

MINUTES

OREGON EDUCATION ASSOCIATION 2005 REPRESENTATIVE ASSEMBLY

Red Lion Jantzen Beach Hotel

April 22-23, 2005

**Friday, April 22, 2005
FIRST SESSION**

President Kristine S. Kain called the meeting to order at 7:00 p.m. The Portland Post of the American Legion presented the colors. Drew Peterson, Salem-Keizer ACE member sang the National Anthem. President Kain led the Pledge of Allegiance.

SEATING OF LATE REGISTERING DELEGATES

David Wilkinson, Beaverton EA moved, and Ruth Greiner, Coos Bay, seconded, to seat late registered delegates. **Motion Carried.**

ADOPTION OF THE 2004 RA MINUTES

Eileen Wende, Portland AT moved, and Ruth Greiner, Coos Bay seconded, adoption of the 2004 OEA Representative Assembly minutes as printed. **Motion Carried.**

ADOPTION OF THE REVISED AGENDA

Ed Curtis, Corvallis EA moved, and Chris Becerra, Corvallis EA seconded, the adoption of the order of business, with flexibility for the chair to change the order to expedite progress. **Motion Carried.**

ADOPTION OF THE RULES OF THE ASSEMBLY

Joe Viegas, Salem-Keizer ACE moved, and Janet McIntire, Salem-Keizer ACE seconded, to adopt the Standing Rules as presented. Julie Linhares, Siuslaw EA moved, and Andrew Grzeskowiak, Siuslaw EA seconded, to amend new Rule 22 from *mailed* to *posted on the OEA member web site*. Amended to Rule 22 will now read "Minutes of the OEA RA will be posted on the OEA member web site within 30 days of the adjournment of the Representative Assembly." **Motion to Amend**

Carried. The OEA Representative Assembly Standing Rules were adopted as amended.

CREDENTIALS REPORT:

Sue Barstad, Credentials Committee chair, reported 576 delegates had been duly certified and seated for the first session of the 2005 Representative Assembly.

PRESIDENT'S REPORT

President Kristine S. Kain presented her report to the delegation.

NOMINATIONS FOR OEA PRESIDENT

Nominations submitted for OEA President include ***Paul Duchin*** and ***Larry Wolf***. President Kain asked if there were any nominations from the floor of RA. Seeing no other nominations, President Kain declared nominations closed.

Nominations for OEA President:

Paul Duchin
Larry Wolf

NOMINATION FOR VICE PRESIDENT

Nominations submitted for OEA Vice President include ***Tony Crawford***, ***Trisha Parks*** and ***Gail Rasmussen***. President Kain asked if there were any nominations from the floor of RA. Seeing no other nominations, President Kain declared nominations closed.

Nominations for OEA Vice President:

Tony Crawford
Trisha Parks
Gail Rasmussen

NOMINATION FOR NEA DIRECTOR

Nominations submitted for NEA Director include ***Elizabeth Nahl*** and ***Debra Wiskow***.

With no further nominations from the floor of the RA, President Kain declared nominations for NEA Director closed.

Nominations for NEA Director:

Elizabeth Nahl
Debra Wiskow

The meeting was recessed at 9:25 p.m. for hearings.

<p>Saturday, April 23, 2005 SECOND SESSION</p>
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President Kris Kain called the meeting to order at 9:45 a.m.

CREDENTIALS REPORT:

Sue Barstad, Credentials Committee chair, reported 715 delegates had been duly certified and seated for the second session of the 2005 Representative Assembly.

EXECUTIVE DIRECTOR'S REPORT

Joann Waller, Executive Director presented her report to the delegation.

ACTION ON LEGISLATIVE OBJECTIVES:

Jan Kailey, Bend EA and LAC Chair moved, on behalf of the Legislative Advisory Council (LAC), to adopt the proposed Legislative Objectives as printed and amended below:

4. RESPECTING THE RIGHTS OF SCHOOL EMPLOYEES

COLLECTIVE BARGAINING:

Recommendations: (new language)

9. Support an amendment to the Oregon Revised Statutes to enable part-time, adjunct, and other education employees who are not otherwise eligible to qualify for unemployment benefits.

Legislative Objective amendments brought forward from hearings:

From Proposed Legislative Objectives in the OEA Handbook, page 6, Discriminatory Practices, Background under Recommendations, new language:

1. Support of 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 disabled individuals, and that recognize the presence and influence of women throughout history and corrects the marginalization of women and girls in the curriculum. Educate all students in the full equality and opportunity regardless of race, ethnicity, sexual orientation, ~~or~~ gender or person with disabilities).

Motion to approve Legislative Objectives as amended CARRIED.

