

MINUTES

OREGON EDUCATION ASSOCIATION 2018 REPRESENTATIVE ASSEMBLY

Red Lion Jantzen Beach Hotel

April 27-28, 2018

**Friday, April 27, 2018
FIRST SESSION**

President C. John Larson called the meeting to order at 6:30 p.m.

SEATING OF LATE REGISTERING DELEGATES

Jo Cooper, Chair of the Credentials Committee, moved on behalf of the Committee to seat delegates who registered late. **CARRIED.**

National Anthem: Sarah Coyle, Hillsboro EA.

Moment of Silence observed for all Oregonians and OEA members serving in the military.

ADOPTION OF THE RULES OF THE ASSEMBLY

Ben Gorman, Central EA, moved and Van Holstad, Central EA, seconded to adopt the 2018 Standing Rules as presented.

Sue McGrory, Greater Albany EA, moved and Lindsay Jansen-Hostetler, Greater Albany EA, seconded to adopt proposed Standing Rule Amendment A.

Debate ensued.

Motion to approve Standing Rule Amendment A
FAILED.

Sue McGrory, Greater Albany EA, moved and Lindsay Jansen-Hostetler, Greater Albany EA seconded, seconded to adopt proposed Standing Rule Amendment B.

Debate ensued.

Motion to approve Standing Rule Amendment B
CARRIED.

Sue McGrory, Greater Albany EA, moved and Jennifer Stadstad, Greater Albany EA, seconded to adopt proposed Standing Rule Amendment C.

Debate ensued.

Motion to approve Standing Rule Amendment C
FAILED.

Sue McGrory, Greater Albany EA, moved and Dana Lovejoy, Greater Albany EA, seconded to adopt proposed Standing Rule Amendment D

Debate ensued.

Laura Scruggs, Springfield EA, moved and Moriah Shanahan, Springfield EA, seconded to split proposed Rule D into two topics. 1. No non-member educator of the year will speak at RA; and 2. Any educator of the year speech will be limited to 10 minutes. **CARRIED.**

Debate ensued.

Motion to approve D.1.

Voice vote unclear; cards raised.

Motion **CARRIED.**

Division called.

269 For, 159 Against

Motion to approve D.1. **CARRIED.**

Motion to approve Standing Rule Amendment D.2.

Motion D.2. **FAILED.**

Sue McGrory, Greater Albany EA, moved and Virginia Tolfa, Greater Albany EA, seconded to adopt proposed Standing Rule Amendment E.

Debate ensued.

Motion to approve Standing Rule Amendment E
FAILED.

Sue McGrory, Greater Albany EA, moved and Michele Eddy-Malott, Greater Albany EA, seconded to adopt proposed Standing Rule Amendment F.

Debate ensued.

Katrina Ayres, Beaverton EA, moved and John Wickham, Beaverton EA, seconded, to close debate.
CARRIED.

Motion to approve Standing Rule Amendment F

FAILED.

Motion to adopt Standing Rules as amended
CARRIED.

ADOPTION OF THE AGENDA

Tina Leaton, Eugene EA, moved and David Wines, Eugene EA, seconded the adoption of the revised order of business, with flexibility. **CARRIED.**

ADOPTION OF THE 2017 RA MINUTES

Beth Yarbrough, Sutherlin EA, moved and Scott Perkins, Glendale EA, seconded adoption of the minutes of the 2017 OEA Representative Assembly.
CARRIED.

PRESIDENT'S REPORT

President C. John Larson presented his report to the 2018 delegation.

OEA FOUNDATION REPORT

Vice President Reed Scott-Schwalbach presented the OEA Foundation Report.

Over 1,330 grants awarded totaling \$129,548.99 since September 1, 2017.

California Casualty was acknowledged for their generous donation of \$15,000 this year and Brian Goodman of California Casualty addressed the delegation.

NOMINATION FOR Region I Vice President

Nominations submitted for Region I Vice President include *Lindsay Ray*. OEA President C. John Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for Region I Vice President:
Lindsay Ray

NOMINATION FOR Region II Vice President

Nominations submitted for Region II Vice President include *Forrest Cooper*. OEA President C. John Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for Region II Vice President:
Forrest Cooper

NOMINATION FOR Region III Vice President

Nominations submitted for Region III Vice President include *Cori Swan*. OEA President C. John Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for Region III Vice President:
Cori Swan

NOMINATION FOR NEA DIRECTOR

Nominations submitted for NEA Director include *John Scanlan*. OEA President C. John Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for NEA Director:
John Scanlan

NOMINATION FOR ESP DIRECTOR

Nominations submitted for ESP Director include *Nicki Belnap*. OEA President C. John Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for ESP Director:
Nicki Belnap

CREDENTIALS REPORT:

Jo Cooper, Credentials Committee Chair, reported that out of a total 1,137 delegates allocated, 542 delegates had been duly certified and seated for the First Session of the 2018 Representative Assembly. Jo moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2018 Representative Assembly as of 7:15 p.m. on Friday, April 27, 2018.

CARRIED.

Candidates for Region I Vice President, Region II Vice President, Region III Vice President, NEA Director and ESP Director addressed the delegation.

The meeting was recessed at 8:41 p.m. for Hearings.

Saturday, April 28, 2018 SECOND SESSION

President C. John Larson called the meeting to order at 9:30 a.m.

CREDENTIALS REPORT:

Jo Cooper, Credentials Committee Chair, reported that out of a total 1,137 delegates allocated, 572 delegates had been duly certified and seated for the Second Session of the 2018 Representative Assembly. Jo moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2018 Representative Assembly as of 9:30 a.m. on Saturday, April 28, 2018. **CARRIED.**

NEW BUSINESS ITEMS (Saturday Morning) 2018 OEA REPRESENTATIVE ASSEMBLY

1. Enrique Farrera, Clackamas CC ACE, moved and Alejandra Barragán, Reynolds EA, seconded for the OEA to support Oregon immigrant students and families. We are requesting the OEA to lobby and write a letter in support to the Mayor of Portland. To support establishing universal representation, funding free immigration lawyers to all immigrants.

Debate ensued.

Motion to approve New Business Item 1.

CARRIED.

2. Sue McGrory, Greater Albany EA, moved and Lindsay Jansen-Hostetler, Greater Albany EA, seconded that OEA Board of Directors ("BOD") create a Board subcommittee to recommend any future changes to governance structures. This subcommittee will review redundancies, efficacies, and efficiencies. The subcommittee will also review previous work and recommendations of past task forces. The purpose of this subcommittee will be to conduct a review of our structures and present recommendations and/or findings to the OEA RA in 2019.

Debate ensued.

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

3. Suzanne Cohen, Portland AT, moved and Ben Gorman, Central EA, seconded that the OEA make protecting our students from gun violence a priority by organizing around our legislative objectives #1 student violence, and gang activity recommendation #5. The board should direct the legislative team to lobby on behalf of increasing school safety by supporting legislation designed to protect them from gun violence.

Debate ensued.

Voice vote unclear; delegates asked to raise cards.

Motion to approve New Business Item 3.

CARRIED.

4. Jon Buckley, Rogue River EA, moved and Judy Christensen, Grants Pass ACE, seconded that the Oregon Education Association endorse Oregon School Libraries Association sponsorship of Oregon Battle of the Books and its selections for the 2018-2019 school year, specifically George by Alex Gino.

Debate ensued.

Motion to approve New Business Item 4

CARRIED.

5. Doris Jared, ASK ESP, moved and Helen Jacobs, Greater Albany ACE, seconded that a committee be formed to plan the 2018 OCESP Conference and every OCESP Conference thereafter. The committee shall consist of the Executive Officers of the Oregon Council for Education Support Professionals and a minimum of ten other ESP Representatives.

Withdrawn by maker.

