



November 2, 2020

MEMORANDUM

TO: Local Association Presidents, UniServ Council Presidents, Board of Directors, and Staff
FROM: C. John Larson, OEA President
RE: **2021 ELECTION INFORMATION FOR POSITIONS ELECTED AT OEA RA**

Positions elected at OEA RA include OEA President, OEA Vice President, NEA Director and Education Support Professional (ESP) Director. Enclosed is a nomination form as well as the following: a sample format for candidate information, a petition form, Election Procedures and the 2021-22 Board and Executive Committee Calendar.

ETHNICITY: Please help us by indicating your ethnicity in the section provided on the nomination form. The NEA Bylaw 3-1(g) and our 3-1(g) plan are attached for your convenience.

ELECTED AT OEA RA

OEA President:

One (1) position for a two (2)-year term. The candidate's statement of qualification should not exceed 100 words and the position statement should not exceed **150** words. (Policies 2500 I.A.)

OEA Vice President:

One (1) position for a two (2)-year term. The candidate's statement of qualification should not exceed 100 words and the position statement should not exceed **150** words. (Policies 2500 I.A.)

NEA Director:

One (1) position for a three (3)-year term. The candidate's statement of qualification should not exceed 100 words and the position statement should not exceed **100** words. (Policies 2500 I.A.)

Education Support Professional (ESP) Director:

One (1) position for a three (3)-year term. The candidate's statement of qualification should not exceed 100 words and the position statement should not exceed **100** words. (Policies 2500 I.A.)

DEADLINES: (Bylaws Article VII.2, and Policies 2500 I.A & I.C.2.) Send to President's Office:

- Completed Nomination form and local/council minutes **or** petition must be **received/postmarked by February 16, 2021.** (Bylaws VII.2.)
- Candidate qualifications, position statement, and photo (if desired) **must be received or postmarked by February 16, 2021 for publication in *Today's OEA* magazine and for publication in the OEA RA Handbook.** If desired, a one-sided 8 ½" X 11" black & white flyer may also be **received by February 16, 2021** for the OEA RA Handbook. (Policies 2500 I.A.)

Petition signatures will be verified as active members.

It is strongly recommended that candidates collect MORE than the required 50 signatures as a precaution.

CJL/ad

Attachments: Elections & Campaign Procedures, Nomination Form, Petition Form, Sample Nomination Format, NEA Bylaw 3-1(g), OEA 3-1(g) Plan, 2021-22 OEA Board and Executive Committee Calendar

NOMINATION PETITION – Page 1 of 3

All members signing this OEA Vice President petition must be current OEA/NEA members.

- Please print full legal name; nicknames cannot always be verified.
- Printed name must be legible in order to be verified as a valid signature.

IT IS STRONGLY RECOMMENDED THAT CANDIDATES COLLECT MORE THAN THE REQUIRED 50 SIGNATURES AS A PRECAUTION.

The undersigned OEA/NEA members nominate _____ as
(Name of Nominee)

OEA Vice President.

PRINTED NAME

SIGNATURE

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COMPLETED FORM MUST BE RECEIVED OR POSTMARKED BY FEBRUARY 16, 2021

NOMINATION PETITION – Page 2 of 3

All members signing this OEA Vice President petition must be current OEA/NEA members.

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- Printed name must be legible in order to be verified as a valid signature.

IT IS STRONGLY RECOMMENDED THAT CANDIDATES COLLECT MORE THAN THE REQUIRED 50 SIGNATURES AS A PRECAUTION.

The undersigned OEA/NEA members nominate _____ as
(Name of Nominee)

OEA Vice President.

PRINTED NAME	SIGNATURE
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COMPLETED FORM MUST BE RECEIVED OR POSTMARKED BY FEBRUARY 16, 2021

NOMINATION PETITION – Page 3 of 3

All members signing this OEA Vice President petition must be current OEA/NEA members.

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IT IS STRONGLY RECOMMENDED THAT CANDIDATES COLLECT MORE THAN THE REQUIRED 50 SIGNATURES AS A PRECAUTION.

The undersigned OEA/NEA members nominate _____ as
(Name of Nominee)

OEA Vice President.

PRINTED NAME

SIGNATURE

COMPLETED FORM MUST BE RECEIVED OR POSTMARKED BY FEBRUARY 16, 2021

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SAMPLE FORMAT FOR NOMINATION



Your Name Here
Candidate for POSITION NAME

Optional Photo

If mailed, please be sure to print digital photos on high-quality photographic paper.

If submitted by email, be sure the format is high resolution JPG (at least 300 dpi).

Statement:

My goal as an association leader is yadda yadda. I believe that blah, blah are vital to our success. I am dedicated to ice cream, cookies and naps.

