ACTIONS

OREGON
EDUCATION
ASSOCIATION

2022
REPRESENTATIVE
ASSEMBLY
Board of Directors forwards the Proposed Standing Rules with a Do Pass Recommendation.

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

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

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

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

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

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

Rule 5. Credentials

   a. Delegates participating virtually shall log in using the link provided and their unique delegate ID. Delegates may not share the Representative Assembly link or ID with any other individual. Delegates must display their name to be admitted into the RA.

   b. If attending in person, delegates shall be required to wear the badge issued by the Credentials Committee for admission to the assembly hall.

Rule 6. Language requirements for motions

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

   b. All motions which encumber the Association with expenditures shall include an estimate of the expenditures which shall be provided by maker, revised if needed by the Executive Director or designee, and presented to the delegates. If adopted, Representative Assembly actions which encumber the Association with expenses shall be sent to the OEA Program/Budget Committee to make the appropriate recommended budgetary adjustment to the OEA General Fund. The recommendation will be submitted to the Board of Directors as part of the final budget approval process.
Rule 7. Bylaws/Policies:

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

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

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

Rule 8. Resolutions:

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

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

c. The Resolutions Committee shall present the Resolutions (as changed by the Committee) to the RA and make a motion for approval. Delegates may request to pull individual Resolutions to which changes have been proposed to be considered separately. Resolutions not pulled will be voted on as a block.

d. Debate and secondary amendments will be allowed only on the Resolutions to which changes are proposed by the Committee or by delegates. Any delegate who proposes an amendment to a Resolution by the required deadline, to the Resolutions Committee will be allowed to make a motion on that Resolution on the RA floor.

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

Rule 9. New Business:

- A New Business Item submitted by any delegate on the official form will be distributed by the start of regional Caucuses. All New Business Items must be submitted by 11:59PM, April 23, 2022; amendments may be submitted by the maker no later than April 28, 2022, for update without debate. The New Business item shall also include a statement of rationale and will be identified with the name and board district number of the motion maker.

For the purposes of the 2022 OEA Representative Assembly, no second will be necessary.
The Chair may set aside any NBI that would be impacted by a Bylaws or Policy Amendment that has been duly submitted and not acted on by the RA prior to this time.

A minimum of 90 minutes will be scheduled Saturday morning for discussion and action on New Business Items that have been distributed to the delegation. Process:

- Any member who has an idea for a New Business Item (NBI) may submit it for action at the Representative Assembly (RA).
- Only a delegate, however, may move it on the floor of the RA.
- Before submitting a NBI, the author should check to ensure it is not in conflict with OEA’s guiding documents (Bylaws, Policies, Resolutions).
- Each NBI must be written on the electronic motion form, include the name of the maker and include both the action to be accomplished through the NBI and a rationale. Additionally, the author must also provide a cost estimate.
- The language of the NBI should be clear and focused. It should include the action, the timeline, and specify who will be responsible for completing it.
- Once the NBI is written on the motion form, it should be submitted via electronic means.
- All NBIs will be reviewed by leaders and/or staff; the author will be notified once the review is complete to clarify any points in the NBI, including if the reviewers believe the NBI may be ruled out of order.
- The maker has the opportunity to rewrite the item or withdraw it prior to final submission.
- Concepts for changes to NBIs may be made by any delegate at the NBI hearing or directly to the maker.

Rule 10. Legislative Objectives:

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

b. Delegates may propose additions or changes to the Proposed Legislative Objectives by submitting their changes through the online submission form, to the chairperson of the Legislative Advisory Council no later than the conclusion of the final hearing.

c. A maker of a motion for Legislative Objectives will be allowed to update their motion without debate if that amendment is submitted by the Thursday prior to the Representative Assembly.