6. Christine Bemrose, Portland AT, moved and Gwen Sullivan, Portland AT, seconded that OEA create a task force to determine the impact of eliminating communication disorders from TSPC licensure for speech-language pathologists. Areas to be considered include participation in 1. schools, 2. education policies, 3. the Oregon Department of Education, and 4. Oregon Education Association documents.

Debate ensued.

Motion to approve New Business Item 6

CARRIED.

7. Alisha Chavez-Downing, Portland AT, moved and Adolfo Garza, Portland AT, seconded that OEA partner with organizers of Black and Brown advocacy groups including CAUSA/ Mexican American Legal Defense and Education Fund/ National Council of La Raza in Oregon to plan and

put on an event that calls attention to the systemic oppression of Black and Brown people through the school-to-prison pipeline, racial profiling, the criminalization of possession of drugs and guns, mandatory minimum sentences and/or police violence.

Debate ensued.

Robin Troche, North Clackamas EA, moved and John Scanlan, Pendleton AT, seconded to postpone definitely until after NBI 8. **CARRIED**

8. Enrique Farrera, Clackamas CC ACE, moved and Ben Gorman, Central EA, seconded that OEA publicly support the Arizona and Colorado associations in their walkouts by OEA president contacting each president indicating OEA members support them.

Motion to approve New Business Item 8

CARRIED.

9. Pete Teller, Salem-Keizer EA, moved and Zoe Diacou, Salem-Keizer EA that the entire salary and compensation package for both the OEA President and Vice President be itemized and consolidated in an easy-to-find location ~~published biannually in OEA Today~~ along with a permanent link on the OEA President and Vice President webpage on the OEA website behind the member login wall to include but not limited to gross salary, medical/dental/vision package, housing allowance, travel allowance, auto/mileage allowance, and any other fiscal benefit.

Debate ensued.

Jamie Zartler, Portland AT, moved and Russ Peterson, Portland AT seconded to add behind the member login wall.

Debate ensued.

Bonnie Hamann, Hermiston AT, moved and Sue McGrory, Greater Albany EA, seconded to close debate **CARRIED**

Motion to approve amendment **CARRIED**

Carrie Brumbach, Redmond EA, moved and Cindy Williams, Oregon City EA, seconded to strike OEA Today from the amended amendment.

Debate ensued

Kelsy Dunlap, Salem-Keizer EA, moved and Ruth Ames, Salem-Keizer EA, seconded to close debate. **CARRIED**

Motion to approve amendment. **CARRIED**

Debate ensued.

Kelsy Dunlap, Salem-Keizer EA, moved and Zoe Diacou, Salem-Keizer EA, seconded to close debate. **CARRIED**

Motion to approve New Business Item 9 as amended. **FAILED**.

7. Alisha Chavez-Downing, Portland AT, moved and Apollo Curiel, Greater Albany EA, seconded to amend NBI 7 as follows: I move that OEA partner with organizations such as CAUSA, Unite OR, Milenio, Black Lives Matter, and other Black and Latino advocacy groups in Oregon to Plan and put on events around the state that calls attention to the systemic oppression of Black and Latinos through the school-to-prison pipeline, racial profiling, the use of the criminalization of possession of drugs and guns to conduct racial discrimination, mandatory minimum sentences and/or police violence.

Motion to approve the addition of groups listed in NBI 13 **CARRIED**

Debate ensued.

Julie Pettis, Gresham Barlow EA, moved and Zoe Diacou, Salem-Keizer EA, seconded to close debate **CARRIED**

Motion to approve NBI 7 as amended **CARRIED**

NEA PAC REPORT:

Elizabeth Nahl and Beth Yarbrough provided an NEA Children's Fund update and encouraged delegates to donate to the Fund.

Vice President Reed Scott-Schwalbach took the center podium to conduct the next portion of the agenda.

ACTION ON LEGISLATIVE OBJECTIVES:

Amy Sabbadini, Bend EA and Chair of the Legislative Advisory Council (LAC), moved, on behalf of the LAC, to adopt the proposed Legislative Objectives as presented. **Items pulled: Legislative Objectives Amendments F, AX, AY,**

Motion to approve Proposed Legislative Objectives as presented except for items pulled **CARRIED**.

Joe Rowe, Portland AT, moved and Mindy Merritt, Salem-Keizer EA, seconded, to reconsider Legislative Objective Amendment AB. **FAILED**.

Division called.

169 Yes, 221 No. Motion to reconsider Legislative Objective AB **FAILED**.

LEGISLATIVE OBJECTIVES AMENDMENT A

Preamble

RECOMMENDATIONS:

The Oregon Education Association supports public policy decisions that protect students and public education. Because OEA represents all categories of school district, ESD, and community college employees,

Legislative Objectives Amendment A **CARRIED**.

LEGISLATIVE OBJECTIVES AMENDMENT B

Preamble

RECOMMENDATIONS:

OEA's public policy positions are based on ~~four~~ five criteria:

- maintaining a strong educator voice in public policy.

Legislative Objectives Amendment B **CARRIED**.

LEGISLATIVE OBJECTIVES AMENDMENT C

SPECIAL PROGRAMS

Background

RECOMMENDATIONS:

Recent legislative responses have been improvement of a funding for the high-cost disability fund, which targets resources to districts for students whose educational expenses exceed \$30,000 per child per year and the 2009 closure of the School for the Blind, which returned students to their home districts, with extra educational resources to aid districts with that transition.

Legislative Objectives Amendment C **CARRIED**.

LEGISLATIVE OBJECTIVES AMENDMENT D

SPECIAL PROGRAMS

RECOMMENDATIONS:

4. Advocate for sufficient funding for all programs and service providers mandated at either the state or federal level.

Legislative Objectives Amendment D **CARRIED**.

LEGISLATIVE OBJECTIVES AMENDMENT E

DISCRIMINATORY PRACTICES

RECOMMENDATIONS:

DISCRIMINATORY PRACTICES COMBATING INSTITUTIONALIZED RACISM, DISCRIMINATION, AND OPPRESSION

Legislative Objectives Amendment E **CARRIED**.

LEGISLATIVE OBJECTIVES AMENDMENT F

COMBATING INSTITUTIONALIZED RACISM, DISCRIMINATION, AND OPPRESSION

RECOMMENDATIONS:

4. Support ~~grants for the~~ development of non-discriminatory curriculum—curriculum offerings that present fair, accurate, and unbiased information about the characteristics and

accomplishments of all racial, ethnic, social and sexual minorities, protected classes, and individuals with differing abilities, disabilities.

Additionally, curriculum should recognize the presence and influence of women throughout history and correct the marginalization of women and girls in the curriculum. Educate all students in full equality and opportunity, embracing racial, ethnic, social and sexual minorities, protected classes, and individuals with differing abilities, regardless of race, ethnicity, sexual orientation/gender identification, sex, or disability.

Jill Torres, Eugene EA, moved and Linda Smart, Eugene EA seconded, to amend as follows: Support ~~grants for the~~ development of non-discriminatory curriculum—curriculum offerings that present fair, accurate, and unbiased information about the characteristics and accomplishments of all underrepresented communities including the seven federally recognized classes which are race, color, religion, differing ability, sexual orientation, gender identity, national origin and age. ~~racial, ethnic, social and sexual minorities, protected classes, and individuals with differing abilities, disabilities.~~

Additionally, curriculum should recognize the presence and influence of women throughout history and correct the marginalization of women and girls in the curriculum. Educate all students in full equality and opportunity, embracing racial, ethnic, social and sexual minorities, protected classes, and individuals with differing abilities, underrepresented communities, regardless of race, ethnicity, sexual orientation/gender identification, sex, or disability. **CARRIED.**

Motion to adopt F as amended. **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT G

COMBATING INSTITUTIONALIZED RACISM, DISCRIMINATION, AND OPPRESSION

RECOMMENDATIONS:

2. Support Oregon’s guidelines for eliminating discriminatory materials in textbooks. Also ~~support a prohibition against school districts using any~~ advocate for replacing textbooks or other teaching materials not consistent with such guidelines.

