MINUTES
OREGON EDUCATION ASSOCIATION
2019 REPRESENTATIVE ASSEMBLY
Red Lion Jantzen Beach Hotel
April 26-27, 2019

Friday, April 26, 2019
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.

Pledge of Allegiance: Russ Peterson, Portland Association of Teachers.
Jolly Wraper, Jefferson HS Student, shared a poem with delegates.

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

ADOPTION OF THE RULES OF THE ASSEMBLY
Matthew Reed, Association of Salem-Keizer ESP, moved and Doris Jare, Association of Salem-Keizer ESP, seconded to adopt the 2019 Standing Rules as presented. CARRIED.

ADOPTION OF THE AGENDA
Scott Wallace, Blue Mountain CC FA, moved and Jeanna Hunt, Mt. Hood CC FA, seconded the adoption of the revised order of business, with flexibility. CARRIED.

ADOPTION OF THE 2018 RA MINUTES
Deb Wiskow, OEA-Retired, moved and Amanda O'Sullivan, Eagle Point EA, seconded adoption of the minutes of the 2018 OEA Representative Assembly. CARRIED.

PRESIDENT’S REPORT
President C. John Larson presented his report to the 2019 delegation.

OEA FOUNDATION REPORT
Vice President Reed Scott-Schwalbach presented the OEA Foundation Report.
Over 1,714 grants awarded totaling over $176,000.00 since September 1, 2018.

OEA President C. John Larson relinquished the Chair to Region II Vice President Forrest Cooper to conduct the next portion of the agenda.

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

Nominations for OEA President:
C. John Larson

NOMINATION FOR OEA Vice President
Nominations submitted for Region II Vice President include Reed Scott-Schwalbach. Region II Vice President Forrest Cooper asked if there were any additional nominations. Region II Vice President Forrest Cooper asked if there were any additional nominations. Region II Vice President Forrest Cooper asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for OEA Vice President:
Reed Scott-Schwalbach

NOMINATION FOR NEA Director
Nominations submitted for NEA Director include Enrique Farrera. Region II Vice President Forrest Cooper asked if there were any additional nominations. Region II Vice President Forrest Cooper asked if there were any additional nominations. Region II Vice President Forrest Cooper asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for NEA Director:
Enrique Farrera

NOMINATION FOR Ethnic Minority Director
There were no nominations submitted for Ethnic Minority Director. Region II Vice President Forrest Cooper asked if there were any nominations from the floor of the RA. Thuynga Barr was nominated. Region II Vice President Cooper asked if there were any additional nominations from the floor of the RA. Region II Vice President Cooper asked if there were any additional nominations from the floor of the RA. Hearing none, Region II Vice President Cooper declared nominations closed.

Nominations for Ethnic Minority Director:
Thuynga Barr
NOMINATION FOR ESP Director

There were no nominations submitted for Education Support Professional Director. Region II Vice President Forrest Cooper asked if there were any nominations from the floor of the RA. Tim Willett was nominated. Region II Vice President Cooper asked if there were any additional nominations from the floor of the RA. Region II Vice President Cooper asked if there were any additional nominations from the floor of the RA. Hearing none, Region II Vice President Cooper declared nominations closed.

Nominations for Education Support Professional Director:

Tim Willett

Candidates for OEA President, OEA Vice President, NEA Director, Ethnic Minority Director and Proportional ESP Director addressed the delegation.

CREDENTIALS REPORT:

Jo Cooper, Credentials Committee Chair, reported that out of a total 1,150 delegates allocated, 562 delegates had been duly certified and seated for the First Session of the 2019 Representative Assembly. Jo moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2019 Representative Assembly as of 7:30 p.m. on Friday, April 26, 2019. CARRIED.

Steve Anderson, Hermiston AT moved and Delfino Osorio, Hermiston AT seconded to suspend he rules to allow the father of the president to approach the dais. CARRIED.

The meeting was recessed at 8:20 p.m. for Hearings.

Saturday, April 27, 2019
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 1,150 delegates allocated, 580 delegates had been duly certified and seated for the Second Session of the 2019 Representative Assembly. Jo moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2019 Representative Assembly as of 9:30 a.m. on Saturday, April 27, 2019. CARRIED.

Scott Wallace, Blue Mountain CC FA, moved and Eileen Marks, Mt. Hood CC PTFA, seconded to go into Quasi-Committee of the Whole to have a 15-minute presentation on Legislative Investment – Student Success Act followed by a 45-minute question and answer session.

Voice vote unclear; cards were used.

Motion to go into Quasi-Committee of the Whole CARRIED.

Laurie Wimmer, OEA Staff, addressed the delegation.

Delegates entered into discussion.

At 10:40am the meeting returned to session.

NEW BUSINESS ITEMS (Saturday Morning)
2019 OEA REPRESENTATIVE ASSEMBLY

1. Matthew Reed, ASK ESP, moved and Doris Jared, ASK ESP, seconded that the OEA use the winners of the Kevin Forney ESP of the Year and the Willie Juhola ESP of the Year for Speaking Engagements throughout the year in which they are the winner. The Kevin Forney award winner should speak at the OEA RA. Other examples of this would be the Summer Leadership Conference and OEA Symposium.

Motion to approve New Business Item 1 CARRIED.

2. Doris Jared, ASK ESP, moved and Matthew Reed, ASK ESP, seconded that OEA look into having an Oregon Support Education license plate.

Motion to approve New Business Item 2 CARRIED.

3. Kristen Fouts, Beaverton EA, moved and Hanna Vaandering, Beaverton EA, seconded that the OEA promote Public Service Loan Forgiveness Program (and the related Temporary Expanded PSLF Program) by highlighting who is eligible, the fact that less than 1% of applications have been approved, and the tools and resources available to assist educators in successfully navigating the process in all appropriate print and existing digital-media formats.

Motion to approve New Business Item 3 CARRIED.

4. Elizabeth Thiel, Portland AT, moved and Sara Schmitt, Beaverton EA, seconded that OEA create a task force to make recommendations to the OEA Executive Director and the OEA Board on how to better support locals with communication needs. The task force will gather feedback from local leaders across the state to assess communication needs, and research and recommend solutions.

Debate ensued.

Carrie Brumbach, Redmond EA, moved and Mary Wellington, Bend EA, seconded to close debate. CARRIED.

Motion to approve New Business Item 4 FAILED.
Division called

Motion to approve New Business Item 4 FAILED.

5. Joyce Rosenau, Reynolds EA, moved and Regina Norris, Gresham-Barlow EA, seconded that OEA create a task force to examine the practices and processes in place when OEA bargains with ASO and PSO. Areas to be considered include:
• Processes to communicate with all councils prior to and during bargaining
• Processes to solicit input from all councils prior to and during bargaining
• Processes and practices concerning selecting OEA’s bargaining team
• Processes and practices used by other state affiliates around bargaining with staff.

The task force will create a report, that includes recommendations, to the OEA Board by January’s meeting.

Debate ensued.

Adrienne Mitchell, Lane CC EA, moved and Jeremy Taylor, Rogue CC EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 5 **FAILED.**

6. Sean Brooks, Salem-Keizer EA, moved and Patricia Jolly, Northwest EA, seconded that the OEA investigate the allocation of funding for the number of newcomers (refugees) and refugees entering (or who have entered) our Oregon Public Schools, so the findings can be published in the OEA magazine and these confidential findings can be graphically represented on the OEA website, with an intention of promoting better wrap-around services for these families while protecting their anonymity.

Motion revised by the maker.

Debate ensued.

Katherine Paxton-Williams, Portland AT, moved and Julia Peattie, Portland AT, seconded to amend by deleting (refugees) and replacing it with and refugees. **CARRIED**

Steve Anderson, Hermiston AT, moved and Delfino Osorio, Hermiston AT, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 6 as amended **FAILED.** Division called. Motion to approve New Business Item 6 as amended. **FAILED.**

7. Ben Iverson, Bend EA, moved and Matthew Haney, Bend EA, seconded that OEA establish a task force to study the pension fund and make recommendations on how to pay down the unfunded liability.

Motion amended by the maker.

Motion to approve New Business Item 7 as amended **FAILED.**

8. Tyler Bryan, Eugene EA, moved and Enrique Farrera, Clackamas Community College ACE, seconded that OEA create a task force to collect and share best practices for how school communities can respond to traumatic events on or near campuses for members and students with local EAs, COSA, OSBA, NEA, and other stakeholders.

Discussion ensued.

Motion to approve New Business Item 8 **CARRIED.**

9. Joe Rowe, Portland AT, moved and Greg Burrill, Portland AT, seconded that whenever OEA communicates support for legislation, and that legislation is incremental and falls short of the OEA Legislative objectives, all such communication should include both: a) praise for the lawmakers, praise for what we support and why and, b) educational language as to why a gap remains and how we propose that gap be addressed.