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

Rule 11. The following rules shall govern all floor debate:

a. Each speaker shall be limited to 1 minute for discussion on any topic, except that the maker of a motion shall have 2 minutes to present their motion and may not speak again until all others who wish to speak on the same motion have been heard. A delegate wishing to speak shall not proceed until the delegate goes to a microphone, is recognized by the chair, gives their name and name of local, and is directed to proceed.
b. A delegate who has been granted the privilege of the floor may not yield any part of their time to another delegate.

c. Prior to final vote on the motion, the chair of the assembly shall read the full motion under consideration.

d. Votes on motions shall be a predetermined method communicated to the delegates. On the request of any delegate, however, a standing division of the Assembly shall be taken. Any delegate may call for a roll call vote, provided that when this request is put to the Assembly, the request is supported by one-third of the delegates present. The roll call shall be by Board District, with the individual delegate votes counted and reported by the Board Director or designee. Voting by electronic means will be considered a roll call vote.

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

f. For the purposes of the 2022 RA, only amendments and amendments to amendments will be allowed.

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

h. OEA Board Directors shall be Ex-Officio members of the Representative Assembly without voting rights unless they are also duly elected delegates; Directors have all other privileges of the Assembly including the rights to make motions, second motions, and take part in floor debate.

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

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

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

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

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

j. A delegate who is unable to speak to the Assembly due to a disability may have someone speak for them.

Rule 12. Candidate election procedures:

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

b. For each office the president or their designee will announce the names of members who have been duly nominated as candidates and will allow additional candidates to be nominated from the floor. No nominating speeches or statements will be allowed. (Nominations do not require a second.)
c. Each candidate for President is allowed 5 minutes to address the delegates. Delegates shall have 20 minutes to ask questions of Presidential candidates. Each question shall be answered by all candidates and candidates shall rotate the order in which they answer questions. Questions will be limited to 1 minute, answers will be limited to 3 minutes. In the event there is only one candidate, question time will be limited to 10 minutes. If a recognized delegate begins a question, and the time allotted for questions expires during the question or answer(s), time will be extended accordingly so that both the question and answer(s) may be completed as prescribed above.

d. Each candidate for State Vice President is allowed 5 minutes to address the delegates. Delegates shall have 20 minutes to ask questions of State Vice Presidential candidates. Each question shall be answered by all candidates and candidates shall rotate the order in which they answer questions. Questions will be limited to 1 minute, answers will be limited to 3 minutes. In the event there is only one candidate, question time will be limited to 10 minutes. If a recognized delegate begins a question, and the time allotted for questions expires during the question or answer(s), time will be extended accordingly so that both the question and answer(s) may be completed as prescribed above.

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

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

g. Each candidate for Racial Equity Board Director, ESP Director and ESP Proportional At-Large Director will be allowed 3 minutes to address the delegates. Question and answer time will not be provided.

Rule 13. Candidate Campaigning

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

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

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

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

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

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

Rule 15. Items that have already been adopted for action by the Assembly, if resubmitted, shall be listed as "previously adopted items" and shall be readopted, unless amended or deleted.
Rule 16. The rules governing the Assembly which are not stated explicitly above shall be the rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED.

Rule 17. There shall be no smoking in the display areas, or on any of the hotel floors in which OEA meetings or other OEA official functions are scheduled, except in OEA designated areas.

Rule 18. When a chairperson is not a delegate, they may not make motions on behalf of their committee or council and shall appoint another delegate to do so.

Rule 19. Meetings in conflict with the RA, hearings or regional caucuses may not be scheduled without the approval of the OEA president because delegates are expected to attend all RA business sessions and to attend hearings and their regional caucus.

Rule 20. The RA will conclude when all business has been finished and if quorum is lost, unfinished business will be referred to the board. at 8 pm on the last day and all unfinished business will be referred to the OEA Board of Directors.

Rule 21. Delegate expense vouchers shall be submitted to the OEA within 30 days. Vouchers not received within 30 days may not be paid.

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

Rule 23. Display space or meeting rooms may be allocated to candidates or groups. Since space is limited, requests should be made as soon as possible, but no later than three weeks before the RA. Allocation will be made or refused based on these priorities:

a. Official OEA committees, projects, groups.

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

c. NEA

d. Oregon local EAs and Councils

e. Special Interest Caucuses

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

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

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

Rule 24. The OEA Board of Directors is empowered to approve proposed changes to these OEA RA Rules. The (changed) Rules will be available at Pre RA Meetings (PRAMS) and will be subject to approval by the RA.

Rule 25. Materials distributed on the floor of RA will be clearly marked with delegate contact.