Legislative Objectives Amendment G **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT H

COMBATING INSTITUTIONALIZED RACISM, DISCRIMINATION, AND OPPRESSION

RECOMMENDATIONS:

3. Support programs and services that will eliminate the opportunity gap for students of color.

Legislative Objectives Amendment H **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT I

COMBATING INSTITUTIONALIZED RACISM, DISCRIMINATION, AND OPPRESSION

RECOMMENDATIONS:

4. Support policy that seeks to create a safe, affirming, and welcoming environment for LGBTQ+ students, staff, faculty, and community members in our schools and in our communities.

Legislative Objectives Amendment I **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT J

STUDENT VIOLENCE AND GANG ACTIVITY

RECOMMENDATIONS:

STUDENT VIOLENCE AND GANG ACTIVITY ENSURING SAFE AND PRODUCTIVE LEARNING ENVIRONMENTS

Legislative Objectives Amendment J **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT K

ENSURING SAFE AND PRODUCTIVE LEARNING ENVIRONMENTS

RECOMMENDATIONS:

7. ~~Support efforts to prevent violent behavior and to protect students and staff from violence caused by students to the extent possible under federal law, including preventative security measures, such as mental health support, appropriate security staffing, and building security infrastructure. Support efforts to create and maintain safe and productive learning environments through improved behavioral management with additional mental health support, additional staffing, improved reporting, training, and clear rules. Pursue state laws and rules that ensure safe working conditions for all school personnel and give educators the tools they need to protect students and staff from bodily injury, bullying, and other threats to physical and mental well-being.~~

Legislative Objectives Amendment K **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT L

ENSURING SAFE AND PRODUCTIVE LEARNING ENVIRONMENTS

RECOMMENDATIONS:

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

Legislative Objectives Amendment L CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT M

MISCELLANEOUS

RECOMMENDATIONS:

1. Support funding for ~~welfare benefits for public assistance programs that aid~~ low-income families.

Legislative Objectives Amendment M CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT N

MISCELLANEOUS

RECOMMENDATIONS:

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

Legislative Objectives Amendment N CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT O

MISCELLANEOUS

RECOMMENDATIONS:

7. Support legislation that provides to all allow employees ~~to use paid sick leave or to have access to other paid leaves~~ for all family-leave purposes.

Legislative Objectives Amendment O CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT P

MISCELLANEOUS

RECOMMENDATIONS:

9. Support legislation to ~~reduce the production of greenhouse gasses~~ combat climate change and decrease the production of CO2 emissions.

Legislative Objectives Amendment P CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT Q

SCHOOL FINANCE

RECOMMENDATIONS:

1. [fifth sentence]: This includes maintenance of class sizes and caseloads appropriate to meet academic standards and student needs...

Legislative Objectives Amendment Q CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT R

SCHOOL FINANCE

RECOMMENDATIONS:

3. Protect elements in the distribution formula that reflect teacher experience and necessary small schools (per ORS 327.~~0770~~13).

Legislative Objectives Amendment R CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT S

SCHOOL FINANCE

RECOMMENDATIONS:

12. Support repeal of all or part of Measure 5.

Legislative Objectives Amendment S CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT T

SCHOOL FINANCE

RECOMMENDATIONS:

13. Support efforts to improve state budget efficiency by ending the “use it or lose it” rule for biennial expenditures. Agencies should be able to retain unused resources for one-time expenditures or for priority policy actions that were not adopted in the biennial base budget.

Legislative Objectives Amendment T CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT U

COMMUNITY COLLEGES

RECOMMENDATIONS:

6. Ensure that community college employees are appointed to all state and local post-secondary governing bodies with full voting rights so that education policy reflects their voices and views.

Legislative Objectives Amendment U CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT V

COMMUNITY COLLEGES

RECOMMENDATIONS:

9. Ensure that legislation acknowledges the integral role that education support professionals play ~~an~~ integral role in the lives of students and should be equally valued as other educators on community college campuses.

Legislative Objectives Amendment V CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT W

COMMUNITY COLLEGES

RECOMMENDATIONS:

13. Ensure that all decision-making bodies with higher education responsibility include the voices of community college faculty and/or classified staff as full members with voting rights.

Legislative Objectives Amendment W CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT X

COMMUNITY COLLEGES

RECOMMENDATIONS:

13. Ensure that the “Oregon Promise” model for community college tuition funding any financial aid program or legislation related to tuition rates prioritize access for low-income and middle-class students.

Legislative Objectives Amendment X **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT Y

COMMUNITY COLLEGES

RECOMMENDATIONS:

14. Advocate for ~~and that~~ community colleges’ are able ability to hire an adequate number of counselors, full-time faculty, and other staff to support student success.

Legislative Objectives Amendment Y **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT Z

EDUCATION REFORM

RECOMMENDATIONS:

7. Ensure that new programs promote ~~rigorous~~ challenging and age-appropriate learning standards.

Legislative Objectives Amendment Z **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AA

EDUCATION REFORM

RECOMMENDATIONS:

16. Promote a moratorium of The Smarter Balanced Statewide Assessment until all stakeholders are grounded in the Common Core State Standards and their link to statewide assessments. Continue to develop and improve a statewide system of assessment that is educator-led, provides timely information and feedback to educators and students, and maximizes student learning and instructional time.

Legislative Objectives Amendment AA **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AB

EDUCATION REFORM

RECOMMENDATIONS:

17. Urge elected officials to familiarize themselves with all statewide take the 11th grade Smarter Balanced assessments and publish the results take a sample test.

Legislative Objectives Amendment AB **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AC

EDUCATION REFORM

RECOMMENDATIONS:

18. d. Have consistent criteria regarding class size, faculty, course outcomes, syllabi aligned to college courses, prep time...

Legislative Objectives Amendment AC **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AD

MISCELLANEOUS

RECOMMENDATIONS:

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

Legislative Objectives Amendment AD **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AE

MISCELLANEOUS

RECOMMENDATIONS:

5. Oppose the use of public dollars for school vouchers and similar privatization schemes, such as tuition tax credits and education savings accounts.

Legislative Objectives Amendment AE **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AF

COLLECTIVE BARGAINING

RECOMMENDATIONS:

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

Legislative Objectives Amendment AF **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AG

COLLECTIVE BARGAINING

RECOMMENDATIONS:

12. Support ~~state~~ legislation to ensure that adjunct community college ~~and university~~-faculty receive a paid health insurance benefit in proportion to their total time worked per term.

Legislative Objectives Amendment AG **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AH

LICENSURE

RECOMMENDATIONS:

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

Legislative Objectives Amendment AH **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AI

FAIR DISMISSAL

RECOMMENDATIONS:

~~2. Continue to be open to consider more expeditious but fair dismissal procedures.~~

Legislative Objectives Amendment AI **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AJ

MISCELLANEOUS

RECOMMENDATIONS:

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

Legislative Objectives Amendment AJ **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AK

MISCELLANEOUS

RECOMMENDATIONS:

~~2. 1. Support state legislation guaranteeing that equality of rights under the law shall not be denied or abridged by the state based on sexual orientation/gender identification identity.~~

Legislative Objectives Amendment AK **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AL

MISCELLANEOUS

RECOMMENDATIONS:

~~3. Support state legislation establishing a private right of action against public officials who knowingly fail to implement government policy.~~

Legislative Objectives Amendment AL **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AM

MISCELLANEOUS

RECOMMENDATIONS:

~~6. Support an amendment to evaluation statutes so that they apply to all education personnel. Performance evaluation systems for education employees should be developed collaboratively by the school district, community college district, or other education entity, and the exclusive bargaining representative of the teachers, faculty, and school employees employed by the entity. Standardized test scores should not be used to support employment action against an educator and may be used only to provide non-evaluative formative feedback. Performance evaluation systems for education employees should:~~

- ~~1. Be developed collaboratively by the school district, community college district, or other education entity;~~
- ~~2. Provide a clear and transparent mechanism so that rater data can be analyzed to check for~~

~~inter-rater reliability and to ensure that education personnel evaluations are fair and equitable regardless of the gender, race, cultural background, sexuality, and academic discipline of the employee while still maintaining the anonymity and privacy of individual teachers or support personnel.~~

Support professional growth and evaluation systems for education employees that are collaboratively developed by the school district, community college district, or other education entity, and the exclusive bargaining representative of the teachers, faculty, and school employees employed by the entity.