GUEST SPEAKER

National Education Association President, Reg Weaver, addressed the delegation.

RESOLUTIONS AMENDMENTS

Janet Starosciak, Chair of the Resolutions Committee, moved on behalf of the Resolutions Committee, to adopt the proposed amendments as printed on the 2005 *REVISED PROPOSED RESOLUTIONS* handout except for items pulled for discussion. *Items pulled: Proposals F, O, Q*

Motion to approve Proposed Resolutions as presented except for items pulled CARRIED.

Action on pulled items:

<p>RESOLUTIONS PROPOSAL F</p>

II. PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND EVALUATING DECISIONS ON EDUCATION ISSUES

II.17 Children of Poverty (new)

The Oregon Education Association believes there should be effective educational strategies for children of poverty.

The Association also believes that educational personnel should be aware and offered training to deal with the effects of poverty. (2005)

Rationale: New language recommended by Resolutions Committee. Fastest growing subgroup that our schools are dealing with.

Motion to approve Resolutions Proposal F as presented CARRIED.

RESOLUTIONS PROPOSAL O

IV. SECURE AND EXPAND PERSONAL, PROFESSIONAL, LEGAL AND HUMAN RIGHTS FOR ALL SCHOOL EMPLOYEES

IV.12 Protection of Education Employees

The Oregon Education Association believes that education employees must be safe in schools.

The Association believes that when education employees are the victims of physical attack, verbal abuse, theft, identity theft, vandalism, or harassment in the work place they should receive the full support of their employer in pursuing legal and other remedies, as well as receiving reimbursement for their personal and property loss. Time lost due to injuries from attacks should not be deducted from accumulated sick leave. (2005)

Rationale: New language recommended by Resolutions Committee. Aligns NEA Resolutions, addresses a growing need in our schools.

Motion to approve Resolutions Proposal O **CARRIED.**

RESOLUTIONS PROPOSAL Q

IV. SECURE AND EXPAND PERSONAL, PROFESSIONAL, LEGAL AND HUMAN RIGHTS FOR ALL SCHOOL EMPLOYEES

IV. 20 Social Security (new)

The Oregon Education Association believes Social Security benefits should be guaranteed. The benefits should continue to guarantee inflation adjusted retirement income as well as continue to provide guaranteed inflation adjusted survivor benefits for the families of deceased workers and disabled workers and their families.

The Association further believes that Social Security retirement and survivor benefits should be based upon the Social Security program and Social Security taxes. The Association supports the goal of comprehensive health insurance for retirees.

The Association also supports the reform of Social Security laws to eliminate discriminatory

offset provisions and discrimination based on sex, marital status, or time of retirement and to reduce the retirement age. The Association opposes the privatization of the Social Security system and other reform measures that would weaken the system.

No benefit promised or no benefit for which money has been collected should be withdrawn without adequate replacement. (2005)

Rationale: New language recommended by Resolutions Committee. Alignment with NEA Resolutions.

Clagg Offut, Medford EA moved and Jim Smith, Prospect EA seconded, to amend Proposal Q by deleting language of third paragraph, 5th line, ...“the privatization of the social security system and other...”. Motion to delete language **FAILED.**

Motion to approve Resolutions Proposal Q as presented **CARRIED.**

ACTION ON OEA GOALS & OBJECTIVES AMENDMENTS

Steve Rosenfeld, Portland AT and acting Chair of Bylaws/Policies Committee moved, on behalf of the Committee to approve the proposed OEA Goals and Objectives as presented.

1000 OEA Goals & Purposes

PREAMBLE

The purpose of the Oregon Education Association is to:

Assure quality public education for every student in Oregon by providing a strong, positive voice for school employees.

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 college 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, 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 OACE 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.

Motion to Approve the Proposed Goals and Objectives as presented **CARRIED**.

ACTION ON OEA STRATEGIC ASSESSMENT TASK FORCE

Eric Nelson, Klamath Falls EA moved on behalf of the OEA Strategic Assessment Task Force to accept the written report and recommendations as presented under the REPORTS tab of the OEA RA Handbook (p. 17-22.)

Margaret Peoples, Portland AT moved, and Kathleen Sundell, Salem EA seconded, moved to divide the motion into two parts. Part one would be to accept the report of the committee, and part two would be to extend the work of the task force to report at the 2006 OEA Representative Assembly. Motion to divide **CARRIED**.

Motion to Accept the Report of the Task Force as presented **CARRIED**.

Motion to continue the work of the Task Force for one more year to report at the 2006 OEA Representative Assembly **CARRIED**.