Rule 26. No non-member educator of the year will speak at the RA.
BYLAWS AMENDMENT A

The Board of Directors forwards the Proposed Bylaws Amendment A with a Do Pass Recommendation.

ARTICLE VI. ELECTED OFFICERS

Section 1.
The elected officers of the OEA shall be a President, a Vice President, three Regional Vice Presidents, state-elected senior NEA Directors or designee, ESP Director, CORE Equity Director, and Community College Director.

Section 5.
The Equity Director shall be a full-time officer of the OEA. The duties and compensation shall be established by the OEA Board of Directors, with input from CORE (the Committee on Racial Equity) and HCRC (the Human and Civil Rights Committee).

Section 5. 6.
Regional Vice Presidents shall serve as the OEA President's representative in the region from which elected, will assume equal responsibilities delegated by the OEA President, shall serve on the Program Budget Committee and the Executive Committee, and perform equal duties as established by the OEA Board of Directors and OEA Policies.

Section 6, 7.
A. All elected officers shall take office on July 10 of the year their term begins, with the exception of state-elected NEA Directors.
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 additional term.
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 additional term.
D. The term of office of the Equity Director shall be two years, or until a successor is inducted into office. An Equity Director may be elected to a maximum of one additional term.
D. E. 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 additional term.
E. F. The terms of office and any limitations for NEA Directors shall be determined by the NEA. Terms of office for NEA Directors shall not be concurrent.

Rationale: *Related to NBI 15 passed at the 2021 OEA Representative Assembly.
To further OEA’s equity goals

Submitted By: OEA Bylaws and Policies Committee
BYLAWS AMENDMENT B

The Board of Directors forwards the Proposed Bylaws Amendment B with a Do Pass Recommendation.

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 2. Nominations

D. Board of Directors

Nominations for OEA district directors shall be made by direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members in the district concerned. A local association or UniServ Council may nominate only one member per position. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications to the OEA President, postmarked or received on or before January 15.

Nominations for the Racial Equity Director and Education Support Director shall be made by direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA President on or before sixty days prior to the meeting of the OEA Representative Assembly.

Section 4. Elections

C. Directors

2) During the annual meeting, the OEA Representative Assembly shall elect by secret ballot the Racial Equity Director for the ensuing term. If no candidate for office receives a majority vote on the first ballot, runoff elections shall be held on all candidates except the candidate receiving the fewest votes, until a majority vote is shown.

Section 5. Vacancies

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

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

Rationale: *Related to NBI 15 passed at the 2021 OEA Representative Assembly.
To further OEA’s equity goals

Submitted By: OEA Bylaws and Policies Committee

BYLAWS AMENDMENT C

The Board of Directors forwards the Proposed Bylaws Amendment C with a Do Pass Recommendation.

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 2.

A. The President, Vice President, Regional Vice Presidents, state-elected senior NEA Director or designee, ESP Director, CORE Equity Director, and Community College Director shall function as an Executive Committee of the OEA Board of Directors. The Community College Council will elect one of the existing Community College District Directors to serve on the Executive Committee of the OEA Board of Directors.

Rationale: *Related to NBI 15 passed at the 2021 OEA Representative Assembly.
To further OEA’s equity goals

Submitted By: OEA Bylaws and Policies Committee
BYLAWS AMENDMENT D

The Board of Directors forwards the Proposed Bylaws Amendment D with a Do Pass Recommendation.

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 1. Notification
The OEA Executive Director shall notify the officers of each local association in the October issue of the official publication of the OEA each year as to the number of the various OEA officers and directors, NEA Directors, and state NEA Representative Assembly State Delegates which may be nominated and elected from that area that year.

Section 2. Nominations
The filing deadline for the OEA Board of Directors, NEA State Delegates and Student Leadership Conference/NEA Delegates shall be January 15. If the nomination deadline for materials falls on a weekend or federal holiday, nomination materials must be postmarked or received by the next business day, including electronic (fax/email) submission. Persons nominated for officer, director, delegate, or student delegate positions shall be active members as defined in Article I., Section 3. In nomination-by-petition scenarios, member signatures may be handwritten or electronic.