Together we can make a difference in you know what. It would be my privilege to serve as chief cook and bottle washer. I feel that we should be more supportive of people who eat fish sandwiches and if elected I would bring tartar sauce to every meeting. And so on, up to the 100 or 150 word mark as noted on the nomination forms. (Count carefully, statements will be cut-off at

Your Position Statement:

150 words or. (Count carefully, statements will be cut-off at the exact word count, even if that is mid-sentence.)

Qualifications:

Local: (Name of your Local) Association

- List Your Local Qualifications
- President
- Executive Board
- Building Representative
- Bargaining Team Chair
- Political Action Committee
- Designated Cookie Maker

State: OEA

- List Your State Qualifications
- Cabinet/Committee/Task Force Participation
- OEA Representative Assembly Delegate
- PIE Convention Delegate
- Legislative Contact
- Task Force on Chocolate

National: NEA

- List Your National Qualifications (NEA & Other Organizations)
- NEA Representative Assembly Delegate
- Pacific Regional Leadership Conference
- Some Other Leadership Conference
- National Cat Wrangler of the Year

Personal:

- List your Personal Qualifications
- Citizen of the Year
- Herding Cats Training

Your Candidate's Statement of Qualifications:

100 words or fewer

List whichever of the following apply and fit within the 100 word limit:

- Local Qualifications
- State Qualifications
- National Qualifications
- Personal Qualifications

For Elections at OEA RA Only:

If you submit a flyer for the OEA RA Handbook, it will be printed on the reverse of this page.

OREGON EDUCATION ASSOCIATION ELECTIONS AND CAMPAIGNING PROCEDURES

OEА HANDBOOK ~ POLICIES

2500 - ELECTIONS & CAMPAIGNING

I PROCEDURES FOR CANDIDATES RUNNING FOR ASSOCIATION OFFICE

(OEA Bylaws, Article VII)

The following shall apply uniformly to all state, regional or district elections:

A. Informational printing supplied by OEA - the editor of the OEA official publication will edit all materials supplied by the candidate and establish space approximately equal to the space provided any other candidate for the same position. Provided the candidate has met all informational printing deadlines, the following information about the candidate shall be given in an OEA official publication:

1. A statement of qualification, 100 words or less, supplied by the candidate.
2. A position statement supplied by the candidate, not to exceed 150 words for presidential candidates, 150 words for state vice-presidential candidates, 150 words for regional vice-presidential candidates, 100 words for OEA Board Director candidates, 100 words for NEA Director candidates, and 100 words for NEA Representative Assembly Delegates.
3. OEA Bylaws, Article VII, Section 2, regarding distribution of information.

B. Filing information:

1. All nomination forms and support data must be in the office of the OEA President by the printing deadline in order to qualify for informational printing in OEA publication.
2. The Credentials Committee chairperson shall be sent the names of all candidates qualifying for informational printing on the day following the printing deadline.
3. Any candidate whose nomination form or petition is received, at any time, by the OEA President shall be sent a copy of the election rules as printed in OEA Bylaws, Policies, and Credential Rules.
4. Election-by-mail ballots shall include the names of all candidates whose nominations

were received by the deadline published in Bylaws Article VII, Section 2.

C. Dues money for elections - there shall be no NEA, OEA, or local dues money, whether in cash, materials, postage, or service expended in the interest of any candidate for any Association office except as specified in paragraphs 1 and 2 below which apply to procedures for candidates voted upon at the OEA Representative Assembly.

This includes use of any staff person or extended use of any facility either during or after regular working hours, whether the time or materials are wholly reimbursed or not. Association offices and facilities may be used briefly if there is no additional direct cost to the Association and there is no disruption of the regular Association program.

1. OEA will give each candidate one set of mailing labels and a delegate list with most recent known address, phone numbers, and home e-mail address for the delegates who will vote in his or her race.
2. OEA will print and bind, as part of the OEA RA Delegate Handbook, a one-sided 8 ½" x 11" black and white flyer for candidates for OEA offices; OEA will post and publish timely notice of the deadline for candidates to submit this flyer to OEA for inclusion in the handbook.

D. Ballots and Voting:

1. For each office with more than one nominee, a drawing shall be held to determine order of the names on the ballot.
2. Acceptable marks shall include any mark that indicates the voter's preference.
3. Voting for more than the specified number of persons invalidates the ballot.
4. Ballots from all OEA elections shall be secured for a period of one year.
5. The Credentials Committee chairperson is responsible for:
 - a. enforcing balloting regulations,
 - b. securing ballots,

- c. securing voting areas,
 - d. securing counting areas, and
 - e. providing a location from which members may observe the vote counting area.
6. Voting at the OEA Representative Assembly
- a. Campaign material (anything that identifies a candidate) shall not be permitted in the balloting area.
 - b. Each candidate may send one observer to watch the voting and counting of ballots. The observer would stay with the Committee until the totals are announced.
 - c. No one other than the Credentials Committee, candidate observers and assigned staff will be allowed in the vote counting area.
 - d. At the conclusion of counting the votes, the Elections Chairperson will immediately or as soon as possible:
 1. notify the OEA President of the results
 2. notify candidates of the results
 3. give the OEA-RA the results
 - e. Run off candidates will be given three minutes to address the RA