OEA FOUNDATION REPORT

Vice President Larry Wolf presented the OEA Foundation Report.

CREDENTIALS ELECTION REPORT

President Kain announced that no one candidate running for OEA Vice President received 50% plus 1 vote. Therefore a run-off election will be necessary. The following two candidates for a run-off election for OEA Vice President:

Trish Parks

Gail Rasmussen

Voting will take place in the Jantzen Room during the lunch break.

The meeting recessed for lunch at 12:00 p.m.

**Saturday, April 23, 2005
THIRD SESSION**

The meeting was reconvened at 1:30 p.m.

GUEST SPEAKER

Susan Castillo, OEA Superintendent of Public Instruction addressed the delegation via video presentation.

OEA AWARDS

President Kain announced the 2005 OEA award winners:

Bargaining: Corvallis EA, Salem EA and the Scappoose Association of Classroom Teachers.

Organizational Excellence: Janet Dunham, Junction City EA; Alan Holland, Salem Area Chapter Retired Educators; Brenda Jensen, Klamath County EA; Dan Jones, Bend EA; Jane Killefer, Salem EA; Phyllis Lind, Linn-Benton-Lincoln ESD EA; Judy Nathe, Salem Area Chapter Retired Educators

Education Excellence: Robert Balmer, Sherwood EA

Lifetime Achievement: Pat Albright, Springfield EA; Terri Domenigoni, Oregon City EA; Junko Toll, Eugene EA

Members' Rights: Karen Babock, Springfield EA; Sharon Fegles, Association of Reedsport ESP; Barb Topham, Centennial EA; Karen Watters, Sutherlin EA; and Stacey Whaley, Springfield EA

Political Action: Ray Johnson, NEA Retired-Oregon; James Mattiace, Springfield EA; Portland Association of Teachers; and Sharon Shannon, LaGrande EA

Newsletter Awards: "For the Record" Dennis Bailey, Klamath Falls EA; "HEArsay" Bonnie Kiester, Hillsboro EA; and "REA

On-Line Newsletter", Phillip Boswer, Roseburg EA.

OEA Foundation Advocate: Bruce Adams, NEA-Retired Oregon and Anne Jones, NEA-Retired Oregon

ACTION ON UNITY COMMITTEE REPORT

Pam Shields, Mt. Hood Community College FA moved on behalf of the Unity Committee to accept the written report as presented in the RA Handbook. Motion **CARRIED.**

Pam Shields, Mt. Hood Community College FA moved on behalf of the Unity Committee to extend the timeline for the Unity Committee to continue to work to create a merger framework proposal with a progress report given to the OEA RA in 2006 and a final report in 2007 as presented under the recommendations of the report, pages 28 and 29.

Much discussion followed. Pat Muller, Woodburn EA moved and Joann Chavez, Silver Falls EA seconded to close debate. Motion **CARRIED.**

Motion to accept the recommendation of the Unity Committee to extend the timeline and continue the work of the merger framework proposal **FAILED** by a count of 307 for and 328 against.

A request for a roll call vote was made. The vote to have a roll call vote **FAILED.**

EXECUTIVE DIRECTOR'S REPORT

Joann Waller, Executive Director presented her report to the delegation regarding School Funding. Lisa Grove of Grove Insight, provided the delegation a review of the statewide polling survey that was done. Polling information concluded in seeking solutions for the education funding issues that a sales tax will not win with voters and a corporate tax, while more viable, is not likely. The delegation was then divided into groups to discuss the funding issues and solutions; a questionnaire was handed out and asked to be returned for member feedback.

CREDENTIALS ELECTION REPORT

Sue Barstad, Chair Credentials Committee, announced the following OEA President election results:

OEA President

Paul Duchin 328 votes

Larry Wolf 375

OEA Vice President

Trish Parks 307 votes

Gail Rasmussen 343

President Kain announced Larry Wolf was elected OEA President, and Gail Rasmussen was elected OEA Vice President.

NEA Director:

Elizabeth Nahl 477 Votes

Debra Wiskow 164

Write-in 1

President Kain pronounced Elizabeth Nahl winner of the NEA Director race.

Chair Sue Barstad moved on behalf of the Credentials Committee to accept the election report as presented. **Motion CARRIED.**

ACTION ON BYLAWS AMENDMENTS

Steve Rosenfeld, acting chair moved on behalf of the Bylaws/Policies Committee, to approve Bylaws Proposals as submitted.

BYLAWS PROPOSAL A

ARTICLE I. MEMBERSHIP AND DUES

Section 2. Classifications

There shall be ~~four~~ five classes of membership in OEA: active, associate, student ~~and~~ retired, and substitute. A person who is eligible for more than one (1) category shall join the Association in the membership category that provides the greatest degree of participation in Association governance.

