of the non-instructional tasks required of a teacher. (1974, 89, 97)

The Oregon Education Association believes educators must have a defined workload that fits within the contractual workday and it must include:

a. adequate time to teach that is free of interruptions
b. time to develop student-educator relationships
c. time for collaboration with colleagues
d. an unencumbered planning time
e. a prioritized workload
f. a limitation of required committee work
g. sufficient time to implement federal, state and local requirements
h. the elimination of the non-instructional tasks required of a teacher
i. easy access to appropriate supplies and equipment
j. a duty-free lunch period

Rationale: The committee is concerned of all the “extra work” that is being put on classroom teachers along with the “pull outs” or other interruptions. Teachers just need adequate time to teach.

RESOLUTIONS PROPOSAL O

Board of Directors forwards Resolutions Proposal O with a Do Pass Recommendation.

V.22 School Employee Evaluation

The Oregon Education Association believes evaluations should be fair and objective for all school employees. Evaluations should be conducted to improve the quality of instruction and environment offered to students based upon written criteria, and following procedures mutually developed by, and acceptable to, the association and the governing board in compliance with state law. Employee evaluations should not be tied to student test scores. Local associations should secure contract language covering aspects of evaluation. School employees should be informed in writing of the evaluation procedure prior to employment and re-informed prior to each evaluation. (1974, 89, 92, 97, 2004)

Rationale: We do not want evaluations tied to test scores.

RESOLUTIONS PROPOSAL P

Board of Directors forwards Resolutions Proposal P with a Do Pass Recommendation.

v.24 Plan of Assistance

The Oregon Education Association believes that if a member is charged with deficiencies after established procedures of evaluation have been followed, a plan of assistance needs to be established. The plan should be agreed upon by the member, a representative of the Association and the evaluator. The plan of assistance should provide the member sufficient time, strategies and support to correct stated deficiencies. A plan of assistance should focus on a limited range of desired change areas and should specify in measurable terms exactly what the member is expected to do, within an agreed upon time period. The UniServ Consultant should receive notification of each plan of assistance prior to implementation. (1985, 90, 97)

The Oregon Education Association believes that if a member is charged with deficiencies after established procedures of evaluation have been followed, a plan of assistance needs to be established. The plan should be mutually agreed upon by the member, a representative of the Association and the evaluator. The plan of assistance should:

a. focus on a limited range of reasonable improvements
b. be specific and in measurable terms
c. include sufficient time for successful completion
d. provide strategies and support to correct stated deficiencies.

The UniServ Consultant should receive notification of each plan of assistance prior to implementation.

**Rationale:** This has been updated and reworded to meet current problems that teachers are facing.

### RESOLUTIONS PROPOSAL Q

**Board of Directors forwards Resolutions Proposal Q with a Do Pass Recommendation.**

**V.28 School Nurses**

The Oregon Education Association supports mandatory school nurse services for students from birth through age 21. Nurses should only perform medical procedures for which they are trained. Further, the Association endorses a nurse-to-student ratio of no greater than 1:750 as outlined by the federal government’s Healthy People 2010 objectives. (1991, 92, 97)

**Rationale:** The committee believes that the school nurses should only perform the duties that they were trained to do.

### RESOLUTIONS PROPOSAL R

**Board of Directors forwards Resolutions Proposal R with a Do Pass Recommendation.**

**V.31 (New from NEA Resolutions E-13)**

**Education Support Professionals in Education Process**

The Oregon Education Association believes that all Education Support Professional (ESP) employees are essential to the learning environment. The Association recognizes that ESPs promote positive role models that enhance the education process.

The Association also believes that the retention of ESPs must be encouraged and is vital to keeping strong and effective public schools.

**Rationale:** We all know what an important role the ESPs play in each building, and they should not be the first cut when there is no funding.

### RESOLUTIONS PROPOSAL S

**Board of Directors forwards Resolutions Proposal S with a Do Pass Recommendation.**

**V.31 High School Completion Programs**

The Oregon Education Association believes a program for regular communication and program review should exist between high school completion programs in community colleges and local secondary schools. The Association recognizes that all community college instructors used in high school completion programs are certified by the local community college boards of education. (1977, 89, 97)

**Rationale:** This language fits the language that schools are using.
2011 PROPOSED BYLAWS AMENDMENTS

Revisions: new language is underlined, deleted language is struck through.

BYLAWS PROPOSAL A

Board of Directors forwards Bylaws Proposal A with a Do Pass Recommendation.

ARTICLE VIII. BOARD OF DIRECTORS

Section 4.

D. Cause to be prepared each year a statement of the policies of the OEA which shall be submitted to each local and UniServ area in September.

F. Make appropriations, authorize or delegate authority to make all expenditures, and issue or delegate authority to issue all contracts. Monitor the OEA budget and expenditures.

G. Compile and forward an annual financial report which shall be presented to the OEA Representative Assembly.

H. Initiate an annual audit of the OEA financial transactions.

I. Approve all employee group contracts.

J. Cause the official publications of the OEA to be issued.

Rationale: Clarify board authority for authorization of expenditures and issuance of contracts.

Submitted by: OEA Board of Directors
Contact: Jo Cooper, Board Member

BYLAWS PROPOSAL B

Board of Directors forwards Bylaws Proposal B with a Do Pass Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

E. Dues & Assessments

1) Certified

b. Less Than Full-Time

4. Dues for certified intern teachers, and members on paid leaves, shall be 50% of the annual dues for an active member.

Rationale: Paid leaves are short and districts do not notify OEA making this administratively impractical.

Submitted by: OEA Board of Directors
Contact: Susie Garrison, Board Member

BYLAWS PROPOSAL C

Board of Directors forwards Bylaws Proposal C with a Do Pass Recommendation.

ARTICLE VI. ELECTED OFFICERS

Section 3.

The president shall be a full-time officer of the OEA. The OEA president shall serve as the first alternate NEA director. The duties and compensation shall be established by the OEA Board of Directors.
Section 4.
The vice president shall be a full-time officer of the OEA. **The vice president shall serve as the second alternate NEA Director.** The vice president shall serve as OEA’s representative in the absence of the president. The vice president shall serve as chair of the program budget committee. In the absence of the president, the vice president shall chair the Executive Committee. The vice president shall perform other duties as assigned by the president. The compensation shall be established by the OEA Board of Directors.

ARTICLE VII. ELECTION OF OFFICERS AND DIRECTORS

Section 2. Nominations

A. President

Nominations for the president shall be made by a direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA president on or before sixty days (60) prior to the meeting of the OEA Representative Assembly that will elect the president. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council, but should include a statement of qualifications. A statement of qualifications of each nominee, if available, shall be sent to all delegates, OEA local associations, and UniServ Councils two weeks prior to the meeting of the OEA Representative Assembly that will elect the president. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor of the OEA Representative Assembly meeting. **The vice president shall be simultaneously nominated to a concurrent term as the first alternate NEA director.**

B. Vice President

Nominations for the vice president shall be made by a direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA president on or before sixty days (60) prior to the meeting of the OEA Representative Assembly that will elect the president. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council, but should include a statement of qualifications. A statement of qualifications of each nominee, if available, shall be sent to all delegates, OEA local associations, and UniServ Councils two weeks prior to the meeting of the OEA Representative Assembly that will elect the vice president. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor of the OEA Representative Assembly meeting. **The vice president shall be simultaneously nominated to a concurrent term as the second alternate NEA Director.**

Section 4. Elections

B. President, Vice President, Regional Vice Presidents, and NEA Directors

During an annual meeting of the OEA Representative Assembly delegates shall elect, by secret ballot, the president, vice president, regional vice presidents, or state-elected NEA directors. The NEA directors shall be elected by active NEA members who are delegates to the OEA Representative Assembly. In odd
numbered years the president and vice president will be elected to concurrent two-year terms. In even numbered years the regional vice presidents will be elected to concurrent two-year terms. The OEA president shall be elected to a concurrent term as the first alternate NEA director. The OEA vice president shall be elected to a concurrent term as the second alternate NEA director. Delegates to the OEA Representative Assembly will elect the president, vice president, and NEA director on a statewide basis and will elect the vice presidents on a regional basis with delegates voting for a candidate in their region. If no candidate for office receives a majority vote on the first ballot, runoff elections shall be held on all candidates except the candidate receiving the fewest votes, until a majority vote is shown.

Section 5. Vacancies

B. Vacancies shall be filled under the following rules and regulations:

4) When a vacancy is declared in the office of an NEA director the president shall serve as the first alternate NEA director and shall serve as interim director until a new NEA director is elected at the next OEA Representative Assembly. The vice president shall serve as the second alternate NEA director and shall serve as interim director until a new NEA director is elected at the next OEA Representative Assembly. The newly elected NEA Director shall begin the term on the date established by the NEA.

When an additional vacancy is declared, the OEA Board shall appoint an additional interim director who will serve until another new NEA director is elected by the OEA membership at the next regularly scheduled election. The term of the newly elected NEA Director shall begin immediately following the election or on the date consistent with NEA Bylaws and Policies.

Rationale: We currently have three NEA Directors and only one alternate (our President); this language will allow our Vice President to serve as a second alternate NEA Director if the need arises.

Submitted by: OEA Board of Directors
Contact: Jamie Zartler, Board Member

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<th>BYLAWS PROPOSAL D</th>
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Board of Directors forwards Bylaws Proposal D with a Do Pass Recommendation.

ARTICLE VII. ELECTION OF OFFICERS AND DIRECTORS

Section 3. Election Districts and Regions

B. Regional Vice Presidents and State NEA Representative Assembly Delegate Regions.

1) a) For the purpose of electing regional vice presidents and state NEA Representative Assembly delegates, Board districts shall be combined into the following regions:

Region I-Districts # 2, 9, 10, 14, 15, 20, 26, 30
Region II-Districts # 3, 4, 5, 11, 13, 16, 17, 24
Region III-Districts # 1, 6, 7, 8, 12, 18, 19, 21

b) OEA-Retired delegate(s) shall vote in the region in which he/she resides.

2) For the purpose of electing state NEA Representative Assembly delegates, Board districts shall be combined into the regions as listed above as in paragraph 1.a.
32) For the purpose of representing the Oregon NEA members at the NEA Representative Assembly, there shall be elected one delegate position per 1,000 members of the NEA.

**Rationale:** OEA retired members do not vote for state NEA-RA active delegates; this change aligns OEA with NEA rules.

**Submitted by:** OEA Board of Directors

**Contact:** Sena Norton, Board Member
Revisions: new language is underlined, deleted language is struck through.

**POLICY PROPOSAL A**

Board of Directors forwards Policy Proposal A with a Do Pass Recommendation.

2400 - BOARD OF DIRECTORS

II. THE INDIVIDUAL OEA DIRECTOR

D. Submits a written report (including electronically written) to the OEA Board to highlight UniServ Council news, issues and celebrations.

D.E. Disseminates. Has a dedicated time on UniServ Council agendas to provide reports and other communications from of the OEA Board of Directors to Council members. In addition to other regular communications, to local association leaders within his/her constituency.

FE. Attends UniServ council meetings in his/her district(s). Community College and ESP statewide Directors will attend their respective UniServ Council meetings. The Ethnic Minority Director will attend Council meetings as necessary to fulfill his/her role. In addition, ESP Directors attend OCESP Council meetings.

G. Takes the decisions of the Board to members, local leaders and Councils and explains, if necessary, the rationale for the decisions; and listens to members, local leaders and

Boards and advocates for them as their Board director.

HF. Seeks information and opinions from constituents on issues of specific concern to his/her respective area and conveys such to the OEA Board of Directors.

IG. Alerts the OEA president to potentially volatile issues within his/her constituency.

JH. Vacates positions on OEA committees, OEA Cabinets, Legislative Advisory Council, OEA-PIE Board and task forces unless requested by the OEA President to continue.

KI. Serves as liaison on OEA committees, OEA Cabinets, Legislative Advisory Council, OEA-PIE Board and task forces when assigned by the OEA President.

LJ. Serves whenever possible on committees and task forces of the Board of Directors upon request of the OEA president.

MK. Does not use his/her title as an OEA/NEA elected leader in partisan political activities unless there has been a prior recommendation by the PIE Board.

NL. Fulfills other responsibilities as defined by the Representative Assembly.

O. Collaborates with UniServ Council President to plan and conduct a Model RA prior to the OEA RA.

PM. Shall submit. Recruits volunteers for OEA committees, collects completed
interest forms and sends them to the appropriate Regional Vice President for submission to the OEA President for names of members for OEA appointments.

QN. May serve as chairperson for governance meetings of leadership from local associations of a multi-unit Board district when asked to do so.

RF. Directors may not cast ballots in the elections nor vote on any action on the floor of the OEA Representative Assembly unless they are elected delegates.

IV. WEIGHTED VOTING RIGHTS OF OFFICERS AND DIRECTORS

F. Directors may not cast ballots in the elections nor on any action on the floor of the OEA Representative Assembly unless they are elected delegates.

Rationale: These recommendations on the responsibilities of individual OEA Directors come from your OEA Board. They have been made to clearly state the responsibilities of OEA Board Directors. We believe the proposed language sets clear and appropriate parameters on the responsibilities an individual is accepting when elected to the OEA Board of Directors.

Submitted by: OEA Board of Directors

Contact: Elizabeth Nahl, Board Member

POLICY PROPOSAL B

Board of Directors forwards Policy Proposal B with a Do Pass Recommendation.

1000 OEA Mission, Goals, and Purposes

Note: New 1100 - 1200 Clearly states the Mission and Goals adopted at the 2010 OEA RA.

1100 GOALS & OBJECTIVES

1100 Mission

The mission of the Oregon Education Association is to unite the public education profession and advocate for those professionals to ensure quality public education for students in Oregon.

1200 Goals

GOALS:

• OEA will be the lead advocate for a fully-funded public education system. (2010)

• OEA will develop and support leaders who advocate for education, social justice, community and labor issues. (2010)

• OEA will organize its members as advocates for professional compensation and benefits, improved working conditions and protection of member rights. (2010)

• OEA will be the voice and proponent for professional excellence in public education. (2010)

• OEA will be a primary resource for its members’ professional development. (2010)
Note: current 1100 - We are recommending removing the objectives from Policies as the objectives are more appropriately placed in Resolutions and Legislative Objectives. We have made every effort to ensure that the great ideas incorporated in Policy 1100 are covered within our guiding documents.

Objective 1.1 To promote and support legislation that creates sufficient revenue to achieve adequate and stable funding for quality public education. 

RES. 1.1-1.3

Objective 1.2 To qualify and support a ballot measure or measures that will create a revenue system to achieve funding adequacy. 

RES. 1.1-1.3

Objective 1.3 To initiate and implement an external public awareness program that will educate the public on the need for adequacy and stability in the funding system for public education. 

RES. 1.10

Objective 1.4 To implement statewide, UniServ, and local activities to advance the goal of adequate and stable funding for public education. 

RES. 1.9

Objective 1.5 To work with other organizations, parent and civic groups, students, unions, and the business community to organize for the purpose of achieving adequate and stable funding for public education. 

RES. 1.10

Objective 2.1 To advocate high standards of achievement for all students. 

Objective 2.2 To ensure that education employees participate effectively in decisions on educational issues. 

Objective 2.3 To advocate that public educational agencies ensure an educational environment that enhances learning. 

Objective 2.4 To promote a safe school environment. 

Objective 3.1 To advocate a free public education for every student. 

Objective 3.2 To advocate for affordable access to higher education. 

Objective 3.3 To promote confidence in public education and education employees. 

Objective 3.4 To respond effectively to critics of public education. 

Objective 3.5 To encourage community, business, and parental participation in public education. 

Objective 3.6 To advocate for strong, well funded, affordable community colleges which encourage lifelong learning and provide a gateway to many futures. 

Objective 3.7 To strengthen the OEA through issue-oriented coalition relationships with other organizations and agencies. 

Objective 3.8 To elect school board members and legislators who support the United Education Profession concepts. 

Objective 3.9 To advocate for strong, well funded, affordable community colleges which encourage lifelong learning and provide a gateway to many futures. 

Objective 4.1 To prevent violation of human and civil rights of teachers and other school employees, and to help those whose legal rights
have been violated or threatened.

Objective 4.2—To achieve exemplary personal and professional benefits for teachers and other school employees through a coordinated program of collective bargaining, and political and legislative action.

Objective 4.3—To foster the inclusion of a competitively priced OEA Choice program with a comprehensive benefit package in local contract negotiations.

Objective 5.1—To advocate resolution of instructional concerns of the profession.

Objective 5.2—To develop programs in instruction and professional development based upon professional excellence and membership needs.

Objective 5.3—To influence programs in professional preparation.

Objective 5.4—To increase professional self-governance through an independent Teacher Standards and Practices Commission which is comprised of a teacher majority.

Objective 5.5—To develop strategies concerning coping with the demands and stresses of the workplace.

Objective 5.6—To increase professional autonomy through greater access to technology.

Objective 6.1—To maintain a full-time teacher membership of at least 95 percent of the potential, increase membership in current OEA affiliates, and create new affiliates of school employees.

Objective 6.2—To build and maintain strong local associations.

Objective 6.3—To communicate effectively with members, and to enhance member participation in decision making.

Objective 6.4—To maintain the financial strength of the Association at a ratio of at least three to one between current assets and current liabilities, and a ratio of three to one between equity and total liabilities.

Objective 6.5—To attain a net value between current assets and current liabilities of three twelfths of the following year's budget as soon as possible, and maintain it indefinitely by normal budgetary procedures each year.

Objective 6.6—To continue a high level of OEA-PIE membership.

1300 1200 Purposes and Policy Development

Note: current 1200 has been re-numbered to 1300 - (language was not modified and therefore is not in this proposal)

Note: current 3100 – Each of the objectives in this Policy is currently stated in Resolutions and Legislative objectives.

3000 – Goal Areas

3100

1. To promote and support legislation that creates sufficient revenue to achieve
adequate and stable funding for quality public education. [RES. I.1-I.3]

2. To qualify and support a ballot measure or measures that will create a revenue system to achieve funding adequacy. [RES. I.1-I.3]

3. To initiate and implement an external, public awareness program that will educate the public on the need for adequacy and stability in the funding system for public education. [RES. I.10]

4. To implement statewide, UniServ, and local activities to advance the goal of adequate and stable funding for public education. [RES. I.9]

5. To work with other organizations, parent and civic groups, students, unions, and the business community to organize for the purpose of achieving adequate and stable funding for public education. [RES. I.10]

Note: current 3200 - The majority of Policies in 3200 are currently stated in Resolutions. The Resolution Committee has an amendment proposal to place two Policies appropriately in Resolutions. New Policy 3100 has been renamed “Promotion of Education Excellence” to incorporate current Policies that remain.

3100-3200

I. Promotion of Education Excellence

A. To advocate public education agencies insure an educational environment that enhances learning.

1. Individual student needs should be reflected in class size. [RES. II.20]

A.2. Research that will enhance the excellence of student learning will continue to be reported by the OEA through its publications.

3. Adequately prepared and appropriately assigned members should be a part of local school districts and educational agencies. [RES. V.3]

4. Educational course offerings and alternative programs that meet the needs of all students at all levels should be available to help students learn and succeed. [RES. II.2]

5. Student attendance should be encouraged. [RES. New II.1]

6. A discipline system should be developed by members and consistently applied to all students. [RES. II.58]

7. Appropriate steps should be taken to minimize interruptions and maximize student learning time. [RES. V.18]

8. Students should be provided up-to-date materials, equipment, and adequate facilities. [RES. II.16 and II.49]

9. Curriculum should include a comprehensive program for multicultural/global education; and promotion, expansion and implementation of a fine arts program. [RES. II.34, 35 and 37]

10. Graduation requirements should not be so restrictive as to keep students from exploring fields of interest. [New RES. II.2]

11. The rights and responsibilities of students should be defined, and parents, students, and staff informed. [RES. II.61]
B. To promote a safe school environment:

1. There should be good working relationships between schools and public and private agencies which deal with the health and welfare of students (including the areas of physical and mental health, security of school environment, and building safety): [RES. II.12-14]

2. Contingency plans for emergencies which might affect students, should be developed, then reviewed every five years. [New RES. V.14]

3. Programs that will eradicate drugs and alcohol abuse from schools should be adopted. [RES. II.44]

C. To ensure that education employees participate effectively in decisions on educational issues:

1. The effect of implementation of the Oregon Education Act for the Twenty-First Century from the State Department of Education shall be monitored by the OEA. [Deleted]

2. OEA will encourage the local associations to be actively involved in developing and implementing curriculum improvements and innovative practices. [RES. II.56-57]

3B. OEA shall take steps to monitor, make recommendations and take action on proposed educational reform issues.

Note: current 3300 - A1-A2 are currently stated in Resolutions. A3-A4 have been re-written and placed in new 3100 under the heading “Promotion of Education Excellence.”

3300

I. CURRENT POLICIES
ESTABLISHED TO BUILD
SUPPORT FOR PUBLIC
EDUCATION AND EDUCATION
EMPLOYEES

A. Build support for public education and education employees.

1. OEA will promote cooperative responsibility of all citizens toward public education by:

   a. Actively seeking out local leaders to promote education.

   b. Encouraging parents and local community members to become involved with education of the children.

   c. Promoting the involvement of the community in the community colleges and working together with other community college-related organizations.

   d. Seeking coalitions with COSA, OSBA and other organizations to promote public education.

   e. Encouraging state and government agencies to work with the educational community to advance public education.

2. OEA will continue to oppose tuition tax credits and vouchers.
C3. In conjunction with NEA, OEA will promote American Education Week and will be promoted by the OEA in conjunction with NEA and provide information to locals.

D4. Local affiliates should promote a positive, constructive, and accurate presentation of public education.