7. Mail Elections

- a. Before each election, the Credentials Committee will approve a plan that prescribes how ballots will be handled when they are received by OEA. The plan will provide for specific staff members to receive, handle and secure the ballots. The plan will provide that OEA members (including OEA officers as well as others with a stake in the outcome of the election) shall be prohibited from contact with or influence over the ballots.
- b. A drawing shall be held to determine order of the names of the nominees on the ballot.
- c. No replacement ballots shall be sent without communication with the Credentials Committee chairperson.

E. General procedures for candidates voted upon at OEA Representative Assembly:

1. Notification of the candidate's meeting with the Credentials Committee will be sent two weeks prior to the date set for the March meeting of the Credentials Committee.
2. Candidates and/or their representatives will meet with the Credentials Committee in March to review election and balloting rules and determine the order of the names on the ballot and their speaking order.
3. Each known candidate will be assigned a display area outside the assembly room. The general display area will be divided equitably among the known candidates by a drawing at the meeting referred to in #1.
4. Campaign materials may be posted or distributed on the opening date of the Representative Assembly as specified by the Credentials Committee.
5. Campaign materials may be posted or distributed on the floor of the Assembly only at those times when the Assembly is not in session.
6. Display area materials must be removed by the conclusion of the Representative Assembly.
7. OEA will notify each candidate of OEA's official publications' deadlines.

II. BOARD DIRECTOR ELECTION PROCEDURES

In accordance with Bylaws Article VII. Section 4.C.4, and as approved by the OEA Credentials Committee:

Board Directors shall be elected in the following order of rotation:

(Terms ending 2020): Districts 01b, 02, 03a, 09, 10c, 11, 13, 15b, 16, 24, 26b (3yr term), 27, and 30b

(Terms ending 2021): Districts 03b, 04, 05, 07, 10a, 14, 17, 18, and 26a;

(Terms ending 2022): Districts 01a, 06, 08, 10b, 12, 15a, 19, 20a, 20b, 21, and 30a.

III. NEA DIRECTOR ELECTION PROCEDURES

- A. NEA Directors shall be elected in accordance with NEA requirements.
- B. Terms for the NEA Director(s) shall not be concurrent.

- C. The NEA Directors shall be elected by active NEA members who are delegates to the OEA Representative Assembly.
- D. Elections shall be determined by plurality vote.

IV. NEA RA DELEGATE ELECTION PROCEDURES

- A. NEA Representative Assembly State Delegates and Successor Delegates, as allocated by NEA, shall be elected by secret ballot in accordance with the one-person-one-vote principle for a term not to exceed three years.
- B. Persons not elected shall be listed in order of number of votes received and shall be designated Successor Delegates. The person receiving the greater number of votes shall be the first Successor Delegate, the person receiving the second greatest number of votes shall be second Successor Delegate, etc.

However, in any year in which the number of elected NEA Representative Assembly State Delegates currently serving exceeds the number of State Delegate positions allocated by NEA: The most recently elected regional State Delegates with the least number of votes will become first regional Successor Delegates.

- C. OEA is committed to the achievement of the national policy contained in NEA Bylaws that the Association "achieve ethnic minority delegate representation at least equal to the proportion of identified ethnic minority populations within the state." State, regional and local association leaders shall assist with publicity and promotion of proportional minority participation in the NEA Representative Assembly.
- D. State Delegate election results shall be filed with the OEA Executive Director, and published in the May issue of an OEA publication.
- E. All candidates must comply with the NEA and OEA regulations concerning this office.
- F. Upon receipt of the annual membership figures from the NEA, the OEA President shall determine the number of members by region and recommend to the OEA Executive Committee the allocation of the State Delegates by region. The OEA Executive committee shall declare such vacancies and provide for the election of NEA RA State Delegates to the vacant position(s).

2550 – 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 15 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 membership numbers warrant an additional director for a board district, an election will be held at the next annual Board election to determine which member(s) will represent the Board district for one full three-year term. Following this first full term, the length of the term for this newly-added position may be staggered (1-year or 2-years) to accommodate the board rotation schedule. This language does not apply to OEA-Retired, District #27, which would always have only one Director.

In districts with multiple board director seats, seats will be tracked in the order they were added (ex.: 10a, 10b, 10c...) When membership numbers drop below the required ratio for two consecutive years, the last board director seat added in a district will be the first removed (ex: 10c) upon completion of the current term.

If any newly-added board seat is up for election and has been out of compliance in membership numbers for 1 year, the election will be for a one-year term only.

- At the conclusion of that one-year term, if the membership numbers are still below the ratio, the board seat will not be renewed.
- At the conclusion of that one-year term, if the membership numbers are above the ratio, the election will be for a full, three-year term.