Standardized test scores should not be used to evaluate or support employment action against an educator.

Professional growth and evaluation systems for education employees should be collaborative, fair, and equitable.

Legislative Objectives Amendment AM **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AN

MISCELLANEOUS

RECOMMENDATIONS:

~~7. c. Estimated cost of the implementation to the state and also to school districts and ESDs. This analysis should include the identification of a source of revenue to cover the fiscal impact.~~

Legislative Objectives Amendment AN **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AO

MISCELLANEOUS

RECOMMENDATIONS:

~~8. Look into the practice of duplicate background checks of long-term employees. Examples include a substitute moving into a temporary teaching position or a retired teacher becoming a substitute. Under current practice, each time these educators move to another job, they must resubmit applications for background checks. Support the elimination of duplicate background checks of prospective school employees in any single calendar year in which they apply to multiple districts. Enable all school districts and education service districts to access the candidate's background check results in a centralized location.~~

Legislative Objectives Amendment AO **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AP

RECOMMENDATIONS:

ADD NEW SECTION: MAINTAINING A STRONG EDUCATOR VOICE IN PUBLIC POLICY

Legislative Objectives Amendment AP **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AQ

RECOMMENDATIONS:

INSERT:

GOVERNANCE OF EDUCATION
BACKGROUND & RECOMMENDATIONS

(Moved from MAXIMIZING STUDENT LEARNING section)

Legislative Objectives Amendment AQ **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AR

GOVERNANCE OF EDUCATION

RECOMMENDATIONS:

5. Support the re-establishment of an elected Superintendent of Public Instruction.

Legislative Objectives Amendment AR **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AS

GOVERNANCE OF EDUCATION

RECOMMENDATIONS:

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

(Moved from RESPECTING THE RIGHTS OF SCHOOL EMPLOYEES)

Legislative Objectives Amendment AS **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AT

RECOMMENDATIONS:

NEW SUBSECTION:

CAMPAIGNS AND ELECTIONS

Legislative Objectives Amendment AT **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AU

CAMPAIGNS AND ELECTIONS

RECOMMENDATIONS:

1. Oppose legislation and other initiatives that would dilute OEA members' and OEA ~~PIE-PAC~~'s ability to actively participate in the electoral process, such as an open primary system or fusion voting.

(Moved from RESPECTING THE RIGHTS OF SCHOOL EMPLOYEES)

Legislative Objectives Amendment AU **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AV

CAMPAIGNS AND ELECTIONS

RECOMMENDATIONS:

2. Support legislation that would eliminate fraud and forgery in the initiative process.

(Moved from RESPECTING THE RIGHTS OF SCHOOL EMPLOYEES)

Legislative Objectives Amendment AV **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AW

DISCRIMINATORY PRACTICES

RECOMMENDATIONS:

3.) Support efforts to ensure safe, fair, and free access to legal representation and proper state identification for all our immigrant students, families, and their community.

Legislative Objectives Amendment AW **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AX

1. PROTECTING THE RIGHTS OF SCHOOL EMPLOYEES

STUDENT VIOLENCE AND GANG ACTIVITY

RECOMMENDATIONS:

~~5.) Support a ban on assault weapons, high capacity magazines, and also support universal background checks on all firearm purchases.~~

5.) Support a comprehensive approach to gun safety legislation that includes such proposals as a ban on the sale and interstate transportation of automatic and semi-automatic paramilitary assault weapons and high capacity magazines, as well as universal background checks on all firearm purchases.

Garron Lamoreau, Silver Falls EA, moved and Dylan Uselman, Silver Falls EA seconded to amend by substitution.

Debate ensued.

Melinda Ryan, North Clackamas EA, moved and Robin Troche, North Clackamas EA, seconded to close debate. **CARRIED.**

Motion to approve the amendment to Legislative Objective Amendment AX **CARRIED.**

Debate ensued.

Motion to approve Legislative Objective Amendment AX as amended.

Debate ensued.

Melinda Ryan, North Clackamas EA, moved and Robin Troche, North Clackamas EA, seconded to close debate. **CARRIED.**

Motion to approve Legislative Objective Amendment AX as amended.

Voice vote unclear; delegates asked to raise cards.
Motion to approve Legislative Objective Amendment
AX as amended **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AY

3. MAXIMIZING STUDENT LEARNING

EDUCATION REFORM

RECOMMENDATIONS:

16.) Promote a moratorium of the Smarter Balance
Statewide Assessment ~~until all stakeholders are
grounded in the Common Core State Standards and
their link to statewide assessment.~~

Debate ensued.

Legislative Objectives Amendment AY **CARRIED.**

LEGISLATIVE OBJECTIVES AMENDMENT AZ

OEA will endorse all districts provide licensed medical
professionals to provide all regularly scheduled
medical procedures.

Legislative Objectives Amendment AZ **CARRIED.**

Vice President Reed Scott-Schwalbach remained at the
center podium to conduct the next portion of the
agenda.

ACTION ON RESOLUTION AMENDMENTS

Joseph Vermeire, Resolution Committee Chair, moved
on behalf of the Committee to adopt the proposed
Resolutions as presented. **CARRIED.**

President C. John Larson returned to the podium.

OEA-PAC Presentation

Jeff Matsumoto addressed the delegation.

CREDENTIALS ELECTION REPORT

Jo Cooper, Credentials Committee Chair, reported that
out of a possible 572 seated delegates eligible to vote
in this election, 436 delegates voted. Jo announced the
following election results:

Region I Vice President

Lindsay Ray 175 votes

Lindsay Ray was pronounced the winner of the Region
I Vice President race.

Region II Vice President

Forrest Cooper 140 votes

Forrest Cooper was pronounced the winner of the
Region II Vice President race.

Region III Vice President

Cori Swan 113 votes

Cori Swan was pronounced the winner of the Region
III Vice President race.

NEA Director

John Scanlan 392 votes

John Scanlan was pronounced the winner of the NEA
Director race.

ESP Director

Nicki Belnap 424 votes

Nicki Belnap was pronounced the winner of the ESP
Director race.

Jo Cooper, Credentials Committee Chair, moved on
behalf of the Committee that this report be adopted as
the Official Elections Report of the 2018 OEA
Representative Assembly. **CARRIED.**

The meeting was recessed for lunch at 12:39 p.m.

Saturday, April 28, 2018 THIRD SESSION

The meeting was reconvened at 1:41 p.m.

President Larson asked delegates to take a moment to
honor loved ones we have lost and expressed
appreciation for the time members spend away from
their families while doing the great work of our
organization.

NEA PAC REPORT: Elizabeth Nahl and Beth
Yarbrough presented an update on the NEA Children's
Fund.

EXECUTIVE DIRECTOR'S REPORT

Jim Fotter, Executive Director, presented his report to
the delegation.