Section 7: Substitute

A. Educational employees employed on a day-to-day basis shall have the option of joining the association. Substitute members shall be

eligible to receive membership benefits and services provided through the OEA and NEA as authorized by the Board of Directors.

Educational employees employed on a day-to-day basis who are included in a bargaining unit shall be active members, provided they pay active dues.

B. Dues

Substitute dues will be set by the OEA Board of Directors

Rationale: The Task Force Discussed the difference in membership services available to substitutes represented by a bargaining unit versus those who are not represented. It is difficult for OEA to provide many of the services, such as bargaining, grievance representation for substitutes with no contract. Therefore, the Task Force recommends clarifying the membership categories. It also provides for a clear definition as to who is eligible for active governance positions in the Association and provides equity for dues paying members.

Judy Trohkimoinen, Baker EA moved to refer Bylaws Proposal A back to the Strategic Assessment Task Force. Motion to refer **FAILED.**

Motion to approve Bylaws Proposal A as presented **FAILED.**

BYLAWS PROPOSAL B

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Assessments Paid by ALL members

- a. ~~\$2.00~~ per member annually to continue office acquisition and meet costs of maintenance;
- b. ~~\$15.00~~ \$20.00 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. ~~\$25.00~~ \$20.00 per member annually for OEA Collective Bargaining Fund; the fund established for ballot measure campaigns;

- e. \$5.00 per member annually shall be assessed ~~annually~~ in order to promote the interests of public education; and
- f. \$10 per member annually shall automatically be assessed for the Relief Fund if the Relief Fund value falls below \$10 million. This assessment will remain in effect until the fund value is \$10 million or more.

Rationale: To re-establish a minimum level for the Relief Fund to be in compliance with OEA Policies; and adjust assessments to provide additional funds in the Legal Defense Program.

Motion to Approve Bylaws Proposal B (with friendly amendment to put “annually” right after the word member in section F) **CARRIED.**

BYLAWS PROPOSAL C

ARTICLE III. OEA REPRESENTATIVE ASSEMBLY

Section 2.

- C. Allocation of the NEA-R-Oregon delegate credentials shall be based on the ratio of 1:40 NEA-R-Oregon members or major fraction thereof for the first 2000 members with an additional delegate for each 200 members or major fraction thereof with the NEA-R-Oregon being guaranteed one delegate. These delegates shall be chosen from the all-inclusive state membership by secret ballot distributed to all members of the NEA-R-Oregon.

Rationale: Currently, NEA-Retired Oregon is one of the largest delegations to the OEA Representative Assembly. Given the increasing numbers of retirees, the Task Force believed it was advisable to balance active member representation with retirees. This language allows the NEA-R Oregon to maintain the current size of their delegation, but also to provide a cap for the future. The language is in line with what many other state organizations have for their retired delegations.

Motion to approve Bylaws Proposal C **FAILED.**

BYLAWS PROPOSAL D

ARTICLE VI. ELECTION OF OFFICERS AND DIRECTORS

Section 4. Elections

- D. Proportional Representation Directors
 - 1) Educational Support members shall be represented on the Board at least in proportion to their active membership in the Association as of January 15. If the percentage of Educational Support members elected to the Board of Directors fails to achieve such proportional representation, the Representative Assembly shall elect the number of at-large directors required to assure such representation for three year terms. An individual may be elected to one additional successive three-year term. Having served six successive years, a proportional at-large director shall not be eligible for re-election until at least one term has elapsed.

Rationale: Clarification to determine Board representation.

Motion to approve Bylaws Proposal D as presented **CARRIED.**

BYLAWS PROPOSAL E

ARTICLE VII. ELECTION OF OFFICERS AND DIRECTORS
Section 2. Nominations

C. ~~Regional Vice Presidents~~ Executive Committee Members

Nominations for ~~regional vice presidents~~ regional executive committee members shall be made by a direct vote of the members in a local association or UniServ Council within the designated region or by a 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 ~~regional vice presidents~~ regional executive committee members. 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 in the appropriate region prior to the meeting of the OEA Representative Assembly that elects ~~regional vice presidents~~ regional executive committee members. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor, provided that any such nominee is from the region for which the office is designated to serve.

Rationale: To update the language. With the addition of a full-time Vice President, the regional Vice Presidents roles have changed. By renaming the positions, the duties are more in line with what actual responsibilities are.

(Throughout the document where regional vice presidents are referred to, the name would be changed to Regional Executive Committee Member.)