New RES. III.3

Note: current 3400 - This Policy has been renumbered 3200 and the heading has been changed to “Members’ Personal, Profession, Legal and Human Rights. A-C have been placed in new 3200 from current 3400 III. New 3200 D-J have been re-numbered and language recommendations have been made to update the Policies.

Section II has been renamed “Contract reopener procedures.” The task force recommends changing section B from a questions format to a statement format.

32003400

I. CURRENT POLICIES
ESTABLISHED TO SECURE AND EXPAND MEMBERS’ PERSONAL, PROFESSIONAL, LEGAL AND HUMAN RIGHTS FOR ALL SCHOOL EMPLOYEES

A. Grievance Processors in Local Buildings
There should be a trained grievance processor in each building/education site.

B. Follow-up Grievance Training
OEA staff will implement follow-up grievance processing training within budgetary constraints and membership requests.

C. Collective Bargaining by All Locals
All local affiliates should negotiate comprehensive local contracts as defined by the terms and conditions recommended in the OEA bargaining standards.

DA. Guidelines for Legal Assistance for OEA/NEA Members
From the OEA Legal Defense Program or the NEA DuShane Fund.

The DuShane Fund of the National Education Association, and the Legal Defense Program of the Oregon Education Association provide funds for assisting members of the NEA/OEA in court cases that are job-connected. It is important that attorneys, OEA staff members, and other persons connected with such litigation understand the appropriate procedure for such proceedings. All such proceedings should have the approval of the local association, where possible. The UniServ consultant should help process the application for funding. Attorneys who are retained should proceed in cooperation with the local association, the UniServ consultant, and the executive director or his/her designee of the Oregon Education Association.

Before entering any litigation where funds are expected to be received from the NEA DuShane Fund or the OEA Legal Defense Program, the following information procedures should be provided:

1. A short summary of all actions prior to making request for funds.
2. A summary of the legal proceedings or legal basis on which any proceedings will be based.
3. A statement of the purpose of the suit, or what is expected to be gained by court litigation.

4. A statement confirming of discussions with parties concerning the recovery of court costs and attorney fees.

5. A statement of the possibilities of success in the litigation.

6. A statement of the chances of appeal.

7. An estimate of the probable court costs and attorney fees for the first level of litigation.

8. A statement confirming contact with the NEA regarding this case.

9. Any member who has been dismissed but whose case is yet in litigation or on appeal shall continue to be considered an active member of the Association until the legal questions relating to his/her employment status are resolved.

EB. Procedures for Legal Assistance to the OEA Bargaining Units

1. Rationale - it is important that OEA provide financial aid, staff and legal assistance to local affiliates for factfinding, ERB matters, arbitrations, and related court actions, assuring equitable treatment for all members.

The procedures are predicated on the following assumptions:

   a. We must assure that the bargaining efforts result in minimally acceptable local contracts across the table.

   b. We must protect the integrity of bargained contracts.

   c. We must advance organizational and class action grievances.

   d. We must secure the right of our units to good faith bargaining.

   e. We must help our members to defend themselves against reprisals.

   f. Locals needing legal assistance are expected to contribute financially in order to demonstrate their commitment.

   g. The state association recognizes its obligation to assist units too small to fund fully their own costs.

   h. Decisions to litigate shall be made jointly with the local leadership after careful study of each case.

   i. Limited resources preclude pursuing every case to the ultimate level.

   j. In OEA affiliates having achieved exclusive recognition, nonmembers shall be accorded such assistance as is required by law.

2. Criteria for State Participation

   a. The foremost obligation of all OEA affiliates is to gain a satisfactory agreement at the local level and to implement the agreement properly. The
OEAs will assist with legal aid where:

(1) Failure to challenge a deteriorating local situation could result in a poor contract or even lack of a contract at the local level.

(2) The presence of unfair labor practices prevents members from exercising their legal rights.

(3) Failure to challenge a particular issue, practice, or position would have a negative statewide impact.

(4) One or more members would suffer significant professional, personal, or economic disadvantage.

b. Priority will be assigned to:

(1) Cases involving broad statewide application.

(2) Strike-related matters if the pre-strike assistance procedures have been adhered to.

3. Funding by OEA - the following guidelines shall apply for OEA payment for grievance arbitration, contract arbitration, factfinding, and unfair labor practices:

a. Locals with 50 or fewer members - 65%

b. Locals with 51 through 99 members - 45%

c. Locals with 100 or more members - 35%

d. Special circumstances will be considered on a case-by-case basis.

4. Authorization for Legal Assistance

a. Legal assistance shall be authorized by the OEA executive director or his/her designee. Authorization may be given verbally, followed in each case by written authorization with a copy to the attorney.

b. Prior to payment of a subsidy for contract/grievance arbitration or factfinding, a copy of the following must be transmitted to the OEA General Counsel:

(1) Copy of the arbitrator's award or factfinder's report.

(2) Arbitrator's (factfinder's) bill.

(3) Other applicable bills.

c. The OEA will seek aid from the NEA DuShane Fund in meeting the expenses of special cases covered by NEA DuShane Fund policy.

FC.OEA Position on Strikes and Strikebreakers

1. Members may refuse to provide services in situations where conditions make providing quality education impossible. The Board of Directors of the Oregon Education Association recognizes that members may have to refuse their services in situations where conditions make
it impossible for members to provide quality education.

RES. IV.11

The decision to strike is a professional action by a majority of the members in a bargaining unit. To initiate a work stoppage is a right specifically granted by the Oregon Public Employee Collective Bargaining law when all other attempts at reaching a satisfactory agreement have been unsuccessfully tried. Members reporting for work during a legitimate work stoppage are strikebreakers and undermine the collective efforts of their colleagues.

The Oregon Education Association urges all members of the bargaining unit to act as one when the situation demands a strong show of teacher solidarity.

2. When deplorable conditions in education exist in a school district that has brought about a crisis, after all peaceful resolutions fail to resolve an impasse occurring therein, the Association realizes that members may have no choice but to resort to a withdrawal of services as the only means of attracting public attention. The OEA recommends that its affiliates seek aid in time of a crisis and involve the Association at the earliest possible time. Administrative and supervisory personnel may remain with the schools or take other precautions to provide for the safety of students and protection of property. During such withdrawal of services by a recognized professional organization, schools should be closed for the duration of the withdrawal of services.

3. All members have a duty to honor any primary picket line authorized by the local association. Any member who crosses an authorized picket line, or knowingly accepts work in a district whose employees are on strike, may be subject to discipline according to OEA Bylaws, Article XI and OEA Policies 2700.

GD. Qualifying for OEA Bargaining Crisis Assistance

1. It is strongly recommended that locals participate in the OEA UniServ and/or local association organizing bargaining training. The OEA Bargaining and Organizing Books provide assistance and direction in preparing for crisis.

2. Not later than the expiration of the statutory 150 days of bargaining, the local association will:
   a. Form an organizing committee and,
   b. Complete and submit the OEA Initial Organizing Checklist to the local UniServ Consultant and the OEA associate executive director for the Center for Advocacy & Affiliate Services or designee; and,
   c. Submit a crisis organizing plan to the local UniServ Consultant and the
3. Prior to the first mediation session, the local association will:
   
a. Complete the OEA Pre-Mediation Organizational Readiness Survey. The local UniServ Consultant in cooperation with local leadership will administer this survey. This survey is to be submitted to the OEA associate executive director for the Center for Advocacy & Affiliate Services or designee and will be used by the UniServ consultant and OEA to assess the local’s early preparations for strike; and,

b. Execute OEA’s Crisis Organizing Agreement;

4. Prior to the 30 Day Cooling-Off Period, the local association will:

   Participate in an initial Pre-Strike Evaluation by OEA administered by a Strike evaluation Team as indicated in Section E. Below. The team will be composed of UniServ consultants and local leaders. A report from this Team will be forwarded to the local association, the local UniServ Consultant and the OEA associate executive director for the Center for Advocacy & Affiliate Services or designee.

5. Approximately two weeks following the initial Strike evaluation, the local association will:

   Participate in a follow-up Pre-Strike Evaluation by the same OEA team after having addressed any organizational weaknesses identified in the initial report. A final report from this Team will be forwarded to the OEA associate executive director for the Center for Advocacy & Affiliate Services or designee.

6. The OEA Executive committee and Board director(s) from the involved OEA district(s) may sanction a strike based on the pre-strike investigation report.

7. Procedures for administering the Relief Fund are given in Policies 7000.

HÉ. Strike Evaluation

1. Involvement of a Strike Evaluation Team may be initiated either by request of the local association or by direction of the associate executive director of the Center for Advocacy & Affiliate Services or designee.

2. The Associate Executive director for the Center for Advocacy & Affiliate Services or designee shall appoint a Strike Evaluation Team and shall notify the OEA Executive director, the local UniServ consultant and the local association of the appointments. The local association may request changes in the Strike Evaluation Team.

3. The assignment of a Strike Evaluation Team shall not preclude or replace other OEA
assistance such as legal, public relations, and other aid.

4. The Strike Evaluation Team is advisory to local associations. The Team shall conduct its evaluation and make its confidential recommendations to the local leadership, but does not decide if a local is to strike.

IE. Strike Assessment

Before a strike is called, the local association governing body shall:

1. Notify its members, in writing, of the OEA policy: that all members have a duty to honor any primary picket line authorized by the local association, and that the local association may initiate charges against any member strikebreaker through the judicial review process.

2. Conduct a minimum of at least one, one-on-one strike assessment (as per OEA Strike Assessment Guidelines) with all members prior to an actual strike vote.

JG. Cadre Assistance

Cadre assistance may be provided to locals for grievance, bargaining, political action, professional development and community outreach.

II. POLICY TO BE FOLLOWED WHEN MANAGEMENT REQUESTS A CONTRACT BE REOPENER PROCEDURE FOR THE PURPOSE OF COST-SAVING MEASURES

A. Obligation of Fair representation

The Association has a duty and legal responsibility to represent everyone in the unit fairly when bargaining and maintaining the contract. The association must continue to exercise its duty of fair representation and assure that its actions are not arbitrary, discriminatory or in bad faith to any member of the bargaining unit. Failure to follow established procedures may subject the Association to substantial liability.

This procedure will be followed to avoid future legal problems:

1. A local which has received a written management request to reopen a contract shall immediately notify the UniServ consultant who shall notify the associate executive director for the Center for Advocacy & Affiliate Services.

2. The local, in consultation with the UniServ Consultant, shall establish a procedure to evaluate the need to reopen the contract. OEA will provide assistance as requested and appropriate.

3. After consideration of the request through the procedure established in A.2. above, the Single Agent Bargaining Council or the local membership (for those not participating in a Single Agent Bargaining Council) shall determine an appropriate course of action.

B. Circumstances to be Considered by an Association before Re-Opening a Contract

DISTRICT BUDGET:
**DISTRIBUTED BUDGET**

- Have all program cuts outside the regular school day been made?
- Have the administrative costs been cut?
- Is there money in the budget?
- Is the allowable amount of taxes being levied?
- Are the taxes higher than the average of surrounding districts?
- What has been done with the transferring of funds?
- Has excess revenue been returned to the public?
- Has enrollment been declining?
- Financial information needed for an audit:
  - Preceding year’s audit
  - Current adopted budget
  - Resolutions—Adopting the budget
  - Appropriating the budget
  - Declaring a tax levy
- Financial statements:
  - June 30, 20__, Aug., 20__ Audit.
  - June 30, 20__, July 31, 20__ Sept., 20__
- What carryover/contingency does the District have?
- Are grant funds available to address the budget concerns?
- Is there a pattern of over budgeting and under spending?
- Can the issue be addressed with an MOU?
- Who makes the decision at the local?
- Assess your member support on re-opening the contract.

**INTERNAL**

- What is the unemployment rate?
- Have local businesses been closed?

**COMMUNITY**

- What is the unemployment rate?
- Have local businesses been closed?

**III. CONTINUING GOALS FOR SECURING AND EXPANDING PERSONAL, PROFESSIONAL, **
LEGAL AND HUMAN RIGHTS
FOR ALL MEMBERS

A. Grievance Processors in Local Buildings - there should be a trained grievance processor in each building.

B. Follow-up Grievance Training - OEA staff is directed to attempt to implement follow-up grievance processing training within budgetary constraints and membership requests.

C. Collective Bargaining by All Locals - all local affiliates should negotiate comprehensive local contracts as defined by the terms and conditions recommended in the OEA prototype agreement. Moved to beginning of new 3200

Note: current 3500 - Resolutions has proposed language for section I. Section II has been renamed “Professional Development.” A has been re-written, B-D have been appropriately placed in Resolutions.

3300

I. CURRENT POLICIES
ESTABLISHED TO PROMOTE INSTRUCTIONAL AND PROFESSIONAL DEVELOPMENT AND PROFESSIONAL AUTONOMY THROUGH SELF-GOVERNANCE

A. Code of Ethics - the Oregon Education Association affirms as its code the amended and revised Code of Ethics of the Education Profession adopted by the National Education Association, and as contained in this Handbook. New RES. V.1

B. Out of State Applicants - OEA affirms that out of state applicants meet Oregon Licensing Requirements. RES. V.11

C. Alternative Licensing Systems - OEA opposes Alternative Licensing Systems as counter-productive to effective education within the state of Oregon. RES. V.4

D. Teachers Exonerated - OEA opposes any action by the Teacher Standards and Practices Commission that would discredit or cause loss of credential to any teacher who has been accused in an ethics or morals case but who has been exonerated by a court of law. RES. V.11

E. Internship Programs - OEA opposes mandatory internship programs as requirements for entering the profession. RES. V.9

II. CONTINUING GOALS FOR PROMOTING INSTRUCTIONAL AND PROFESSIONAL DEVELOPMENT AND PROFESSIONAL AUTONOMY THROUGH SELF-GOVERNANCE

A. Teacher Standards and Practices Commission

The Oregon Education Association will inform its membership should become informed concerning the work and activities of the Teacher Standards and Practices Commission. It is suggested that OEA publications carry schedules of meeting dates and periodic reports of activities of the Teacher Standards and Practices Commission. Local presidents are urged to invite members of the TSPC to speak to their association members as a means of informing the profession of activities of the Commission.

B. Professional Preparation
1. OEA recognizes the importance of the consortia as a link to the teacher education program and should continue to train and support teacher members of those consortia. RES. V.8

2. OEA supports the concept that all competency testing will be a part of teacher preparation programs prior to the initial licensing. RES. V.8

C. Education Reform

OEA shall take steps to monitor, make recommendations and take action on proposed educational reform issues in K-12 and higher education institutions and systems. In New Policy 3200 C

D. The Central Role of Education Employees

OEA recognizes the central role that education employees are playing in efforts to improve teaching and learning in K-12 and higher education institutions, and will support innovative efforts by education employees within and among institutions and systems, including efforts to ensure that institutional governance structures are changed to recognize the leading role of education employees in the academic program of the school or college. RES. II.57, IV.8 and V.6

Note: current 3600 - This Policy has been renumbered 3400 and renamed “Achievement of Organizational Excellence.” The task force has recommended language changes to update the Policy. Current C4 and C6 have been removed to update the services provided. Current 5 D has been removed as the UEP logo is no longer part of the OEA branding.
dues, OEA shall take steps to insure compliance with unification agreements.

5. It is essential that the NEA Fund for Children & Public Education be adequately funded, and staff shall have the appropriate plan for the NEA Fund promotion each year.

6. The fair share amount to be paid by nonmembers who are employed by a district or college less than full-time shall be determined in the same manner as for part-time OEA members.

7. Where a fair share agreement is negotiated and nonmembers object to paying for legal religious reasons, locals shall encourage contributions to the James D. Carlson Memorial Scholarship Fund.

8. Community College adjunct faculty dues shall be collected as one-ninth of the annual amount for each month worked for this category. Provisions of the category “no contractual salaries” for active members shall apply to community college faculty or other staff working less than half time and having no guarantee of continuing employment. The monthly dues shall be collected as one-ninth of the annual amount for this category.

B. Local Association Requirements (OEA Bylaws, Article XVI, Section 1)

1. An association shall affiliate with both OEA and NEA. Application is required only for newly formed chapters.

2. A local association must have bylaws consistent with those of OEA and NEA. This document must be on file with the OEA and must state that membership is unified, with each member belonging to the local association, OEA and NEA.

3. The local association must have an approved budget, which will promote the activities of the association and meet leadership commitments.

4. The local association shall vest all policy-making power in either the membership or an elected representative body.

5. The local association has the responsibility to represent, in good faith, its members before employment related bodies and boards.

6. The association, either directly or through a bargaining council, will gain recognition as the exclusive negotiating representative of the members and negotiate a comprehensive contract.

7. The local association shall maintain a level of dues that allows for the operation of a full program of services to the membership and the ability to fund an organizational structure without the financial sacrifice of one leader or a small group of leaders. The local association must have an approved budget, which will promote the activities of the association and meet leadership commitments.

8. The local association, wherever possible, supports state and
national program priorities in political action, legislative support, professional development, and affirmative action.

9. The local association shall maintain financial records which shall record the income and disbursement of its funds. The local association shall maintain adequate, permanent files in a location reasonably assessable to the membership.

10. The local association program shall include an effective communication system.

11. The local association program shall promote membership growth and maintenance.

12. The local association shall provide assurance that the local association membership categories shall not compete with those of another affiliated local within the same employing jurisdiction.

13. Local associations shall transmit all NEA/OEA dues on hand, including fair share payments, on a regular basis to be determined by the OEA Board of Directors.

14. Names of local officers shall be submitted annually to OEA.

15. A form indicating to a newly-formed local that it has been accepted for continuing membership in OEA shall be delivered to the officers of the new local by the OEA district director.

16. A local may be declared by the OEA president to be disaffiliated with OEA when no local officers can be found who will declare that an affiliation with OEA exists.

C. Association Services

1. Eligibility for member services

   a. Members are eligible for assistance under Categories A and B (below) providing the membership application form was received at least fifteen calendar days before the occurrence of the incident for which the assistance is requested.

   b. Members must conform to the following categories:

      Category A - previous year members will continue to receive all program service and assistance until November 30 of the current year. Previous year members who are not members as of November 30 of the current year become eligible for program, services and assistance 15 calendar days following receipt of the membership application form.

      Category B - previous year nonmembers who were eligible for membership become eligible for program, services and assistance 15 calendar days following receipt of the membership application form.

      Category C - previous year nonmembers who were not eligible for membership shall become eligible for program
services and assistance on receipt of the membership application form.

2. Student Oregon Education Association
   a. Where possible the local associations should invite the local Student OEA to have a member on their different committees and task forces on the local level.
   b. UniServ council officers are charged with the responsibility of communicating with, guiding and advising the SOEA units in their districts.
   c. Cadre assistance may be provided for Student OEA.

3. Fair Share Services (OEA Bylaws, Article II)
   Fair Share fee payers shall be entitled to all benefits provided to bargaining unit members excepting the right to vote and hold office (and rights to special services--such as instructional institutes--unless granted by the OEA Board of Directors upon written request by local associations).

4. Special Services
   OEA shall not continue Special Services which have one or more of the following characteristics:
   a. Are not being patronized by OEA members.
   b. Require a high degree of scrutiny.
   c. Do not offer considerable savings to OEA members.

5. Printing Services
   The Oregon Education Association will provide printing services within the following constraints:
   a. Written requests, which must indicate where in the budget the printing cost is to be charged, conform to programmatic budget requirements and must be submitted to the OEA executive director before May of each year.
   b. Copy must be submitted on time, in "press-ready" condition, and conform to the OEA print shop requirements.
   c. The OEA programmatic budget appropriation is approved by the OEA Board of Directors.
   d. All OEA publications shall include the UEP logo.

6. Placement Listing Service
   OEA Placement Listing Service will be provided in accordance with the following priorities:
   a. First Priority: Placement listing service will be available to OEA members free of service charge.
   b. Second Priority: Placement listing service will be available to United Education Profession members from other states for a reasonable charge.
7. Program Funding

The OEA program/budget committee will consider funding programs which fit within the OEA adopted goals and objectives. OEA will provide flat-grant funding only under extraordinary circumstances.

D. Unit Incentive Subsidy for Statewide Conferences/Training

The budget provides that the financial parameters within any statewide conference/training should be confined. To the extent that one element of a conference/training reduces the budget, other items must be adjusted. Such adjustment will normally be in the cost of room and the provision of meals, if any, and decisions regarding the duration of the conference/training. Provision for room and meals will be announced in advance, along with other anticipated expenses.

1. Lodging will be reimbursed at one-half the double occupancy rate, including tax, of OEA approved accommodations.
   a. Participants traveling 100 miles or more (one way) will be reimbursed for one night's lodging.
   b. Participants traveling 200 miles or more (one way) will be reimbursed for two night's lodging.
   c. Participants traveling 50 miles or more (one way) to attend a two (2) day conference/training will be reimbursed for one night’s lodging.

2. Meals, except for those provided to the group at the conference, will not be reimbursed.

3. A mileage incentive subsidy, not necessarily intended to cover the full cost of the travel, will be allowed.

   Units with 100 or fewer members - 1/3 the IRS rate rounded to the nearest cent per mile for the driver, plus 2 cents per mile for each additional participant riding in the car.

   Units with more than 100 members - 1/3 the IRS rate rounded to the nearest cent per mile for the driver, plus 2 cents per mile for each additional participant riding in the car, traveling 50 miles (one way) or more to the conference/training site.

4. Exceptions may be made in the case of hardship in a local which has exhausted its funds for other purposes providing the local has a minimum of $10 local dues or has been identified as a unit needing special organizing assistance.

E. School Closures

During school closures caused by financial constraints, local affiliates or individual members of the Oregon Education Association shall not become involved in activities or programs that:

1. Involve members in areas for which they have no liability protection.

2. Economically discriminate against students or limit their
opportunities because of family economic status.

3. Shift an unequal burden of educational costs to any particular group in the community.

4. Eliminate or reduce incentives for citizens to pass adequate long-term funding measures.

F. Statewide Meeting Sites

Whenever possible, facilities which are not on the union unfair list will be selected for OEA statewide meetings. Priority consideration, however, will be given to facilities with union affiliation.