ACTION ON BYLAWS AMENDMENTS

Robin Troche, North Clackamas EA and Chair of the
Bylaws/Policies Committee, moved on behalf of the
Committee to approve the Proposed Bylaws
Amendments.

BYLAWS AMENDMENT A

Article IX, Section 3, Paragraph C:
C. The OEA President, with the approval of the OEA
Board of Directors, shall appoint to the Legislative
Advisory Council one member from each ~~OEA Board
of Directors~~² Oregon Senate district. The President
shall also appoint one *OEA-Retired* member to
represent OEA retirees; one member to represent OEA
retirees; one *OCESP* member who represents Oregon
Council of Education Support Professionals; and one
non-voting member of OEA Board of Directors to
serve as Board Liaison. The members shall serve for a
three-year term, terms not to be concurrent for all
members. A member may be appointed to no more
than two successive three-year terms. The OEA
President shall annually appoint a chairperson and
vice-chairperson for the Legislative Advisory Council
from the members of that Council.

Eileen Wende, OEA-Retired, moved and Janis Eggert, OEA-Retired, seconded to amend by adding OEA-Retired. **CARRIED.**

Debate ensued

Eileen Wende, OEA-Retired, moved and Janis Eggert, OEA-Retired, seconded to amend by adding OCESP. **CARRIED.**

Motion to approve Bylaws Amendment A as amended **CARRIED.**

BYLAWS AMENDMENT B

Article I – Membership and Dues

Section 2. Classifications

There shall be five classes of membership in OEA: active, ~~associate~~, student, retired, substitute, and Community Ally. ~~The fifth category, Community Ally is for those who are not eligible for regular membership but wish to support the mission, vision and core values of OEA.~~ 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 4. ~~Associate Members~~ Community Ally

A. Any person who is not eligible for active membership may join as a Community Ally. ~~be an associate member of the OEA.~~

B. Dues for ~~an associate member~~ Community Ally shall be ~~50% of the dues for an active member of the OEA traditionally represented in the certified bargaining unit~~ determined by the OEA Board of Directors.

C. ~~Associate membership~~ Community Ally membership shall be available to include, but not be limited to, the following:

- 1) Lay persons interested in the advancement of education in Oregon
- 2) Staff employees of the OEA
- 3) Non-certificated intern teachers compensated for their services

D. ~~An associate member~~ A Community Ally shall be entitled to receive OEA publications and other benefits authorized through the Board of Directors.

E. ~~Associate membership~~ Community Ally membership does not include:

- 1) The right to vote or to hold elective or appointive office.
- 2) The right to be included in the count for determining the quota for association delegates to the OEA Representative Assembly.

3) The right to receive funds of OEA, LDP or OEARF for expenses arising out of an employment relations dispute.

Motion to approve Bylaws Amendment B **CARRIED.**

BYLAWS AMENDMENT C

ARTICLE VI. ELECTED OFFICERS

Section 6.

- A. All elected officers shall take office on July 10 of the year their term begins, with the exception of state-elected NEA Directors and Oregon Education Association members who are serving as an NEA Director-at- Large or NEA Executive Committee member, who shall take office as determined by the NEA.
- B. The term of office of the President shall be ~~two~~ three years, or until a successor is inducted into office. A President may be elected to a maximum of one additional term.
- C. The term of office of the Vice President shall be ~~two~~ three years or until a successor is inducted into office. The election cycle of the Vice President will coincide with the election cycle of the president. A Vice President may be elected to a maximum of one additional term.

Debate ensued.

Carrie Brumbach, Redmond EA, moved and Mary Bowman, Redmond EA, seconded to close debate. **CARRIED.**

Motion to approve Bylaws Amendment C

Voice vote unclear; delegates asked to raise voting cards.

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

Division called.

329 yes, 173 no; Did not meet 2/3 majority.

Roll call vote: 324 yes, 172 no, 3 abstained; did not meet 2/3 majority. Motion to approve Bylaws Amendment C **FAILED.**

BYLAWS AMENDMENT D

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 2.

- A. The President, Vice President, ~~5~~ Regional Vice Presidents ~~Representatives~~, state-elected senior NEA Directors or designee, ESP Director, EMAC Director, Community College Director, and Oregon Education Association members who are serving as an NEA Director-at- Large or NEA Executive Committee member shall function as an Executive Committee of the OEA Board of Directors.

Debate ensued.

Alejandra Barragán, Ethnic Minority Director, moved and Kathy Coon, ESP Director, seconded to separate ESP Director, EMAC Director, Community College Director and treat each one separately. **FAILED.**

Cassie Jolly, Forest Grove EA, moved and Sue McGrory, Greater Albany EA, seconded to close debate. **CARRIED.**

Motion to approve Bylaws Amendment D

Voice vote unclear; delegates asked to hold voting cards.

Motion to approve Bylaws Amendment D **CARRIED.**

BYLAWS AMENDMENT E

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 4. Elections

D. Proportional Representation Directors

- 3) Community College 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 Community College 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.

- 3) 4) Candidates for these positions shall be nominated by the delegates at the Representative Assembly.

Motion to approve Bylaws Amendment E **FAILED.**

BYLAWS AMENDMENT F

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 2.

B. The President, Vice President, Regional Vice Presidents, state-elected NEA Directors and Oregon Education Association members who are serving as an NEA Director-at- Large or NEA Executive Committee member shall function as an Executive Committee of the OEA Board of Directors. Any Oregon Education Association members who are serving as an NEA Director-at-Large or NEA Executive Committee member shall be *ex officio* and non-voting members of the Executive Committee.

Debate ensued.

Motion to approve Bylaws Amendment F **CARRIED.**

BYLAWS AMENDMENT G

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 3. Election Districts and Regions

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

- 1) a) For the purpose of electing Regional ~~Vice Presidents~~ Representatives, Board districts shall be combined into ~~the following 5~~ 5 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~~ five 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.

Bylaws Amendment G ruled out of order due to failure of Bylaws Amendment H.

BYLAWS AMENDMENT H

ARTICLE VI. ELECTED OFFICERS

Section 1.

The elected officers of the OEA shall be a President, a Vice President, ~~three-five (5)~~ 5 Regional ~~Vice Presidents~~ Representatives, state-elected NEA Directors and Oregon Education Association members who are serving as an NEA director-at-large or NEA Executive Committee member.

Section 2.

The duties of the officers shall be such as their titles imply and the OEA Bylaws and Policies state. They

shall perform any other duties prescribed for them by the OEA Board of Directors or the OEA Representative Assembly.

Section 5.

Regional ~~Vice Presidents~~ Representatives shall serve as the OEA President's representative in the region from which elected, will assume equal responsibilities delegated by the OEA President, shall serve on ~~the Program Budget Committee and the Executive Committee~~, and perform equal duties as established by the OEA Board of Directors and OEA Policies.

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 1.

- A. The Board of Directors shall consist of the President, Vice President, Regional ~~Vice Presidents~~ Representatives (5), state-elected NEA Directors (3), Ethnic Minority Director (1), Education Support Professional Director(s), district Directors and will include Oregon Education Association members who are serving as an NEA Director-at-Large or NEA Executive Committee member.
- B. At the last Board meeting of the year, each region shall elect a Board Director to serve as the Regional Representative. The terms shall be one year.

ARTICLE VI. ELECTED OFFICERS

Section 1.

The elected officers of the OEA shall be a President, a Vice President, ~~three-five (5) Regional Vice Presidents~~ Representatives, state-elected NEA Directors and Oregon Education Association members who are serving as an NEA director-at-large or NEA Executive Committee member.

Section 5.

Regional ~~Vice Presidents~~ Representatives shall serve as the OEA President's representative in the region from which elected, will assume equal responsibilities delegated by the OEA President, shall serve on ~~the Program Budget Committee and the Executive Committee~~, and perform equal duties as established by the OEA Board of Directors and OEA Policies.