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

BYLAWS PROPOSAL F

ARTICLE VII. ELECTION OF OFFICERS AND DIRECTORS
Section 3. Election Districts and Regions

- A. Election Districts
- For the purpose of electing directors to the OEA Board of Directors, the state shall be divided into districts. The director(s) shall be elected by the membership at large within each district. Districts will be allocated director(s) equal to a ratio of 1 director per 1,000 members and whole multiples thereof; i.e., 1-1,999 members (1 Board director), 2,000-2,999 members (2 Board directors), 3,000-3,999 (3 Board directors) based on the January 1 active membership. Every Board district will be guaranteed 1 director. The number of directors will be adjusted if for any two consecutive years the membership numbers warrant a change. If the adjustment results in a Board district's having an inappropriate number of directors, an election will be held at the next annual Board

election to determine which member(s) will represent the Board district. This language does not apply to NEA-R-Oregon, District #27, which would always have only one director.

Write-in Candidates may be elected in one of the following ways: Receive at least 50 votes; receive votes equal to 5% of Board District's members; or receive more votes than a listed candidate.

(subsequent language to remain as printed.)

Rationale: This will guarantee a larger input base to ensure the entire membership of the Board District is represented. Currently, write-in candidates can win an election with as few as one vote. If no director is elected in a write-in election, the rules for vacancies would apply.

Motion to approve Bylaws Proposal F **FAILED**.

ACTION ON OEA POLICIES AMENDMENTS

Steve Rosenfeld, acting chair of the Bylaws/Policies Committee, moved on behalf of the Committee, to approve Policies Proposals as presented.

POLICIES PROPOSAL A

2300 OFFICERS OF THE OEA

- I. **PRESIDENT'S ROLE STATEMENT** (OEA Bylaws, Article VI, Sections 2 and 3; Article IX, Section 3; LDP Bylaws, and PIE Bylaws.)
- B. The OEA president shall serve as the implementer of OEA Representative Assembly resolutions, and ~~therefore shall:~~ actions by the OEA Representative Assembly and therefore shall:
1. Present a document showing the goal areas to which resolutions approved by the Representative Assembly have been assigned. The document shall be presented at the September Board of Directors' meeting. Resolutions

not related to goal areas may be assigned to "Resolutions Miscellaneous."

- 2. Cause the OEA Cabinet and Legislative advisory council chairpersons, on request of the Board of Directors, to present a written or verbal report to the Board of progress made on ~~resolutions~~ action assigned to their Center.
- 3. Send to all local presidents and Representative Assembly delegates in the month of September a copy of the document in "1" above.
- 4. Be responsible for reporting to the members through the recognized publications of the OEA on the implementation and progress of ~~resolutions~~ action passed at the Representative Assembly.

C. The OEA President shall present to the Board of Directors a report of committees/projects that the President and Vice President will be responsible for implementing. Report will be presented at the second Board of Directors meeting of the membership year.

(Subsequent items to be renumbered)

Rationale: Informs the Board of the responsibilities of the President, Vice President, ensuring that all programs in the organization are addressed.

Motion to approve Policies Proposal A
CARRIED.

POLICIES PROPOSAL B

2300 OFFICERS OF THE OEA

II. VICE PRESIDENT'S ROLE STATEMENT

- (OEA Bylaws Article VI, Section 4)
- A. To assist the OEA President as requested by the OEA President.
- B. To serve as chair of the OEA Program Budget Committee
- C. To serve as the Chair of the OEA Foundation

~~E.D.~~ To assume the office of the OEA President in the event of a temporary vacancy determined by the Executive Committee (OEA Bylaws Article VII, Section 5D).

~~D.E.~~ To be accountable to the OEA Board of Directors.

~~E.E.~~ To be a voting member of the executive committee.

~~F.G.~~ To be a voting member of the program/budget committee.

~~G.H.~~ To serve as the OEA representative in meetings and at functions of an official nature as requested by the OEA President.

~~H.I.~~ To meet with local leaders and members to gather feedback and explain, promote, and

J. To attend management and staff meetings.

Rationale: To better align the duties of the Vice President with the current job and clarifies the Vice President's Role.

Motion to approve Policies Proposal B
CARRIED.

POLICIES PROPOSAL C

2300 OFFICERS OF THE OEA

III. REGIONAL-VICE PRESIDENTS' ROLE STATEMENT

- (OEA Bylaws Article VI, Section 5)
- A. To assist the OEA President as requested. ~~by the OEA President.~~
- B. To serve ~~in the significant role as a~~ cabinet chair as appointed by the OEA President.
- C. To chair regional caucus meetings.
- ~~E.D.~~ To be accountable to the OEA Board of Directors.