A. President
Nominations for the President shall be made by a direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. Nominations may also be made by petition of 25 OEA members, or the number of OEA members which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. A local association or UniServ Council may nominate only one member. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA President on or before sixty days (60) prior to the meeting of the OEA Representative Assembly that will elect the President. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council but should include a statement of qualifications. A statement of qualifications of each nominee, if available, shall be sent to all delegates, OEA local associations, and UniServ Councils two weeks prior to the meeting of the OEA Representative Assembly that will elect the President. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor of the OEA Representative Assembly meeting. The OEA President shall be simultaneously nominated to a concurrent term as the first alternate NEA Director.

B. Vice President
Nominations for the Vice President shall be made by a direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. Nominations may also be made by petition of 25 OEA members, or the number of OEA members which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. A local association or UniServ Council may nominate only one member. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA President on or before sixty days (60) prior to the meeting of the OEA Representative Assembly that will elect the President. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council but should include a statement of qualifications. A statement of qualifications of each nominee, if available, shall be sent to all delegates, OEA local associations, and UniServ Councils two weeks prior to the meeting of the OEA Representative Assembly that will elect the Vice President. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor of the OEA Representative Assembly meeting. The Vice President shall be simultaneously nominated to a concurrent term as the second alternate NEA Director.

C. Regional Vice Presidents
Nominations for Regional Vice Presidents shall be made by a direct vote of the members in a local association or UniServ Council within the designated region or by petition of fifty OEA members within that region. Nominations may also be made by petition of 25 OEA members within the designated region, or the number of OEA members within the designated region which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. A local association or UniServ Council may nominate only one member. An officer of a local association or UniServ Council shall report the name of the nominee in...
writing along with a statement of qualifications, to the OEA President on or before sixty days (60) prior to the meeting of the OEA Representative Assembly that will elect the Regional Vice Presidents. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council but should include a statement of qualifications. A statement of qualifications of each nominee, if available, shall be sent to all delegates, OEA local associations, and UniServ Councils in the appropriate region prior to the meeting of the OEA Representative Assembly that elects Regional Vice Presidents. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor, provided that any such nominee is from the region for which the office is designated to serve.

D. Board of Directors

Nominations for OEA district directors shall be made by direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members in the district concerned. Nominations may also be made by petition of 25 OEA members within the designated district, or the number of OEA members within the designated district, which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. A local association or UniServ Council may nominate only one member per position. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications to the OEA President, postmarked or received on or before January 15.

Nominations for the Racial Equity Director and Education Support Director shall be made by direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. Nominations may also be made by petition of 25 OEA members, or the number of OEA members which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. An officer of a local association or UniServ Council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA President on or before sixty days prior to the meeting of the OEA Representative Assembly.

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

E. NEA Directors for Oregon

Nominations for NEA Director shall be made by direct vote of the members in a local association or UniServ Council or by petition of fifty OEA members. Nominations may also be made by petition of 25 OEA members, or the number of OEA members which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. A local association or UniServ Council may nominate only one member per position. An officer of a local association or UniServ Council shall report the name of the nominee in writing along with a statement of qualifications, to the OEA President on or before sixty days (60) prior to the meeting of the OEA Representative Assembly that will elect the NEA Director. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council but should include a statement of qualifications. A statement of qualifications of each nominee, if available, shall be sent to all delegates, OEA local associations, and UniServ Councils two weeks prior to the meeting of the OEA Representative Assembly that will elect the NEA Director. The nominations shall be reported to the OEA Representative Assembly at its election meeting. In addition, nominations may be made from the floor of the OEA Representative Assembly meeting.

F. NEA Representative Assembly State Delegates

Nominations for NEA Representative Assembly State Delegates shall be made by direct vote of the members in a local association or UniServ Council within the designated region or by petition of fifty OEA members within that region. Nominations may also be made by petition of 25 OEA members within that region, or the number of OEA members within that region which constitutes the equivalent of 5% of the candidate’s active local association membership, whichever is less. A local association or UniServ Council may nominate only one member per position. An officer of a local association or UniServ council shall report the name of the nominee in writing, along with a statement of qualifications, to the OEA President, postmarked or received on or before January 15. Nominations by petition need not be reported or signed by an officer of a local association or UniServ Council.