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

10. Suzanne Cohen, Portland AT, moved and Alejandra Barragan, Reynolds EA, seconded that OEA will assign appropriate staff from GPS & Public Affairs to research partner with existing organizations to support the professional development, training, and curriculum needs of educators related to sex education. OEA GPS and lobbying staff will work in line with legislative objectives regarding student health and safety, to advocate for the necessary resources for educators to support implementation of Oregon’s sex education standards.

Motion amended by the maker.

Discussion ensued.

Motion to approve New Business Item 10 as amended **CARRIED.**

11. James Moran, Dallas EA, moved and Rose Janusz, North Clackamas EA, seconded that OEA shall create a task force to examine the state of social studies instruction (K-12) in Oregon. The task force will write a report, including recommendations, that will be delivered to the 2020 Rep. Assembly. Some topics to be considered: 1) Equity of time compared with other core subjects 2) Help for S.S. teachers in teaching new standards and seeking approved resources that match state standards.

Motion amended by maker.

Debate ensued.

Anton Clifford, North Clackamas EA, moved and Michael Grubic, North Clackamas EA, seconded to close debate. **CARRIED.**

Voice vote unclear; cards were used. Vote still unclear; Cards counted.
20. Greg Burrill, Portland AT, moved and Joe Rowe, Portland AT, seconded that OEA oppose Ed TPA, the Pearson Portfolio Assessment for new teachers, required by TSPC for licensure. OEA’s opposition should include, but not limited to, sponsoring legislation to prohibit TSPC’s use of Ed TPA, testifying and lobbying against the program, and publicize the reasons why Ed TPA is harmful to new educators.

New Business Item 12 **WITHDRAWN**.

Alejandra Barragan, Strategic Organizing Committee Chair, addressed the delegation.

**CREDENTIALS ELECTION REPORT**

Jo Cooper, Credentials Committee Chair, reported that out of a possible 616 seated delegates eligible to vote in this election, 413 delegates voted. Jo announced the following election results:

**OEA President**
- C. John Larson 392 votes

C. John Larson was pronounced the winner of the OEA President race.

**OEA Vice President**
- Reed Scott-Schwalbach 398 votes

Reed Scott-Schwalbach was pronounced the winner of the OEA Vice President race.

**NEA Director**
- Enrique Farrera 378 votes

Enrique Farrera was pronounced the winner of the NEA Director race.

**ESP Director**
- Tim Willett 347 votes

Tim Willett was pronounced the winner of the ESP Director race.

**Ethnic Minority Director**
- Thuynga Barr 404 votes

Thuynga Barr was pronounced the winner of the Ethnic Minority 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 2019 OEA Representative Assembly. **CARRIED**.

The meeting was recessed for lunch at 12:17 p.m.

**Saturday, April 27, 2019**

**THIRD SESSION**

The meeting was reconvened at 1:53 p.m.

**COMBINED REPORT: NEA PAC AND OEA PAC**

Rebecca Levison and Elizabeth Nahl provided updates for OEA PAC and NEA PAC.

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

**ACTION ON LEGISLATIVE OBJECTIVES:**

David Morrocco, Roseburg 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 1, 2, 3, 4, 5**

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

Debate ensued.

**LEGISLATIVE OBJECTIVES AMENDMENT 1**

OEА will lobby to address the PERS "unfunded liability" by extending the current repayment plan further into the future, coupled with a dedicated progressive tax such as a "millionaires' tax."

Legislative Objectives Amendment 1 **FAILED**.

Debate ensued.

Laura Scruggs, Springfield EA, moved and Hillary Galloway, Springfield EA, seconded to postpone indefinitely Legislation objectives until after Resolutions.

Debate ensued.

Motion to postpone **CARRIED**.

**LEGISLATIVE OBJECTIVES AMENDMENT 6**

Add the following Legislative Objective:

**Campaigns and Elections:**

3. Support legislation which limits the role of corporate money in campaigns and elections.

Legislative Objectives Amendment 6 **CARRIED**.

**LEGISLATIVE OBJECTIVES AMENDMENT 7**

Amend Legislative Objective “Respecting the Rights of School Employees” (Number 11) under collective bargaining to read “Ensure that school employee salaries and other compensation are competitive with other professions and adequate.” Leave the rest of the paragraph as is.

Legislative Objectives Amendment 7 **CARRIED**.

**LEGISLATIVE OBJECTIVES AMENDMENT 8**

I move OEA advocate to increase funding for students in Juvenile Detention Education Programs (JDEP) to the same level as funding currently allocated for Youth Corrections Education Programs (YCEP).

Legislative Objectives Amendment 8 **CARRIED**.

**ACTION ON RESOLUTION AMENDMENTS**

Patricia Jolly, Resolution Committee Chair, moved on behalf of the Committee to adopt the proposed Resolutions as presented.
Resolutions Amendments Pulled: M, V, X, Y, AC
CARRIED.

RESOLUTIONS AMENDMENT A
I. THE TOP PRIORITY OF THE OREGON EDUCATION ASSOCIATION IS TO ENSURE THAT ALL STUDENTS IN OREGON RECEIVE A QUALITY EDUCATION. TO MEET THIS GOAL, OEA WILL PURSUE FULL, ADEQUATE AND STABLE FUNDING FOR PUBLIC EDUCATION.
Motion to approve Resolutions Amendment A CARRIED.

RESOLUTIONS AMENDMENT B
PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND EVALUATING DECISIONS ON EDUCATION ISSUE

Group B: Student Rights
II.3 Accelerated and Dual and Concurrent Credit Programs
The Oregon Education Association believes accelerated and dual credit and concurrent credit programs designed to give high school students an authentic and quality college experience should be made available in Oregon schools. The Association also believes these programs should adhere to the OEA Gold Standard for accelerated and dual credit programs in Oregon, which sets forth standards regarding program access, faculty and educator collaboration, class size, student supports and resources, measuring program success, workload, and credentialing - which be high quality, properly funded, and support students' successful transition from high school to college. (2015)
Motion to approve Resolutions Amendment B CARRIED.

RESOLUTIONS AMENDMENT C
PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND EVALUATING DECISIONS ON EDUCATION ISSUE

Group B: Student Rights
II.4 Human and Civil Rights
The Oregon Education Association believes that the governments of all nations, states and localities must respect and protect the basic human and civil rights of every individual. The OEA deplores the use of any action that limits or prohibits the free and responsible exercise of these rights. The OEA believes the community of educators should lead in the effort to prevent any encroachment on basic civil and human rights.

Further, the OEA deplores any policy that separates the children of immigrants or asylum seekers from their parents/legal guardians or places these children or unaccompanied minor children seeking asylum or to immigrate into detention facilities. (1982, 89, 97, 2008)
Motion to approve Resolutions Amendment C CARRIED.

RESOLUTIONS AMENDMENT D
II. PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND EVALUATING DECISIONS ON EDUCATION ISSUE

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students Programs Supporting All Student Needs

Motion to approve Resolutions Amendment D CARRIED.

RESOLUTIONS AMENDMENT E
II. PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND EVALUATING DECISIONS ON EDUCATION ISSUE

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students Programs Supporting All Student Needs

II.26 Visually and Hearing Impaired Students Affected by with Visual and Hearing Impairments
The Oregon Education Association believes a continuum of programs and services should be available to all visually and hearing impaired students affected by visual and hearing impairments assuring that their educational needs are met. This continuum should include a residential program as a supplement to local and regional programs. Therefore, the Oregon Education Association believes such programs and facilities should be provided by the state of Oregon.

The Oregon Education Association further supports programs for hearing impaired students affected by with hearing impairments at their current site: Oregon State School for the Deaf, and for visually impaired students affected by with visual impairments. (1987, 89, 94, 97, 2008, 13)
Motion to approve Resolutions Amendment E CARRIED.

RESOLUTIONS AMENDMENT F
II. PROMOTE EDUCATIONAL EXCELLENCE FOR ALL STUDENTS, AND BE A LEADER IN ESTABLISHING AND
EVALUATING DECISIONS ON
EDUCATION ISSUE

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs

II.27 Closed Caption Video Programming for the Deaf

The Oregon Education Association believes all video programming should be closed captioned to make programs available to people with hearing impairments the deaf and hearing impaired. (1974, 97, 2005, 08, 10)

Motion to approve Resolutions Amendment F CARRIED.

RESOLUTIONS AMENDMENT G

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

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs

II.28 HIV-Infected Students with HIV

The Oregon Education Association supports local school policy that ensures a free, appropriate public education for all HIV-students with HIV, in a least restrictive environment. (1989, 90, 97, 2003, 08, 16)

Motion to approve Resolutions Amendment G CARRIED.