D.E. To be a voting member of the executive committee.

E.E. To be a voting member of the program/budget committee.

F. ~~To assist in subsequent years membership drive.~~

G. To meet as necessary with local leaders and members to explain, promote, and secure commitment to the OEA program.

H. To serve as ~~the president's representative in the region from which elected~~ regional liaison.

Rationale: To update the language. With the addition of a full-time Vice President, the regional Vice Presidents roles have changed. By renaming the positions, the duties are more in line with what actual responsibilities are.

Eileen Wende, Portland AT moved, and Ann Nice, Portland AT seconded, the original language in Policies Proposal C, Section H be retained and the proposed new language “regional liaison” be deleted. Motion **CARRIED.**

Motion to approval Policies Proposal C as amended **CARRIED.**

POLICIES PROPOSAL D

2300 OFFICERS OF THE OEA

IV. NEA DIRECTORS' ROLE STATEMENT

I. To be a voting member of the executive committee.

Rationale: To be in compliance with OEA Bylaws VII, Section II A.

Motion to approve Policies Proposal D as presented **CARRIED.**

POLICIES PROPOSAL E

2420 – CABINETS, COMMITTEES & TASK FORCES

I. GUIDELINES

A. The OEA president, with the Board approval, shall appoint the members of each cabinet, committee and task force from nominations submitted by the Board members and local presidents, and shall include a member from each region on each cabinet, committee and task force. Committee and cabinet members will be appointed to three year terms and may be appointed to a maximum of one additional term unless otherwise stipulated.

Rationale: The Task Force was seeking ways to expand member involvement and participation in state association activities. It was believed that giving local presidents the opportunity to nominate members would increase local president’s awareness of OEA programs and opportunities and increase communication between local president, board members and the state president.

If the language is approved, local presidents will receive information about committees, committee charges, responsibilities and vacancies.

Motion to approve Policies Proposal E as presented **CARRIED.**

POLICIES PROPOSAL F

2420 – CABINETS, COMMITTEES & TASK FORCES

I. GUIDELINES

~~I. The State Agencies Committee composed of representatives to each State Agency group, will gather information and report to the OEA Board of Directors.~~

Rationale: The Cabinet for the Center for Teaching and Learning now has the responsibility of monitoring all State Agency activity. OEA is involved in the appointment of TSPC teacher

commissioners and of the teacher on the State Board of education. Other responsibilities of the State Agency Committee have been included in the charges of the Cabinet for the Center for Teaching and Learning.

Motion to approve Policies Proposal F as presented **CARRIED**.

POLICIES PROPOSAL G

2800 - LEGAL DEFENSE PROGRAM

II. PROCEDURES

F. 2. If the applicant's request is denied, assistance may be appealed to the Legal Defense Program Committee, and, if still denied, to the OEA Board of Directors. Finally, a member has the right to appeal to the NEA on the sole ground that the OEA Legal Defense Program failed to process the application in accordance with the provisions of the legal defense program. The applicant may appeal within 90 days of a state affiliate's final denial of legal assistance to NEA Legal Services Program.

Rationale: To meet with NEA requirements to give them a timeline.

Motion to approve Policies Proposal G as presented **CARRIED**.

POLICIES PROPOSAL H

7000 – OEA RELIEF FUND

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

B. School Closure/Contract Lockout

1. Assistance needed as a result of school closure or contract lockout shall be authorized by the OEA Executive Committee. The OEA Executive Committee shall direct implementation of the procedures. However, Relief Fund benefits, not including the interest-free loan benefits, are not authorized for payments to members subject to a

reduction in the number of school days in their contract year.

Rationale: To clarify language this is not used in the event of a district's reduction of school days.

Motion to approve Policies Proposal H as presented **CARRIED**.

POLICIES PROPOSAL I

7000 – OEA RELIEF FUND

IV. BENEFITS

B. Types of Benefits

5. Subject to the authority of the OEA Board to manage and preserve the Relief Fund under Article XII, Section 4 of OEA Bylaws and, in addition to the grants otherwise authorized on a per diem (workday) basis, the OEA Relief Fund Committee will authorize payment of individual members' school district paid basic group health insurance package limited to: major medical, hospitalization, dental, vision and group life under the following conditions:

- a. The individual and the local must meet eligibility requirements.
- b. The school district must have refused to make a periodic premium payment.
- c. The amount of the grant or payment shall not exceed the dollar amount of premium payments which the school district has failed to pay on behalf of the individual making the loan application or the payment.

Rationale: To clarify language who has the authority and responsibility to manage and preserve the Relief Fund.

Motion to approve Policies Proposal I as presented **CARRIED**.