G. Corporate Relationships

1. OEA property such as land, buildings, and their management shall be separated internally and treated as an addendum to the OEA budget.

2. The OEA-PIE Constitution and Bylaws shall be included in the OEA Handbook.

3. Minutes of all meetings shall be exchanged between the members of the OEA Board of Directors and the OEA-PIE Board of Directors.

4. The basic relationship is between the NEA Fund for Children & Public Education and the OEA Board of Directors; therefore, any expenses for OEA participation in NEA Fund activities must be carried by the OEA, the OEA president, or the president's designee, representing the OEA at all the NEA Fund functions.

45. All staff assistance to OEA-PIE shall be provided by OEA.

56. OEA-PIE shall be continued as a voluntary, non-profit, separate, unincorporated association and is not affiliated with any political party.

II. CONTINUING GOALS FOR ACHIEVING ORGANIZATIONAL EXCELLENCE

HA. United Education Profession Membership

All NEA/OEA members should be members of a local in their area. If no local is available, the UniServ council shall assist in formation of a local for that area.

IB. Fair Share Agreements

A fair share agreement or in-lieu-of-dues payment bargained locally (in negotiations) should include total local, OEA and NEA professional dues.

JC. Local Officers and Chairpersons

Local officers and Representative Assembly delegates should be elected by April of each year.

KD. OEA Position on Merger with Other Organizations

OEA acknowledges the value of having all education employees covered under a single national organization.

The OEA Representative Assembly reaffirms a desire to unite all education employees into a single national organization. The OEA Representative Assembly further recognizes that a merger with the
AFT, the AAUP, and other appropriate organizations could contribute to that end.

OEA can pursue discussions regarding potential merger with other organizations. At a time and on terms it deems appropriate, the Board of Directors may initiate discussions with other organizations on merger or combination.

**Rationale:** As part of the strategic planning process the 2010 OEA RA adopted revised goals and created a task force to review and make recommended revisions to Policies 1000-1100 and 3000-3600 to the Board and the 2011 OEA RA. The Task Force sought and received input from our five goal work teams, the Resolutions Committee, Legislative Advisory staff liaison, all OEA Centers, and managers. After reviewing said Policies and considering all input received, the task force respectfully recommended revisions to the OEA Board of Directors.

**Submitted by:** Goals and Alignment Task Force

**Contact:** Kathleen Sundell, OEA Board Member

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**POLICY PROPOSAL C**

*Board of Directors forwards Policy Proposal C with a Do Pass Recommendation.*

**2200 - BOARD OF DIRECTORS**

*(OEA Bylaws Article III and IV)*

**I. DELEGATES**

A. The OEA president shall notify the president of each local association by February 10 of its allocated number of delegates for the annual meeting based on January 15 active membership. Names of elected delegates shall be filed with the OEA president at least 45 days prior to the annual meeting of the OEA Representative Assembly.

**Rationale:** NEA does not release membership counts until processing is completed in late January. NEA counts must be adjusted for OEA RA allocation because OEA Bylaws Article II.2.A. requires that members employed by more than one district be counted in the district in which they spend the most time. The OEA Credentials Committee needs more time to review the data from NEA. Mailing and emailing the allocation and forms nine days later allows sufficient time for local presidents to complete them before the deadline of 45 days prior to RA, which at its earliest would be the end of February.

**Submitted by:** OEA Credentials Committee

**Contact:** Pam Morris, Credentials Committee
CABINET FOR CENTER FOR ADVOCACY AND AFFILIATE SERVICES

CABINET MEMBERS:
Chair: Sena Norton
Board Liaison: Jane Killefer
Maureen Barnhart
Sue Byrum
Laurie Hackney
Diane Hicks
Stephen Hillis
Doris Jared
Dayna Mitchell
Sandi Rosenfeld
Rosemary Teetor
Staff Liaison: Box Bond

CHARGES:
1. Work cooperatively with other Centers to establish training and program development for state and local coalition building.
2. Monitor and recommend annual settlement standards to OEA Board.
3. Review evaluations of Advocacy Conference and make recommendations as appropriate.
4. Monitor ESP organizing strategy.
5. Develop guidelines for maintenance of files.
6. Make recommendations concerning types of programs developed and conducted by UniServ professional staff which reflects the needs and priorities of local leaders at the state and UniServ Council level.
7. Recommend to the OEA President possible recipients for the Dick Barass/Pat Wohlers Member Rights Award and the Robert G. Crumpton Organizational Excellence Award.
8. Provide copy of meeting minutes to the President’s Office, along with an annual report.

Cabinet Activities Related to Charges:
1. The Cabinet has reached out to the Organizing Task force and will invite them to future meetings. The Cabinet continues to seek opportunities to work cooperatively with the other Centers in program and coalition building.
2. The Cabinet reviewed bargaining standards and strategy documents as received from the Bargaining Task Force. A recommendation for approval was forwarded to the OEA Board of Directors for their consideration. The Board amended the Cabinet’s recommendations and approved the revised Bargaining Standards documents. The Cabinet approved a member of the Cabinet to act as a liaison to the Bargaining Task Force.
3. The Cabinet reviewed evaluations from the Summer Leadership Academy. Recommendations were made to expand offerings to include peripheral advocacy classes (public speaking and writing newsletters), and ORELA training offered at the Fall Advocacy conference. In addition, the Cabinet recommended that OEA develop non-advocacy sessions to draw newer members to the conference. The date for the 2011 Fall Advocacy conference was set for October 22nd at the Eugene Hilton. The Cabinet recommended that the advertising of this conference begin in the Spring 2011. The Cabinet reviewed plans for the 2010-2011 regional advocacy conferences.
4. No action was taken by the Cabinet regarding ESP organizing strategy other than to be updated at the May 7th meeting.
5. The Cabinet reviewed the Document Retention/Destruction Policy for locals. Out of this review the Cabinet forwarded to the Board of Directors a recommendation to provide training to local association secretaries and officers regarding their roles and responsibilities including record retention and preparing minutes for meetings. This recommendation was approved by the OEA Board of Directors and forwarded to the appropriate staff.
6. The Cabinet made various recommendations concerning the types of programs offered during trainings and also to integrate more members into trainer positions. Specifically to develop programs which will appeal to newer members, ESP’s and specialists. The Cabinet also made recommendations about possible informative article topics for the OEA Today around current hot topics.
7. The Cabinet developed a process by which to review and forward possible recipients to the Office of the President for the Member Rights and Organizational Excellence awards. The process will be fully utilized for the 2012 OEA Award cycle.
8. This report satisfies charge #8 and minutes were forwarded to the Office of the President after each meeting of the Cabinet.
CABINET FOR CENTER FOR PUBLIC AFFAIRS

CABINET MEMBERS:
Chair: Jo Cooper  
Board Liaison: Jeff Hellman & Deborah Barnes  
Zoe Diacou  
Jennifer Dorsey  
Tim Farness  
Allison Gowey  
Robert Delgatto  
Mary Lynn Marden  
Deanna Kozak  
Staff Liaison: BethAnne Darby

CHARGES:
The focus of the Cabinet for Public Affairs is in three primary areas: legislative, political and communications/public relations.

1. Review the program and results from the 2010 Working Wonders Video Contest in comparison to previous years.
2. Provide input on the Working Wonders Video Contest for 2011 and how to extend outreach and garner more entries.
3. Provide input on OEA’s use of social media and other technologies for member engagement.
4. Provide input and help implement a promotion and member engagement plan around OEA’s Mission, Vision and Core Values.
5. Provide input on an updated Communications 101 handbook for local leaders and staff.
6. Participate in UniServ General Election related activities.
7. Assist in planning OEA’s member activities for the 2011 Legislative Session.
8. Recommend to the OEA President possible recipients of the Political Action Award, the Robert G. Crumpton Organizational Excellence Award, and the News Media Awards.
9. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

Cabinet Activities Related to Charges:
The Cabinet discussed how important it is to ensure that OEA Members participate and advocate in both elections and legislative sessions.

ELECTION 2010 – The Cabinet discussed that OEA members were absent from the 2010 election and what it means. OEA members participated only minimally in phone banks and the statewide canvass. The Cabinet observed that members were tired and not excited about the candidates. They talked about ways to change our culture to one of organizing so that members have an expectation of involvement.

Suggestions:
- Invite a lawmaker out to your school
- Organize politically around unpaid days
- Participate in the Legislative Contact Team & OEA-PIE

Legislative Session 2011 Activities– Each UniServ has been asked to recruit one member per assigned Legislator; this group will act as a team. Each team will designate a captain who will be in charge to communicating to their LCT team members. Each week the public affairs department will assign a theme for the next week. Each week’s theme will center around one of the following: Retirement and Health Care Security, Professional Excellence and Student Success, Promoting Local Decision Making, Accountability and Efficiency in Serving Kid, Growing the Economy and Creating Jobs. With each theme there will be attached a to-do, and tangible to return.

Working Wonders Contest – The Cabinet reviewed the 2010 Working Wonders Contest and noted low participation when compared with other years. It then approved a revised plan for 2011 that will hopefully encourage more people to participate and give OEA greater latitude in use. The 2011 plan will place an emphasis on taking an open, broader approach to collecting stories and set a lower barrier for entrants – in addition to creating a video, other options can include a write up the story, or share links, or share photos.

OEA’s use of social media tools and other technology – OEA continues to grow our use of social media tools and continues to look for ways to grow our base for our web communications too.

OEA Communications 101 Handbook – The handbook is intended as a ready-to-go resource for locals in guiding their local communications internally and externally. It is available on the OEA website and communications staff are available to co-train with members to make the material more grounded at the local level.

Promoting OEA’s Mission, Vision and Core Values: OEA needs new faces and we need to identify OEA members on the frontlines in our classroom that embody our goals.

The OEA Cabinet for Public Affairs made recommendations for OEA Awards at RA to Uniservs that support the work of the Center.
CABINET FOR CENTER FOR TEACHING AND LEARNING

CABINET MEMBERS:
Chair: Susie Garrison
Board Liaisons: Rebecca Levison and Gary Humphries
Linda Gebhart
Mary Morton
Kristan Parman
Daniel Pilver
Judy Svoboda
Beth Yarbrough
Staff Liaison: BethAnne Darby

CHARGES:

1. Recommend methods to keep OEA members and external partners informed about proposed legislation and policies on educational issues, working collaboratively with the Center for Public Affairs.

2. Provide recommendations to OEA Goal Committees working on the following goals:
   - OEA will be a primary resource for its members’ professional development
   - OEA will be the voice and proponent for professional excellence in public education.

3. Research alternative methods for program delivery in order to expand access to training opportunities (such as on-line courses, etc.)

4. Work with the New Member Advisory Council to develop strategies for engaging new members in OEA at the local and state level.

5. Recommend to the OEA President possible recipients of Noel Connall IPD Award and the Robert G. Crumpton Organizational Excellence Award.

6. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

Cabinet Activities Related to Charges:

OEAA members and staff serve on the ODE committee for implementation of the Common Core Standards in mathematics, the ODE’s Kindergarten Task Force and the legislatively mandated On-Line Learning Task Force. Center staff attend all meetings of the State Board of Education and the Teacher Standards and Practices Commission (TSPC). The Cabinet provided feedback on recommendations developed by a work group established by the Legislature in February 2010 under HB 3619. OEA staff served on the work group with representatives of superintendents/administrators, Oregon’s teacher preparation programs, ODE and TSPC, among others. The Cabinet ranked various work group proposals to support educators in their professional growth across the career continuum. The Cabinet provided feedback on the 2011 Legislature and legislative proposals related to professional practice issues and educator quality. The Cabinet was given an update and provided feedback on Governor Kitzhaber’s education agenda and the Governor’s Executive Order establishing an Education Investment Board. The Board, which is appointed by and reports to the Governor, is tasked with developing a framework to guide integrated policy and resource investment decisions across the public education sector, from early childhood through higher education. OEA Executive Director Richard Sanders and OEA member Michael Geisen have been named to the Education Investment Board. The Board is charged with developing its policy recommendations by May 31, 2011.

The Cabinet was updated on the progress of the OEA Goals Committees, Purple (professional development) and Yellow (professional excellence). The Cabinet provided feedback on how OEA can better serve members professional development needs, especially for new members and for members in rural areas. The Cabinet also discussed how OEA can expand its leadership in promoting professional excellence through better engagement of members at the local level in the professional development and policy advocacy efforts of the Association.

The Cabinet provided feedback on possible training modules for the Joint Summer Conferences (Minority Affairs Conference and Summer Leadership) as well as other training opportunities. Ideas explored included having more training offered at the Conferences related to professional development, strengthening teacher practice and strategies to assist educators in overcoming challenges at both the early and mid-stages of the career. The Cabinet discussed providing trainings focused on helping local association leaders and members participate and co-lead effective design processes for evaluation and professional growth systems, including efforts being sponsored in individual districts by the CLASS Project. The Cabinet discussed having more trainings targeted specifically for veteran association leaders and specific local officer trainings for members new to leadership in their local association.

The Cabinet provided feedback on the January 2011 OEA Education Symposium, reaffirming the opinion of members surveyed at the Symposium that similar symposia should be organized in the future, with greater involvement from community leaders, local school boards and legislators.

The Cabinet met with the New Member Advisory Council and discussed opportunities to engage new members in the broad work of the organization. The Cabinet suggested providing an electronic handbook to new members (on a thumb drive) that describes the professional development resources and education
policy advocacy opportunities the Association provides for members.

BYLAWS/POLICIES COMMITTEE

COMMITTEE MEMBERS:
Chair: Eileen Wende
Board Liaisons: Karen Weiseth and Theodore Shannon
Leona Burdett
Lori Evans
Amy Goulter-Allen
Charles Johnson
Robert “Bobbi” Yambasu
Staff Liaison: Mark Toledo

CHARGES:
1. Prepare, by editing, Bylaws and Policies changes submitted to the committee for the 2011 OEA RA, and report to the OEA Board in February and March.
2. Fulfill duties as described in the OEA RA Standing Rules.
3. Work with the Goals Alignment Task Force to edit Bylaw/Policies for submission to the 2011 OEA-RA.
4. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

Cabinet Activities Related to Charges:
1. The committee first met on Saturday, Dec. 4, 2010 from 8AM to 12 PM. The committee spent time reviewing and editing all the submitted Bylaws proposals. The committee met again on February 11 and 12, 2011, on Friday evening and all day Saturday.

The committee spent considerable time reviewing and editing all of the Proposed Bylaws and Policy Amendments for the 2011 OEA-RA. Due to the work of the Goals Alignment Task Force and Goal Work Groups on Policy Proposal B, the Bylaws/Policies Committee had considerable work to do. After editing, the Committee realigned all remaining OEA Policies in sections 1100 and 3000.

The Bylaws/Policies Committee's work was aided by the prior work of the Goals Alignment Task Force and the OEA Resolutions Committee.

In addition to our meeting, the Bylaws/Policies Committee used email to conclude the work of the committee on Bylaw Proposal C, which did not have substantive changes being proposed.

The Committee completed the charge of reviewing and editing all Proposed Bylaws and Policy Amendments for the 2011 OEA RA which had been submitted sixty days prior to the Representative Assembly. Bobbi Yambasu attended the OEA Board of Director's March meeting to answer any Board questions on the committee’s work.

2. Per the OEA RA Standing Rules, the Committee made sure that all proposed changes to the Bylaws and Policies were accompanied by a statement of rationale and that each proposed Bylaws and Policy change had an identified contact person, as well as Uniserv. Committee members are planning on attending their Regional Mini RAs, as well as the OEA RA.

3. Charge 3 is satisfied by this report.
4. The final report of our committee, the 2011 Proposed Bylaws and Policy Amendment, was forwarded to the March meeting of the OEA Board of Directors for their recommendations.

The committee appreciates the help and support of Erika Marion, who helped to set our meeting dates and supplied the committee with all essential materials and Mark Toledo, our Staff Liaison, who was not only a consultant and minute taker, but a gracious host. Vice President, Hanna Vaandering's help in clarifying the work of the Goals Alignment Task Force was also deeply appreciated.

CONGRESSIONAL ADVOCACY TEAM

COMMITTEE MEMBERS:
Chair: Kathy Newman, Congressman Wu (CD1)
Board Liaison: Debra Mott
Jeff Matsumoto, Congressman Wu (CD1)
Darlene Cook, Congressman Walden (CD2)
Mike Lamb, Congressman Walden (CD2)
Scott Jensen, Congressman Blumenauer (CD3)
Suzanne Cohan, Congressman Blumenauer (CD3)
W. Patrick Mulligan, Congressman DeFazio (CD4)
Paul LaBarre, Senator Merkley
Caryn Connolly, Senator Wyden
David Dugo, Senator Wyden
Don Colgan, OEA Retired, Senators Merkley and Wyden
Barbara Davidson, OEA-Retired, Congresspersons Blumenauer, DeFazio, Schrader, Walden & Wu
NEA Staff Liaisons: Trish Welte, Nancy O’Brien
OEA Staff Liaisons: Lindsey Capps, Tonia Davis

CHARGES
1. Conduct meetings of all members of the Congressional Advocacy Team (CAT) at least twice a year.
2. CAT members will communicate NEA policies and positions to the appointed Congress member in order to influence congressional action for the improvement of education.

3. Report to the OEA President on meetings between CAT members, Congress members and staff on an ongoing basis.

4. Report to the OEA Board of Directors and the OEA RA.

5. Make recommendations about how to make members more aware of impacts of federal legislation on state education programs.

6. Coordinate actions with LAC and PIE to have a greater impact on congressional lobbying efforts.

7. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

Committee Activities Related to Charges:
The members of the Congressional Advocacy Team (CAT) have been active in maintaining an ongoing dialogue with members of Oregon's Congressional Delegation on key legislative issues. In recent months, the main issues have been funding, IDEA, reauthorization of the Elementary and Secondary Education Act, Education Transformation, Employee Free Choice Act, and GPO/WEP.

CAT members have had direct meetings with their Congressperson and/or their legislative staff to provide NEA’s and OEA's perspective on these issues.

On Friday, March 5, prior to the OEA-PIE Convention, CAT members had their spring meeting where they were given an update from NEA Government Relations and Campaigns and Elections on the legislative and political landscape over the next several months. A panel discussion on Effective Advocacy included two local aides from offices of U.S. Representatives Wu and Schrader, NEA Director Jamie Zartler and Nancy O'Brien of NEA Government Relations.

On Saturday, December 11 at the OEA Headquarters, CAT members received a legislative update from NEA, reported out recent Congressional contacts, discussed challenges and opportunities, and reviewed best practices for advocacy.

Committee members have developed outreach plans for the next 6-8 months for ongoing meetings and communication with the Oregon Congressional Delegation. They will work in tandem with Oregon’s NEA Directors through quarterly reports detailing the outcomes of their lobbying efforts. Oregon’s NEA Directors will also provide reports to CAT of their meetings with Members of Congress and Senators in Washington, DC.

CREDENTIALS COMMITTEE
COMMITTEE MEMBERS:
Chair: Pam Morris
Melody Antons
Dottie Coburn
Sorrel Dod
Jeanette Kmetic
Mary Ann Raschke
Board Liaison: Janis Eggert
Staff Liaison: Jody Pollak

CHARGES:
1. Implement tasks as stated in OEA Bylaws Article VII, Section 4, and in Policies 2500.

2. Monitor the voting process and make recommendations to the OEA Board regarding ways to improve the process.

3. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

Committee Activities Related to Charges:
The Credentials Committee met on January 10, 2011, to deal with the issue of membership in more than one local, to meet the one person one vote requirement. The Committee will meet on March 19, 2011 to count the mail election ballots. Any ballots postmarked after March 10, 2011 will not be included in the final certified election results. The certified results will be filed with the Executive Director on March 31, 2011. The Credentials Committee will meet again at the Representative Assembly.

ETHNIC MINORITY AFFAIRS
COMMITTEE AND ETHNIC MINORITY DIRECTOR REPORT
COMMITTEE MEMBERS:
Chair: Crista Harter
Board Liaison: Margarett Peoples
Raquel Calderon-Vargas
Alvin Cota
Lynn Hill
Heather Littlejohn
Jeff Matsumoto
Yvonne Mitchell
Marisa Real
Ethnic Minority Liaison to LAC: Michele Ford
Staff Liaison: Teresa Ferrer

CHARGES:
1. Work with OEA Centers to address:

   a. Issues faced as members seek to be successful educators in our diverse society;
b. Issues of diversity for better Association relationships.
c. Issues facing our members in meeting the needs of diverse students in schools.

2. Provide assistance to locals that want to create a local Ethnic Minority Affairs Committee.

3. Work towards minority inclusion in both OEA and NEA leadership and assist OEA to meet OEA Bylaw III. 2. B. for the OEA RA and NEA Bylaw 3-1 (g) for the NEA RA.

4. Review OEA activities/strategies that reflect OEA and NEA commitment to human and civil rights; recommend to OEA Board strategies to enhance member awareness of this commitment.

5. Promote minority membership involvement by recommending appointments to the OEA President for various OEA/NEA Committees, work groups and activities.

6. Encourage members to submit nominations for OEA and NEA Awards (particularly the OEA Ed Elliott Human Rights Award).

7. Work with the Human and Civil Rights Committee to provide annual training workshop to increase minority member involvement and leadership and address social justice and equity issues important to the mission of OEA, as well as meet the needs of our members as identified in Charge #1.