Section 6.

- D. The term of office of each Regional ~~Vice President~~ Representative shall be for ~~two~~ one years. ~~The first year of that term shall coincide with the second year of the term of the office of the president. Regional Vice Presidents may be elected to a maximum of one additional term.~~

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

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.

- C. Regional ~~Vice Presidents~~ Representatives

At the last Board meeting before the OEA Representative Assembly, each region shall elect a Board Director to serve as the Regional Representative. The term shall be one year.

~~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.~~

Section 4. Elections

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

During an annual meeting of the OEA Representative Assembly delegates shall elect, by secret ballot, the President, Vice President, ~~Regional Vice Presidents~~, or state-elected NEA Directors. The NEA Directors shall be elected by active NEA members who are delegates to the OEA Representative Assembly. In odd numbered years the President and Vice President will be

elected to concurrent two-year terms. In even numbered years the Regional Vice Presidents will be elected to concurrent two-year terms. The OEA President shall be elected to a concurrent term as the first alternate NEA Director. The OEA Vice President shall be elected to a concurrent term as the second alternate NEA Director. Delegates to the OEA Representative Assembly will elect the President, Vice President, and NEA Director on a statewide basis. ~~and will elect the 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.

Section 5. Vacancies

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

- 3) ~~When a vacancy is declared in the office of a Regional Vice President Representative, the district Directors from the region involved shall elect, within thirty days, an interim Regional Vice President Representative to serve the remainder of the term. 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.~~

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~~ within more than half of the state's 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.
- 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. The recalled Director shall not be eligible to complete a term as a Regional Representative.

Debate ensued.

Tom Kane, Portland AT, moved and Kelvin Calkins, Hood River EA, seconded to close debate. **CARRIED.**

Motion to approve Bylaws Amendment H **FAILED.**

BYLAWS AMENDMENT I

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

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 ~~one Director per UniServ Council.~~ 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.~~

Debate ensued.

Motion to approve Bylaws Amendment I **FAILED**.

ACTION ON OEA POLICY AMENDMENTS

Robin Troche, North Clackamas EA and Chair of the Bylaws/Policies Committee, moved on behalf of the Committee to approve the Proposed Policy Amendments.

POLICY AMENDMENT A

Policy 7000 – RELIEF FUND POLICY

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

New H. In order to preserve services to members, the OEA Board of Directors may authorize transfer from the Relief Fund to the General Fund should the General Fund revenues fall below the 2015-16 budgeted amount. Such transfer of funds may occur only twice between September 1, 2019 and August 31, 2023. The first transfer may be no more than four percent (4%) of the Relief Fund balance as of December 31 of the previous budget year, not to exceed one million dollars (\$1, 000, 000). The second transfer may be no more than three percent (3%) of the Relief Fund balance as of December 31 of the previous budget year, not to exceed seven hundred fifty thousand dollars (\$750, 000). Such transfer shall be limited so as not to allow the Relief Fund to fall below twenty million dollars (\$20, 000, 000). This authorization shall sunset on August 31, 2023.

Debate ensued.

Motion to approve Policy Amendment A **CARRIED**.

POLICY AMENDMENT B

Policy 7000 – Relief Fund Policy

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

- A. Strike Action and Build-up
 - 1. Requests for Assistance needed as a result of a sanctioned strike or strike build-up shall be reviewed by the OEA Executive Committee and the OEA Relief Fund Committee. shall be authorized by the The OEA Executive Committee holds the authority to authorize such assistance. However, on a case-by-case basis, the OEA Executive Committee may delegate

to the OEA Relief Fund Committee the authority to authorize assistance.

Motion to approve Policy Amendment B **CARRIED**.

POLICY AMENDMENT C

Policy 7000 – Relief Fund Policy

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

B. School Closure/Contract Lockout

- 1. Requests for Assistance needed as a result of a school closure or contract lockout shall be reviewed by the OEA Executive Committee and the OEA Relief Fund Committee. authorized by the OEA Executive Committee. The OEA Executive Committee holds the authority to authorize such assistance. The OEA Executive Committee shall direct implementation of the procedures. The OEA Executive Committee may, on a case-by-case basis, delegate to the OEA Relief Fund Committee the authority to authorize assistance and to 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.

Motion to approve Policy Amendment C **CARRIED**.

POLICY AMENDMENT D

2300 - OFFICERS OF THE OEA (OEA Bylaws, Article VI, Section 4)

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 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~~ a 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 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.

Motion to approve Policy Amendment D **CARRIED.**

POLICY AMENDMENT E

2420 – CABINETS, COMMITTEES & TASK FORCES

J. Chairpersons of the Resolutions, Bylaws and Policies committees will meet with the OEA Representative Assembly recording secretary after the close of the OEA Representative Assembly to prepare the OEA Handbook, which shall include all actions of the OEA Representative Assembly and the interim policies of the OEA Board of Directors through ~~its June meeting~~ the OEA Board meeting after the OEA Representative Assembly.

Motion to approve Policy Amendment E **CARRIED.**

POLICY AMENDMENT F

2200 - REPRESENTATIVE ASSEMBLY
(OEA Bylaws Article III and IV)

I. DELEGATES

- A. The OEA President shall notify the president of each local association by February 10 of its allocated number of delegates for the annual meeting based on January 15 active membership. Names of elected delegates shall be filed with the OEA President at least 45 days prior to the annual meeting of the OEA Representative Assembly.
- B. Delegates shall be seated in the OEA Representative Assembly when the Credentials Committee has approved the certificate of election signed by an officer of the represented members.
- C. Delegates to the OEA Representative Assembly will be seated by Board district.
- D. A person must be an active member as of January 15 to be eligible for election as a delegate to the OEA Representative Assembly.

Motion to approve Policy Amendment F **CARRIED.**

POLICY AMENDMENT G

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 3. Election Districts and Regions

- B. Regional Vice Presidents and NEA Representative Assembly State Delegate Regions.
 - 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~~ 1,500 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.

Debate ensued.

Niels Pasternak, Lane County EA, moved and Mike Bauer, Portland AT, seconded to close debate.

CARRIED.

Motion to approve Policy Amendment G **FAILED.**

POLICY AMENDMENT H

2300 - OFFICERS OF THE OEA

(OEA Bylaws, Article VI, Section 4)

I. PRESIDENT'S ROLE STATEMENT

(OEA Bylaws, Article VI, Sections 2 and 3; Article IX, Section 3; LDP Bylaws, and PIE Bylaws.)

I. D. 9

- 9. Make, with ~~Board~~ Executive Committee approval, all OEA appointments from nominations submitted by Board members, and include a member from each region on each task force/committee.

2420 – CABINETS, COMMITTEES & TASK FORCES

I. GUIDELINES

- A. The OEA President, with the ~~Board~~ Executive Committee 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.

Debate ensued.

Motion to approve Policy Amendment H **CARRIED.**

POLICY AMENDMENT I

2300 - OFFICERS OF THE OEA

(OEA Bylaws, Article VI, Section 4)

III. REGIONAL VICE PRESIDENTS' ROLE STATEMENT

(OEA Bylaws Article VI, Section 5)

- A. To assist the OEA President as requested.
- B. ~~To serve as a Cabinet chair as appointed by the OEA President.~~
- C. ~~To chair regional caucus meetings.~~

- D. To be accountable to the OEA Board of Directors.
- E. To be a voting member of the Executive Committee.
- F. ~~To be a voting member of the Program Budget Committee.~~
- 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.

Debate ensued.