POLICIES PROPOSAL J

7000 – OEA RELIEF FUND

IV. BENEFITS

B. Types of Benefits

5. d. If payment of health insurance premiums is approved for a strike, the Relief Fund will pay the full amount of the premium, subject to the discretion of the Board under Bylaw XII, even if employees in the local in question already pay a share of the premium because of a cap on insurance.

Rationale: Clarifies language for health insurance coverage in the event of a strike.

Motion to approve Policies Proposal J as presented **CARRIED**.

POLICIES PROPOSAL K

7000 – OEA RELIEF FUND

IV. BENEFITS

B. Types of Benefits

5. e. If a health insurance premium is paid from the Relief Fund that payment will be made in lieu of the weekly stipend that otherwise would be paid for that one week.

Rationale: To clarify language if insurance payment is paid, there is no other stipend paid for that week.

Motion to approve Policies Proposal K as presented **CARRIED**.

OEA PIE & NEA PAC REPORT

Sharon Shannon, La Grande EA reported the delegation raised for the OEA PIE \$10,219 and \$6,620.00 for NEA Children's Fund.

NEW BUSINESS ITEMS 2005 OEA REPRESENTATIVE ASSEMBLY

1. Patricia Scarratt, North Clackamas EA moved and Joyce Baugus, Sweet Home EA seconded, that the Board of Directors bring forward to the RA floor the following:

In order to move the issue of adequate and stable funding forward, we ask the Representative Assembly to take the following actions:

- That OEA continue the research necessary to find the pathway to adequate and stable funding.
- That OEA and its locals work to lobby the Oregon Legislature during the remainder of the 2005 session to do the following:
 - * Support the funding goal of \$5.4 billion for K-12 and a minimum of \$440 million for community colleges in the 2005-07 biennium.
 - * Support legislation that would establish a cap on the amount of fund balance a school district could carry.
 - * Support legislation that would put the issue of repealing "double majority" on the ballot for voter approval in May, 2006.
- That the OEA Board of Directors be given the authority to support and/or put forward a ballot measure(s) for the November, 2006 election that will help reach the goal of adequate and stable funding.

Pat Muller, Woodburn EA moved, and Joanne Chavez, Silver Falls EA seconded, to refer NBI #1 to the Legislative Advisory Council. Motion to refer **FAILED**.

Motion to approve New Business Item #1 **CARRIED**.

2. Walt Hellman, Hillsboro EA moved, and Paul Zastrow, NEA Retired Oregon seconded, OEA staff and governance are directed to establish the new bargaining guidelines below and communicate them to local associations within three weeks of passage at the 2005 Representative Assembly. The guidelines will also be incorporated in model bargaining language and bargaining training. Principles of the guidelines will be communicated to the public and the educational community. These guidelines

will supersede existing guidelines in cases in which there is a conflict between the older guidelines and these new ones.

New Bargaining Guidelines in the Case When a District Budget Falls Below Current Services Level as Determined by the Local Association:

A. Reductions Not To Be Made:

1. No changes will be made in district programs that result in increased class size, fewer class offerings, and cutbacks in support of programs or maintenance of the physical plant.
2. Unless there is a significant loss in enrollment, no elimination of or reduction in district FTE will occur.
3. No contract will be re-opened for the purpose of cutbacks in the salary schedule, benefits, workload or any other aspects which affects the employees' financial or workload status with the following exception: any employee loss of pay due to a shortening of the school year resulting from budget reductions will occur on a per diem basis mutually agreed upon in a memorandum of understanding. Employees will be allowed to collect unemployment insurance for cut days and will retain benefits coverage.

B. Reductions to Meet a Below Current Services Budget:

4. If budget cuts must be accomplished in order to meet a below current services budget as determined by the local EA, the reduction will be met by maintaining full programs for as long as possible in the school year and closing early if necessary.

James Mattice, Springfield EA moved to amend NBI #2, B #5 adding new language. Debate followed. Bobbi Yambasu, Portland AT moved, Kelvin Calkins, Hood River EA seconded to close Debate. Motion Carried. Motion to amend NBI #2 Failed.

Motion to approve New Business Item #2 **FAILED**.

3. Janice Eggert, Lebanon ACE moved and Joyce Baugus, Sweet Home EA seconded, on behalf of OCESP, Oregon Council of Education Support Professionals, that OEA, in conjunction with the current ESP organizing plan and OCESP leadership, apply to NEA to become a 2005-06 Component II state of the National Membership Strategy. (A recommendation forwarded to the Budget Committee that \$15,000 be ear-marked for this membership)

Motion to approve New Business Item #3 **CARRIED**.