RESOLUTIONS AMENDMENT H

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

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs

II.29 Developmentally Appropriate Early Interventions for High-Risk Students

The Oregon Education Association believes that all students deserve high quality and developmentally appropriate intervention programs that have the intent of helping students be successful. Students that are at high risk of dropping out of the educational system are a prevalent problem. OEA further believes sufficient state resources must be available to fully fund these programs. Effective research-based intervention programs for potential high risk students at the Pre-K through third grade. (1992, 97, 2008, 16)

Motion to approve Resolutions Amendment H CARRIED.

RESOLUTIONS AMENDMENT I

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

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs

II.30 Children and Youth who are Neglected, Delinquent, or At-Risk Troubled Youth

The Oregon Education Association believes that specialized treatment programs and secure facilities with adequate safeguards are essential to meet the needs of children and youth who are neglected, delinquent, or at-risk troubled youth. A continuum of programs should include residential facilities that supplement local and regional programs. Such facilities should be provided by the State of Oregon.

The Association also supports the continued operation of MacLaren at its current site. (1989, 97, 2008, 13, 16)

Motion to approve Resolutions Amendment I CARRIED.

RESOLUTIONS AMENDMENT J

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

Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs

II.32 Early Childhood Education

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

The Association believes that a full day kindergarten has proven to boost student achievement especially for students of underrepresented communities low-income and minority students, improve student’s social and emotional skills, and lower grade retention and dropout rates.

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

The Association believes that investing in quality early childhood education is a sound investment for the children of Oregon. (2008, 10, 16)

Motion to approve Resolutions Amendment J **CARRIED**.

**RESOLUTIONS AMENDMENT K**

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

**Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs**

**II.33 Children Affected by Poverty**

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

The Association also believes that educational personnel should be aware and offered training to deal with the effects of poverty. (2005, 08)

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

**RESOLUTIONS AMENDMENT L**

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

**Group D: Special and Exceptional Children and Their Programs for Special and Exceptional Students-Programs Supporting All Student Needs**

**II.34 Equal Opportunities for Students of Color Ethnic Minority Children**

The Oregon Education Association believes there should be equal educational opportunities for students of color ethnic minority children. These opportunities should include the means to enhance the appreciation of their own history and culture while developing skills that will allow them to fully engage in society. (1974, 89, 94, 96, 97, 2008)

Motion to approve Resolutions Amendment L **CARRIED**.

**RESOLUTIONS AMENDMENT M**

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

**Group E: General Education Programs/Classes**

**II.37 Multicultural Education Ethnic Studies**

The Oregon Education Association believes that respect for the varied cultures in the United States enriches our society. Students should be taught to appreciate all cultures and to treat all people with dignity and respect through multicultural, global, and world language education and a rich ethnic studies curriculum. These programs should be fully funded for all Pre-K through higher education students.

Therefore, the Association believes that curricular materials, activities and school symbols should treat all cultures with dignity and respect. The Association supports the elimination of the use of Native American and other ethnic group references as school mascots or symbols. (1989, 94, 96, 97, 2004, 07, 08, 16)

Motion to approve Resolutions Amendment M **FAILED**.

**RESOLUTIONS AMENDMENT N**

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

**Group E: General Education Programs/Classes**

**II.45 Sex Education**

The Oregon Education Association believes sex education, including information about HIV/AIDS, provides children and youth with information, basic to healthy, well-adjusted mental attitudes. Such instruction must be age appropriate and developed by qualified educational and/or health care professionals. The Association believes sex education is one of many responsibilities of the home; however, the public school must assume a role in providing this instruction. The Association urges that formal sex education should include parent/guardian education and be planned and implemented with careful attention to developmental needs, appropriateness to community needs, and respect for individual differences. Information should be provided to parents/guardians about the content of the sex education curriculum.

Sex education programs should include information on issues concerning consent, sexual abstinence, birth control and family planning, diversity of culture, diversity of sexual orientation, gender identification, parenting skills, prenatal care, sexually transmitted infections diseases, incest, sexual abuse, sexual harassment, other legal issues, homophobia, the effects of substance abuse during pregnancy, and problems associated with and resulting from pre-teen and teenage pregnancies. Curriculum resources and
training must be kept current. (1976, 1989, 94, 96, 97, 2003, 08)

Motion to approve Resolutions Amendment N CARRIED.

RESOLUTIONS AMENDMENT O

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

Group G: Decision-Making and Participation

II.63 School Discipline

1. The Oregon Education Association believes that education employees must have the right to formulate and implement reasonable disciplinary procedures to create an environment conducive to learning. School boards in conjunction with local affiliates should develop policies and standards that provide the necessary support to education employees for the maintenance of a positive school environment. Such policies should include the right of an education employee to remove a disruptive student exhibiting disruptive behavior from the classroom. The OEA further believes that disruptive students should be provided an alternate environment with a licensed staff member for the purpose of de-escalation and problem solving.

2. Education employees should be trained in safely managing supporting disruptive students exhibiting disruptive behaviors. An education employee has the right to protect self and others from physical harm and sexual assault or harassment.

3. The Association believes that corporal punishment should not be used as a means of disciplining students. (1976, 89, 95, 97, 2003, 06, 08, 17)

Motion to approve Resolutions Amendment O CARRIED.

RESOLUTIONS AMENDMENT P

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

IV.5 Cultural Diversity

The Oregon Education Association believes that a diverse society enriches all individuals. Similarities and differences of race, ethnicity, color, national origin, sexual orientation, gender identity, language, geographic location, religion, ability, size, occupation, and marital, parental, or economic status form the fabric of society and should be reflected in the staffs of our schools and workplaces.

The Association further believes in the importance of recognizing the roles, contributions, cultures, and history of these diverse groups and individuals.

The Association believes that its affiliates and members should support programs and observances that include cultural and heritage celebrations and/or history months. (2006, 09, 16)

Motion to approve Resolutions Amendment P CARRIED.

RESOLUTIONS AMENDMENT Q

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

NEW IV.35 Community College Pay Equity

The Oregon Education Association supports pay equity for full-time and part-time faculty and full-time and part-time staff in community colleges. Equal work should result in equal pay and benefits.

Motion to approve Resolutions Amendment Q CARRIED.

RESOLUTIONS AMENDMENT R

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

IV.49 Retirement Planning

The Oregon Education Association believes its members should seek ongoing financial benefit counseling in the early years of service teaching for retirement. The Association believes its affiliates should bargain contract provisions which would provide paid leave opportunities for such counseling during the year prior to the retirement.

The Association further believes that members would benefit from pre-retirement non-financial counseling that deals with the transition from active work and association membership to retired status and retired membership. (1986, 89, 97, 2008, 17)

Motion to approve Resolutions Amendment R CARRIED.

RESOLUTIONS AMENDMENT S

V. HELP MEMBERS ACHIEVE PROFESSIONAL EXCELLENCE AND MEET THE DEMANDS AND STRESSES OF THEIR JOBS

V.7 Licensed Educator Training

The Oregon Education Association believes that teacher preparation programs must:

a. involve teachers and students in design, implementation, changes, evaluation and improvement of the standards for teacher preparation and licensure.

b. include pre-professional practicum experience as an essential phase of teacher preparation. The responsibility for the practicum...
experience must be shared by the public schools, the institutions that prepare teachers, and professional associations.

c. include an actual work experience in public schools prior to completion of their education program including exposure to or experience with special education programs, individual education plans (IEPs), individual family support plans (IFSPs), 504 plans, accommodations, and modification of curriculum. (2017)

d. include training in the dynamics of inter-group communication and human relations as a requirement for licensure and in professional development workshops in these areas for experienced teachers and administrators.

e. use teachers currently employed in elementary and secondary schools to augment the instruction of methods courses by the college or university staff.

f. take steps to improve the selection of persons entering teacher preparation programs through more effective screening of applicants and conduct outreach to underrepresented groups.

g. offer guidance to teacher preparation institutions to prepare teachers in numbers consistent with projected need for teacher positions

h. require for first licensure that all students pass a course or workshop instructing them in their legal rights and responsibilities as teachers and in interpreting teacher contracts. United Education Profession (UEP) approved personnel should instruct these courses/workshops. (1974, 89, 97. 2006, 09)

i. include sensitivity and awareness training for school employees in the area of child abuse. This training should be provided by local school districts and be current with state and federal laws regarding the rights and responsibilities of school employees, children, and adults/parents.

School employees are encouraged to increase student awareness and understanding of child abuse. (1982, 89, 91, 97, 2004, 09, 17)

j. include personal interaction and involvement and not be exclusively replaced with on-line and long-distance training. (2009)

k. include a broad range of diversity, equity and inclusion training for school employees that includes awareness of implicit bias and institutional racism. (2013)

l. include training around differentiated, culturally responsive and trauma informed strategies for supporting students, behavior management. (2017)

m. include a basic knowledge of a Functional Behavioral Assessment (FBA) and a Behavior Support Plan (BSP) (2017)

Motion to approve Resolutions Amendment S CARRIED.