The state shall be divided into the following districts:

- District #1 Ashland, Butte Falls, District 6, Eagle Point, Grants Pass, Grants Pass ACE, Medford, Phoenix-Talent, Prospect, Rogue River, Rogue River ACE, Southern Oregon ESD and Three Rivers
- District #2 Banks, Banks ACE, Forest Grove, Gaston, and Hillsboro
- District #3 Salem Keizer
- District #4 Bethel ACE, Creswell, Crow-Applegate-Lorane, Fern Ridge, Junction City,

- Junction City ACE, Lane County ESD, Lowell, Marcola, McKenzie, Oakridge, Pleasant Hill, South Lane, Springfield and Triangle Lake
- District #5 Eugene
- District #6 Bandon, Brookings-Harbor, Central Curry, Central Curry CEA, Coos Bay, Coquille, Mapleton, Mapleton ACE, Myrtle Point, North Bend, Port Orford-Langlois TA, Powers, Assoc of Reedsport, Assoc of Reedsport ESP, Siuslaw and South Coast ESD
- District #7 Bend, Black Butte (NCBL), Burns-Hines, Crane TA, Crook County, Culver, Dayville (NCBL), Frenchglen (NCBL), High Desert, Madras (Includes Jefferson Co. ESD), Mitchell, Mitchell ACE (NCBL), Redmond and Sisters
- District #8 Adrian (NCBL), Annex, Baker, Cove, Elgin, Enterprise, Imbler, John Day, Joseph, LaGrande, Long Creek, Long Creek ACE (NCBL), Monument, Monument ESP, North Powder, Nyssa, Ontario, Pine Eagle, Prairie City, Union, Vale and Wallowa
- District #9 Canby, Colton, Colton ACE, Estacada, Molalla River, Oregon City, and West Linn-Wilsonville
- District #10 Portland Association of Teachers
- District #11 Alsea TA, Central, Corvallis, Dallas, Falls City, Lincoln County, Monroe TA, Perrydale TA, Philomath
- District #12 Arlington, Athena-Weston TA, Condon, Echo, Fossil ACT, Helix AE, Helix ACE (NCBL), Hermiston AT, Intermountain ESD, Ione, Milton-Freewater, Morrow County, North Central ESD, Pendleton AT, Pilot Rock, Sherman County, Spray, Spray ACE (NCBL), Stanfield and Umatilla
- District #13 Astoria, Clatskanie, Jewell, Knappa #4, Neah-Kah-Nie TA, Nestucca Area, Northwest, Rainier, Scappoose, Seaside, St. Helens, Tillamook, Vernonia and Warrenton
- District #14 Centennial, Corbett, Corbett ACE, Gresham-Barlow, Parkrose FA, and Reynolds
- District #15 Beaverton and Beaverton Subs
- District #16 Amity TA, Dayton, Gervais, Mt. Angel, Sheridan, Silver Falls, St. Paul, State Teachers, United North Marion
- Educators, Willamette Valley, Willamina, Woodburn and Yamhill-Carlton
- District #17 Cascade, Central Linn, Greater Albany, Greater Albany ACE, Harrisburg, Jefferson, Lebanon, Lebanon ESPA, Linn-Benton-Lincoln ESD, North Santiam, Santiam Canyon, Scio CTA and Sweet Home
- District #18 Columbia Gorge ESD, District 21, Hood River, Mosier TA, Multnomah ESD, North Wasco ESP, South Wasco and South Wasco ACE
- District #19 Klamath County, Klamath County ACE, Klamath Falls, Klamath Falls ACE, Lakeview, North Lake and Paisley
- District #20 Clackamas ESD, Clackamas ESD ESPA, David Douglas, Gladstone TA, North Clackamas, and Wy'East
- District #21 Camas Valley TA, Days Creek, Days Creek ACE, Douglas ESDA, Elkton, Glendale, Glide, North Douglas, Oakland TA, Oakland ACE, Riddle, Riddle ACE, Roseburg, South Umpqua, Sutherlin, Winston-Dillard, Yoncalla and Yoncalla ACE
- District #24 Association of Salem Keizer ESP
- District #26 Lake Oswego, McMinnville, Newberg, Riverdale TA, Sherwood and Tigard-Tualatin
- District #27 OEA-Retired
- District #30 Blue Mountain FA, Chemeketa FA, Clackamas CC ACE, Clackamas CC FA, Clackamas CC PTFA, Clatsop CC FA, Clatsop CC PTFA, Community College (NCBL), Klamath CC FA, Lane CC, Mt. Hood CC CEA, Mt. Hood CC FA, Mt. Hood CC PT FA, Rogue CC, Treasure Valley, Umpqua CC FA, Umpqua CC PT, and ACE of Umpqua CC
- B. Regional Vice Presidents and NEA Representative Assembly State Delegate Regions.
- 1) a) For the purpose of electing Regional Vice Presidents, 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 NEA Representative Assembly State Delegates, Board districts shall be combined into the regions as listed above as in paragraph 1.a.
- 3) For the purpose of representing the Oregon NEA members at the NEA Representative Assembly, there shall be elected one state delegate position per 1,000 members of the NEA.