4. Robert Pratt, Parkrose FA moved and Britt Christiansen, Parkrose FA seconded, that the OEA Board and management reconsider the recent staff cuts in light of OEA's priority for political action and bargaining. More direct services to members are needed in order to fulfill the goals set forth by OEA.

Motion to approve New Business Item #4 **CARRIED**.

5. Cindy McCartney, St. Helens EA moved, and Sue Byrum, Rainier EA seconded, that OEA allow Local Leader Grants to be used by UniServ Councils to carry out pilot projects on improving services to members. Grants must be used to serve an entire UniServ area, need to be replicated in other areas of the state and need to address concerns that exist in multiple UniServ areas.

Motion to approve New Business Item #5 **CARRIED**.

6. Betty Tumlin, Eugene EA moved and Pat Albright, Springfield EA seconded, the OEA assign a committee or task force to examine Association protocols and practices regarding internal and especially external communications to assess the feasibility of reorganizing the current structures and to propose appropriate modifications.

Pat Albright, Springfield EA moved, and Julie Wenzl, Eugene EA seconded, to refer NBI #6 to the Strategic Assessment Task Force. Motion to refer Failed.

Motion to approve New Business Item #6 **CARRIED**.

7. Allan Holland, NEA Retired Oregon moved, and Judy Nathe, NEA Retired Oregon seconded, the OEA will support OEA active members and NEA Retired Oregon members who want to become mentors to pre-service or new-to-service educators. Such support may include but not limited to training, organizational support and matching funds for grants.

Motion to approve New Business Item #7 **CARRIED.**

8. Rick Kolinsky, Portland AT moved and Cassandra Wilson, Portland AT seconded, that the OEA RA keep regional caucus meetings closed to only their members until their region caucus has formally finished their business.

(Without objection to the maker of the motion, NBI#8 was referred to the OEA Board of Directors, to be included in the Standing Rules for the 2006 RA.)

Motion to refer New Business Item #8 was referred to the Board of Directors **CARRIED.**

9. Kent Spring, Portland AT moved and Barry Edwards, Mt. Hood CC PFTA seconded, the OEA shall direct the OEA Budget Committee to study methods to move long term “special assessments” into the regular dues structure. The intent of this measure is to reduce the regressive impact of “special assessments” on low-income and part-time members. A report of the findings of this study shall be presented to the 2006 OEA RA.

Motion to approve New Business Item #9 **CARRIED.**

10. Mike Montgomery, Salem EA moved and Kathleen Sundell, Salem EA seconded, that OEA re-establish a Summer Leadership Academy to be funded biennially by membership dues and grants from NEA and other sources of external funding. The Summer Leadership Academy’s intent shall be to expand OEA’s cadre of leadership at a minimal cost for members.
Rick Costa, Salem EA moved, and Joe Viegas,

Salem-Keizer ACE seconded, to refer to NBI #10 to OEA Board of Directors for study and action of re-establishing Summer Academy. Motion to refer **Failed.**

Chris Nelson, Albany EA moved, and Kim Fandiño, Lebanon EA seconded, to amend NBI #10 to read “...funded biennially by membership dues...” **Carried.**

New Business Item #10 **CARRIED** as amended.

11. Kent Spring, Portland AT moved, and Pat Muller, Woodburn EA seconded, that the OEA President and President-elect shall write a letter to Governor Kulongoski, the state legislators and our OEA legislative lobbyists to support fair collective bargaining rights for Oregon’s farm workers. This letter shall support legislation for a Farm Worker Collective Bargaining Law that follows the precepts of the national proposal called the “Employee Free Choice Act” which includes mandatory binding contract arbitration, card check elections, increased penalties and enforcement for employer interference in organizing and which as sufficient resources for enforcement.

Motion to approve New Business Item #11 **CARRIED.**

12. Kent Spring, Portland AT moved, and Steven Palumbo, Portland AT seconded, that Oregon Jobs with Justice be invited to attend (as guests) and speak to the 2006 OEA RA on the function and mission of Jobs with Justice. We should also provide Jobs with Justice with the possibility of having an information booth at the RA without cost.

Motion to approve New Business Item #12 **CARRIED.**

End of New Business Items.

Candidate Announcement for 2005 RA:

Karen Watters, Sutherlin EA announced her intention to run for NEA Director at the 2006 OEA RA.

With no other business, the 2005 OEA Representative Assembly was adjourned at 6:35 p.m. by President Kristine S. Kain.

Submitted by:
Leota Easley, Secretary to the
OEA Representative Assembly

These minutes are unofficial until approved at the 2006 OEA Representative Assembly.