RESOLUTIONS AMENDMENT T

V. HELP MEMBERS ACHIEVE PROFESSIONAL EXCELLENCE AND MEET THE DEMANDS AND STRESSES OF THEIR JOBS

V.9 Education Support Professionals Training

The Oregon Education Association believes that education support professionals must:

a. have appropriate training, experience and, where appropriate, a license/certificate in order to obtain employment in Oregon public schools;

b. as a part of on-the-job training provided by the school district have training in:

1) the dynamics of inter-group communication and human relations;

2) the treatment of children in a nurturing and positive way;

3) sensitivity and awareness in the area of child abuse and what to do when child abuse/neglect is suspected;

4) legal rights and responsibilities as a school employee;

5) the appropriate role of the contract, grievance procedures, and the Association in representing employees. (2009)

6) differentiated, culturally responsive and trauma informed strategies for supporting students.

Motion to approve Resolutions Amendment T CARRIED.

RESOLUTIONS AMENDMENT U

VI. HELP MEMBERS ACHIEVE PROFESSIONAL EXCELLENCE AND MEET THE DEMANDS AND STRESSES OF THEIR JOBS

V.12 Teacher Professional Licenses

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

The Association believes it is not the role of the TSPC to test teachers or applicants for licensure. The Association also believes that licensing should not be based on student outcomes.
The Association further believes that the TSPC should not be a judicial body. The Association opposes any action by the TSPC that would discredit or cause loss of credential to any teacher accused in an ethics or morals case but who has been acquitted by a court of law.

The Oregon Education Association believes that haste in making license rule changes is detrimental to the profession. The Association believes that the time line for license rule changes should not be less than two years and that at least two separate hearings be held with adequate notification to the entire education community so interested members can attend. Teacher Standards and Practices Commission staff proposals must reflect the testimony and findings of the hearings. The Association further believes that all TSPC rule changes must go through three readings and publication before final adoption. (1982, 89, 95, 97, 2009, 11)

Motion to approve Resolutions Amendment U CARRIED.

RESOLUTIONS AMENDMENT V

V. HELP MEMBERS ACHIEVE PROFESSIONAL EXCELLENCE AND MEET THE DEMANDS AND STRESSES OF THEIR JOBS

V.30 School Psychologists

The Oregon Education Association believes that school psychological services are an integral part of the educational process. The full range of school psychological services should be available to all students and provided by licensed school psychologists. Further, the Association endorses a school psychologist-to-student student-to-school psychologist ratio of no greater than 500:1 as recommended by the National Association of School Psychologists. (1992, 97)

Ray Johnson, OEA-Retired, moved and Mark Atkinson, SKEA, seconded to strike school psychologist-to-student and replace with student-to-school psychologist. CARRIED.

Motion to approve Resolution Amendment X as amended CARRIED.

RESOLUTIONS AMENDMENT Y

V. HELP MEMBERS ACHIEVE PROFESSIONAL EXCELLENCE AND MEET THE DEMANDS AND STRESSES OF THEIR JOBS

V.31 School Social Workers

The Oregon Education Association believes that social work services in schools are an integral part of the total school program and the educational process. The full range of social work services in schools should be available to all students and provided by professional social workers. Further, the Association endorses a school social worker-to-student student-to-social worker ratio of no greater than 400:1 as recommended

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The Oregon Education Association believes that students should be taught to respect for the varied cultures in the United States.

The Oregon Education Association endorses NEA FCAPE, the NEA Fund for Children and Public Education, and believes school PACs (where applicable) and believes school employees and friends of education should support them through individual involvement and support contributions. (1974, 89, 91, 97)

The Oregon Education Association believes that multicultural, global, and other ethnic group references as school mascots or symbols should be preserved, protected, and prioritized. (1989, 94, 96, 97, 2004, 07, 08, 10)

The Association supports the elimination of the use of American Indian/Alaska Native/Pacific Island, Chicano, and other ethnic symbols. (1989, 94, 96, 97, 2004, 07, 08, 10)

Therefore, the Association believes that curricular materials, activities, and public events should deal with dignity and respect. The Association supports the elimination of all such references as school mascots or symbols. (1989, 94, 96, 97, 2004, 07, 08, 10)
and adequate funding that supports corporate tax transparency including complete reporting.
Hyung Nam, PAT, moved and Gwen Sullivan, PAT, seconded to amend by replacement.

Debate ensued.
Motion to amend Legislative Objectives Amendment 2 CARRIED.
Motion to approve Legislative Objectives Amendment 2 as amended CARRIED.
Laura Scrugges, Springfield EA, moved and Hillary Galloway, Springfield EA, seconded to reconsider Legislative Objective Amendment 1. CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT 1
I move that OEA will lobby to address the PERS "unfunded liability" by extending the current repayment plan further into the future, coupled with a dedicated progressive tax such as a 'millionaires' tax.'
Without objection Legislative Objectives Amendment 1 withdrawn by the maker.

LEGISLATIVE OBJECTIVES AMENDMENT 3
I move that OEA make it a priority to actively support reform for complete corporate income reporting to increase revenue and fight corporate power and inequality
Without objection Legislative Objectives Amendment 3 withdrawn by the maker.

LEGISLATIVE OBJECTIVES AMENDMENT 4
I move that the OEA will explore and advocate for ways to take away the legislature's option not to fund schools at the level recommended by the QEM OEA explores and advocates for a legislative fix to the constitutional amendment calling for adequate and equitable funding for public education.
Without objection the maker amended by replacement. Discussion ensued.
Legislative Objectives Amendment 4 as amended CARRIED.

LEGISLATIVE OBJECTIVES AMENDMENT 5
That TSPC support educator candidate licensure that is free from cultural, linguistic, and socio-economic bias.
Starting with eliminating any licensure requirement that inappropriately or unfairly assesses/judges teacher candidates; especially those who are placed in non-traditional classroom/settings.
Christa Schmeder, Corvallis EA, moved and Gwen Sullivan, PAT, seconded, to amend by deleting “modifying” and adding or any licensure requirement that inappropriately or unfairly assesses/judges teacher candidates that are placed in non-traditional classroom/settings. CARRIED.
Motion to approve Legislative Object 5 as amended CARRIED.
Steve Anderson, Hermiston AT, Doris Jared, moved to reconsider Leg Obj 5.
Voice vote unclear, asked to vote again. Voice vote still unclear; cards were used.
Motion to reconsider Leg Obj Amendment 5 CARRIED.
Debate ensued.
Per Robert’s Rules the assembly stood at ease for two minutes.
Kelsy Dunlap, SKEA, moved and Laura Scrugges, Springfield EA, seconded to amend to place a semicolon after “candidates” and add “especially those” to read “judges teacher candidates; especially those who are placed.”
Debate ensued.
Motion to amend Legislative Objective 5 CARRIED.
Motion to approve Legislative Objective 5 as amended CARRIED.
On behalf of the Committee David Morrocco moved to approve the proposed 2020 Legislative Program as amended CARRIED.

EXECUTIVE DIRECTOR’S REPORT
Jim Fotter, Executive Director, presented his report to the delegation.
President C. John Larson returned to the podium.
OEA-PAC and NEA-PAC Presentation
Rebecca Levison, OEA-PAC Chair, and Elizabeth Nahl, NEA-PAC Co-Chair, addressed the delegation.
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.

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 II. FAIR SHARE FEE PAYERS
Fair share (agency shop) fee payers shall be accorded the rights and privileges as required by law and determined by the OEA Board of Directors.
There shall be no fair-share fee payers in OEA bargaining units.
Motion to approve Bylaws Amendment A CARRIED.

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## BYLAWS AMENDMENT B

### ARTICLE I. MEMBERSHIP AND DUES

#### Section 4. Community Ally

E. Community Ally membership does not include:

1. **Rights or privileges not specifically granted by the OEA Board of Directors.**

   (NEW) Section 8. Reserve Members

   Reserve membership is open to: 1) a part-time/adjunct community college faculty/tutor who has not worked in qualifying employment for a period of at least seven months; or 2) a member whose employment in qualifying employment has ended by termination or resignation and is receiving or entitled to receive assistance through the OEA Legal Defense Program.

   Reserve membership does not include the right to vote or to hold elective or appointive office. Reserve Members will not be included in the yearly January 15 count for representation or election purposes, or for the purpose of determining weighted voting at the OEA Board of Directors. Reserve Members must pay full yearly OEA assessments and required NEA dues.

#### Section 8. Membership Year

#### Section 9, 10. Expulsion and Reinstatement of Members and Adherence to the Code of Ethics

#### Section 11. Cessation of Property Interest

#### Section 12. Special Assessments

Motion to approve Bylaws Amendment B CARRIED.

## BYLAWS AMENDMENT C

### ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

#### Section 1. Notification

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 Ethnic Minority OEA Director 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.