8. Provide copies of meeting minutes to the President’s Office, along with an annual written report.

Committee Activities Related to Charges:

Under the leadership of Crista Harter, the EMAC Committee has been working with Gail Rasmussen and Hanna Vaandering to encourage and maximize the ability of local associations around the state to meet the 3-2b goal for minority representation at the OEA Representative Assembly. The OEA Bylaws state that “ethnic minority representation shall be in proportion to the ethnic minority members of the local association as long as persons of identifiable ethnic minority groups are available as delegates.” MAC was very happy to award 23 locals with certificates for meeting OEA’s 3-2b goal at the 2010 OEA Representative Assembly, but are hoping to have a significant increase in those numbers this year (3). The following locals who met or exceeded the 3-2b goal of ethnic minority representation at last year’s RA were:

1. Canby EA
2. Clackamas CC ACE
3. Dallas EA
4. Eugene EA
5. Forest Grove EA
6. Greater Albany ACE
7. Klamath Falls ACE
8. Lake Oswego EA
9. Lebanon ACE
10. Lebanon EA
11. Mt. Hood CC PT FA
12. Multnomah County ESD EA
13. North Clackamas EA
14. Northwest EA
15. OEA-Retired
16. Ontario EA
17. Phoenix-Talent EA
18. Salem-Keizer EA
19. South Lane EA
20. Three Rivers EA
21. Tigard-Tualatin EA
22. Woodburn EA
23. Wy’East EA

During the 2010 OEA Representative Assembly an exciting proposal was passed by OEA members that resulted in the creation of the OEA Human and Civil Rights Committee. This committee acts as an umbrella committee dedicated to social justice and inclusion issues and operates in coordination with the Ethnic Minority Affairs Committee. HCR includes representation from the GLBT Caucus and the Women’s Caucus, as well as representatives from the EMAC Committee. This structure mirrors what is currently in place with NEA. Last year, the EMAC held a Hearing at the OEA Representative Assembly and was pleased with the attendance. This hearing serves as a direct link between the delegates and the committee to build and sustain communication within the membership on the many issues that EMAC is charged with pursuing.

During this year’s OEA Representative Assembly the MAC Hearing has been replaced with the HCR Hearing which includes a wider range of inclusion and social justice issues (1, 4). The EMAC Committee is pleased to work with the HCR Committee in sponsoring a popular information table dedicated to social justice and inclusion issues. The EMAC breakfast at the OEA Representative Assembly continues to further communicate and serve the membership with regard to social justice and equity issues (1, 3, 6)

The EMAC Conference has been replaced with the HCR Conference and is scheduled for August in Bend and will be combining its conference this year with both OEA’s Summer Leadership Academy and Session in Review.

The Ethnic Minority Affairs Committee encourages members to remember to include their ethnic designation on membership forms so that OEA records are as accurate as possible and that inclusion opportunities occur at the highest level possible (3). The Ethnic Minority Affairs Committee also recommended that OEA support participation of EMAC members to the NEA Minority Leadership Training and Pacific Regional Training sponsored by NEA. EMAC also recommends that OEA and any
local that can to send at least one member to the
etnic issues conferences and to the NEA Pre-
Conference for Women and Minorities prior to the
NEA Representative Assembly do so (5,7).

**OEA HUMAN AND CIVIL RIGHTS COMMITTEE**

**COMMITTEE MEMBERS:**

Chair: Oskie Yasana  
Board Liaison: Debra Robinson  
Kristen Clark  
Tony Crawford  
Ray Johnson  
Pamela Kokstis  
Margaret Peoples  
Carol Shaw-Slife  
Stephen Siegel  
Stephanie Stockton  
Karen Watters

**CHARGES**

1. Review resources, materials, tools and training currently available to OEA members that promote equity and access to great public schools.

2. Review the Ed Elliott Human Rights Award guidelines and make recommendations to the OEA Board for any proposed changes.

3. Recommend to the OEA President possible recipients of the Ed Elliot Human Rights Award.

4. Monitor and assess OEA’s organizational commitment to and active advocacy for human and civil rights through its policies, programs, practices on affirmative action and messages (i.e., www.oregoned.org, publications, speeches).

5. Work with the Ethnic Minority Affairs Committee (EMAC) to provide annual training workshop to increase minority member involvement and leadership and address social justice and equity issues important to the mission of OEA.

6. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

**Committee Activities Related to Charges:**

This was the exciting first year for this new committee and they look forward to moving ahead on their charges. The inaugural meeting of the Human and Civil Rights Committee was December 11, 2010, followed by two additional meetings. A review of possible candidates to recommend to the OEA Executive Committee for consideration for the Ed Elliot award took much of the first meetings, but it provided the kind of social justice and equity discussions that the group needed to begin their work (2,3). The committee reviewed marketing resources for various OEA and NEA trainings and plans to continue their review of other materials, tools and the content of trainings provided by OEA (1).

Time was also dedicated to working with the EMAC committee recommendations and ideas for the HCR Summer Conference which is scheduled for early August in Bend. This conference will be held in conjunction with the OEA Summer Conference and the OEA Session in Review Conference (5).

The OEA Human and Civil Rights Committee will also work with the Ethnic Minority Affairs Committee to conduct an HCR Hearing at this year’s Representative Assembly. This hearing replaces the former MAC Hearing and allows OEA members to explore a wider range of social justice, equity and inclusion issues (5).

**INSURANCE CLAIMS REVIEW COMMITTEE (ICRC)**

**COMMITTEE MEMBERS:**

Cathy Allen  
Raquel Calderon-Vargas  
Laurie Nordahl  
Bridgette Reed  
Board Liaison: Lois Stark  
Staff Liaison: Mark Toledo

**CHARGES:**

1. Serve as a claims appeal panel for members who appeal a California Casualty ruling on an as needed basis.

2. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

The Committee is pleased to announce that there were no claims made during this year.

**LEGAL DEFENSE PROGRAM COMMITTEE (LDP)**

**COMMITTEE MEMBERS:**

Board Liaison: Judy Christensen  
David Lettenmaier  
Staff Liaison: Mark Toledo

**CHARGES:**

1. Perform the duties of the LDP Committee as outlined in Bylaws and Policies.

2. Hear appeals of members who were denied legal services.

3. Report to the OEA Board, at its April meeting on OEA's legal program.

4. As time allows, examine OEA’s governing documents, which relate to your committee’s subject and recommend changes as necessary.
5. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

The Legal Defense Program assists members by:

- Planning legal strategies to assist an aggrieved member in obtaining job-related legal advice. Timely consultation with the local and state association and/or UniServ Consultant will allow proper assistance or legal referral.

- Referring attorneys who are experts in the law of educational employee rights. These attorneys stay well informed on recent decisions in employee rights law and are well prepared to assist our members.

- Paying attorney fees and costs for state or federal litigation when the facts of the case and relevant law indicate a reasonable likelihood of prevailing; and, the case will benefit the Association or a significant number of members.

- Paying attorney fees and costs for charges arising out of a direct job-related occurrence covered by the Legal Defense Program.

- Paying attorney fees and costs for counsel in bargaining and strike situations and representation in unfair labor practice cases and other statewide litigation of association matters, such as ballot measure cases.

- Sharing costs with local associations on arbitration and ULP complaints and answer filing fees.

- Providing legal information booklets for members.

- Providing support for the Grievance and Legal Rights Conferences.

- Filing friend-of-the-court briefs or participating as a party plaintiff with a member. These actions are taken when LDP and DuShane recognize that a favorable decision in a particular suit will set significant precedent for educational employee rights.

LDP Activity in Fiscal Year 2009-10

During the 2009-10 year:

- 210 new cases were opened.
- 453 cases were still pending at the end of the year.

- 91% of the LDP cases were settled favorably for the members or locals involved.
- OEA won 64% (14 of 22) of cases that were decided by a contested case hearing.

LDP Expenditures in Fiscal Year 2009-10

- LDP expenditures in Fiscal Year 2009-10 totaled $1,080,346.04.
- The NEA, through its Unified Legal Services Program, reimbursed OEA for $410,885.43 of that amount.
- There was further reimbursement of $46,458.32 in awarded attorney fees and costs and liability insurance claim payments.
- The OEA spent significant amounts of LDP funds to litigate statewide PERS, Ballot Measure issues and litigation to enforce the court injunction against Bill Sizemore.

Arbitration and ULP Filing

LDP pays part of the local association’s share of arbitrators’ fees and ULP complaint and answer filing fees (a percentage based on the size of the local association) and pays all legal expenses connected with arbitration. In 2009-10, LDP paid a share of arbitrators' fees in association and individual cases combined, totaling $13,075.29. Several small locals received as much as 90-95% paid upon a showing that the local was unable to pay a higher percentage.

LDP also pays the premiums for association officers' liability insurance coverage ($6,075.00 in 2009-10). NEA pays members’ liability insurance (EEL).
A MEMBER SHOULD CONTACT THE UNISERV CONSULTANT FOR IMMEDIATE ASSISTANCE WHEN QUESTIONS OR CONCERNS ABOUT THEIR WORK OR WORKING CONDITIONS OCCUR. Such assistance may solve the problem. In any event, if financial assistance is sought from the LDP, recommendation of the UniServ Consultant is a necessary part of the application.

The member signs an application form which is returned to the local UniServ Consultant for signature. It is then forwarded to the LDP office at Portland headquarters. The UniServ Consultant provides preliminary advice and help in selecting an attorney. Funding of requests will be considered after supporting information has been received and evaluated. LDP and Kate Frank/DuShane Fund-supported cases represent cooperative local, state, and national efforts to secure and protect members’ rights.

The Committee is available to hear any member appeals when the member has been denied legal services or funding has been discontinued. The Committee Board Liaison reports to the OEA Board at every monthly Board meeting. The Committee also submits an annual report to the OEA President.

LEGISLATIVE ADVISORY COUNCIL COMMITTEE MEMBERS:

Chair: Clag Offutt  
Board Liaisons: Karen Stratton and Paul Zastrow  
Dave Eyler  Tori Hazelton  
Erin Whitlock  Ben Cota  
Tina Leaton  Lory Bechtold  
Sam Aley  Rob Barst  
David Dugo, Jr.  Chris Kennedy  
Jan Kailey  Don Mattson  
Shana Hains  Meg Turner  
Kristie Buckley  Dan Domenigoni  
Gloria Widener  Beth Anne Pope  
Carolyn Ramey  Barry Edwards  
Michele Ford  Kathryn Huerta  
Staff Liaison: Laurie Wimmer

CHARGES:

1. Fulfill the tasks and procedures as outlined in OEA Policies 2410, III. B. as follows:
   a. The Legislative Advisory Council shall propose, coordinate and promote legislative and political action necessary for goal accomplishment.
   b. The Legislative Advisory Council shall present its recommendation(s), in writing, to the OEA Board of Directors for review, amendment and approval.
   c. After the legislative program is approved by the Board of Directors, it shall be implemented by OEA staff.

2. Work with the Center of Public Affairs Cabinet to coordinate efforts.

3. As time allows, examine OEA’s governing documents, which relate to your committee the council’s subject and recommend changes as necessary.

4. Provide the OEA President a brief written report detailing:
   a. Action taken and recommendations regarding each charge
   b. Number of meetings held
   c. Attendance at committee meetings (indicate each person who did not attend and if they were excused)
   d. Recommendation(s) for next year’s charges

Committee Activities Related to Charges:

Adopting the OEA Legislative Agenda:
In general, changes to the Legislative Objectives often take the form of broad guiding policy principles rather than narrow legislative language, to allow for maximum flexibility in advancing OEA’s interests in the public policy arena. The Representative Assembly adopts the Legislative Objectives annually.

Advocating OEA’s legislative program:
An essential part of OEA’s legislative program is grassroots contact of legislators by informed members. LAC Members, along with PIE Board Members and other leaders, supply vital information on specific legislative issues, as coordinated through the OEA Public Affairs team. These contacts may take the form of telephoning, letter-writing, e-mailing, or having direct in-district or in-Salem contact with specific legislators. LAC members also participated in the evaluation of candidates for office in many legislative races and at the 2010 PIE Convention's process for considering statewide and federal candidates.

Regular meeting attendance:
Interacting with fellow council members, receiving and sharing information, reporting on the concerns of each person’s UniServ area, and bringing LAC meeting reports back to the UniServ are key elements of LAC Members’ responsibilities. Regular attendance at meetings (both LAC and UniServ) as well as at such events as Lobby Trainings and Legislator Receptions has been an extremely important aspect to LAC service.
NEA DIRECTORS ANNUAL REPORT

DIRECTORS:
Elizabeth Nahl, Director for Oregon
Karen Watters, Director for Oregon
Jamie Zartler, Director for Oregon

Membership
This year NEA’s membership is down slightly, because of economic pressures on state education budgets, however there has been a slight increase in the total number of ESP members. As of February 2011 the total membership of NEA was 3,204,185 down from 3,217,216 last year.

Financial Report
Due to our loss of membership, NEA will be making adjustments to our second year of our biennial budget. NEA has a strong commitment to the fiscal responsibility with your dues dollars.

Grant Money from NEA
In addition to the money NEA sends to fund UniServ positions, this year OEA has received additional financial support from NEA. NEA grants have included: ESP Leadership Training, Membership Organizing, Minority Community Outreach, Priority School and Equity and Access for a total of $87,000. OEA also received $10,641 in PIE incentive money.

Trainings
OEA members have participated in a full complement of NEA trainings this year including trainings sponsored by National Council of Urban Education Associations (NCUEA), National Council of State Education Affiliates (NCSEA), Pacific Regional Leadership Training, ESP, Higher Education, Women’s Leadership and several ethnic minorities’ conferences.

Lobbying on Capitol Hill
During our visits to Washington D.C. this year we visited each of the Congressional offices to lobby our members of Congress on key education and education related issues including funding, ESEA reauthorization, Social Security, and CEDAW (Convention on Elimination of Discrimination Against Women). We were able to share your many stories with the Congressional offices about what is occurring here in Oregon and what our needs are. We appreciate the open relations we have with all of our delegation offices even during a time when there has been a lot of staff turnover.

Dues
NEA dues are set by a formula outlined in NEA Bylaw 2-7. Projected dues for the 2011-2012 membership year will be $168 for active certified, $96.50 for active ESP and all other categories will stay the same including Retired dues which will remain $25 for Annual and $200 for Retired Life. The NEA RA Delegates will be considering a five-year additional assessment of $10 for the Ballot Initiative Legislative Crisis Fund to assist state affiliates fight against attacks on things like collective bargaining, pension and public education.

Campaign 2009-2010
Oregon received $1.2 million dollars from NEA for activities related to the January 26th special election. Additionally, NEA sent staff to support OEA’s tremendously successful efforts.

NEA Academy
The NEA Academy is an on line educational opportunity offered to our members. There are currently courses available on the website ranging from Classroom Management to Treasurers Training for local treasurers. Vice President Lily Eskelson reported at the December meeting that she is currently negotiating for more course offerings with ten accredited universities for online masters programs and foreign languages. Many opportunities exist, and all are great values. For example while Berlitz normally charges $999 the NEA Academy price is $299.

Check out the NEA Academy for peer reviewed professional development.
http://www.nea.org/tools/597.htm

Spotlight on the NEA Priority Schools Campaign

What is the Priority Schools Campaign?
You wouldn’t know it from the media, but across the country, educators are partnering with parents, communities, businesses, and their Associations to positively transform their schools. NEA’s Priority Schools Campaign is supporting and promoting their efforts. NEA President Dennis Van Roekel introduces the campaign, shares success stories, and asks members to share how they’re working with their communities to improve their schools.

Who is involved with NEA’s Priority Schools Campaign?
Short answer: everyone who cares about public schools. National Education Association members working in lower-performing schools, NEA staff, state affiliates and locals, parents, community leaders, education advocates, policy makers, and businesses.

What is the Priority Schools Campaign (PSC)?
The Priority Schools Campaign grew out of a mandate from NEA’s annual Representative Assembly. More than 9,000 delegates voted to focus resources on informing and engaging members in collaborative work to transform lower-performing schools, our priority schools. The campaign supports:

- School transformation approaches that involve educators, communities and policymakers in state capitols, in Congress and in the Obama administration.
- Collaboration on innovative programs to measure student success and teacher quality.
- Attracting and retaining the best educators and
necessary resources for the schools of greatest need.

NEA has sent resources to Portland Public Schools, Salem-Kaiser, and is monitoring Ontario S.D. Teams from Beaverton, Portland, Salem, and Ontario attended a conference on collaboration in Colorado during this year.

**When will we see the transformations take place?**
Some schools and districts have already brought educators, administrators, policymakers and their communities together to implement innovative plans to boost student achievement. Other schools are waiting to receive funds from the Obama administration’s School Improvement Grant (SIG) program. The SIG program provides funding to schools that “have the greatest need…and demonstrate the strongest commitment to use the funds to raise significantly the achievement of their students.”

**Where are these priority schools?**
Priority schools can be found in every state. The Priority Schools Campaign will be sharing examples and stories from all over the country of strong leadership, stable and well-trained staff and partnerships that are changing the status quo in their schools. To share how priority schools are being improved in your community, leave a comment in the “Share Your Story” section of the PSC website: http://neapriorityschools.org.

**Why is NEA doing this?**
NEA is taking major responsibility for priority schools, examining everything we do — refining it, changing it, throwing out what hasn’t worked, embracing new ways of working. We know that great teachers and support professionals, with the right policy supports and resources, are the ideal agents of permanent change. And we don’t want to look back in 10 years and say, ‘well, we talked about this problem back in 2010, but we never did anything about it.’ NEA is grounded in the organization’s core commitment to a great public school for every student, and that’s why transforming low-performing schools is a high priority for our 3.2 million members.

**How can I keep up with Priority Schools Campaign news?**
Aside from updating http://neapriorityschools.org with all the latest news, we are posting on Twitter, Facebook and YouTube.

**NEA RA 2011 to be One Day Shorter and Busier than Ever**
Members should be aware that this year the NEA RA in Chicago is going to be busier than ever. Concerns over the cost caused NEA to condense the traditional RA schedule.

Gone is the familiar “down” day, when few meetings were scheduled. No meetings have been eliminated, but there will be concurrent events; members may have to choose among excellent options.

This year’s RA includes a special day focused on the Arts in Education. Friday, July 1st will include several opportunities for Professional Development based in the Arts.


**Special Thanks**
It has been our honor to serve as your NEA Directors. We have been able to attend many UniServ meetings this year. Please let us know if you would like any one of us to visit with your Council to give a brief presentation on NEA or to hear your local concerns. If there is anything else we can do to assist you, please let us know, we are here to work for you.

**NEW MEMBER ADVISORY COUNCIL**

**COMMITTEE MEMBERS:**

**Chair:** Erin Whitlock  
**Board Liaison:** Erin Whitlock  
Desarae Gilles  
Robert Marshall  
Julie Swinehart  
Sarah Weller  
**Staff Liaison:** Meg Krugel

**CHARGES:**

1. Recommend strategies to increase new member association involvement at the local, state and national levels.
2. Collaborate with the Center for Teaching and Learning Cabinet to assess training programs needed by new members.
3. Research how other NEA affiliates have addressed new member engagement.
4. Recommend to the OEA President possible recipients of the Ruth E. Greiner Membership Award.
5. Provide copy of meeting minutes to the President’s Office, and provide a written report detailing the committee actions and recommendations.

**Committee Activities Related to Charges:**

The New Member Advisory Committee met in December 2010, and February 2011.

The committee surveyed local association Presidents on strategies they had used to increase involvement of new members, and also researched what other states had done in the past year. We agreed that it would be helpful to have a training program in place (in partnership with the OEA Center for Teaching & Learning) that shows the benefits of OEA/NEA membership, which we could present to three
different “categories” of new and/or potential OEA members. Our first tract would be for student members, second tract would be for first-year educators, and third tract would be for fourth-year educators (after they’ve passed probationary status). We will develop a training kit that includes information on the NEA Member Benefits program, loan forgiveness programs, survival tips for the early years, the importance of becoming a student member, etc.

The training material for this project will be developed this spring (2011) and issued on thumb drives this fall. Our hope is that, in conjunction with passing out the thumb drive, the committee would be able to host “coffee klatches” with our new members in 5+ cities around Oregon (particularly where our Colleges of Education are located) to help answer questions and have thoughtful discussions on what it means to be an OEA member.

The Committee worked in strong partnership with “Generation NEA” this year, to help plan activities at Pacific Regional Leadership Conference (held in Portland in February 2011) for new members and new attendees to PRLC. The committee worked with NEA to host a New Delegate & Friends reception at Bridgeport Brewery, which was well attended (over 100 people) and a very positive experience. At PRLC, our Committee also presented a workshop for newer members on the benefits of service learning and developing community partnerships to help shepherd “big ideas” into reality. The presentation was given in partnership with the Boys & Girls Club and the PTA from Abernethy Elementary School in Portland.

Finally, the Committee will work with Center for Teaching Learning to develop a survey on the needs of OEA’s newer members this spring. As a result of the survey, we plan to better utilize social media tools and texting to communicate with new members in the future. We’ll also survey Local Leaders on effective strategies for reaching out to new members, and help implement those through our new thumb drive outreach program.

**OEA CHOICE TRUST**

**BOARD OF TRUSTEES:**

**Trust President:** Maurice Hicks  
**OEA President:** Gail Rasmussen  
Mary Lou Beck  
Cheri Higgins  
John Nehl  
**Trust Executive Director:** Steve McNannay

**Journey to Wellness Program**

The Trust’s “Journey to Wellness” Program continues to gain in popularity and participation by school districts. Only two years into the program and 18 wellness grants have been approved for funding. The projects include: ZUMBA aerobic exercise classes, measuring and tracking blood pressure and weight, nutritional education classes, walking clubs, kayaking groups, aqua-jogging, “Wellness 2000” blood profile work ups – to line dancing lessons.

Designed around our Journey to Wellness Program our website was launched in November 2009. Please visit www.oeachoice.com and tour the site. Learn what wellness resources are available including grants and our blog. A link to the OEA Choice Trust website is displayed on the Home page for easy entrance to the Choice Trust site for benefit information. The wellness website has been well received by school districts and is updated on a regular basis.