The state delegate positions allocated by NEA shall be distributed proportionally among the three regions. Delegates for all positions shall be elected according to a schedule established by the Credentials Committee and approved by the OEA Board of Directors. Terms may be less than three years for purposes of implementing this schedule.

OEA HANDBOOK BYLAWS

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 1. Notification

The OEA Executive Director shall notify the officers of each local association in the October issue of the official publication of the OEA each year as to the number of the various OEA officers and directors, NEA Directors, and state NEA Representative Assembly State Delegates which may be nominated and elected from that area that year.

Section 2. Nominations

The filing deadline for the OEA Board of Directors, NEA State Delegates and Student Leadership Conference/NEA Delegates shall be January 15. If the nomination deadline for materials falls on a weekend or federal holiday, nomination materials must be postmarked or received by the next business day, including electronic (fax/email) submission. Persons nominated for officer, director, delegate, or student delegate positions shall be active members as defined in Article I., Section 3.

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. A local association or UniServ Council may nominate only one member. 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 OEA 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. A local association or UniServ Council may nominate only one member. 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.

C. Regional Vice Presidents

Nominations for Regional Vice Presidents 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 within that region. A local association or UniServ Council may nominate only one member. 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. 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. 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.

D. Board of Directors

Nominations for OEA district directors shall be made by direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members in the district concerned. A local association or UniServ Council may nominate only one member per position. 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, postmarked or received on or before January 15.

Nominations for the Racial Equity Director and Education Support Director shall be made by 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 prior to the meeting of the OEA Representative Assembly.

Nominations by petition need not be reported or signed by an officer of a local association nor UniServ Council. A statement of qualifications of each nominee, if available, shall be published in an official publication of the OEA.

E. NEA Directors for Oregon

Nominations for NEA Director shall be made by a direct vote of the members in a local association or UniServ Council or by a petition of fifty OEA members. A local association or UniServ Council may nominate only one member per position. 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 NEA Director. 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 NEA Director. 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.

F. NEA Representative Assembly State Delegates

Nominations for NEA Representative Assembly State Delegates shall be made by direct vote of the members in a local association or UniServ Council within the designated region or by petition of fifty NEA members within that region. A local association or UniServ Council may nominate only one member per position. 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, postmarked or received on or before January 15. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council.

G. Nominations for Student Leadership

Nominations for Student Leadership Conference/NEA Delegate shall be made by the direct vote of the members of the Student Oregon Education Association or by petition of 10 Student NEA members. The Student Membership Committee of OEA shall report the names of the nominees postmarked or received on or before January 15. The report shall be in writing with a statement of qualifications to the OEA President. The term for Student Leadership conference NEA Delegate shall be for (one) 1 year.

Section 3. Election Districts and Regions
The election districts and regions are outlined in OEA Policy 2550.

Section 4. Elections

A. Credentials Committee

A Credentials Committee member, appointed for a three-year term by the OEA President, may serve one additional appointment. The Credentials Committee shall act as an elections committee, construct election rules for approval by the OEA Board of Directors, make recommendations to the OEA Board of Directors prior to the OEA Representative Assembly and to the OEA Representative Assembly during its session on the enforcement of election rules wherein the penalty can be disqualifications; count ballots, certify election results and secure ballots for a period of one year.

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 Regional 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.

C. Directors

- 1) Ballots shall be distributed no later than February 20 from OEA headquarters to all members in districts having elections. To be valid, ballots shall be postmarked or received on or before March 10. If March 10 falls on a weekend or federal holiday, ballots must be postmarked or received by the next business day. Election results shall be filed with the Executive Director no later than the last day of March. Elections shall be determined by plurality vote.
- 2) During the annual meeting, the OEA Representative Assembly shall elect by secret ballot the Racial Equity Director for the ensuing term. 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.
- 3) **During the annual meeting, the OEA Representative Assembly shall elect by secret ballot the Education Support Professional Director for the ensuing term. 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.**
- 4) Directors shall be elected on a rotating basis. The OEA Credentials Committee will review and update a rotation schedule in compliance with the terms stated in Bylaws, which will be

published in OEA Policy 2500 as well as online and in the OEA calendar book. The purpose of rotation shall be to maximize continuity of representation and to minimize turnover of representation wherever equitable and in compliance with the Bylaws.

- 5) A district may elect the same individual for two successive three-year terms. Having served two terms, a Director shall not be eligible for reelection until at least one term has elapsed.