#### Section 4. Elections

2) During the annual meeting, the OEA Representative Assembly shall elect by secret ballot the Ethnic Minority Director 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.

### Section 5. Vacancies

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

5) When a vacancy is declared in the position of Ethnic Minority Director 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.

### ARTICLE VIII. OEA BOARD OF DIRECTORS

#### Section 1.

A. The Board of Directors shall consist of the President, Vice President, Regional Vice Presidents (3), state-elected NEA Directors (3), Ethnic Minority Director Racial Equity 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.

Motion to approve Bylaws Amendment C CARRIED.

## BYLAWS AMENDMENT D

### ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

#### Section 3. Election Districts and Regions

The election districts and regions are outlined in OEA Policy 2550.

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., 1,999 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 director 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, etc.). 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:

<table>
<thead>
<tr>
<th>District</th>
<th>Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>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</td>
</tr>
<tr>
<td>#2</td>
<td>Banks, Forest Grove, Gaston, and Hillsboro</td>
</tr>
<tr>
<td>#3</td>
<td>Salem Keizer</td>
</tr>
<tr>
<td>#4</td>
<td>Bethel ACE, Creswell, Crow-Applegate-Lorane, Fern Ridge, Junction City, Junction City ACE, Lane County ESD, Lowell, Marcela, McKenzie, Oakridge, Pleasant Hill, South Lane, Springfield and Triangle Lake</td>
</tr>
<tr>
<td>#5</td>
<td>Eugene</td>
</tr>
<tr>
<td>#6</td>
<td>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</td>
</tr>
<tr>
<td>#7</td>
<td>Bend, Black Butte (NCBL), Burns-Hines, Crane TA, Creek County, Culver, Dayville (NCBL), Frenchglen (NCBL), High Desert, Madras (Includes Jefferson Co. ESD), Mitchell, Mitchell ACE (NCBL), Redmond and Sisters</td>
</tr>
<tr>
<td>#8</td>
<td>Adrian (NCBL), Annex, Baker, Cove, Elgin, Enterprise, Imbler, John Day, Joseph, La Grande, Long Creek, Long Creek ACE (NCBL), Monument, Monument ESP, North Powder, Nyssa, Ontario, Pine Eagle, Prairie City, Union, Vale and Wallowa</td>
</tr>
<tr>
<td>#9</td>
<td>Canby, Colton, Colton ACE, Estacada, Molalla River, Oregon City, and West Linn</td>
</tr>
<tr>
<td>#10</td>
<td>Portland Association of Teachers</td>
</tr>
<tr>
<td>#11</td>
<td>Alsea TA, Central, Corvallis, Dallas, Falls City, Lincoln County, Monroe TA, Perrydale TA, Philomath</td>
</tr>
<tr>
<td>#12</td>
<td>Arlington, Athena-Weston TA, Condon, Echo, Fossil ACT, Helix AE, Helix ACE (NCBL), Hermiston AT, Intermountain</td>
</tr>
<tr>
<td>#13</td>
<td>Astoria, Clatskanie, Jewell, Knappa</td>
</tr>
<tr>
<td>#14</td>
<td>Estacada, Molalla River, Oregon City, and West Linn</td>
</tr>
<tr>
<td>#15</td>
<td>Portland Association of Teachers</td>
</tr>
<tr>
<td>#16</td>
<td>Alsea TA, Central, Corvallis, Dallas, Falls City, Lincoln County, Monroe TA, Perrydale TA, Philomath</td>
</tr>
<tr>
<td>#17</td>
<td>Arlington, Athena-Weston TA, Condon, Echo, Fossil ACT, Helix AE, Helix ACE (NCBL), Hermiston AT, Intermountain</td>
</tr>
<tr>
<td>#18</td>
<td>Columbia Gorge ESD, District 21, Hood River, Mosier TA, Multnomah ESD, North Wasco ESP, South Wasco and South Wasco ACE, Willamina, Woodburn and Yamhill-Car凭证 (NCBL)</td>
</tr>
<tr>
<td>#19</td>
<td>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</td>
</tr>
<tr>
<td>#20</td>
<td>Clackamas ESD, Clackamas ESD ESPA, David Douglas, Gladstone TA, North Clackamas, and Wy'East</td>
</tr>
<tr>
<td>#21</td>
<td>Camas Valley TA, Days Creek, Days Creek ACE, Elkton, Glendale, Glide, North Douglas, Oakland TA, Oakland ACE, Riddle, Riddle ACE, Roseburg, South Umpqua, Sutherlin, Winston-Dillard, Yonezla and Yonezla ACE</td>
</tr>
<tr>
<td>#22</td>
<td>Association of Salem Keizer ESP</td>
</tr>
<tr>
<td>#23</td>
<td>Lake Oswego, McNinnville, Newberg, Riverdale TA, Sherwood and Tidewater-Tualatin</td>
</tr>
<tr>
<td>#24</td>
<td>OEA Retired</td>
</tr>
<tr>
<td>#25</td>
<td>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 ACE, Mt. Hood CC FA, Mt. Hood CC PT FA, Rogue</td>
</tr>
<tr>
<td>#26</td>
<td>CC, Treasure Valley, Umpqua CC FA, Umpqua CC PT, and ACE of Umpqua CC</td>
</tr>
<tr>
<td>#27</td>
<td>B, Regional Vice Presidents and NEA Representative Assembly State Delegate Regions. 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.</td>
</tr>
</tbody>
</table>
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.

Motion to approve Bylaws Amendment D CARRIED.

BYLAWS AMENDMENT E

ARTICLE VI. ELECTED OFFICERS

Section 1.

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 years, or until a successor is inducted into office. A President may be elected to a maximum of one two additional term(s).

C. The term of office of the Vice President shall be two 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 two additional term(s).

D. The term of office of each Regional Vice President shall be for two 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 two additional term(s).

Motion to approve Bylaws Amendment E

Debate ensued.

Niels Pasternak, Lane County EA, moved and Steve Anderson, Hermiston AT, seconded to close debate.

Motion to approve Bylaws Amendment E

Voice vote unclear; division called.

256 for, 197 against; did not meet two-thirds vote required to pass (302).

Motion to approve Bylaws Amendment E 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

3400

I. ACHIEVEMENT OF ORGANIZATIONAL EXCELLENCE

A. Membership, Dues, and Contributions, and Fair Share Payments (OEA Bylaws, Articles I and II)

5. The fair share amount to be paid by nonmembers who are employed by a district or college less than full-time shall be determined in the same manner as for part-time OEA members.

B. Local Association Requirements (OEA Bylaws, Article XVI, Section 1)

13. Local associations shall transmit all NEA/OEA dues on hand, including fair share payments, on a regular basis to be determined by the OEA Board of Directors.

C. Association Services

3. Fair Share services (OEA Bylaws, Article II)

Fair share (agency shop) fee payers shall be accorded the rights and privileges as required by law and determined by the OEA Board of Directors.

I. Fair Share Agreements

A fair share agreement or in lieu of dues payment bargained locally (in negotiations) should include total local, OEA and NEA professional dues. There shall be no fair-share fee-payers in OEA bargaining units.

6000—FAIR SHARE

PREAMBLE

In accordance with legal requirements regarding the rights of persons who are required by contract to pay money to or join the Oregon Education Association and any of its affiliates (herein referred to as the OEA), the OEA Board of Directors adopts the following fair share procedure.

I. DEFINITIONS

A. “Affiliate” means any local affiliate of the OEA.

B. “Days” means calendar days.

C. “Board of Directors” means the Board of Directors of the OEA.

D. “Executive Director” means the Executive Director of the OEA or his/her designee.

E. “Fiscal year” means September 1 through the following August 31.

F. “OEA dues” means the dues and assessments for the fiscal year in question.

G. “Nonmember” means a nonmember of the OEA who is required to pay a “fair share” fee to the OEA.

H. “Chargeable expenses” are expenditures that are germane to collective bargaining or contract administration, including but not limited to: contract negotiation and grievance processing costs, training

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and professional development, internal organizing, visits to school buildings for purposes related to collective bargaining, contract enforcement, investigation of working conditions, etc., litigation related to or concerning represented employees, social and recreational activities to promote bargaining unit solidarity, unit member education, etc.

I—“Non-chargeable expenses” are expenditures that are not germane to collective bargaining or contract administration, including but not limited to: the administration of and contributions to political action committees, supporting or contributing to candidates for political office or political organizations, lobbying, electoral and political efforts (except for lobbying directly related to unit member employment), charitable contributions, member only benefits, etc.

II. LEGAL REQUIREMENTS AND REVIEW

This procedure will be implemented in accordance with the provisions of the Public Employee Collective Bargaining Act and binding legal precedent under the PECBA and the United States Constitution regarding union security and fair share, including but not limited to the PECBA and related statutes.