The second “Journey to Wellness Meeting” was held in Eugene February, 2011 at Lane Community College. Wellness industry experts spoke and grant participants shared success stories and challenges.

**Resource Guide on Health Care Consumerism**

The Health Care Consumerism Guide was researched and developed by the Trust. It is a reference tool to help readers become more active health care consumers. It is also available on our wellness website.

**Polar BodyAge Health & Fitness Medical Analysis**

In conjunction with our Wellness Program, the Trust purchased a Polar BodyAge System and three Trust staff members were trained to administer the screening. The BodyAge System is a health assessment tool to quickly and simply give participants a baseline measurement of their overall fitness level. It also has a Health Risk Assessment tool. Participants receive a computer analysis printout from measuring their blood pressure, body composition, flexibility and strength. Body age is then calculated from the results. The report compares it with their actual chronological age and outlines steps that can be taken to decrease one’s body age and increase overall health. Polar BodyAge screening was taken to six grant recipient schools throughout 2010.

**Tooth Taxi**

The Tooth Taxi, a partnership among OEA Choice Trust, The Dental Foundation of Oregon and ODS continues to be a huge success. As of February 2011, 9,039 students were screened; 5,784 received oral hygiene instruction in the classroom; 3,472 students were treated in the van with a total value of $2,246,773 in dental services provided.

**Looking Ahead**

We look forward to a bright future and will maintain the momentum we’ve established for our new programs while continuing to seek even more innovative opportunities to help improve the health and well-being of Oregon school employees.
One of the great privileges of serving as OEA Vice President is the opportunity to Chair the OEA Foundation and work with the incredible Foundation Board members. The passion exhibited by these individuals for doing whatever it takes to meet the most basic needs of EVERY student is an amazing gift.

The OEA Foundation is a 501 (c) (3) corporation which was created by the OEA Board to help meet the most basic needs of public school students in Oregon. This 501 status allows all donations to be tax deductible. One of the most unique aspects of the OEA Foundation is that every penny donated goes directly to help students in need. All administrative costs incurred are paid by the Oregon Education Association. This generous donation allows each dollar given to go toward meeting the great needs of our students.

Grant awards of up to $100 are given to help students whose most basic needs are not being met. Through this Foundation OEA members are able to help face the challenges many of our students face on a daily basis. A new pair of glasses, a visit to the dentist, a pair of shoes that fit their feet or a warm winter jacket are some of the items that have been provided through OEA Foundation grants. The dedication of OEA members across our great state and their willingness to utilize the OEA Foundation grant process is making a positive difference for our students.

Your Foundation Board has been busy this year promoting the Foundation and raising money to help meet the overwhelming number of grant applications we are receiving. We have planned some fun events for the 2011 Representative Assembly, we hope you take advantage of the opportunity to support the OEA Foundation and have some fun at the same time. We are working toward the vision that Board member and the 2010 Friend of the Foundation, Stephen Travis has shared: “every OEA member donating $1 a month to the OEA Foundation”. Imagine what we could do for our students if we were able to achieve this. If you are interested in conducting a Foundation drive in your Council or Local please contact one of the Foundation Board members.

Grants awarded for the 2010 Foundation year totaled more than $114,000. Through these grants we were able to touch the lives of 1357 students. Donations through payroll deductions from members and staff have increased approximately $8000, to over $68,000. California Casualty once again was a great friend to the Foundation; their donation of $15,000 helped us continue to reach out and help students during a very difficult year. Other Gold level contributors include OEA Choice Trust ($5000), Futrell Autowerks, Inc. ($2500), Druckman & Blatt, P.C. ($1000). Thank you to all of the corporate donors who support the great work of the Foundation.

Please take some time while you are at the Representative Assembly to stop by the Foundation table to see the thank you cards and letters, honor the generous donors, buy a Foundation pin, or make a donation to help us meet the most basic needs of students in our public schools.

OEA-PIE BOARD

BOARD MEMBERS:
Chair: Steve Anderson
Vice Chair: Jay Reed
Board Liaison: Rob Melton
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Forrest Cooper  Mary Lynn Marden
Jo Cooper  Jeff Matsumoto
Paul Doyle  Regina Norris
Carla Duffy  Clag Offutt
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Christi Hillis  Scott Wallace
Staff Liaison: Jeston Black
Secretary-Treasurer: Mark Toledo
Public Affairs Staff: Jeston Black, Lindsey Capps, BethAnne Darby, Laurie Wimmer and Jackie Judge

Background
The 2010 Election cycle was a difficult election for many pro-education candidates, not only in Oregon but around the country. In Oregon, OEA-PIE and the NEA-Fund recommended candidates for Governor, State Treasurer, four Congressional Districts, fifteen state Senate districts and forty-six state House districts.

In the Governor’s race, OEA-PIE recommended candidate John Kitzhaber faced off against former NBA player Chris Dudley. The race was so close the winner was not declared until 2 days after the election, Kitzhaber won by just one percent. Dudley had a clear fundraising advantage, raising over ten
million dollars. Kitzhaber was able to use a strong field program and an independent expenditure campaign by OEA to achieve his win.

The Federal Races were more competitive than Oregon has seen in decades. Recommended candidates included Congressman David Wu, Congressman Peter DeFazio, Congressman Earl Blumenauer, and Congressman Kurt Schrader. Only Blumenauer cruised to victory, the rest faced active competition which included millions of dollars from out of state special interests. Ultimately, all were able to overcome the outside interests and win on Election Day.

The Oregon State House saw a major shift in membership. House Democrats entered the election with three-fifths majority (36-24), which allowed them to increase the $10 corporate minimum tax. It was clear during the election that because of the increase corporations and business associations were paying special attention to Oregon House races, and spending accordingly. On election night the Oregon House ended in a 30-30 split between Republicans and Democrats, the first time in Oregon history. OEA-PIE recommended candidate Representative Arnie Roblan (D-Coos Bay) was elected co-speaker with Representative Bruce Hanna (R-Roseburg).

The Oregon State Senate also saw difficult races, moving from a 18-12 to a 16-14 Democratic majority. OEA-PIE recommended candidate Peter Courtney was re-elected Senate President.

### 2010 ELECTION BOX SCORE

<table>
<thead>
<tr>
<th>Office</th>
<th>Number of Recommended</th>
<th>Wins</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>1</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>State Treasurer</td>
<td></td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>U.S. Senate</td>
<td>1</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>U.S. House</td>
<td>4</td>
<td>4</td>
<td>100%</td>
</tr>
<tr>
<td>Oregon Senate</td>
<td></td>
<td>15</td>
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<tr>
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<td>32</td>
<td>71%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>49</td>
<td>73%</td>
</tr>
</tbody>
</table>

**OEA-PIE Dollars Down**

OEA-PIE contributions have decreased by several thousand dollars. The percentage of OEA members contributing has stayed flat in the past year, although the number of OEA-PIE contributors has decreased. The NEA Fund for Children and Public Education experienced decreases in both dollar contributions and in contributors.

Seven UniServ councils posted increases in their OEA-PIE contributions over the prior year, ranging from 0% to 16% (Community Colleges). Eighteen UniServ councils had decreases in OEA-PIE contributions over the prior year. Statewide, 22% of OEA members contribute to OEA-PIE and total contributions have decreased by 3%. The OEA-PIE board is looking to reinvigorate local PIE drives this school year and next to make up for the decrease in contributions. As elections become more expensive this decrease is even more painful.

**GOALS ALIGNMENT TASK FORCE**

*(Created by NBI A at the 2010 OEA RA)*

**TASK FORCE MEMBERS:**

*Chair: Hanna Vaandering*
*Caryn Connolly*
*Jeff Hellman*
*Lynda Sanders*
*Kathleen Sundell*
*Cynthia Towers*
*Bobbi Yambasu*

**Staff Liaison:** Box Bond

**CHARGES:**

1. Review and revise the objectives in OEA Policies 1000-1100 and 3000-3600 to assure alignment with the new goals approved at the 2010 OEA RA.
2. Provide updates to the OEA Board.
3. Forward all recommendations for action at the 2011 OEA RA to the appropriate committee.
4. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

**Task Force Activities Related to Charges:**

**Input requested and reviewed:** To be as inclusive and thorough as possible the committee sought and received input from:

- The five goal work groups
- Resolutions committee
- Representatives of the Legislative Advisory Council
- Each of the Cabinets
- OEA members

**Recommendations:** After reviewing the Policies and input from all of the constituencies groups listed above, the task force forwarded our recommendations to the Resolutions and Bylaws and Policies Committees. You will be asked to consider both Policy and Resolution amendments at the 2011 OEA RA which will clearly state our belief statements (Resolutions) and align our Policies with the important work that we must do to accomplish our Mission and Goals. We have made every effort to provide supporting data for the proposed changes and look forward to answering any and all questions you have regarding these proposals. Thank you to each of the committee members and to every member who provided their input in this very important work.
STATEWIDE ORGANIZING TASK FORCE
(Created by NBI#3 at the 2010 OEA RA)

TASK FORCE MEMBERS:
Chair: Walt Hellman
Ben Gorman
Jim Salt
Kathryn Sherer
Board Liaisons: Rory O’Halloran and Al Spencer
Staff Liaison: Richard Sanders

CHARGES:
1. Propose how organized statewide or regional (multiple UniServ) worksite actions will be utilized to promote quality working conditions and education in Oregon public schools.
2. Provide a report to OEA by February 1, 2011 that includes:
3. Recommendations including what actions might be taken
4. The mechanics of how OEA would organize them
5. What actions OEA would need to take to create a climate in the state for success of these actions
6. A timeline for developing the capability for statewide organized worksite actions
7. Provide copy of meeting minutes to the President’s Office, along with an annual written report.

Task Force Activities Related to Charges:
The task force by unanimous vote approved the following report:

Report of OEA Statewide Organizing Task Force
March 2011

Introduction
The Statewide Worksite Organizing Task Force was charged by the OEA Board of Directors to develop a plan and timeline for carrying out organized statewide and regional worksite actions for K-12 public schools and community colleges. Given severe cutbacks in public education funding and attacks on unions and collective bargaining, this plan could be implemented for any number of reasons. The plan and recommended actions are designed to meet any current or future challenges which would benefit from organized worksite actions.

- We have identified specific actions which should be adopted immediately in order to develop the capability for statewide organized worksite actions (public and member preparation actions)
- We have developed a tiered set of potential actions which can be carried out at local worksites and community locations (full set of tiered actions)
- We have recommended a sequence/continuum of worksite actions to be carried out first; these are more likely to engage a great majority of members and have been used widely already with great success (Tier I Recommended Actions)
- We have provided follow-up actions which should be considered in order to augment the preliminary actions once they have been completed and their effects reported to the board (Tier 2 and 3 Recommended Actions)

The immediate goals of the overall plan to address our current challenges are to:

- engage OEA members in deep conversations about funding, attacks on unions and collective bargaining
- listen to members to discover the kinds of collective actions they believe will help reverse the course of education spending cuts and attacks on public school educators
- organize internally to maximize the effectiveness of those collective actions across the state
- dramatically increase public awareness of the shortfalls in K-CC school funding
- change the climate of public opinion so that legislative action will be taken to bring about stable and adequate school funding
- look beyond short term funding concerns and defend the teaching profession and collective bargaining generally from a coordinated assault by educating our communities about what we do in service to Oregon’s children

To succeed in accomplishing these goals it will be necessary to:

- motivate and educate our own members to work together on statewide action
- challenge the state’s insufficient revenue structure
- challenge attacks on public employees

First and foremost, this document, the board’s action, and the implementation of the first stages of this plan should send a strong message to OEA local leaders and members that we are all together in these struggles and that we can achieve a powerful unity and voice through OEA-organized collective action. Simultaneously, these actions will demonstrate, at the local level, that increased school funding is urgently needed to provide adequate education for upcoming generations of Oregonians and create an equally powerful message that coordinated action, with OEA members and coordination from OEA leadership, is
the key to successfully achieving the stable, adequate school funding.

Collective actions will also increase our members’ involvement with the union and make the value of collective bargaining more apparent to members.

Simultaneously, these actions will create an equally powerful message in local communities throughout the state that the education funding problem must be fixed and henceforth OEA will be making a more concerted effort to demonstrate at the local level that increased school funding is urgently needed to provide adequate education for upcoming generations of Oregonians. The ideas given in this report do not constitute endorsement or encouragement of statewide bargaining.

Plan

I. Organizational and Member Preparation (4 months)

The current status of membership in relation to potential needed actions must be ascertained. Training programs and the infrastructure to carry them out must be developed. The organization must have a clear infrastructure to carry out these functions as well as organize the actual actions when implemented. Coordination will be required to develop consistent and clear messaging at all stages. The community must be engaged whenever possible so that actions have the widest possible support and effect.

Consistent messaging and purposes for coordinated actions are essential. This messaging must be made clear to all who are carrying out actions.

Necessary actions for Organizational and Member Preparation include:

1. Development of specific message(s) and goals for the coordinated actions.
   1.1. What specific messages will the coordinated actions deliver?

2. Identifying leaders and forming a committee to plan, oversee, and assess implementation of the statewide organizing efforts; an Organizing Committee.
   2.1. This group may be entirely new, or may be a composition of existing committees, but organizing statewide action should be its principal focus. It should include representation from stakeholder groups including OEA staff and members. It should report directly to the OEA Board on a regular basis.

3. Polling of leadership regarding member readiness and views toward actions and messages. This could include structured conversations with local leaders at the locally, regionally and/or statewide. Member engagement should also be encouraged through structured conversations.
   3.1 The leadership of each local chapter should be polled regarding their readiness and views toward specific actions. Local leadership can provide guidance both about the degree to which they can commit their local members to specific actions, and which actions they believe will have the most impact in their communities. Beyond their choice of the action from the menu of initial action, leadership can also rate the ability of their membership to participate in the other ideas proposed for further action. They should also be asked for ideas not included in this report.

3.2 Structured conversations with members should be held to assess the position of membership on the messaged issues and member input at the beginning of the process.

4. Creation of a comprehensive training program so that members are prepared to carry out recommended actions
   4.1 Training should be provided to the leadership of each local about how to carry out their chosen preliminary action(s). This could be done with face-to-face meetings or through training videos for all members. The training should include strategy and talking points which serve the stated goals listed in the preamble.

5. Designing and making available clothing and gear for team building/organizing for team support days. Encouraging members to wear uniform gear across the state for statewide activities. Cost of clothing and gear for members should be held as low as possible to encourage participation.

6. Developing member education materials, community education materials and talking points and other materials for public actions and events.

II. Community Organizing and Public Relations of Plan and Purpose (one month)

1. Engage the Community in conversations and interaction related to specific messages and goals of the coordinated action campaign.

2. The OEA should reach out to other organizations (OSEA, AFT-Oregon, other public employee unions, pro-labor public servants, etc.)
   2.1 OEA should seek to partner in this endeavor, avoid redundancies, and make sure we are not at cross purposes.
2.2 OEA should seek cooperation and support from the other organizations.

3. At the appropriate time, publicity should announce the new initiative, purpose and planned activities

3.1 The OEA Board should release publicity explaining that the OEA is initiating a statewide effort to bring education issues directly to local areas and explain our expectations that this new focus will result in a more unified push to improve support of public education in Oregon.

4. PR to membership of same (OEA magazine, e-mail, coordinated messages to rep council, executive board meetings) so that members will be well aware their actions are part of a larger regional/statewide movement.

4.1 The OEA Today can publicize the implementation of this statewide plan. The OEA can also use their email list to publicize events going on statewide, and highlight specific events from the list of recommended actions as they are implemented in districts or regions, so that these can serve as models which might be adopted elsewhere. A coordinated message should also be relayed to Rep Councils to advise them of the implementation of this plan and include them in implementation. Once the statewide organizing committee is formed, they need to keep members abreast of the work being done in preparation for community actions.

III. Recommended Actions

Actions within tiers are not in chronological succession but should be viewed as a menu of potential actions within each tier. The single exception to the lack of chronology within tiers is the first action listed in Tier One which is required to initiate the whole OEA organization of statewide and regional work site actions. Tiers are arranged in order of increasing impact and involvement of participants. Detail on each action follows the chart.

Summary Table of Recommended Actions: (M= Member only, P= Public participation as well)

<table>
<thead>
<tr>
<th>Tier One</th>
<th>M</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Resolution/Declaration by OEA</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>1.2 Informational presentations at</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.3 Informational pickets at sites</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>1.4 Informational rallies at school</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.5 Participation in local events and</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.6 Use cut days for informational</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>1.7 Wearing clothing, symbols,</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.8 Group lobbying of legislators,</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.9 Letters of opposition or support;</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.10 Use local web pages, social</td>
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<td>✓</td>
</tr>
<tr>
<td>1.11 Engagement of local civic groups</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>1.12 Tally of charitable contributions</td>
<td>✓</td>
<td></td>
</tr>
</tbody>
</table>

Tier Two

| 2.1 Coordination of cut days | ✓ | ✓ |
| 2.2 Working To Rule, First Level | ✓ | |
| 2.3 Marches, vigils | ✓ | ✓ |
| 2.4 Personal Day in-service of | ✓ | |
| 2.5 Teach-ins | | |

Tier Three

| 3.1 Working to Rule, Second Level | ✓ | |
| 3.2 Coordinated strikes | ✓ | |

Tier One Actions

Tier One actions are starting actions that introduce both the members and the public to the coordinated action issue(s). They are meant to minimize conflict and maximize engagement. The actions here require the least commitment among the three tiers. The actions are listed in menu form and can be selected freely, with the exception of action (1) which is required to initiate the whole statewide/regional organizing process.

1. Resolution/Declaration by OEA

1.1 This is the action by OEA itself that initiates the statewide/regional organizing campaign for a specific purpose or purposes named in the resolution or declaration.

2. Informational presentations at school board meetings, organized regionally or statewide

2.1 A spokesperson for the local, supported by a large number of members, would speak at the monthly board meeting giving detailed local information in relation to the messaged issue. This would be organized to occur on a recurring basis each month around the state giving further information each month.

3. Informational pickets at sites around community, organized regionally or statewide

3.1 The same sort of consistent message could be presented at supermarkets, sports events and other community events with local members, parents and students present to give out information regarding the messaged issue.

3.2 Actions can include leafleting, petition gathering and speaking.

4. Informational rallies at school sites after school, organized regionally or statewide
4.1 The same sort of information as given at the school board meetings would be presented at rallies in the school parking lot or equivalent. This could be organized to occur on the same day or days per month statewide.

4.2 Students, parents and community members would speak. Advance PR would work toward media coverage of the event. Rallies could include marches through neighborhoods with signs.

5. Participation in local celebrations

5.1 Members, along with representatives of classified and administrative groups, could participate in parades, festivals, and other local celebrations to demonstrate shared concerns about maintaining the quality of schools.

6. Use cut days for informational rallies

6.1 Whenever cut days occur, an event occurs in the community on that day highlighting the loss of educational opportunity due to the loss of the day. This education of the public could occur through any of the means in numbers 3-5 above.

7. Wearing clothing, symbols, signifying solidarity

7.1 When done in conjunction with Plan point 5 (provision of coordinated team gear and clothing) above, regional or statewide support can be shown in school, in rallies, and generally throughout the community. Costs to members should be kept as low as possible.

8. Group lobbying of legislators, school board members, local community leaders

8.1 Coordinated lobbying of legislators locally, school board members and community leaders would be designed to coordinate efforts statewide on issue(s) of the coordinated campaign. It is essential that lobbyists are well familiar with OEA endorsed goals of the coordinated campaign and deliver these messages.

9. Letters of opposition or support; op-ed pieces

9.1 Letters of opposition or support (as per the issue at hand) and longer op-ed pieces would be used statewide to deliver coordinated message locally from a local perspective.

10. Use local web pages, social media (Facebook, Twitter) and video messages

10.1 Many locals have their own web pages. These pages can be utilized to deliver the coordinated message(s) to members and to the public. Links to the pages can be publicized in various ways such as signs, handouts at events, and buttons for members and others.

10.2 Social media such as Facebook and Twitter can also be utilized both to propagate links to web pages and for messaging generally. Links can also point toward videos made by OEA to deliver the coordinated message(s).

11. Engagement of other union members, local civic groups and organizations

11.1 Contacts should be made with local members of other unions, local civic groups and organizations for the purpose of engaging them in the coordinated issue. Opportunities to speak at their meetings can be sought.

12. Tally of charitable contributions to schools by members

12.1 In order to publicize how many hours OEA members contribute for free ask members to keep track of their hours beyond contract time for a week and then tally the amount. These are charitable contribution hours because they do not lead to extra pay or prospect of advancement. This tally can be used to generate good will toward the coordinated message(s).

Tier Two Actions

These actions will require a higher level of coordination on a statewide level and a higher level of commitment from members. Activities from Tier I could be used in a coordinated fashion to publicize statewide concerns. These are not limited to cuts to funding, but could include concerns about working conditions, general assaults on the profession, and more. These actions could be employed in an escalating fashion as the situation requires.

1. Coordination of cut days

1.1 Encourage locals to negotiate cut-days to occur simultaneously around state so these days can be used for powerful presentations related to school shortfalls all over state at the same time.

2. Work to rule, First Level (“Volunteer for your own family, too!”)

2.1 Come and go at contract time, joint walk-in and walk-out at contract start/end times for a limited number of days.

2.2 Don’t work past contract

2.3 Combine with parking lot protests (Tier 1.4) and tallies of overtime work (Tier 1.12)

2.4 Effective organizing message for members “You volunteer all this extra time to your
job every day and now it’s time to volunteer for your own family too.”

3. Marches, Vigils

3.1 Organized marches from a school to a neighborhood park or other spot, from the district office to a school, or downtown could be held with banners and signs. Students and public participation would be encouraged.