D. Proportional Representation Directors

- 1) Education Support Professional 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 Education Support Professional 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.
- 2) The licensed members shall be represented in proportion to their membership in the Association as of January 15. If the percentage of licensed members fails to achieve such proportion, 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.
- 3) Candidates for these positions shall be nominated by the delegates at the Representative Assembly.

E. NEA Representative Assembly State Delegates and Successor Delegates

- 1) NEA Representative Assembly State Delegates and Successor Delegates as allocated by NEA shall be elected by secret ballot. Ballots must be distributed no later than February 20. To be valid, ballots shall be postmarked or received on or before March 10. If March 10 falls on a weekend or federal holiday, ballots must be postmarked or received by the next business day. Election results shall be filed with the Executive Director no later than the last day of March.

Election results shall be determined by plurality vote.

- 2) The candidates not elected shall be declared Successor Delegates and listed in order of votes received. The number of Successor Delegates shall not exceed the State Delegates.
- 3) Terms of office for State Delegates shall be for three years and shall not all be concurrent. Terms may be less than three years for purposes of implementing a rotation schedule.

Section 5. Vacancies

A. The President shall declare a vacancy in the event of death, expulsion from membership, disability, resignation (when submitted in writing), chronic absenteeism, ineligibility by virtue of retirement or other change of membership category, or election to another office that overlaps the current office. If a current holder of one office has been elected to another office, the OEA president shall immediately declare the up-coming vacancy in the officer's current office. A vacancy in the office of President is to be determined by the OEA Board of Directors for the above reasons and declared by the presiding officer. The declaration of a vacancy in the case of resignation will become effective at the discretion of the President or presiding officer.

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 for the remainder of the term.

- 3) When a vacancy is declared in the office of a Regional Vice President before the Representative Assembly in the first year of a term, the district Directors from the region involved shall elect, within thirty days, an interim Regional Vice President to serve until the next meeting of the OEA Representative Assembly. The delegates of the OEA Representative Assembly from the region 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 Regional Vice President for the remainder of the term.

- 4) When a vacancy is declared in the office of an NEA Director the President shall serve as the first alternate NEA Director. The Vice President shall serve as the second alternate NEA Director.

An "alternate" director is intended to fill such a vacancy on a short term temporary basis.

When a vacancy is declared for the purpose of filling an "interim" NEA Director position, the OEA Board shall appoint an interim Director who will serve until a 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 Racial Equity 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.

- 6) When a vacancy is declared in the position of Education Support Professional 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 Education Support Professional 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.

- 8) When a vacancy is declared in the position of NEA Representative Assembly State Delegate, ranking Successor Delegate from the region involved shall serve as Delegate for the remainder of the term of the Delegate in whose place the Successor Delegate is serving.

However, if a State Delegate submits a statement to the NEA Credentials Committee (no later than January 15 immediately preceding the annual meeting at which the Delegate wishes to resume office) certifying that the Delegate was unable to attend by reason of uncontrollable circumstances and wishes to resume office, and the NEA Credentials Committee concurs, the Delegate may resume service for the remainder of the term of office to which the Delegate was elected.

- 9) When a vacancy is declared in a proportional representation Director position, the OEA Board of Directors shall elect an interim Director for the remainder of the term.

C. Notice of Vacancies

When a vacancy is declared (except a temporary vacancy in the office of President), written notice shall be made to all eligible members. The notice may be by UniServ newsletter, the official OEA publication, local association newsletter, or direct mailing.

D. Temporary Vacancies

When, in the judgment of the Executive Committee, the President is unable to fulfill the duties of the office due to an accident or illness of a temporary nature, it shall declare a temporary vacancy, appoint the Vice President to serve as acting President, and report to the Board. In the event of a temporary vacancy, the Executive Committee and the President will determine when there is no longer a need for a temporary vacancy and report to the Board. The Board, at its next regular or special meeting will confirm or change the Executive Committee's decisions.

Section 6. Recall

- A. A recall election for President shall be held if a petition specifying charges and requesting such an election is signed by twenty percent of the OEA members within each of two of the Vice Presidential Regions and is filed with the OEA Executive Director. Such an election shall be held within thirty days of the date the petition is filed. Eligible voters shall be OEA members. The Credentials Committee shall be convened to count the ballots.

If the President is recalled, the position shall be declared vacant, and the provisions of Article VII, Section 5, B.1), shall go into effect. The President recalled shall not be eligible to be returned to office during that term.

- B. A recall election for the Vice President shall be held if a petition specifying charges and requesting such an election is signed by twenty percent of the OEA members within each of two of the Vice Presidential Regions and is filed with the OEA executive director. Such an election shall be held within thirty days of the date the petition is filed. Eligible voters shall be OEA members. The Credentials Committee shall be convened to count the ballots.

If the Vice President is recalled, the position shall be declared vacant, and the provisions of Article VII, Section 5, B. 2), shall go into effect. The Vice President recalled shall not be eligible to be returned to office during that term.