Lisa Kane, Portland AT, moved and Lisa McShane, Portland AT, seconded to close debate. **CARRIED.**

Motion to approve Policy Amendment I **FAILED.**

POLICY AMENDMENT J

2500 - ELECTIONS & CAMPAIGNING

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 2017): Districts 01b, 02, 03a, 09, 10c, 11, 13, 15b, 16, 24, 27, and 30b.~~

~~(Terms ending 2018): Districts 03b, 04, 05, 07a, 10a, 14a, 17a, 18, 26a;~~

~~(Terms ending 2019): Districts 01a, 06, 08, 10b, 12, 15a, 19, 20a, 21, 30a;~~

(Terms ending 2017): Districts 02, 03, 09, 11, 13, 16, 24, and 27

(Terms ending 2018): Districts 04, 05, 07, 10, 14, 17, 18, 26;

(Terms ending 2019): Districts 01, 06, 08, 12, 15, 19, 20, 21, 30;

Debate ensued.

Jaydra Johnson, Portland AT moved and Russ Peterson, Portland AT seconded to close debate. **CARRIED.**

Motion to approve Policy Amendment J **FAILED.**

POLICY AMENDMENT K

BOARD RATIONALE ON DO NOT PASS

RECOMMENDATION: *The Board of Directors feels that this would limit member voice.*

2300 - OFFICERS OF THE OEA

(OEA Bylaws, Article VI, Section 4)

IV. NEA DIRECTORS' ROLE STATEMENT

- I. ~~To~~ The Senior NEA Director or designee shall be a voting member of the Executive Committee.

Motion to approve Policy Amendment K **CARRIED.**
Division called.

Motion to approve Policy Amendment K **CARRIED.**

NEW BUSINESS ITEMS (continued)

2018 OEA REPRESENTATIVE ASSEMBLY

- 10. Elizabeth Thiel, Portland AT, moved and Margaret (Peg) Cornell, Corvallis EA, seconded that OEA create and fill a new position, whose primary focus will be to support locals with communication needs, including newsletters, graphic design, social media, media relations, and other communications to members, the media, and the community.

Debate ensued.

Kelsy Dunlap, Salem-Keizer EA, moved and Zoé Diacou, Salem-Keizer EA, seconded to close debate **CARRIED.**

Motion to approve New Business Item 10 **FAILED.**

- 11. Zoe Diacou, Salem-Keizer EA, moved and Mark Atkinson, Salem-Keizer EA, seconded that members will be given the opportunity to opt-out of any or all paper publications, including but not limited to ~~yearly enrollment papers~~, calendars, and magazines, unless required by bylaws or where policy bylaws contradict.

Debate ensued.

Cherene Mills/Paul Zastrow moved to strike "yearly enrollment papers" **CARRIED.**

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

- 12. Lori Elder, Multnomah ESD EA, moved and Emily Wittman, Multnomah ESD EA, seconded that OEA endorses all districts provide licensed medical professionals to provide all regularly scheduled medical procedures.

New Business Item 12 determined to be a Legislative Objective.

- 13. Apolo Curiel, Greater Albany EA, moved and Victoria Curiel, Greater Albany EA, seconded that OEA partners with organizations such as CAUSA/ Mexican American Legal Defense and Education Fund/ National Council of La Raza that support Latinos in Oregon to plan and put on an event that calls attention to the systemic oppression of Latinos through the school-to-prison pipeline, racial profiling, the criminalization of possession of drugs and guns, mandatory minimum sentences and/or police violence.

New Business Item 13 *withdrawn by the Maker.*

14. Greg Burrill, Portland AT, moved and Kathleen Jeskey, Canby EA, seconded that OEA promote the Black Lives Matter week of Action in schools during Black History Month in 2019, using existing communication resources, specifically calling for clear efforts to demonstrate support for three demands of the Black Lives Matter Week of Action in schools: 1) ending zero-tolerance policies and replacing them with Restorative Justice Practices, 2) hiring and mentoring Black teachers, and 3) mandating that Black History and Ethnic Studies be taught in K-12 schools in age-appropriate ways.
Motion to approve New Business Item 14 **CARRIED.**
15. Tibor Bessko, Eugene EA moved Tyler Bryan, Eugene EA, seconded that OEA examine the extensive platform of the Movement for Black Lives, summarize and share key points with members and create a report to be submitted to the 2019 RA to inform OEA’s continued efforts in addressing Institutional Racism.
Debate ensued.
Motion to approve New Business Item 15 **CARRIED.**
16. Stephen Siegel, Reynolds EA, moved and Marcia Andrew-Camacho, Forest Grove EA, seconded that OEA replace the singing of the ~~racist~~ Star Spangled Banner at the opening of its major events with ~~a song that more closely matches its values, such as~~ “Solidarity Forever.”
Debate ensued.
Jessica Flood, South Lane EA, moved and Tyler Bryan, Eugene EA, seconded to refer Motion 16 to the OEA RA Planning Committee.
Debate ensued.
Jeremy Taylor, Rogue CC EA, moved and Jim Salt, Lane CC EA, seconded to close debate. **CARRIED**
Motion to refer to Committee **FAILED.**
Division called. Motion to refer to committee **FAILED.**
Debate ensued.
Jim Salt, Lane CC EA, moved and Jeremy Taylor, Rogue CC EA, seconded to strike the words “racist” and “more.”
Debate ensued.
Jaydra Johnson, Portland AT, moved and Adolfo Garza, Portland AT, seconded to close debate. **CARRIED.**
Motion to approve the amendment to remove “racist” and “more” **FAILED**
Division called.
Vote unclear, voting cards counted.
- Motion to approve the amendment to remove “racist” and “more” **CARRIED**
Ben Winegar, Canby EA, moved and Stefanie Agar, Canby EA, seconded to delete “a song that more closely matches its values, such as”
Debate ensued.
Ruth Ames, Salem-Keizer EA, moved and Kelsy Dunlap, Salem-Keizer EA, seconded to close debate **CARRIED.**
Motion to amend by deletion **FAILED.**
Debate ensued
Ruth Ames, Salem-Keizer EA, moved and Kelsy Dunlap, Salem-Keizer EA, seconded to close debate **CARRIED.**
Motion to approve New Business Item 16 **FAILED.**
Division called. Motion **FAILED.**
17. Stephen Siegel, Reynolds EA, moved and Kyle Cooke, Portland AT, seconded that OEA follow up any singing of the Star Spangled Banner with a rendition of Solidarity Forever, so that those who are offended by the racist nature of the SSB can still feel some sense of inclusion in the opening ceremony.
Debate ensued.
Virginia Tolfa, Greater Albany EA, moved and Alicia Jabin, Greater Albany EA, seconded to close debate. **CARRIED.**
Motion to approve New Business Item 17 **FAILED.**
18. Christine Emmanuelli, Portland AT, moved and Ben Gorman, Central EA, seconded that the OEA Board research establishing a fund to support public schools in Puerto Rico who lost all their materials when Hurricane Maria hit the island.
Debate ensued.
Katie Nordstrom, David Douglas EA, moved and Rebecca Vanderpool, Clackamas ESD EA, seconded to close debate. **CARRIED.**
Motion to approve New Business Item 18
Voice vote unclear, delegates asked to raise cards.
Motion to approve New Business Item 18 **CARRIED.**
19. Stephen Siegel, Reynolds EA, moved and Alex Stegner, Portland AT, seconded that OEA use its resources to support, to the extent possible, a rank and file movement of unionized public employees across the state, in its efforts to raise revenue for public education and other important services. These resources could include help with promotion, etc.
Debate ensued.

Matt Hill, Oakland TA, moved and Scott Perkins, Glendale EA, seconded to close debate.

CARRIED.

Motion to approve New Business Item 19

FAILED.

Division called. **FAILED.**

20. Amanda McLeod, Gresham-Barlow EA, moved and Ben Gorman, Central EA, seconded that OEA reapply for the NEA grant that funded the work around NBI 20 around Institutional Racism (from 2016). If the grant is not awarded, OEA will back-fill the costs of continuing this vital work up to \$20,000. Expected budget consequence less than \$20,001.