3.2 A vigil, staying in one spot for an extended period of time to draw attention to the cause, can be an effective way of putting a spotlight on the cause. Speeches, signs, banners and media coverage are important.

4. Personal Day in service of solidarity

4.1 Members donate their personal day in support of the coordinated message(s). This could be the time to visit with local service organizations at their lunch meeting and speak, or do organizing activities to help with any of the tiered actions taken.

5. Teach-ins

5.1 Arrangements are made to use the school or other site after contract hours to have a succession of speakers on the coordinated message(s). Questions invited, general discussion encouraged.

Tier Three Actions
These are the most serious actions that can be taken and require the highest level of commitment from the members and organization. Actions taken to meet grave threats to the profession or public education in general should escalate in proportion to the threats and degree of crisis.

1. Working to Rule, Second Level

1.1 In addition to actions taken at the first level (Tier 2.2), working to rule is instituted on an open ended basis

1.2 Members are asked to resign from volunteer committees and unpaid volunteer school activity

2. Coordinated Strikes

2.1 State law makes strikes legal when a series of steps specified in the collective bargaining laws have failed to bring about a negotiated settlement. A strike can only occur at the end of the stated guidelines which occur when a contract has expired and is being re-negotiated. Therefore strikes are limited to locals that are in that final stage of the collective bargaining process. As a last resort, in the most extreme and grave situations, strikes of these locals can be coordinated regionally and statewide to work toward the achievement of common goal of ending that crisis to preserve the profession and quality public education in Oregon.

2.2 Any local that is forced to strike should be supported on a regional and statewide basis.

Conclusion
The Statewide Worksite Organizing Committee encourages the OEA to adopt this plan, in whole or in part, as soon as possible. Considering the challenges facing the profession, both in Oregon and nationwide, it’s important to create the necessary infrastructure to coordinate actions throughout the state. We recognize the need to inform the public in order to prevent crises, and to be prepared to act quickly should those crises arise.

PRESIDENT’S REPORT
OEAA President, Gail Rasmussen

LOCAL LEADER GRANTS
The Executive Committee approved the following Local Leader Grants for 2010-2011:

- Eugene EA $1,500
- Springfield EA $800
- Three Rivers Education Council $1,000
- Mid-Valley UniServ Council $1,325
- Washington County UniServ $1,200
- Lebanon ACE/Linn-Lane $1,500
- Eastern Oregon UniServ Council $1,200
- Forest Grove EA $1,475

These grants fund programs for professional development, new member outreach, and member communication.

REPORT ON IMPLEMENTATION OF NEW BUSINESS ITEMS ADOPTED BY THE 2010 OEA REPRESENTATIVE ASSEMBLY.

NEW BUSINESS ITEM # A: that the OEA President will appoint a task force comprised of governance, members and staff which is representative of all three OEA regions. The purpose of the task force will be to review and revise the objectives in policies 1000-1100 and 3000-3600 to assure alignment with the new goals. The task force will provide updates to the OEA Board and all recommendations for action at the 2011 OEA RA will be forwarded to the appropriate committee.

ACTION: A Task Force was formed as directed by the RA. They reviewed the policies as directed and provided updates to the OEA Board. Recommendations from the task force will be forwarded to the 2011 OEA Representative Assembly.

NEW BUSINESS ITEM #1: Failed.

NEW BUSINESS ITEM #2: that the NEA Charter of OEA as an affiliate organization be included in the...
OEA Handbook. If the charter cannot be located (as is the case currently) that a new charter be drafted between NEA and OEA for re-ratification at the 2011 RA.

**ACTION:** A copy of the charter has been obtained from NEA and will be included in the OEA Handbook.

**NEW BUSINESS ITEM #3:** that the OEA Board is directed to form a committee by September 2010 to propose how organized statewide or regional (multiple UniServ) worksite actions might be utilized to promote quality working conditions and education in Oregon public schools. The committee will have a majority of members consisting of local leaders experienced in bargaining and will be representative of the state. The report should include recommendations including what actions might be taken, the mechanics of how OEA would organize them, what actions OEA would need to take to create a climate in the state for success of these actions and a timeline for developing the capability for statewide organized worksite actions. The report should be available to membership by Feb. 1, 2011.

**ACTION:** The board appointed a committee to develop a plan and recommended actions designed to meet any current or future challenges which would benefit from organized worksite actions. Specific actions were identified for statewide organized worksite actions, and a tiered set of potential actions which can be carried out at local worksites and community locations have been developed. The task force report is included under reports.

**NEW BUSINESS ITEM #4:** to direct the OEA Board of Directors to organize and host a symposium focused on education innovation and reform. For efficiency of resources, the planning would occur at Summer Leadership Academy with the symposium to be held after the November elections.

**ACTION:** The OEA Symposium on Transformation in Public Education was held on January 15, 2011 with more than 125 attending, including educators, public officials, legislators, and business and non-profit participants. Dr. Yong Zhao, recently named presidential chair and associate dean for global education at the University of Oregon was the keynote speaker, and Oregon Governor John Kitzhaber helped close out the Symposium.

**NEW BUSINESS ITEM #5:** Failed.

*End of New Business Items from 2010 OEA Representative Assembly.*
OREGON EDUCATION ASSOCIATION REPRESENTATIVE ASSEMBLY
April 15-16, 2011
DELEGATE EXPENSE VOUCHER

Lodging and travel will be reimbursed according to the expense reimbursement policy for delegates adopted by the OEA Board of Directors (printed on the reverse side). PLEASE READ THIS POLICY BEFORE FILLING IN AMOUNTS. It is not intended that OEA cover all expenses. Please voucher your local association for additional expenses. Expenses are reimbursed for voting delegates only, not alternates.

(PLEASE PRINT)

MAIL CHECK TO: Name ________________________________

____ Reimburse Delegate Street ____________________________

____ Reimburse Local City ___________________________ OR Zip Code ____________________

Local Association you represented: ____________________________

Delegate lives  □ within 50 miles of RA site  □ between 50 and 100 miles of RA site  □ further than 100 miles of RA site.

Delegate  □ Did attend the Banquet  □ Did Not attend the Banquet.

Delegate  □ Did stay over Saturday night  □ Did Not stay over Saturday night

<table>
<thead>
<tr>
<th>Meals</th>
<th>(5305) Lodging (RECEIPTS REQUIRED) Limit: $74.25 Per Night w/ tax</th>
<th>(6555) Dependent Care (COMPLETED FORM REQUIRED) Limit: $75 Per Day</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday</td>
<td>N/A</td>
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<tr>
<td>Saturday</td>
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<tr>
<td>Sunday</td>
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<td></td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(5310) TRAVEL (For Delegates traveling MORE THAN 100 MILES TOTAL)

A Number of Miles________ X $0.17 per mile $ 

B Number of Miles________ X $0.02 per mile X Number of delegate passengers (**names listed below) $ 

C TOTAL MILEAGE (A + B) $ 

**Name(s) of Delegate Passenger(s):

TOTAL RA REIMBURSEMENT $ ____________________

Delegate Signature __________________________ Date __________________________

FOR ACCOUNTING USE ONLY: 5305 80  Lodging __________________________ Total) ____________________

5310 80  Mileage __________________________ Total) ____________________

6555 80  Dependent Care __________________________ Total) ____________________

Vouchers must be submitted by June 13, 2011 to:
Bob Sande, Business & Finance
Oregon Education Association
6900 SW Atlanta Street
Portland, OR 97223
1. General

Reimbursement to delegates for OEA RA expenses shall be limited to those items and rates listed below. It is not intended that OEA cover all expenses to attend the RA. Cost in excess of these limits shall be borne by the delegate, Local Association or UniServ Council. If the Local you represent is to be reimbursed for your costs, complete the delegate expense voucher and return it to your Local for reimbursement.

2. Meals

Saturday breakfast and Saturday dinner will be provided by OEA. Please request expense reimbursement from your Local for all other meals.

3. Lodging

A. Lodging expense for all delegates utilizing hotel accommodations shall be reimbursed at one-half the double occupancy rate plus tax, not to exceed $74.25 per night, (one half the rate of approved RA accommodations plus tax). Reimbursement requires you stay at the Red Lion Jantzen Beach Portland. (Failure to use the minimum number of rooms reserved results in expensive charges for our meeting rooms.)

B. Delegates who reside within 50 miles of the RA site will not be reimbursed for lodging expenses.

C. Delegates who reside 50 miles or further away from the RA site may be reimbursed for up to two nights’ lodging. Delegates who live between 50 and 100 miles from the RA site must attend the Banquet to be reimbursed for the second night’s lodging.

D. Delegates who live more than 100 miles from the RA site will be reimbursed for both night’s lodging.

4. Mass Transit/Parking

Mass transit expenses will be reimbursed at the actual cost, receipt required.

5. Travel

Travel expenses shall be reimbursed for those delegates who travel more than 100 miles total, at the rate of 17 cents ($0.17) per mile, plus 2 cents ($0.02) per mile for each additional delegate passenger. (Please list names of delegate passengers on expense voucher.)

6. Dependent Care

Delegates will be reimbursed for dependent care up to $75.00 per day, per family. Delegates who live within 50 miles of the RA site will be reimbursed for up to 1½ days of dependent care. Delegates who live further than 50 miles from the RA site will be reimbursed for up to 2½ days of dependent care. Pet care is not reimbursable. The Dependent Care Form must be attached to this voucher to receive reimbursement.
Lodging and travel will be reimbursed according to the expense reimbursement policy for delegates adopted by the OEA Board of Directors. (See previous page, individual Delegate Expense Voucher.) Expenses are reimbursed for voting delegates only, not alternates. A completed, signed expense voucher with all applicable attachments (including receipts) for EACH delegate must be attached for timely reimbursement. Reimbursement will be made by one check to the Local ONLY, so please be sure to include ALL acceptable delegate expenses.

<table>
<thead>
<tr>
<th>MAIL CHECK TO:</th>
<th>Local Assn:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Street:</td>
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<tr>
<td>City</td>
<td>OR</td>
</tr>
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<td></td>
<td>Zip Code</td>
</tr>
<tr>
<td>For Questions:</td>
<td>Contact Name:</td>
</tr>
<tr>
<td></td>
<td>Phone #: (___)</td>
</tr>
</tbody>
</table>

(PLEASE ATTACH SIGNED, INDIVIDUAL DELEGATE VOUCHERS (WITH ALL PERTINENT RECEIPTS))

### RECEIPTS REQUIRED FOR REIMBURSEMENT

<table>
<thead>
<tr>
<th>NAME OF DELEGATE</th>
<th>(5310) Lodging Max:$74.25/night</th>
<th>(5305) Mass Transit Or Parking</th>
<th># of Nights</th>
<th>(5310) Mileage at $0.17 per mile + delegate passengers @ $0.02 per mile</th>
<th>(6555) Dependent Care Max: $75/day</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
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<tr>
<td>Grand Total – each column (all pages)</td>
<td>$</td>
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</table>

(if necessary, continue on next page, or create a spreadsheet, then enter total below)

TOTAL RA REIMBURSEMENT TO LOCAL ASSOCIATION: $  

Authorization Signature ___________________________ Date _______________________

FOR ACCOUNTING USE ONLY:  
5305 80 Lodging__________________________ Total) _______________________
5310 80 Mileage__________________________ Total) _______________________
6555 80 Dependent Care____________________ Total) _______________________ 

Vouchers must be submitted by June 13, 2011 to:  
Bob Sande, Business & Finance  
Oregon Education Association  
6900 SW Atlanta Street  
Portland, OR 97223
### RECEIPTS REQUIRED FOR REIMBURSEMENT

<table>
<thead>
<tr>
<th>NAME OF DELEGATE</th>
<th>Individual or Mass Transit Or Parking</th>
<th>(5305) Lodging Max: $74.25/night</th>
<th># of Nights</th>
<th>(5310) Mileage at $0.17 per mile + delegate passengers @ $0.02 per mile</th>
<th>(65550) Dependent Care Max: $75/day</th>
<th>TOTALS</th>
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</thead>
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</tbody>
</table>

(continued from previous page, or create a spreadsheet, then enter total on previous page)
OREGON EDUCATION ASSOCIATION REPRESENTATIVE ASSEMBLY

April 15-16, 2011

DEPENDENT CARE FORM

Dependent Care Policy:

A. This form must be attached to the original delegate expense voucher.

B. Up to $75 per day, per family, will be allowed for dependent care reimbursement. Pet care is not reimbursable

C. Delegates within 50 miles of the RA site will be reimbursed for up to one and one-half days of dependent care.

D. Delegates further than 50 miles from the RA site will be reimbursed for up to two and one-half days of dependent care.

Please Note: Only the actual cost is reimbursable, up to the maximum amounts specified above.

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Street Address</td>
</tr>
<tr>
<td>City, State, Zip</td>
</tr>
<tr>
<td>Local Association</td>
</tr>
<tr>
<td>Name of Dependent(s) and Relationship to the Delegate</td>
</tr>
<tr>
<td>Amount to be Reimbursed</td>
</tr>
<tr>
<td>Name of Care Provider</td>
</tr>
<tr>
<td>Care Provider’s Phone Number</td>
</tr>
</tbody>
</table>

Signature________________________________________________  Date____________________
OEA Budget Proposal
2011-2012

PROGRAMS AND SERVICES FOR MEMBERS
MEMORANDUM

The Budget Committee respectfully submits the proposed budget for 2011-2012. As was shared with delegates last year, we were forced to utilize a substantial portion of our reserves ($1.01 million) to balance the 2010-11 budget. In order to avoid massive cuts in this proposed budget we made the decision to utilize an additional $1.41 million of our reserves to balance this year’s budget. This decision was made knowing that we must evaluate our current organizational structure and align our budget with our goals.

Your OEA Board is forwarding New Business Item A to delegates with a “do pass” recommendation to create and launch a strategic plan to align our budget with our goals. The Budget Committee will be gathering input from members through discussions and feedback forms at the budget hearings being held at the various pre-RA meetings. We will also be presenting to all delegates during the opening session Friday night at the Representative Assembly. Please take the time to share your input and assist us in making the best possible decision regarding the programs and services which best meet the needs of our diverse membership.

Significant points of the proposed budget include the following:
- As per Bylaw Article 3-E-1-a, this budget is based on projected dues of $483.
- Assessments of $57 bring the total dues to $540
- Because of the difficult financial situation, there is no contingency line item in this proposed budget
- The budget is based on a projected membership of 42,226, a decrease of 1,000 members from February 2011 actual membership

Any New Business Item or Bylaw change passed at the 2011 OEA RA that has a financial impact must be reconciled with this budget. After reviewing all input and RA action, the budget committee will forward a final budget to the OEA Board for approval at their May 2011 Board meeting.

**OEA Budget Committee**

Hanna Vaandering, Chair    Gail Rasmussen    Susie Garrison
Jo Cooper    Sena Norton    Elizabeth Nahl
Karen Watters    Jamie Zartler    Lynda Sanders
Jeff Hellman    Debra Mott    Richard Sanders, Executive Director
Bob Sande, Staff Liaison

All delegates are encouraged to attend the Budget Hearing on Friday, April 15 to provide feedback to the Budget Committee.

Budget follows – The budget is also on the OEA Members Only website
www.oregoned.org/oea_budget
OREGON EDUCATION ASSOCIATION

2011-12 GENERAL OPERATIONS BUDGET

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</thead>
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</tr>
<tr>
<td><strong>Detail of Centers &amp; UniServ Budgets</strong></td>
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<tr>
<td>Governance</td>
<td>3-5</td>
</tr>
<tr>
<td>Administration</td>
<td>6-7</td>
</tr>
<tr>
<td>Advocacy and Affiliate Services</td>
<td>8-9</td>
</tr>
<tr>
<td>Public Affairs</td>
<td>10-12</td>
</tr>
<tr>
<td>Teaching and Learning</td>
<td>13-14</td>
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<tr>
<td>Business and Finance</td>
<td>15-16</td>
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<td>Legal Services</td>
<td>17</td>
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<td>UniServ Budgets</td>
<td>18</td>
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<tr>
<td><strong>Assessment Funds</strong></td>
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<td>Legal Defense Program Activities Fund</td>
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<td>Collective Bargaining Activities Fund</td>
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<td>Public Awareness Activities Fund</td>
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<td>Relief Trust Activities Fund</td>
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<td>OEA Relief Fund Scenarios</td>
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OREGON EDUCATION ASSOCIATION
GENERAL OPERATIONS BUDGET - SUMMARY

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>Actual 2009-10</th>
<th>Budget As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
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<tr>
<td>MEMBERSHIP:</td>
<td></td>
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<tr>
<td>Licensed Members</td>
<td>$15,184,518</td>
<td>$15,285,200</td>
<td>$15,426,170</td>
<td>Estimate 31,990 full-time equivalent members for 2011-12 fiscal year</td>
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<td>Educational Support Professionals</td>
<td>809,145</td>
<td>796,200</td>
<td>821,500</td>
<td>Estimate 6,250 ESP members for 2011-12</td>
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<tr>
<td>OEA-Retired</td>
<td>40,875</td>
<td>29,000</td>
<td>35,000</td>
<td>Estimate of dues from retiree members</td>
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<td>Total</td>
<td>16,034,538</td>
<td>16,110,400</td>
<td>16,282,670</td>
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<td>NEA SUPPORT:</td>
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<tr>
<td>UniServ Program</td>
<td>1,367,651</td>
<td>1,366,521</td>
<td>1,326,888</td>
<td>NEA UniServ Program support ($36,858 per full unit)</td>
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<td>NEA Member Benefits</td>
<td>39,242</td>
<td>40,000</td>
<td>40,000</td>
<td>Income from participation in NEA member benefit programs</td>
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<td>Total</td>
<td>1,406,893</td>
<td>1,406,521</td>
<td>1,366,888</td>
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<td>OTHER REVENUES:</td>
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<td>Rental Income</td>
<td>126,383</td>
<td>125,500</td>
<td>210,000</td>
<td>Rental income on Building 2 at Central Office campus</td>
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<td>Property Fund Assessment</td>
<td>87,773</td>
<td>85,280</td>
<td>84,452</td>
<td>Assessment of $2/member supporting facilities</td>
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<td>Investment Income</td>
<td>287,078</td>
<td>200,000</td>
<td>150,000</td>
<td>Interest &amp; other investment related earnings</td>
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<td>OCESP Delegate Fund</td>
<td>18,000</td>
<td>19,200</td>
<td>18,750</td>
<td>Assessment of $3/OCESP member supporting NEA RA attendance</td>
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<td>Other Income</td>
<td>31,157</td>
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<td>Miscellaneous reimbursements and income</td>
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<td>California Casualty Agreement</td>
<td>44,000</td>
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<td>Annual licensing agreement</td>
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<td>Center for Teach/Learn Assess.</td>
<td>438,867</td>
<td>426,400</td>
<td>422,260</td>
<td>Assessment of $10/member supporting the Center for Teaching &amp; Learning</td>
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<td>Funds from special reserve account</td>
<td>747,000</td>
<td>813,000</td>
<td></td>
<td>Funds transferred from Postretirement Reserve Account</td>
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<td>Funds from reserves</td>
<td>582,324</td>
<td>592,582</td>
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<td>Funds transferred from OEA Reserves</td>
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<td>Total</td>
<td>1,033,258</td>
<td>2,234,704</td>
<td>2,341,044</td>
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<tr>
<td>TOTAL OPERATING INCOME</td>
<td>$18,474,689</td>
<td>$19,751,625</td>
<td>$19,990,602</td>
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# OREGON EDUCATION ASSOCIATION
## GENERAL OPERATIONS BUDGET - SUMMARY

### EXPENDITURES

<table>
<thead>
<tr>
<th></th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>OPERATING EXPENSES:</strong></td>
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<tr>
<td>Governance</td>
<td>$1,250,296</td>
<td>$1,188,517</td>
<td>$1,182,976</td>
<td>See Pages 3-5</td>
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<tr>
<td>Administration</td>
<td>$2,319,187</td>
<td>$2,410,201</td>
<td>$2,430,745</td>
<td>See Pages 6-7</td>
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<td>Advocacy and Affiliate Services</td>
<td>$11,326,166</td>
<td>$11,184,700</td>
<td>$11,324,656</td>
<td>See Pages 8-9</td>
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<td>Public Affairs</td>
<td>$2,502,471</td>
<td>$2,501,007</td>
<td>$2,607,837</td>
<td>See Pages 10-12</td>
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<td>Teaching &amp; Learning</td>
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<td>$971,474</td>
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<td>See Pages 13-9</td>
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<td>Business &amp; Finance</td>
<td>$1,333,376</td>
<td>$1,317,698</td>
<td>$1,277,194</td>
<td>See Pages 15-16</td>
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<td>Legal Services</td>
<td>$176,218</td>
<td>$178,029</td>
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<td>See Page 17</td>
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<td><strong>Total</strong></td>
<td>$19,877,563</td>
<td>$19,751,625</td>
<td>$19,990,602</td>
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<tr>
<td>Contingency Fund</td>
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<td>-</td>
<td>Reserved for unexpected expenses as approved by Board of Directors</td>
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<tr>
<td>Stabilization Reserve (deficit)</td>
<td>$56,126</td>
<td>-</td>
<td>-</td>
<td>Up to 2% of gross income mandated by OEA Board to maintain working capital</td>
</tr>
<tr>
<td><strong>TOTAL OPERATING EXPENSES</strong></td>
<td>$19,933,689</td>
<td>$19,751,625</td>
<td>$19,990,602</td>
<td></td>
</tr>
</tbody>
</table>