III. CALCULATION OF CHARGEABLE EXPENSES

A. Based on audited financial statements, the OEA will prepare a calculation annually that identifies the percentages of its expenses that are chargeable and non-chargeable.

B. Local affiliates will have the option of preparing their own calculation of chargeable expenses or, if legally permissible, will apply the “local presumption” which presumes that the Local’s percentage of chargeable expenses is at least as great as the OEA’s.

IV. NOTIFICATION OF FAIR SHARE PROCEDURE

A. Notification of the Fair Share Procedure will be sent to all non-members annually. Such notice shall:

1. Explain how the OEA calculated the percentage of non-chargeable expenses and provide access to the relevant financial statements and auditor reports.
2. Explain that non-members have the right to object to the use of their fair-share fees for non-chargeable purposes and describe the procedure for filing an objection to receive a rebate of non-chargeable expenses.
3. Explain that non-members have the right to challenge the OEA’s calculation of the percentage of non-chargeable percentage and describe the procedure for filing a challenge.

7000 - RELIEF FUND POLICY

(OEA Bylaws Article XII)

III. ELIGIBILITY FOR BENEFITS

A. For Receipt of Benefits in All Cases

1. In the event of a school closure other than a strike, money will be distributed only to OEA members and fair share fee payers.

2. Relief Fund benefits are integrated with unemployment compensation the second week of the school closure/lockout. OEA members and fair share fee payers will receive the full benefit for the first week of the closure. The OEA Relief Fund benefit plus the unemployment benefits shall not exceed the weekly take home salary of the employee unless or except for specific circumstances established by the Relief Fund Committee pursuant to OEA Policy 7000.

Motion to approve Policy Amendment A CARRIED.

POLICY AMENDMENT B

2420 – CABINETS, COMMITTEES & TASK FORCES

I. GUIDELINES

K. The Ethnic Minority Affairs Committee on Racial Equity, composed of representatives of each of the ethnic minority groups, shall propose, coordinate, and promote a program of activities to implement the policies of OEA and NEA and provide for continuing minority involvement in the Association.

Motion to approve Policy Amendment B CARRIED.

POLICY AMENDMENT C

2400 - BOARD OF DIRECTORS

THE INDIVIDUAL OEA BOARD DIRECTOR

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

IV. WEIGHTED VOTING RIGHTS OF OFFICERS AND DIRECTORS

B. The number of votes for the OEA President, state Vice President, Regional Vice-Presidents, NEA Directors, Ethnic Minority Director-Racial Equity Director, Education Support Professional Director, Proportional At-Large Directors and District #27 will be the average of district Director votes 1-21, 24, 26, and 30.

Motion to approve Policy Amendment C CARRIED.
POLICY AMENDMENT D

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 not run 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, 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, Davyville (NCBL), Frenchglen (NCBL), High Desert, Madras (Includes Jefferson Co. ESD), Mitchell, Mitchell ACE (NCBL), Redmond and Sisters

District #8 Adrian (NCBL), Annex, Baker, Cave, 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

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 (NCBL), 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, Neha-Kah-Nie TA, Nestucca Area, Northwest, Rainier, Scappoose, Seaside, St. Helens, Tillamook, Vernon and Warrenton

District #14 Centennial, Corbett, Corbett ACE, Gresham-Barlow, Parkrose FA, and Reynolds and Riverdale TA

District #15 Beaverton and Beaverton Subs

District #16 Amity TA, Dayton, Gervais, Sheridan, Silver Falls, St. Paul, State Teachers, United North Marion Educators, Williamette Valley, Willamina, Woodburn and Yamhill-Carlton (NCBL)

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, 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
Motion to approve Policy Amendment E  CARRIED.

POLICY AMENDMENT E

Authorize a one-time transfer of up to $250,000 from the Relief Fund to the Collective Bargaining Fund to support statewide organizing.

Motion to approve Policy Amendment E  CARRIED.

NEW BUSINESS ITEMS (continued)

2019 OEA REPRESENTATIVE ASSEMBLY

13. Heather Rutkowski, Salem-Keizer EA, moved and Rebekah Engle, Salem-Keizer EA, seconded that the OEA Board or a committee will investigate and screen sex education standards and curriculum with a focus on LGBTQ+ students and students who have experienced trauma, to find a comprehensive curriculum that includes consent; body autonomy; physical, mental, and emotional healthy; safety, including disease prevention and transmission; pregnancy and family planning, and gender and sexuality. Next, the OEA should investigate funding opportunities to provide educator training (if not included w/ curriculum).

New Business Item 13 withdrawn by the maker.

14. Angela Adzima, Hillsboro EA, moved and Lindsay Ray, Beaverton EA, seconded that OEA study and make recommendations for action steps, trainings, and other avenues to resolve issues facing our transgender, non-binary and questioning students and members.

Motion to approve New Business Item 14  CARRIED.

15. Ashley Hawkins, Greater Albany EA, moved and Robin Troche, North Clackamas EA, seconded that the Center for Great Public Schools form a task force for the purpose of: Developing recommended standards for dual language immersion curriculum; evaluate district adopted curricula against recommended standards in order to make recommendations to the 2020 Representative Assembly of quality curricula; and create standards of performance evaluation for dual language immersion instructors; identify best practice standards for dual language immersion curriculum and to identify standards of performance evaluation for dual language immersion educators in order to make recommendations to the Oregon Department of Education.

Motion amended by the maker.

Debate ensued.

Jeremy Taylor, Rogue CC EA, moved and Adrienne Mitchell, Lane CC EA, seconded to close debate.  CARRIED.

Motion to approve New Business Item 15 as amended  FAILED.

Division called.

Voice vote unclear; cards were used; vote still unclear; cards counted.

Motion to approve New Business Item 15 as amended  CARRIED (218 in favor, 163 against).

16. Christa Schmider, Corvallis EA, moved and Stephanie Villarreal, Corvallis EA, seconded that OEA*'s encourages the practice of including a person’s gender pronouns on printed documents that identify members represent our core values of identity inclusivity by normalizing the recognition of gender pronouns on badges, name tags, office signage and other delegate documents. The OEA will encourage members will to identify their gender pronouns when they are introducing
themselves on the floor of RA, in recognition of our core values of identity inclusivity.

Motion amended by the maker.

Debate ensued.

Lindsey Roundy, Greater Albany EA, moved and Rachelle Bell, Greater Albany EA, seconded to close debate. CARRIED.

Motion to approve New Business Item 16 as amended by the maker CARRIED.

Division called; cards were used. Vote still unclear; cards counted.

Motion to approve New Business Item 16 as amended. CARRIED (243 in favor, 128 against).

17. Rachel Hanes, Portland AT, moved and Mary Watkins, Portland AT, seconded that OEA will partner with rank and file members and utilize the expertise of Oregon Center for Public Policy (OCPP) and Tax Fairness Oregon to educate members about corporations and top earners. An emphasis will be on tax evasions and loopholes, profits, income inequality, progressive versus regressive taxes, and the history of tax rates and how it affects funding for social services and the quality of life for Oregonians. Education will include written materials distributed to every local so all members have access to the information, online resources and holding support workshops at local UniServs and union halls, at least three to four regional symposiums on the subject in different parts of the State.

Motion amended by the maker.

Debate ensued.

Motion to approve New Business Item 17 as amended CARRIED.

18. Stephen Siegel, Reynolds EA, moved and Zachary Melzer, Parkrose FA, seconded that OEA will end the practice of partnering with corporations who engage in the following behaviors: that OEA will not explicitly promote, or partner on legislation and revenue policies, with corporations who engage in the following behaviors: 1) dodging taxes, hiding profits in overseas tax havens; 2) relying on “sweat shops” or factories in other countries that mistreat or abuse its workers; 3) union busting anti-worker practices; 4) spending large amounts of money lobbying for policies and laws that hurt our students and communities or funding media campaigns that support ballot initiative positions that hurt our students and communities.

Motion amended by the maker.

Debate ensued.

Kelsy Dunlap, SKEA, moved and Phillip Clark, SKEA, seconded to close debate. CARRIED.

Motion to approve New Business Item 18 as amended FAILED.

19. Jacque Dixon, Portland AT, moved and Evan Selby, Reynolds EA, seconded that OEA instruct the bylaws and policies committee working with Center for Great Public Schools explore options for engaging student voice by establishing a high school student program.

Motion to approve New Business Item 19 CARRIED.

20. Katie Lukins, Beaverton EA, moved and Jessica McBride, Beaverton EA, seconded that OEA investigate the TAG testing procedures across the state, specifically with ELD ELL students and students of color, across the state and report out and make recommendations, that are equitable for all students.

Motion amended by the maker.

Debate ensued.

Erika Breton, Woodburn EA, moved and Erika Abraham, Woodburn EA seconded to amend by substitution to strike ELC and replace with ELL.

Motion to close debate. CARRIED.

Motion to amend CARRIED.