Motion to approve New Business Item 20

CARRIED.

21. Christine Emmanuelli, Portland AT, moved and Ben Gorman, Central EA, seconded that through a public press release oppose the draconian austerity measures being imposed on the people of Puerto Rico by the Governor Ricardo Rosello and the Education Secretary Julia Keleher. In this press release the OEA shall explain how we support a worthy and free education for all, well-run schools in the communities and the right to celebrate Puerto Rican culture during the school year.

Debate ensued.

Motion to approve New Business Item 21

CARRIED.

22. Jill Torres, Eugene EA, moved and Linda Smart, Eugene EA, seconded that the OEA update current language removing the term “minority” throughout all OEA documents when referring to underrepresented communities and add more specific and inclusive language including the seven federally classified under represented communities which include race, color, religion, differing ability, sexual orientation, gender identity, national origin and age.

Maker amended by addition.

Debate ensued.

Laura Scruggs, Springfield EA, moved and Joe Minson, Canby EA, seconded moved to refer to the OEA Board of Directors.

Debate ensued.

Motion to refer to OEA Board of Directors

CARRIED.

23. Kathleen Jeskey, Canby EA, moved and Angela Vargas, Beaverton EA, seconded that OEA build a speakers Bureau which could provide information on why and how to opt out of standardized testing to non-English speaking families in order to counter the message that corporate and pro-testing groups are selling. Many of these groups have

actively reached out to these families in order to push their agenda.

Debate ensued.

Carrie Brumbach, Redmond EA, moved and Anthony Brown, Redmond EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 23

Voice vote unclear; delegates asked to stand and hold voting cards.

173 for, 151 against; Motion to approve New Business Item 23 **CARRIED.**

24. Cyndi Swaney, Salem-Keizer EA, moved and Kelsy Dunlap, Salem-Keizer EA, seconded that OEA request that each district release data that provides costs of trainings and program requirements for “AVID” schools, as well as, any minimum usage of AVID materials required, and program outcomes. Data should include the number of hours members work outside contract hours and whether those are volunteer or paid hours.

Debate ensued.

Mavis Randklev, OEA-Retired, moved and Paul Zastrow, OEA-Retired, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 24

CARRIED.

Division called.

Motion to approve New Business Item 24

CARRIED.

25. Sue McGrory, Greater Albany EA, moved and Lindsay Jansen-Hostetler, Greater Albany EA, seconded, that that any member that creates a task force or committee via NBI must serve on that task force or committee.

Motion to approve New Business Item 25

CARRIED.

26. Jeffrey Fuller, Reynolds EA, moved and Greg Burrill, Portland AT, seconded that OEA immediately begin the process of inviting substitute teachers into OEA and/or creating a statewide local for substitutes who are not already included in another local’s contract so as to begin bargaining on their behalf.

Debate ensued.

Bonnie Hamann, Hermiston AT, moved and Gary Humphries, Pendleton AT, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 26

FAILED.

Division called.

Motion to approve New Business Item 26

FAILED.

27. Jeffrey Fuller, Reynolds EA, moved and Zach Melzer, Parkrose FA, seconded that OEA promote clearly defined roles for School Resource Officers and police on school grounds that shift their role away from enforcing criminal law in favor of enforcing Restorative Justice Practices and eliminating the school to prison pipeline.

Debate ensued.

Alicia Jabin, Greater Albany EA, moved and Lindsay Jansen-Hostetler, Greater Albany EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 27
CARRIED.

28. Doris Jared, ASK ESP, moved and Helen Jacobs, Greater Albany ACE, seconded that the Center for Great Public Schools support OCESP and our ESP members as they use the NEA Educational Support Professionals Professional Growth Continuum to plan workshops for future OCESP Conferences.

Debate ensued.

Motion to approve New Business Item 28
CARRIED.

29. Adolfo Garza-Cano, Portland AT, moved and Kathleen Jeskey, Canby EA, seconded that OEA support MEChA Statewide High School's Movimiento estudiantil Chicanx de Aztlan's 4 goals of 1. Educational excellence, 2. Build Latino Leadership, 3. Community involvement, 4. Promote Cultural Enrichment by
1. Helping fund scholarships for 2 students in the form of laptops (approx. \$500 x 2),
 2. Helping support its effort to hold annual High School Conferences (MLI) with \$1,000 to help cover conference expenses.

Debate ensued.

Nancy Anderson, Gresham Barlow EA, moved and Amanda McLeod, Gresham Barlow EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 29
CARRIED.

30. Evan Selby, Reynolds EA, moved and Evan Morgan, Reynolds EA, seconded that OEA craft and publish a public statement against the militarization of our students and schools through JROTC programs. The statement should also recognize the work instructors do and the positive contributions they make with leadership and community service programs in schools and advocate for those instructors to be classroom teachers and OEA members, instead of JROTC instructors.

Debate ensued.

Motion to approve New Business Item 30
FAILED.

31. Jim Salt, Lane CC EA, moved and Traci Hodgson, Chemeketa CC FA, seconded that OEA write Ayatollah Ali Khomeini, Supreme leader of the Islamic Republic of Iran, to request a full investigation of the death of Professor Kavous Seyed-Emami in state prison, and for the return of his widow's passport and that she be allowed to join her sons in British Columbia, Canada.

Debate ensued.

Motion to approve New Business Item 31
CARRIED.

End of New Business Items.

CREDENTIALS REPORT:

Jo Cooper, Credentials Committee Chair, reported that out of a total 1,137 delegates allocated, 605 delegates were duly certified and seated for the 2018 Representative Assembly. There were no challenges raised and decided by the Credentials Committee. Jo moved on behalf of the Committee that the revised Credentials Report be adopted as the official roll of the 2018 Representative Assembly. **CARRIED.**

ETHNIC MINORITY REPRESENTATION REPORT:

Becky Torres, Ethnic Minority Affairs Committee Chair, provided the Ethnic Minority Representation report and recognized the following local associations which met or exceeded the requirement of OEA Bylaws Article III. 2. B. which specifies that OEA RA Delegates shall be in proportion to the ethnic minority membership of each local association:

1. Assoc of Salem Keizer ESP
2. Beaverton EA
3. Bethel ACE
4. Clackamas CC ACE
5. Coos Bay EA
6. Dallas EA
7. David Douglas EA
8. Eugene EA
9. Forest Grove EA
10. Grants Pass ACE
11. Greater Albany ACE
12. Greater Albany EA
13. Gresham-Barlow EA
14. Hermiston AT
15. Hillsboro EA
16. Hood River EA
17. LaGrande EA
18. Lane County EA
19. Lebanon EA
20. Lebanon ESPA
21. Madras EA
22. Medford EA
23. North Wasco ESP

24. Northwest EA
25. OEA-Retired
26. Oregon City EA
27. Portland Association of Teachers
28. Prospect EA
29. Redmond EA
30. Reynolds EA
31. Salem-Keizer EA
32. Silver Falls EA
33. South Lane EA
34. Woodburn EA
35. W'yeast EA

**CANDIDATE ANNOUNCEMENTS FOR THE
2019 OEA RA:**

Delfino Osorio-Garcia, Hermiston AT, announced candidacy of John Larson for OEA President.

Jennifer Scurlock, NEA Director, announced candidacy of Reed Scott-Schwalbach for OEA Vice President.

John Scanlan, NEA Director, announced candidacy of Enrique Farrera for NEA Director.

With no other business, the 2018 OEA Representative Assembly was adjourned at 7:54 p.m. by President C. John Larson.

Submitted by: Annie Duncan, Secretary to the
OEA Representative Assembly

These minutes are unofficial until approved at the 2019
OEA Representative Assembly.

05/21/2018