### DUES INFORMATION

**Licensed Members**

<table>
<thead>
<tr>
<th></th>
<th>DUES RANGE</th>
<th>2010-11</th>
<th>2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations fund dues based on percent of time employed</td>
<td>From</td>
<td>$474.00</td>
<td>$483.00</td>
<td>Dues are .0084 of the calculated average salary of licensed members for the previous school year: $57,449 for 2010-11, $56,411 for 2009-10 (1.84% increase)</td>
</tr>
<tr>
<td></td>
<td>To</td>
<td>$59.25</td>
<td>$60.50</td>
<td></td>
</tr>
<tr>
<td>Dedicated Funds Assessments</td>
<td></td>
<td>$57.00</td>
<td>$57.00</td>
<td>Includes $2 property fund, $15 Legal Defense Fund, $25 Collective Bargaining Fund, $5 Public Awareness Fund, $10 Center for Teaching &amp; Learning</td>
</tr>
</tbody>
</table>

**Educational Support Members**

<table>
<thead>
<tr>
<th></th>
<th>DUES RANGE</th>
<th>2010-11</th>
<th>2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations dues based on compensation</td>
<td>From</td>
<td>$474.00</td>
<td>$483.00</td>
<td>Based on compensation as outlined in OEA Bylaws Sec. 3, E, 2</td>
</tr>
<tr>
<td></td>
<td>To</td>
<td>$29.50</td>
<td>$30.25</td>
<td></td>
</tr>
<tr>
<td>Dedicated Funds Assessments</td>
<td></td>
<td>$60.00</td>
<td>$60.00</td>
<td>Includes assessments listed above plus $3 to the OCESP Delegate Fund</td>
</tr>
</tbody>
</table>

**NEA DUES: (full-time)**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed Members</td>
<td>$166.00</td>
<td>$168.00</td>
<td></td>
<td>Not including proposed $10 assessment to be taken up at 2011 NEA-RA</td>
</tr>
<tr>
<td>Educational Support Members</td>
<td>$96.50</td>
<td>$96.50</td>
<td></td>
<td>Not including proposed $10 assessment to be taken up at 2011 NEA-RA</td>
</tr>
</tbody>
</table>
Governance includes expenses that support the various governing groups of the Association. These groups include the President's office and a full-time Vice President office; Regional Vice Presidents; NEA Directors; OEA Board of Directors; OEA and NEA Representative Assemblies, OEA Center Cabinets and other Advisory Councils and Task Forces. All compensation or stipends that are calculated as a percentage of Teacher Average Salary (TAS) are for the second year frozen at the 2008-09 TAS.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staffing Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$485,820</td>
<td>$475,699</td>
<td>$473,994</td>
<td>Salaries, benefits and retirement contributions for President, Vice President and Administrative Assistant. The President's salary is 2.5 times the teacher average salary (TAS = $57,449); Vice President is 2.15 times TAS (Note: compensation for 2010-11 &amp; 2011-12 is frozen based on 2008-09 TAS of $55,245) *</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>57,142</td>
<td>51,244</td>
<td>46,288</td>
<td>Auto expenses, meals, lodging and air travel. Includes monthly housing allowance for Officers. The housing allowance for the 2011-12 period is waived as it was for the 2010-11 budget</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>10,227</td>
<td>14,395</td>
<td>15,917</td>
<td>Costs of mailings, subscriptions, governance reports, membership in civic organizations, materials for Board meetings, Directors and committees of the Board. Includes election costs</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>Actual 2009-10</td>
<td>Budget- As Amended 2010-11</td>
<td>Proposed Budget 2011-12</td>
<td>Description</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>----------------</td>
<td>----------------------------</td>
<td>-------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>NEA Director Expenses</td>
<td>19,455</td>
<td>14,404</td>
<td>14,404</td>
<td>Stipend of 10% of TAS, less any potential NEA Board Director stipend, provided to NEA Directors *</td>
</tr>
<tr>
<td>OEA Representative Assembly</td>
<td>201,337</td>
<td>236,500</td>
<td>223,800</td>
<td>Provides for some travel expenses for delegates to attend OEA RA, including dependent care. Locals are responsible for the balance. Also includes RA administrative expenses such as facility rental, printing, and outside services such as speakers and parliamentarian</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>428,397</strong></td>
<td><strong>399,854</strong></td>
<td><strong>401,402</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Committees/Task Forces:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OEA Center Cabinets/Task Forces</td>
<td>5,562</td>
<td>5,400</td>
<td>4,500</td>
<td>Three OEA Centers have cabinets to assist program efforts to reach the goals set by the membership. Task forces are created as needed. Funds are for meeting expenses</td>
</tr>
<tr>
<td>Legislative Advisory Council</td>
<td>4,833</td>
<td>9,000</td>
<td>9,000</td>
<td>Works with Center for Public Affairs</td>
</tr>
<tr>
<td>Resolutions Committee</td>
<td>1,433</td>
<td>700</td>
<td>1,000</td>
<td>Travel and related costs for standing committees and task forces to meet and conduct business</td>
</tr>
<tr>
<td>Bylaws Committee</td>
<td>968</td>
<td>1,000</td>
<td>1,000</td>
<td></td>
</tr>
<tr>
<td>Credentials/Elections Cmte.</td>
<td>6,878</td>
<td>4,000</td>
<td>5,000</td>
<td></td>
</tr>
<tr>
<td>Relief Fund Committee</td>
<td>-</td>
<td>500</td>
<td>500</td>
<td></td>
</tr>
<tr>
<td>Minority Affairs Committee</td>
<td>4,200</td>
<td>4,000</td>
<td>4,000</td>
<td></td>
</tr>
<tr>
<td>Other Committees &amp; Task Forces</td>
<td>16,708</td>
<td>13,000</td>
<td>10,500</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>40,582</strong></td>
<td><strong>37,600</strong></td>
<td><strong>35,500</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Local Grants</strong></td>
<td></td>
<td></td>
<td></td>
<td>To support locals design and implementation of programs to meet member needs as directed by OEA's organizational goals</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>Actual 2009-10</td>
<td>Budget-As Amended 2010-11</td>
<td>Proposed Budget 2011-12</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>---------------</td>
<td>----------------------------</td>
<td>-------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Other Governance Expense:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated Member Travel</td>
<td>5,851</td>
<td>5,000</td>
<td>5,000</td>
<td>Travel expenses for training and representation of concerns by members as</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>designated by the OEA President</td>
</tr>
<tr>
<td>NCSEA Dues</td>
<td>7,543</td>
<td>8,500</td>
<td>8,500</td>
<td>Dues which offsets NEA costs of training sessions for</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>President, Vice President and Executive Director</td>
</tr>
<tr>
<td>Local/UniServ Pres. Meetings</td>
<td>720</td>
<td>2,000</td>
<td>2,000</td>
<td>Periodic meetings of OEA President and local/UniServ presidents</td>
</tr>
<tr>
<td>Public Relations Expense</td>
<td>14,362</td>
<td>8,000</td>
<td>8,000</td>
<td>Contributions and support for the activities of other organizations and</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>miscellaneous Presidential expenditures</td>
</tr>
<tr>
<td>NEA Representative Assembly</td>
<td>178,318</td>
<td>174,725</td>
<td>174,875</td>
<td>Travel to Wash, DC in 2012. Partial funding of three NEA-R delegates to</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>attend the NEA-R Preconference, state delegates,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>and six cluster delegates. OCESP delegates are funded through</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>their contributory Delegate Fund. Also includes in-state delegate training</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>and printing, postage and election costs of statewide delegates</td>
</tr>
<tr>
<td>OEA Foundation</td>
<td>1,334</td>
<td>1,500</td>
<td>1,500</td>
<td>Administrative expenses for the OEA Foundation</td>
</tr>
<tr>
<td>Total</td>
<td>208,128</td>
<td>199,725</td>
<td>199,875</td>
<td></td>
</tr>
</tbody>
</table>

* Compensation or stipends that are calculated as a percentage of Teacher Average Salary (TAS) are for the second year frozen at the 2008-09 TAS of $55,245.
Administration includes expenses to support the office of the Executive Director and Department of Office Administration, which includes employee relations, benefit administration and property oversight, and the Public Awareness Activities Fund.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of Executive Director</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staffing Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$ 378,206</td>
<td>$ 368,176</td>
<td>$ 369,469</td>
<td>Salaries, benefits and retirement contributions for Executive Director and one confidential employee</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>19,935</td>
<td>17,872</td>
<td>19,644</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Other Administrative</td>
<td>34,250</td>
<td>78,295</td>
<td>45,908</td>
<td>Printing, duplicating, stationery, postage, subscriptions and dues to civic and professional organizations</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>432,391</td>
<td>464,343</td>
<td>435,021</td>
<td></td>
</tr>
<tr>
<td><strong>Other Administration:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate Legal Services</td>
<td>142,667</td>
<td>45,000</td>
<td>45,000</td>
<td>Corporate legal counsel &amp; consulting fees</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>575,058</td>
<td>509,343</td>
<td>480,021</td>
<td></td>
</tr>
<tr>
<td><strong>Human Resources and Office</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staffing Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>495,325</td>
<td>481,261</td>
<td>476,559</td>
<td>Salaries, benefits and retirement contributions for Office and Administrative Manager, one associate staff duplicating/distribution specialist, one associate staff receptionist, one associate staff assistant</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>13,666</td>
<td>15,572</td>
<td>14,244</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Facilities Expenses</td>
<td>501,837</td>
<td>558,745</td>
<td>549,469</td>
<td>Copying, duplicating, stationery, postage, temporary help, hiring expenses</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,010,828</td>
<td>1,055,578</td>
<td>1,040,272</td>
<td></td>
</tr>
</tbody>
</table>
## EXPENDITURES

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual 2009-10</th>
<th>As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other Administration:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retiree Medical Benefits</td>
<td>632,708</td>
<td>747,000</td>
<td>813,000</td>
<td>Medical insurance expense for OEA retirees</td>
</tr>
<tr>
<td>Property Fund</td>
<td>87,772</td>
<td>85,280</td>
<td>84,452</td>
<td>Fund for equipment purchases and projects</td>
</tr>
<tr>
<td>Staff Meetings</td>
<td>9,088</td>
<td>9,000</td>
<td>9,000</td>
<td>Professional and Associate staff meeting expenses</td>
</tr>
<tr>
<td>Associate Staff Training Fund</td>
<td>3,733</td>
<td>4,000</td>
<td>4,000</td>
<td>Associate staff training funds</td>
</tr>
<tr>
<td>Central Office Loan</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Repayment to OEA Relief Fund for 1999 Central Office remodel project ($127,226 payments due 2010-11 &amp; 2011-12 are deferred)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,744,129</td>
<td>1,900,858</td>
<td>1,950,724</td>
<td></td>
</tr>
<tr>
<td><strong>Administration Total</strong></td>
<td><strong>$ 2,319,187</strong></td>
<td><strong>$ 2,410,201</strong></td>
<td><strong>$ 2,430,745</strong></td>
<td></td>
</tr>
</tbody>
</table>
The Center for Advocacy and Affiliate Services includes expenses to support the office of the Associate Executive Director for Advocacy and Affiliate Services, the Bargaining Coordinator, the UniServ staff and field office expenses as well as funding for member training and support for local programs.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staffing Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$ 9,655,591</td>
<td>$ 9,515,093</td>
<td>$ 9,570,963</td>
<td>Salaries, benefits and retirement contributions for one manager, one-half confidential, 34 professional staff and 32 associate staff (FTE)</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>451,246</td>
<td>486,964</td>
<td>478,887</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td><strong>Office &amp; Other Administrative Expenses</strong></td>
<td>1,061,099</td>
<td>988,643</td>
<td>1,083,306</td>
<td>Printing, paper and copy supplies, postage and other office supplies. Rental and property expenses for field offices including utilities, insurance, property taxes, custodial services, maintenance, and security</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>11,167,936</td>
<td>10,990,700</td>
<td>11,133,156</td>
<td></td>
</tr>
<tr>
<td>Outside services</td>
<td>1,778</td>
<td>7,000</td>
<td>4,500</td>
<td>Leadership Training Program, and membership development on a local, regional and statewide basis in collaboration with the Center for Teaching &amp; Learning</td>
</tr>
<tr>
<td>Staff Training</td>
<td>17,513</td>
<td>40,000</td>
<td>40,000</td>
<td>For professional staff, including those not otherwise covered by the NEA UniServ Program for training in all aspects of the OEA/NEA program</td>
</tr>
<tr>
<td>UniServ Reserve</td>
<td>84,602</td>
<td>40,000</td>
<td>75,000</td>
<td>Provides assistance for strike build-ups, including staff and other support services for crisis build-up, organizing and unanticipated costs of programs. Includes some mediation fees when local cannot pay</td>
</tr>
<tr>
<td>Advocacy Conference / Bargaining Forum</td>
<td>-</td>
<td>30,000</td>
<td>30,000</td>
<td>($38,600 funded in 2009-10 from Leadership Development Fund) The annual Advocacy Conference and Bargaining Forum includes a subsidy for up to six members per local. Members receive training in bargaining, grievance processing and advocacy issues. Includes cost of registration, lodging, meals and transportation according to OEA guidelines</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>Actual 2009-10</td>
<td>Budget-As Amended 2010-11</td>
<td>Proposed Budget 2011-12</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>---------------</td>
<td>--------------------------</td>
<td>-------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Local Program Assistance / New Member Development</td>
<td></td>
<td>15,000</td>
<td>-</td>
<td>($25,000 funded in 2009-10 from Leadership Development Fund; Funding in 2011-12 available from Grant Accounts) Provides shared costs of local projects and programs. Provides partial funding for training council and local leaders and for some materials for those activities. Priority given to programs that build member commitment to the Association</td>
</tr>
<tr>
<td>OEA-Retired</td>
<td>25,683</td>
<td>20,000</td>
<td>20,000</td>
<td>Provides support for general meetings and office expenses. Funding for three delegates to the NEA/RA, who also attend the NEA-R pre-conference, is included in NEA/RA travel</td>
</tr>
<tr>
<td>OCESP Program Support</td>
<td>28,278</td>
<td>22,000</td>
<td>22,000</td>
<td>To support OCESP programs, e.g., assistance in the cost of state council meetings</td>
</tr>
<tr>
<td>OCESP Organizing</td>
<td>376</td>
<td>20,000</td>
<td>-</td>
<td>(Funding in 2011-12 available from Grant Accounts) Funding for targeted ESP local organizing. Includes cost of projects aimed at identifying organizing opportunities and actual organization campaigns and support of internal organizing activities</td>
</tr>
<tr>
<td>Total</td>
<td>158,230</td>
<td>194,000</td>
<td>191,500</td>
<td></td>
</tr>
<tr>
<td>Advocacy &amp; Affiliate Services Total</td>
<td>$11,326,166</td>
<td>$11,184,700</td>
<td>$11,324,656</td>
<td></td>
</tr>
</tbody>
</table>
The Center for Public Affairs includes expenses to support the office of the Assistant Executive Director for Public Affairs, the Government Relations Department, the Communications Department, the Political Education Department and program funds to provide local assistance, member trainings and workshops related to these areas. Included in this budget are activities and programs that are partially supported by NEA special project grants. The Collective Bargaining Fund is directed by this Center.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Government Relations Department</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staffing Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$1,034,796</td>
<td>$1,020,245</td>
<td>$1,035,140</td>
<td>Salaries, benefits and retirement contributions for one manager, three professional staff, two associate staff, and one-half confidential staff</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>58,879</td>
<td>63,636</td>
<td>62,480</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>106,498</td>
<td>72,100</td>
<td>104,533</td>
<td>In-house printing postage, subscriptions, research and outside services</td>
</tr>
<tr>
<td>Total</td>
<td>$1,200,173</td>
<td>$1,155,981</td>
<td>$1,202,153</td>
<td></td>
</tr>
<tr>
<td>Program Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legislative Reserve</td>
<td>10,912</td>
<td>92,000</td>
<td>50,000</td>
<td>Even-Year expenditures for OEA's legislative program including in-session and interim activities such as support of the Legislative Contact Team, OEA Lobby Day, member testimony, legislative research, and member communications</td>
</tr>
<tr>
<td>Congressional Advocacy Teams</td>
<td>3,922</td>
<td>5,500</td>
<td>5,500</td>
<td>Instate training, meetings and expenses for member contacts with Congressional delegation</td>
</tr>
<tr>
<td>PIE Board Administration</td>
<td>37,174</td>
<td>38,500</td>
<td>38,500</td>
<td>Expenses to support administration of the PIE Board</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>Actual 2009-10</td>
<td>Proposed As Amended 2010-11</td>
<td>Proposed Budget 2011-12</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>----------------</td>
<td>-----------------------------</td>
<td>-------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Recommendation Convention</td>
<td>89,765</td>
<td>-</td>
<td>94,500</td>
<td>Expenses for convention in election years. Includes new subsidy formula for members to attend the PIE Convention per the OEA-PIE Convention Involvement Taskforce (2008 Representative Assembly).</td>
</tr>
<tr>
<td>Election Projects</td>
<td>100,942</td>
<td>67,000</td>
<td>60,000</td>
<td>Expenditures for direct assistance to local associations' political programs by providing political cadre assistance, data, materials, production, political organizing assistance, contributions to local bond and local option campaigns, and other activities</td>
</tr>
<tr>
<td>Election Technology Support/ Maintenance</td>
<td>2,640</td>
<td>9,000</td>
<td>9,000</td>
<td>Maintenance and update of statewide voter file, mapping software and government advocacy related technology</td>
</tr>
<tr>
<td>Political Education</td>
<td>112,911</td>
<td>129,000</td>
<td>127,000</td>
<td>Expenditures for internal member communications regarding political issues and field activities. Political issues may include candidates, ballot measures, and legislative topics. Specifically includes expenses such as member/leader mailings, member release time for political activities, event organizing, volunteer recruitment activities, Session in Review, bipartisan candidate recommendations, and strategic planning efforts. (This New Category combines former categories: Political Education Reserve, Political Education Workshops, and Member Education)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>358,266</strong></td>
<td><strong>341,000</strong></td>
<td><strong>384,500</strong></td>
<td></td>
</tr>
<tr>
<td>Communications Department</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staffing expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>651,234</td>
<td>653,238</td>
<td>672,203</td>
<td>Salaries, benefits and retirement contributions for 2.8 FTE professional staff, and two associate staff</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>34,177</td>
<td>38,064</td>
<td>35,336</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>Actual 2009-10</td>
<td>Budget-As Amended 2010-11</td>
<td>Proposed Budget 2011-12</td>
<td>Description</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>----------------</td>
<td>----------------------------</td>
<td>-------------------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>14,972</td>
<td>42,725</td>
<td>38,644</td>
<td>Printing, duplicating, stationery, postage</td>
</tr>
<tr>
<td>Total</td>
<td>700,383</td>
<td>734,027</td>
<td>746,183</td>
<td></td>
</tr>
<tr>
<td>Program Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TODAY'S OEA/Publications</td>
<td>151,032</td>
<td>150,000</td>
<td>165,000</td>
<td>OEA magazine publication and Association leader publication costs</td>
</tr>
<tr>
<td>Fall Membership Materials</td>
<td>59,086</td>
<td>80,000</td>
<td>80,000</td>
<td>Production and distribution of annual membership materials</td>
</tr>
<tr>
<td>Electronic Communication</td>
<td>26,096</td>
<td>25,000</td>
<td>25,000</td>
<td>Maintenance and update of electronic communication &amp; video production</td>
</tr>
<tr>
<td>Outside Services</td>
<td>7,435</td>
<td>15,000</td>
<td>5,000</td>
<td>Print and broadcast clipping services, video and graphic production</td>
</tr>
<tr>
<td>Total</td>
<td>243,649</td>
<td>270,000</td>
<td>275,000</td>
<td></td>
</tr>
<tr>
<td>Communications Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Affairs Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$ 2,502,471</td>
<td>$ 2,501,007</td>
<td>$ 2,607,837</td>
<td></td>
</tr>
</tbody>
</table>
The Center for Teaching and Learning includes expenses to support professional development, leadership training and community outreach programs. The Center is partially funded by a $10 dues assessment.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staffing Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$ 786,169</td>
<td>$ 758,426</td>
<td>$ 766,094</td>
<td>Salaries, benefits and retirement contributions for one manager, two professional staff and one and one-half associate staff</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>38,411</td>
<td>39,148</td>
<td>38,868</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>8,689</td>
<td>6,100</td>
<td>17,963</td>
<td>Printing, duplicating, stationery, postage and subscriptions to professional journals</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>833,269</td>
<td>803,674</td>
<td>822,925</td>
<td></td>
</tr>
<tr>
<td><strong>Program Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organizational/Professional Development</td>
<td>70,990</td>
<td>67,800</td>
<td>63,300</td>
<td>Organizational, professional and personal development programs for members. Targeted areas include leadership development, programs for students and new members, SPARKS and minority leadership. Also includes support for cadres and continued support of local association and Council programs. Provides funding for co-sponsoring of professional development opportunities with other agencies/organizations</td>
</tr>
<tr>
<td>Goal V</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outreach Programs</td>
<td>10,035</td>
<td>16,000</td>
<td>16,000</td>
<td>Communication of OEA positions to other education organizations, agencies and business. Support of partnerships which increase support for public education</td>
</tr>
</tbody>
</table>

CENTER FOR TEACHING AND LEARNING
Courtney Vanderstek, Asst. Exec. Director
<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentoring</td>
<td>10,790</td>
<td>15,000</td>
<td>15,000</td>
<td>Activities and partnerships to support mentoring programs</td>
</tr>
<tr>
<td>Reports, training materials</td>
<td>9,041</td>
<td>12,000</td>
<td>10,000</td>
<td>Development of research, training and materials that provide support to OEA members and programs</td>
</tr>
<tr>
<td>Best Practice Grants</td>
<td>35,724</td>
<td>27,000</td>
<td>30,000</td>
<td>Provides grant money at UniServ level for mini-grants and professional development activities</td>
</tr>
<tr>
<td>Summer Academy</td>
<td>-</td>
<td>30,000</td>
<td>30,000</td>
<td>($55,000 funded in 2009-10 from Leadership Development Fund) Provides funding for bi-annual Summer Academy training in various OEA program areas and all associated costs such as room and board</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>136,580</strong></td>
<td><strong>167,800</strong></td>
<td><strong>164,300</strong></td>
<td></td>
</tr>
</tbody>
</table>

| Center for Teaching and Learning Total | $ 969,849 | $ 971,474 | $ 987,225 |


The Center for Business and Finance includes expenses to support the Finance, Accounting and Membership Departments. This Center also includes expenses for the administration of the employee benefit plans, audit and other business services. Also included are all technology projects and maintenance of technology assets.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staffing Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$ 735,980</td>
<td>$ 729,610</td>
<td>$ 727,810</td>
<td>Salaries, benefits and retirement contributions for one manager, one</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>confidential and four associate staff</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>16,100</td>
<td>15,872</td>
<td>14,644</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Other Administrative</td>
<td>199,210</td>
<td>171,747</td>
<td>213,973</td>
<td>Legal, consulting, benefit plan administration, audit and other business services</td>
</tr>
<tr>
<td>Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>951,290</td>
<td>917,229</td>
<td>956,427</td>
<td></td>
</tr>
<tr>
<td><strong>Program Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outside Services</td>
<td>14,011</td>
<td>13,500</td>
<td>13,700</td>
<td>Processing costs for payroll service</td>
</tr>
<tr>
<td>Local Treasurers’ Trainings</td>
<td>4,362</td>
<td>4,000</td>
<td>2,000</td>
<td>Materials and support for Local Treasurer Training presentations</td>
</tr>
<tr>
<td>Member Benefit Program</td>
<td>-</td>
<td>500</td>
<td>50</td>
<td>Member Benefit Committee expenses</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>18,373</td>
<td>18,000</td>
<td>15,750</td>
<td></td>
</tr>
</tbody>
</table>
### Technology Department:

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staffing Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>78,957</td>
<td>111,639</td>
<td>114,499</td>
<td>Salaries, benefits and retirement contributions for one associate staff and .2 professional employee</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>336</td>
<td>1,000</td>
<td>700</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>-</td>
<td>1,560</td>
<td>2,389</td>
<td>Printing, duplicating and postage</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>79,293</td>
<td>114,199</td>
<td>117,588</td>
<td></td>
</tr>
</tbody>
</table>

| Equipment, Software & Maint                           | 284,420        | 268,270                   | 187,430                | All network, telephone and technology equipment for OEA plus software       |

**Technology Total**                                     | 363,713        | 382,469                   | 305,018                |                                                                             |

**Business & Finance Total**                             | **$ 1,333,376**| **$ 1,317,698**           | **$ 1,277,194**        |                                                                             |
The Center for Legal Services includes expenses to support the General Counsel and the Legal Department of the Association that manages and administers the Legal Defense Fund Program (see Assessment Funds, next page), provides legal services and advice directly to members, locals, field and central office staff and managers. This Center also helps coordinate and plan the annual Advocacy Conference and has responsibility for corporate legal services.