Mark Nevala, Klamath County EA, moved and Crystal Hanseth, Klamath County ACE, seconded to close debate. CARRIED.

Motion to approve New Business Item 20 as amended CARRIED.

21. Andrea Anderson, North Clackamas EA, moved and Doug Bridge, North Clackamas EA, seconded that OEA Special Education Committee explore and subsequently advocate for including class size data in the referral process for special education.

Motion amended by the maker.

Debate ensued.

Motion to approve New Business Item 21 as amended.

Voice vote unclear; cards were used.

Motion to approve New Business Item 21 as amended CARRIED.

22. Imelda Cortez, Eugene EA, moved and Alejandra Barragan, Reynolds EA, seconded that OEA provide translations of OEA Reports, press releases, videos, social media posts, website and other documents that impact the communities we serve. OEA will reach out to media that supports speakers of language other than English. OEA
will provide these translations in a timely manner to be reviewed by the Racial Equity Committee and OEA Board.

Debate ensued.

Matthew Reed, ASK ESP, moved and DayLee Latham, Hermiston AT, seconded to suspend the rules to have two speakers for and two speakers against on each NBI. **CARRIED.**

Division called.

Motion to suspend **CARRIED** (261 for, 115 against; 251 needed to pass).

Debate ensued.

Steve Anderson, Hermiston AT, moved and Delfino Osorio, Hermiston AT, seconded to suspend the rules to limit questions to two. **FAILED.**

Debate ensued.

Jeremy Taylor, Rogue CC EA, moved and Adrienne Mitchell, Lane CC EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 22.

Voice vote unclear; cards were used.

Motion to approve New Business Item 22 **CARRIED** (179 in favor, 177 against).

Roll call vote requested.

Voice vote unclear; Chair asked for cards to be counted. Roll call vote **FAILED** (116 in favor, 233 against).

Debate ensued.

Credentials Committee confirmed quorum.

Stephanie Waritz, Bend EA, moved and Mary Wellington, Bend EA, seconded to suspend the rules and limit questions to four.

Voice vote unclear; division called.

Motion to suspend the rules and limit questions to four **CARRIED** (252 in favor, 119 against).

Sara Schmitt, Beaverton EA, moved and Kristin Fouts, Beaverton EA, seconded to reconsider New Business Item 22.

Debate ensued.

Motion to reconsider **CARRIED.**

Jamie Zartler, Portland AT, moved and Susan Kaller, Portland AT, seconded to refer NBI 22 to a committee of the Board.

Debate ensued.

Motion to refer New Business Item 22 to a committee of the Board **CARRIED.**

23. Imelda Cortez, Eugene EA, moved and Jennifer Scurlock, Eugene EA, seconded that OEA support and endorse HB2015 which eliminates the requirement that person provide proof of legal presence before Department of Transportation issues non-commercial drivers licenses, non-commercial driver permit or identification cards and that we support and endorse the entire Fair Shot for All agenda.

Debate ensued.

Motion to approve New Business Item 23. **CARRIED.**

24. Kori Kunz, Eugene EA, moved and Imelda Cortez, Eugene EA, seconded that the Center for Great Public Schools launch a public information campaign to inform people of the loss of teacher librarians, the effect of their loss on our students, and the need for teacher librarians in our schools.

OEAs use existing communication channels including OEA magazine, social media, press releases, lobbying efforts, etc. to educate people on the loss of, importance of, and need to restore teacher librarians at our schools.

Motion amended by the maker.

Debate ensued.

Motion to approve New Business Item 24 **CARRIED.**

25. Wendy Miller, Oregon City EA, moved and Regina Norris, Gresham-Barlow EA, seconded the formation of a political strategy team for public education. This team would be made up of representatives from PreK, K–2, 3–5, 6–8, 9–12, CC, college/university, SpEd, ESP, etc.

We, in public education, continue to go on the defensive and are not strategic enough about understanding the intentional attack on Pub Ed that we engage in a public relations campaign using primarily social media, that focuses on preemptive and timely messaging to the general public about those attacking public education (such as the Koch Brothers), the corporate disinvestment in public education, and the overarching intention to privatize public education.

Motion amended by the maker.

Debate ensued.

Motion to approve New Business Item 25.

Voice vote unclear; cards were used. Vote still unclear; cards counted.

Motion to approve New Business Item 25 as amended **CARRIED** (178 in favor, 151 against).

26. Thuynga Thi Barr, Roseburg EA, moved and Zoé Diacou, Salem-Keizer EA, seconded that OEA update current language throughout all OEA documents to recognize institutional racism in education – the subtle but entrenched policies &
practices within schools that have a disproportionately negative impact on students and staff of color. And I further move that OEA committees coordinate with the EMAC and HCRC to update current language.

Debate ensued.

Motion to approve New Business Item 26. **CARRIED.**

27. Alisha Chavez, Portland AT, moved and Luke Vieira, Wy’East EA, seconded that OEA will demand that the 2020 legislature add an additional $2 billion in revenue-raising measures above what is called for in the Student Success Act, to be used for pre-K through post-high school public education.

Debate ensued.

Motion to approve New Business Item 27. Voice vote unclear; Chair asked for a second voice vote. **FAILED.**

Division called.

Motion to approve New Business Item 27 **CARRIED** (180 in favor, 148 against).

28. Jeffrey Fuller, Reynolds EA, moved and Zachary Melzer, Parkrose FA, seconded that OEA will demand that the Legislature remove any PERS cuts from the 2019 legislative agenda (proposed by Governor Brown) and seek concrete assurances before ending the walk out that the legislature will not be proposing cuts to PERS.

OEA will demand that the legislature remove any PERS cuts from the 2019 legislative agenda (proposed by Governor Brown) and seek concrete assurances before calling for an end to May 8 actions that the legislature will not be proposing cuts to PERS.

Motion amended by the maker.

Adolfo Garza, Portland AT, moved and Tammy Sykes, Reynolds EA, seconded, to refer all remaining New Business Items to the appropriate committees.

Debate ensued.

Motion to refer all remaining New Business Items to the appropriate committees **FAILED.**

Debate ensued.

Motion to approve New Business Item 28 as amended **FAILED.**

Kenneth Roundy, Greater Albany ACE, moved and Apolo Curiel, Greater Albany EA, seconded to suspend the standing rules and refer all remaining NBIs to the appropriate committee if quorum is lost.

Motion to suspend the standing rules ruled out of order.

Bonnie Hamann, Hermiston AT, moved and Josh McGraw, Pendleton AT, seconded to reconsider New Business Item 27.

Debate ensued.

Delegates counted in order to ensure a quorum.

Motion to reconsider **FAILED** (125 in favor, 221 against).

Shawn Swanson, Portland AT, moved and Jacque Dixon, Portland AT, seconded that we keep a running count of delegates and move all remaining NBIs to committee when we are five members above quorum.

Voice vote unclear; votes counted.

Motion to keep a running count of delegates **FAILED** (189 in favor, 139 against; 219 needed to pass).

29. Hyung Nam, Portland AT, moved and Mary Watkins, Portland AT, seconded that OEA make it a priority to actively support the Mortgage Interest Deduction Reform, HB3340.

Debate ensued.

David Morrocco, Roseburg EA, moved and Beth Yarbrough, Sutherlin EA seconded to suspend the standing rules to reconsider all previously considered New Business Items that have not already been considered. **FAILED.**

Debate ensued.

Motion to approve New Business Item 29 **FAILED.**

Adolfo Garza, Portland AT, moved and Tammy Sykes, Reynolds EA, seconded to refer all New Business Items submitted by Adolfo Garza to the appropriate committee (New Business Items 37, 38, 47 and 48.) **CARRIED.**

30. Alisha Chaves, Portland AT, moved and Jeffrey Fuller, Reynolds EA, seconded that OEA will demand that the 2019 legislature add an additional $2 billion in revenue-raising measures above what is called for in the Students Success Act, to be used for pre-K through post-high school public education.

New Business Item 30 **withdrawn.**

31. Chris Buehler, Portland AT, moved and Jeff Kipilman, Portland AT, seconded that OEA will demand that the 2020 legislature rely on progressive taxes for additional revenue raised for public education and other public services advocate for the most progressive structure to raise additional revenue for public education and other public services.

Motion amended by the maker.

Debate ensued.
Motion to approve New Business Item 31 as amended.

Votes counted.

Motion to approve New Business Item 31 as amended CARRIED (201 in favor, 125 against).

32. Chris Buehler, Portland AT, moved and Jody Folkedahl Eppolito, Parkrose FA, seconded that OEA will demand that the 2019 legislature rely on progressive taxes to fund the Student Success Act and for additional raised for public education and other public services.

New Business Item 32 withdrawn.

Tom Kane, Portland AT, moved and Joe Rowe, Portland AT, seconded to refer New Business items 33 and 34 to the appropriate committee. CARRIED.