- C. A recall election for a Regional Vice President shall be held if a petition specifying the charges and

requesting an election is signed by twenty percent of the OEA members within the Vice Presidential Region and is filed with the OEA Executive Director. Such an election shall be held within thirty days of the date of the petition filing. Eligible voters shall be OEA members within the region involved. The Credentials Committee shall be convened to count the ballots. If a Regional Vice President is recalled, the position shall be declared vacant and the provisions of Article VII, Section 5, B 3, shall go into effect. A Regional Vice President who is recalled shall not be eligible to be returned to office during that term.

- D. If a NEA Director is recalled according to the NEA bylaws, the position shall be declared vacant, and the provisions of Article VII, Section 5, B. 4), shall go into effect. The NEA Director recalled shall not be eligible to be returned to office during that term.
- E. A recall election for a NEA Representative Assembly State Delegate shall be held if a petition specifying charges and requesting such an election is signed by twenty percent of the OEA members within the appropriate region and is filed with the Executive Director. The procedures for recall election for an NEA Representative Assembly State Delegate shall be the same as those specified for Regional Vice President. An NEA Representative Assembly State Delegate who is recalled shall not be eligible to be returned to office during that term.
- F. A recall election for an OEA Board of Directors district Director shall be held if a petition requesting such an election is signed by twenty percent of the OEA members in that OEA Board of Directors district and filed with the Executive Director. Such an election shall be held within thirty days of the date the petition is filed. Eligible voters shall be OEA members in that OEA Board of Directors District. If the OEA Board of Directors district Director is recalled, the position shall be declared vacant and filled in the manner prescribed under Article VII, Section 5, B. 7). The Director recalled shall not be eligible to be returned to office during that term.

NEA Bylaws

Ethnic-Minority Representation

NEA Bylaw 3-1(g) provides as follows:

It is the policy of the Association to achieve ethnic-minority representation at least equal to the proportion of identified ethnic-minority populations within the state. Prior to December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan which is designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year which reflects these ethnic-minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers, and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall in addition be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

APPROVED AT THE SEPTEMBER 2020 OEA BOARD MEETING
OREGON EDUCATION ASSOCIATION
STATEMENT ON ACHIEVEMENT OF RACIALLY DIVERSE GOAL FOR
THE 2021 AND FUTURE NEA REPRESENTATIVE ASSEMBLIES

1. Endorsement of NEA Bylaw 3-1(g) and acceptance of this plan will be submitted to the Board of Directors for approval prior to the November board meeting. The implementation of the approved plan will be the responsibility of the OEA President.

2. Bylaw 3-1(g) Inclusion Plan:

OEA believes creating a meaningful plan to increase racially diverse inclusion throughout our Union is vital to our success. As the demographics of our state continue to change dramatically every year, our need to address the issues related to equity and diversity are a priority for not only OEA, but the education community.

Our goals to achieve inclusion are as follows:

- Contact all racially diverse members to invite them to share their experience in our association and encourage them to get involved.
- Increase awareness and responsibility at all levels of the Association - local, state and national regarding the importance of engaging all members in our union.
- Build organizational support for the following inclusion charges: increased identification of racially diverse leaders, increased training and support of identified racially diverse leaders and increased participation of racially diverse leaders in both the state and national representative assemblies.
- Put systems in place to help members self-identify and help locals identify racially diverse members.
- Continue to involve the Committee on Racial Equity, Human Civil Rights Committee, the Center for Great Public Schools, Racial Equity Director, and CORE Board Liaison to assure that OEA meets the 3-1(g) goals.

Action for meeting goals:

1. In January of each year, the following publications will print notification of the Association's commitment to racially diverse member involvement, the positions available, and the NEA election requirements, nomination procedures, and election procedures:
 - A. OEA's official publication
 - B. Letters to local associations for potential clustering
 - C. UniServ publications
 - D. Posting on OEA website
 - E. Space for biographical statements by candidates for state NEA delegate positions is provided by OEA in Today's OEA and on candidate statement form sent out with ballots. Racially diverse candidates may identify themselves as such if they choose to do so
2. OEA's Committee on Racial Equity and Human Civil Rights Committee will continue to provide information and work with local associations who request additional information and assistance in forming local CORE/HCRC committees. Developing methods to meet the NEA Bylaw 3-1(g) requirements will be an ongoing charge for the committees.
3. OEA's Committee on Racial Equity and Human Civil Rights Committee will continue to develop and identify avenues of contact and support for racially diverse members to have greater involvement in the Association.