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>Actual 2009-10</th>
<th>Budget As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>$159,319</td>
<td>$155,742</td>
<td>$155,088</td>
<td>45% of salaries, benefits and retirement contributions for the General Counsel and one confidential staff. Fifty-five percent of the expenses of the General Counsel and the confidential staff member is included in the Legal Defense Program Activities Fund</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td></td>
<td>10,776</td>
<td>15,272</td>
<td>Auto expense, meals, lodging and travel expenses</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>5,418</td>
<td>4,765</td>
<td>8,138</td>
<td>Printing, duplicating, stationery, postage, legal publications and subscriptions</td>
</tr>
<tr>
<td>Total</td>
<td>175,513</td>
<td>175,779</td>
<td>178,470</td>
<td></td>
</tr>
<tr>
<td>Other Legal Services Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outside Services</td>
<td></td>
<td>57</td>
<td>750</td>
<td>Outside temporary help during peak periods</td>
</tr>
<tr>
<td>Legal Services Program Expenses:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Judicial Panel</td>
<td></td>
<td>648</td>
<td>1,500</td>
<td>Training of new panelists, hearings and related expenses</td>
</tr>
<tr>
<td>Legal Services Operating Total</td>
<td>$176,218</td>
<td>$178,029</td>
<td>$179,970</td>
<td></td>
</tr>
</tbody>
</table>

Legal Defense Program Expenditures (see page 19)

<table>
<thead>
<tr>
<th>Legal Defense Program Expenditures (see page 19)</th>
<th>1,304,556</th>
<th>1,416,732</th>
<th>1,407,841</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Services Total</td>
<td>$1,480,774</td>
<td>$1,594,760</td>
<td>$1,587,811</td>
</tr>
</tbody>
</table>
### UNISERV OFFICE BUDGETS

**SUMMARY OF ALL UNISERV OFFICES:**

<table>
<thead>
<tr>
<th></th>
<th>Actual 2009-10</th>
<th>Budget-As Amended 2010-11</th>
<th>Proposed Budget 2011-12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and Fringes</td>
<td>$9,073,985</td>
<td>$8,935,411</td>
<td>$8,804,278</td>
</tr>
<tr>
<td>Travel Expenses</td>
<td>422,121</td>
<td>457,204</td>
<td>448,631</td>
</tr>
<tr>
<td>Office Expenses</td>
<td>1,050,255</td>
<td>975,018</td>
<td>1,058,451</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$10,546,361</td>
<td>$10,367,633</td>
<td>$10,311,360</td>
</tr>
</tbody>
</table>

**UNISERV DEPT. NO. EXPENSES BY UNISERV OFFICE:**

<table>
<thead>
<tr>
<th>UNISERV DEPT. NO.</th>
<th>EXPENSES BY UNISERV OFFICE:</th>
<th>P</th>
<th>A</th>
<th>Staff *</th>
</tr>
</thead>
<tbody>
<tr>
<td>401/422</td>
<td>Southern Oregon (Medford)</td>
<td>2</td>
<td>2</td>
<td>$671,558</td>
</tr>
<tr>
<td>402/415</td>
<td>Beaverton/Washington County</td>
<td>3</td>
<td>3</td>
<td>1,029,186</td>
</tr>
<tr>
<td>403/416/424</td>
<td>Salem/Mid-Valley/Salem Area/SKACE</td>
<td>4</td>
<td>3</td>
<td>1,136,591</td>
</tr>
<tr>
<td>405/404</td>
<td>Eugene/Three Rivers (Eugene)</td>
<td>2</td>
<td>2</td>
<td>596,860</td>
</tr>
<tr>
<td>406</td>
<td>South Coast (Coos Bay)</td>
<td>1</td>
<td>1</td>
<td>324,206</td>
</tr>
<tr>
<td>407/425</td>
<td>Cascade/Central Oregon (Redmond)</td>
<td>2</td>
<td>1.5</td>
<td>557,481</td>
</tr>
<tr>
<td>408</td>
<td>Eastern Oregon (Baker City)</td>
<td>1</td>
<td>1</td>
<td>281,553</td>
</tr>
<tr>
<td>409/420</td>
<td>Willamette Falls/Metro Southeast (Milwaukie)</td>
<td>2</td>
<td>2</td>
<td>973,849</td>
</tr>
<tr>
<td>410</td>
<td>Portland</td>
<td>3</td>
<td>3.5</td>
<td>1,087,102</td>
</tr>
<tr>
<td>411</td>
<td>Chintimini (Philomath)</td>
<td>1</td>
<td>1</td>
<td>292,522</td>
</tr>
<tr>
<td>412</td>
<td>Columbia River (Pendleton)</td>
<td>1</td>
<td>1</td>
<td>352,710</td>
</tr>
<tr>
<td>413</td>
<td>North Coast (Gearhart)</td>
<td>1</td>
<td>1</td>
<td>345,155</td>
</tr>
<tr>
<td>414/418/428</td>
<td>Multnomah County/Mt. Hood/Ea.Metro SU (Gresham)</td>
<td>3</td>
<td>3</td>
<td>731,176</td>
</tr>
<tr>
<td>417/423</td>
<td>Santiam/Linn/Lane Area (Albany)</td>
<td>2</td>
<td>2</td>
<td>567,975</td>
</tr>
<tr>
<td>419</td>
<td>Klamath Falls</td>
<td>1</td>
<td>1</td>
<td>357,060</td>
</tr>
<tr>
<td>421</td>
<td>Douglas County (Roseburg)</td>
<td>1</td>
<td>1</td>
<td>348,303</td>
</tr>
<tr>
<td>430</td>
<td>Community Colleges (Central Office)</td>
<td>2</td>
<td>2</td>
<td>591,648</td>
</tr>
<tr>
<td>426</td>
<td>3-Valley (Central Office)</td>
<td>1</td>
<td>1</td>
<td>301,426</td>
</tr>
</tbody>
</table>

*P = Professional Staff/UniServ Consultants  
*A = Associate Staff

### TOTAL

|     | 33  | $10,546,361 | $10,367,633 | $10,311,360 |

**UNISERV OFFICE BUDGETS**

Page 18

3/8/2011
The Legal Defense Program (LDP) provides members and affiliates with expert legal advice and legal advocacy and assigns attorneys to represent members & locals in proceedings involving their contract & other employment rights. The LDP also funds litigation necessary to protect member rights and interests in the Public Employee Retirement System and to enforce the statutory and constitutional provisions that govern the initiative system in Oregon. Our locals also are required by law to provide representation for Association non-member fee payers who are members of a bargaining unit; these matters are reviewed on a case-by-case basis. The NEA Kate Frank/DuShane Fund shares the expense of most legal assistance provided by the OEA Legal Defense Program. A $15 per year assessment to all members funds the program. ($20 per year prior to 2010-11)

The Legal Defense Program opens approximately 400 new cases each year, and maintains an ongoing caseload of 350-400 cases throughout the year. Cases include dismissals, leave disputes, employment discrimination charges, non-renewals, RIFs, unfair labor practices, licensure problems, bargaining disputes, strike buildups, disciplinary issues and other employment law matters. In addition, the program has had a rapidly growing number of cases involving significant litigation over the Public Employees Retirement System and ballot measures and initiatives, including racketeering litigation against Oregon Taxpayers United and Bill Sizemore. On behalf of OEA, the Legal Defense Program has supported, as part of a coalition, statewide litigation over the adequacy of funding for K-12 education.

The Legal Defense Program also assists affiliates in payment of grievance arbitration, fact-finding, and unfair labor practice filing fees.

<table>
<thead>
<tr>
<th></th>
<th>Actual 2009-10</th>
<th>Estimated 2010-11</th>
<th>Estimated 2011-12</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member LDP Fund Assessment</td>
<td>$877,732</td>
<td>$639,600</td>
<td>$633,390</td>
</tr>
<tr>
<td>NEA Reimbursements</td>
<td>410,885</td>
<td>450,000</td>
<td>450,000</td>
</tr>
<tr>
<td>Attorney fees awards</td>
<td>46,458</td>
<td>75,000</td>
<td>50,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,335,075</td>
<td>1,164,600</td>
<td>1,133,390</td>
</tr>
<tr>
<td><strong>EXPENSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legal fees</td>
<td>1,046,733</td>
<td>1,200,000</td>
<td>1,200,000</td>
</tr>
<tr>
<td>Center for Legal Services - Salaries &amp; Benefits</td>
<td>246,205</td>
<td>190,351</td>
<td>189,552</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>11,618</td>
<td>26,381</td>
<td>18,290</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,304,556</td>
<td>1,416,732</td>
<td>1,407,841</td>
</tr>
<tr>
<td><strong>Net change in fund</strong></td>
<td>30,519</td>
<td>(252,132)</td>
<td>(274,451)</td>
</tr>
<tr>
<td><strong>Beginning fund balance</strong></td>
<td>666,908</td>
<td>697,427</td>
<td>445,295</td>
</tr>
<tr>
<td><strong>Ending fund balance</strong></td>
<td>$697,427</td>
<td>$445,295</td>
<td>$170,844</td>
</tr>
</tbody>
</table>
The Representative Assembly created this fund to assure protection of our ability to bargain in the face of legislation or initiatives that threaten the process. Members pay a $25 per year assessment. ($20 per year before 2010-11)

### Statement of Activities - Collective Bargaining Fund

<table>
<thead>
<tr>
<th></th>
<th>ACTUAL 2008/09</th>
<th>ACTUAL 2009/10</th>
<th>ACTUAL Through 02/28/11</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member assessments</td>
<td>$900,699</td>
<td>$877,614</td>
<td>$543,992</td>
</tr>
<tr>
<td>NEA contribution</td>
<td>$1,000,000</td>
<td>$1,000,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,900,699</td>
<td>$1,877,614</td>
<td>$543,992</td>
</tr>
<tr>
<td><strong>EXPENSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outside services</td>
<td>$9,000</td>
<td>$22,300</td>
<td>$301,434</td>
</tr>
<tr>
<td>Office &amp; Other Administrative Expenses</td>
<td>$1,578</td>
<td>$2,827</td>
<td>-</td>
</tr>
<tr>
<td>Ballot measure &amp; other contributions</td>
<td>$3,648,780</td>
<td>$2,572,337</td>
<td>$159,092</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$3,659,358</td>
<td>$2,597,464</td>
<td>$460,526</td>
</tr>
<tr>
<td><strong>Net change in fund</strong></td>
<td>$(1,758,659)</td>
<td>$(719,850)</td>
<td>$83,466</td>
</tr>
<tr>
<td><strong>Beginning fund balance</strong></td>
<td>$2,472,243</td>
<td>$713,584</td>
<td>$(6,266)</td>
</tr>
<tr>
<td><strong>Ending fund balance</strong></td>
<td>$713,584</td>
<td>$(6,266)</td>
<td>$77,200</td>
</tr>
</tbody>
</table>
The 1993 RA approved establishment of a public relations program to increase the awareness of the significant role of education employees. The goal of the program is to make the public more aware of the successes of education, the contribution of education employees, and the promotion of public education. The effort focuses on media advertising and local association supportive activities. Members pay a $5 per year assessment.

### Statement of Activities - Public Awareness Fund

<table>
<thead>
<tr>
<th></th>
<th>ACTUAL 2008/09</th>
<th>ACTUAL 2009/10</th>
<th>ACTUAL Through 02/28/11</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member assessments</td>
<td>$225,205</td>
<td>$219,434</td>
<td>$108,796</td>
</tr>
<tr>
<td>NEA contribution</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$225,205</td>
<td>$219,434</td>
<td>$108,796</td>
</tr>
<tr>
<td><strong>EXPENSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outside services</td>
<td>256,127</td>
<td>600,485</td>
<td>25,203</td>
</tr>
<tr>
<td>Office &amp; Other</td>
<td>55,653</td>
<td>16,875</td>
<td>-</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>17,500</td>
<td>343,522</td>
<td>686,941</td>
</tr>
<tr>
<td>Contributions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>329,280</td>
<td>960,882</td>
<td>712,144</td>
</tr>
<tr>
<td><strong>Net change in fund</strong></td>
<td>(104,075)</td>
<td>(741,448)</td>
<td>(603,348)</td>
</tr>
<tr>
<td>Beginning fund balance</td>
<td>1,532,195</td>
<td>1,428,120</td>
<td>686,672</td>
</tr>
<tr>
<td><strong>Ending fund balance</strong></td>
<td>$1,428,120</td>
<td>$686,672</td>
<td>$83,324</td>
</tr>
</tbody>
</table>
The OEA Relief Fund is designed to provide economic aid to OEA members whose financial position is compromised by work stoppages caused by strike, lockout or natural disaster. In these situations, the Relief Fund provides direct cash grants and interest on approved loans to qualifying members. The Relief Fund, in accordance with OEA Bylaws and Policies, is administered by the OEA Board of Directors and the Relief Fund Committee. The fund currently provides for up to $100 per day stipend and health insurance reimbursement to beneficiaries of the fund.


The fund loaned approximately $2.1 million to the operating account to remodel and upgrade the Central Office in 1999. The interest earned on the loan is reflected as revenue of the fund. The loan is amortized over 30 years and is due in 2029.

### Statement of Activities - Relief Fund:

<table>
<thead>
<tr>
<th></th>
<th>2008/09</th>
<th>2009/10</th>
<th>Through 02/28/11</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income (loss)</td>
<td>$ (1,687,270)</td>
<td>$ 1,017,362</td>
<td>$ 3,045,748</td>
</tr>
<tr>
<td>Interest from operating fund loan</td>
<td>78,808</td>
<td>78,805</td>
<td>78,805</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(1,608,462)</td>
<td>1,096,167</td>
<td>3,124,553</td>
</tr>
<tr>
<td><strong>EXPENSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment management fees</td>
<td>121,089</td>
<td>139,909</td>
<td>75,721</td>
</tr>
<tr>
<td>Benefit payments</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>121,089</td>
<td>139,909</td>
<td>75,721</td>
</tr>
<tr>
<td><strong>Net change in fund</strong></td>
<td>(1,729,551)</td>
<td>956,258</td>
<td>3,048,832</td>
</tr>
<tr>
<td>Beginning fund balance</td>
<td>23,008,331</td>
<td>21,278,780</td>
<td>22,235,038</td>
</tr>
<tr>
<td><strong>Ending fund balance</strong></td>
<td>$ 21,278,780</td>
<td>$ 22,235,038</td>
<td>$ 25,283,870</td>
</tr>
</tbody>
</table>
OEA Relief Fund Scenarios
(aka, "Strike Fund" "Crisis Fund")

Assumes: Benefits of $100 Per Day and $1,000 Health Insurance In 4th Week

As per OEA Bylaws the Relief Fund is established "To provide financial assistance for members and local associations who suffer a loss of income due to a natural disaster which closes schools, budget defeat with school closure, or work stoppage."

This chart shows the cost to the Relief Fund using two variables: # of members and # of days in relation to the current fund balance (as of March 3, 2011).
Supplemental Information
2011-2012
OREGON EDUCATION ASSOCIATION

INDEPENDENT AUDITOR’S REPORT AND FINANCIAL HIGHLIGHTS

AUDIT REPORT

The Oregon Education Association Bylaws state that the Board of Directors shall “Initiate an annual audit of the financial transactions of the OEA”.

The Board engaged Lauka & Associates, CPAs and received their audit report for the year ended August 31, 2010. The audit report is reproduced in full and available to members at the OEA Members Only web site at www.oregoned.org/oeaaudit. Printed copies may be requested from Bob Sande, Assistant Executive Director, Center for Business & Finance at 503-684-3300 or 800-858-5505.

The report from Lauka & Associates was an unqualified opinion, which is often referred to as a “clean” opinion. This is the opinion sought by OEA because it says our financial statements “reflect fairly” the financial position of Oregon Education Association.

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues and Assessment Revenue</td>
<td>$18,554,000</td>
<td>$18,690,000</td>
</tr>
<tr>
<td>NEA Support</td>
<td>2,519,000</td>
<td>2,935,000</td>
</tr>
<tr>
<td>Other Revenue (- loss)</td>
<td>2,170,000</td>
<td>-1,141,000</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$23,243,000</strong></td>
<td><strong>$20,484,000</strong></td>
</tr>
</tbody>
</table>

**Increase or (Decrease) in Fund Balance**

| All Funds                         | **$-5,195,000** | **$-13,448,000** |

**Year-End Fund Balance**

| General Fund                      | **$-11,900,000** | **$-7,179,000** |
| Relief Trust Fund                 | 22,235,000       | 21,279,000       |
| Legal Defense Fund                | 697,000          | 667,000          |
| Collective Bargaining Fund        | -6,000           | 714,000          |
| Public Awareness Fund             | 687,000          | 1,427,000        |
| **Total**                         | **$11,713,000**  | **$16,908,000**  |

**Membership Levels**

| Membership Levels                 |             |             |
| Members/Fee Payers                | 43,884      | 45,038      |
| Full Time Equivalents             | 32,732      | 34,012      |

Go to www.oregoned.org/oeaaudit (log-in required) for the full audit report.
Staff Compensation Schedule
Associate Staff (46.5 Positions)
(Contract Rates 2/1/2011 to 8/31/2011)

Associate Staff also receive longevity pay of $100 per year of service beginning in year 8.
Staff Compensation Schedule
Professional Staff (42 Positions)
(Contract Rates 7/1/2010 to 6/30/2011)

Professional Staff also receive supplemental pay of $1,000 at step 10

Step # - Base Salary

Number of Employees at Each Step

1.0 1.0 2.0 6.0 2.0 1.0 29.0
1.571,369 1.575,152 1.579,135 1.583,329 1.587,745 1.592,396 1.597,291 1.602,449 1.607,879 1.613,396
Staff Compensation Schedule
Managers and Confidentials
(7/01/2010 to 8/31/2011)
A FRESH PAIR OF EYEGlasses.

NEW SCHOOL CLOTHES.

A WORKING HEARING AID.

WARM WINTER COATS.

AN INCREDIBLE EDUCATION.

ALL BECAUSE OF YOU.

OEA MEMBERS IMPACT THE LIVES OF OREGON students in profound ways – in the classroom, on school grounds, and at home. Through the OEA Foundation, you can contribute to the wellbeing of students whose basic needs – like clothing and medical expenses – are unmet by our state’s social service programs.

This year, and particularly in this economy, consider making a tax-deductible donation to the OEA Foundation to ensure all public education students have the resources they need to succeed in school. The Foundation is unique in that 100 percent of all donations go directly back to our students – no overhead cost involved.

Make an online donation today (or sign up for monthly payroll deductions if you’re able) at www.oregoned.org/oeafoundation.

In their own unique way – Oregon’s students thank you.

DO YOU KNOW A STUDENT IN NEED?

Apply for a grant from the OEA Foundation. Call 800.858.5505 to request an application, or download one at www.oregoned.org.