33. Tom Kane, Portland AT, moved and Elizabeth Thiel, Portland AT, seconded that OEA support a state constitutional amendment to limit campaign contributions.

New Business Item 33 referred to committee.

34. Tom Kane, Portland AT, moved and Joe Rowe, Portland AT, seconded that OEA lobby Oregon Legislature to pass a resolution supporting the “Green New Deal”.

New Business Item 34 referred to committee.

35. John Gorman, North Clackamas EA, moved and Lily Wagner, North Clackamas EA, seconded that OEA oppose any Oregon Department of Education requirement that students must pass a single high stakes assessment in order to exit English Language Development Services, without the option for an educational portfolio review as an alternative for exit. The OEA will investigate the cause for the sudden exclusion for the exit portfolio option and demand that the state work towards re-instituting alternative options for ELD program exit.

Debate ensued.

Motion to approve New Business Item 35 CARRIED.

36. Tammy Sykes, Reynolds EA, moved and Evan Morgan, Reynolds EA, seconded that OEA assign appropriate staff from the Center for Great Public Schools to reach out to organizations that have demonstrated expertise in eliminating disproportionate discipline in community organizations that represent those students most affected by the circumstances that create trauma in children. OEA will work with these organizations as we create action plans from the Disrupted Learning Report.

Debate ensued.

Motion to approve New Business Item 36.

Voice vote unclear; Chair asked votes to be counted.

Motion to approve New Business item 36 CARRIED (196 in favor, 111 against).


New Business Item 37 referred to committee.

38. Adolfo Garza, Portland AT, moved and Paula DePass-Dennis, Portland AT, seconded that OEA advocate for and work with NEA to find funding to support and cover the B Aspiring Educators of Color currently in the Portland Teachers Program, who have suddenly lost half of their last year of graduate school funding of 15k each. This will be the last year they need to apply for a license and become teachers in Portland Public Schools or elsewhere in Oregon.

New Business Item 38 referred to committee.

39. Megan Christopher, Oregon City EA, moved and Brenda Roland, Oregon City EA, seconded that OEA continue to endorse and advocate on behalf of the Fair Shot Coalition Agenda.

New Business Item 39 withdrawn.

40. Robin Troche, North Clackamas EA, moved and Enrique Farrera, Clackamas CC ACE, seconded that the Union School gather, inventory, and review the bylaws and policies of the Oregon Education Association’s local affiliates for alignment with OEA’s including the elimination of outdated language, and ensure of sufficient fiduciary and ethical oversight of office holders, and prepare recommendations for the 2020 Representative Assembly to guide local affiliates seeking to better align with the mission, vision and core values of NEA and OEA from all local OEA affiliates’ bylaws and policies, and develop model language to improve alignment with OEA’s guiding documents, including elimination of outdated language and ensure of sufficient fiduciary and ethical oversight of local office holders to better align with the mission, vision and core values of NEA and OEA.

Motion amended by the maker.

New Business Item 40 referred to committee.
41. Thuynga Thi Barr, Roseburg EA, moved and Alejandra Barragan, Reynolds EA, seconded that OEA compile a directory of OEA members with experience in translating documents who are native speakers and a directory of translation services who are fluent in languages other than English who could be available to translate OEA reports, press releases, articles and OEA activities on short notice.

Motion amended by the maker.

Alejandra Barragan, Reynolds EA, moved and Imelda Cortez, Eugene EA, seconded to refer New Business Item 41 to the OEA Board of Directors. **CARRIED.**

New Business Item 41 **referred to the OEA Board of Directors.**

42. Niels Pasternak, Lane County EA, moved and Tammie Snyder, McMinnville EA, seconded that OEA stop using single use plastic cups service at OEA RA.

Motion amended by the maker.

Stacey Barber, David Douglas EA, moved and John Gorman, North Clackamas EA, seconded to amend to strike through cups and replace with service. **CARRIED.**

Debate ensued.

Ben Gorman, Central EA, moved and Lindsay Jansen-Hostetler, Greater Albany EA, seconded to refer New Business Item 42 to the OEA Board of Directors.

Debate ensued.

New Business Item 42 **referred to the OEA Board of Directors.**

43. Niels Pasternak, Lane County EA, moved and Tammie Snyder, McMinnville EA, seconded that OEA will gather information from local leaders about district responses to the May 8th walkout and provide a report about the various responses to its members.

Motion amended by the maker.

Motion to approve New Business Item 43 as amended.

Voice vote unclear; cards were used.

Motion to approve New Business Item 43 as amended **CARRIED** (268 in favor, 51 against).

44. Robin Troche, North Clackamas EA, moved and Melinda Ryan, North Clackamas EA, seconded that the Oregon Education Association commit to purchasing ethically and sustainably produced products and services whenever the costs of doing so are within 15% of the alternative options. By intentionally establishing purchasing guidelines reflective of our organizational values, we will support jobs that pay fairly, provide good benefits and respect the right of workers to join a union. The procurement and use of ethical and sustainable products will also ensure that Oregon Education Association minimizes our carbon and waste footprints.

Debate ensued.

Kelvin Calkins, Hood River EA, moved and Charlene Ames, Hood River EA, seconded to refer New Business Item 44 to committee. **CARRIED.**

New Business Item 44 **referred to committee.**

45. John Robinson, Salem-Keizer EA, moved and Jeremy Everitt, Salem-Keizer EA, seconded to work toward re-establishing the State Superintendent of Public Instruction as an elected office in Oregon, that our organization begin the process of abolishing the Teacher Standards and Practices Commission and reorganizing the Oregon Department of Education under the auspices of an elected State Superintendent of Public Instruction. Teacher certification would move to the office of the superintendent of public instruction.

Motion amended by the maker.

John Robinson, Salem-Keizer EA, moved and Gwen Sullivan, Portland AT, seconded to refer New Business Item 45 to committee. **CARRIED.**

New Business Item 45 **referred to committee.**

46. Evan Selby, Reynolds EA, moved and Marlin Nasser-Marsh, Reynolds EA, seconded that OEA work with Reynolds EA and Pueblo Unido to identify Equity Corps Navigators and/or supporters outside of the Portland Metro area to assist in connecting with and providing legal support to immigrant Oregonians in removal proceedings in immigration court.

Evan Selby, Reynolds EA, moved and Evan Morgan, Reynolds EA, seconded to refer New Business Item 46 to the OEA Board. **CARRIED.**

New Business Item 46 **referred to the OEA Board of Directors.**

47. Adolfo Garza, Portland AT, moved and Matt Reed, Portland AT, seconded that OEA write an article and provide resources to help endorse and support the concept of HB3409 which outlines that schools and organizations must implement policies that address the use of derogatory names, profanities or ridicule that occur during extra-curricular activities - including spectators.

Motion amended by the maker.

New Business Item 47 **referred to committee.**

48. Adolfo Garza, Portland AT, moved and Jacque Dixon, Portland AT, seconded that OEA endorse
and support the campaign which is led by Mandy Manning (TOY) to address the issue of children in detention and family separation & prisons for profit here at a local level by writing articles and providing resources to local organizations working on addressing this issue.

New Business Item 48 referred to committee.

End of New Business Items.

**CREDENTIALS REPORT:**

Jo Cooper, Credentials Committee Chair, reported that out of a total 1,150 delegates allocated, 618 delegates were duly certified and seated for the 2019 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 2019 Representative Assembly. CARRIED.

**ETHNIC MINORITY REPRESENTATION REPORT:**

Diane Hicks, South Lane EA and member of the Ethnic Minority Affairs Committee, 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. Association of Reedsport Educators
2. Association of Salem-Keizer ESP
3. Beaverton EA
4. Bethel ACE
5. Clackamas CC ACE
6. Coos Bay EA
7. Corvallis EA
8. Dallas EA
9. David Douglas EA
10. Eagle Point EA
11. Eugene EA
12. Forest Grove EA
13. Greater Albany ACE
14. Greater Albany EA
15. Gresham-Barlow EA
16. Hermiston AT
17. Hillsboro EA
18. Hood River EA
19. Lane County ESD EA
20. Lebanon EA
21. Lebanon ESPA
22. McMinnville EA
23. Medford EA
24. North Clackamas EA
25. Northwest EA
26. OEA-Retired
27. Portland AT
28. Reynolds EA
29. Rogue CC EA
30. Roseburg EA
31. Salem-Keizer EA
32. Silver Falls EA
33. South Lane EA
34. Willamette Valley EA
35. Woodburn EA
36. Wy’East EA

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

Maureen Lundy, Klamath Falls EA, announced candidacy of Cori Swan for Region III Vice President.

Robin Troche, North Clackamas EA, announced candidacy of Lindsay Ray for RI Vice President.

With no other business, the 2019 OEA Representative Assembly was adjourned at 9:20 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 2020 OEA Representative Assembly.

06/03/2019