4. Ethnicity coding information will be included on the membership update forms used at the beginning of the year as a strategy to ensure all members have self-identified and that our rosters are correct. When circulating membership update forms, Local Associations will highlight the importance of these codes.
5. Rosters of self-identified racially diverse members shall be provided by the assigned Associate staff member to all UniServ Directors and local presidents by the November OEA Board meeting date. An updated roster may be requested at any time.
6. By the November Board meeting, Associate staff will enter ethnicity codes for those members who (1) hold office, (2) sit on local committees or (3) serve on the UniServ.
7. The Committee on Racial Equity and the Human and Civil Rights Committee will receive a report from the Office of the President on all racially diverse members as outlined in 6 above prior to December 1.
8. Additional methods to ensure greater participation of racially diverse members are:
 - A. Via mailings, email, and /or phone communications the Committee on Racial Equity will make personal contact with the racially diverse members encouraging participation. Contact will be made with our members as soon as the annual updated membership information is made available by OEA.
 - B. Racial Equity Director will work with the Committee on Racial Equity and the Human and Civil Rights Committee and the Union School to plan and conduct a track for the Summer Leadership Conference and propose/develop workshops/sessions for other OEA events.
 - C. The President's office and CORE/HCR will write a joint communication requesting the support of all UniServ and Local presidents in recruiting racially diverse members to run for the position of local delegate to the NEA Representative Assembly. Racially diverse members should also be recruited and encouraged to run for state and cluster NEA RA positions.
 - D. The OEA event planning guide will be used for all OEA sponsored conferences and events to encourage conference organizers to consider including diverse speakers, presenters, vendors, and suppliers.
9. Evidence of Commitment
 - A. The OEA Executive Committee shall be responsible for the annual monitoring and implementation of the OEA Compliance Plan for Bylaw 3-1(g).
 - B. The Racial Equity Director, Committee on Racial Equity, and/or the Human and Civil Rights Committee Chair(s) will present the proposed compliance plan for NEA Bylaw 3-1(g) at the November OEA Board of Directors' meeting. This presentation should include the rationale and history of the Bylaw.
 - C. The OEA Board shall annually complete the 3-1(g) Compliance Form to inform the NEA Executive Committee of their actions in implementing this compliance plan for NEA Bylaw 3-1(g)
 - D. Incorporate NEA Bylaw 3-1(g) training into the Summer Leadership Conference (SLC), President Training and/or as a SLC session. NEA Ethnic Minority Affairs and Human and Civil Rights has resources available for such training.
 - E. A list of all duly elected NEA Representative Assembly delegates, local, cluster and state, will be obtained by the office of the President from the OEA Elections Committee so that this Committee can monitor OEA-NEA's success or failure in reaching the 3-1(g) goal and can report to the OEA Board of Directors and local presidents.
 - F. The Human and Civil Rights Committee will review the involvement of self-identified racially diverse individuals at each OEA event. This will include attendees, speakers, presenters, vendors, and suppliers.

APPROVED AT AUGUST 2019 BOARD MEETING

2021-2022 OEA Board Meeting Calendar

2021		
August	2-3	OEA Executive Committee Planning Session and Meeting
	4	Board Orientation
	4-6	OEA Board Planning Session and Meeting
September	17	OEA Executive Committee Meeting
	24-25	OEA Board Meeting
October <i>No OEA Bd Mtg</i>	4-5	NEA Executive Committee Meeting
	8-9	NEA Board Meeting
	29	OEA Executive Committee Meeting
November	5-6	OEA Board Meeting
	8-9	NEA Executive Committee Meeting
December <i>No OEA Bd Mtg</i>	13	NEA Board Meeting (Virtual)
	TBD	MLT/WLT West

2022		
January	7	OEA Executive Committee Meeting
	21-22	OEA Board Meeting (Open Budget Hearing at Noon on Jan 22)
February <i>No OEA Bd Mtg</i>	7-8	NEA Executive Committee Meeting
	11-12	NEA Board Meeting
	21	Bylaws/Policies Amendments Due (60 days prior to OEA RA)
	25	OEA Executive Committee Meeting
	26	OEA Budget Committee Workday
	TBD	National Leadership Summit NEA
March	4-5	OEA Board Meeting
	8	OEA RA Delegates Names Due (45 days prior to RA)
	14-15	NEA Executive Committee Meeting
	23	Bylaws/Policies Amendments Published (30 days prior to RA)
	TBD	ESP Conference (NEA)
	TBD	Higher Ed Conference (NEA)
	TBD	Retired Conference (NEA)
April	8	OEA Executive Committee Meeting
	25	NEA Board Meeting (Virtual)
	29	OEA Board Meeting
	29-30	OEA Representative Assembly (OEA RA)
May	1	Oregon Delegation's First Caucus for NEA RA
	TBD	NEA Executive Committee Meeting
	TBD	NEA Board Meeting
	13	OEA Executive Committee Meeting
	20-21	OEA Board Meeting
June <i>No OEA Bd Mtg</i>	TBD	NEA Executive Committee Meeting
July <i>No OEA Bd Mtg</i>	TBD	NEA Board Meeting
	2-6	NEA Representative Assembly (NEA RA), Dallas, TX