Rationale: To remove barriers to participation in Association governance, particularly for classified members, BIPOC members, members from smaller-sized locals, and members who are new to the profession.

Submitted By: Bylaws and Policies Committee
BYLAWS AMENDMENT E

The Board of Directors forwards the Proposed Bylaws Amendment E with No Position Recommendation.

ARTICLE III. OEA REPRESENTATIVE ASSEMBLY

Section 6.

Within 60 days of the passage of any New Business Item (NBI) at the OEA RA, the maker will be contacted in order to explain the timeline to follow-through and to clarify the intent of the maker. Updates will then be provided to the maker no longer than 60 days after initial contact is made, until all action required by the NBI has been completed. Once completed, a final contact will be made with the maker to inform them of its completion.

Rationale: To provide the maker of an RA-approved NBI with regular progress updates and hold OEA accountable for the NBIs that are passed at RA.

Submitted By: Petition of twenty OEA members
POLICY AMENDMENT A

The Board of Directors forwards the Proposed Policy Amendment A with a Do Pass Recommendation.

2400 - BOARD OF DIRECTORS

II. THE INDIVIDUAL OEA BOARD DIRECTOR

Attends UniServ Council meetings in his/her district(s). Community College and statewide ESP Directors will attend their respective UniServ Council meetings. The 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, 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.

Rationale: *Related to NBI 15 passed at the 2021 OEA Representative Assembly.
To further OEA’s equity goals

Submitted By: OEA Bylaws and Policies Committee

POLICY AMENDMENT B

The Board of Directors forwards the Proposed Policy Amendment B with a Do Pass Recommendation.

2400 - BOARD OF DIRECTORS

VII. PROGRAM BUDGET COMMITTEE DUTIES

A. The Program Budget Committee is established by the Board of Directors as a committee acting on behalf of the Board and answerable to the Board relative to the construction of the subsequent year's budget. In addition to the members of the Program Budget Committee outlined elsewhere in OEA Bylaws and Policies, the senior ESP Director, the Equity Director, and the senior Community College Director shall be voting members of the Committee.

Rationale: To provide additional perspectives to the Budget Committee in an effort to strengthen the budget planning and development process

Submitted By: OEA Bylaws and Policies Committee
Definition: A formal expression of opinion, intent, belief, or position of the Association adopted by the OEA Representative Assembly to provide the direction in which the Association should be moving.

The date in parenthesis indicates the year when the resolution was adopted. Subsequent dates indicate revision.

Revisions: New language is underlined, deleted language is struck.

### RESOLUTION AMENDMENT A

The Board of Directors forwards the Proposed Resolutions Amendment A with a Do Pass Recommendation.

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

GROUP C: SAFETY

II.14 Promoting School Safety

The Oregon Education Association believes that effective teaching and learning can only take place in a safe environment. Threats to safety include physical danger and fear, violence, harassment, intimidation, bullying of any kind, threats to students’ physical and mental well-being, and acts based on a person’s identity or perceived identity as a member of a protected class.

Families, schools, mental health professionals, communities, businesses, and public safety agencies have critical roles in ensuring student safety. The Association supports collaboration among these groups in an effort to address school safety needs.

The Association supports robust programs to improve student and educator mental and behavioral health and education programs in schools that include prevention and intervention strategies. School districts must provide educators with the necessary tools and training to support and protect students and educators - particularly marginalized students and educators – from mental and bodily injury, violence, harassment, intimidation, bullying of any kind, other threats to students’ and educators’ physical and mental well-being, and acts based on a person’s identity, including perceived identity, as a member of a protected class.

The OEA supports academic institutions that wish to create alternative solutions in conjunction with the local community to ensure our students’ safety without the dependency on law enforcement. (1996, 97, 2008, 21)

**Rationale:** We know the mental health of educators is paramount to creating a safe and welcoming environment for students. When the mental health of educators is not prioritized, educators struggle to fully support student success. The current education system often does not provide adequate supports for educator mental health. The wording of bodily harm doesn’t fully address the physical harm sometimes done to educators. Physical is a more inclusive and proper term than the limiting wording of “bodily” and further matches the language in the first paragraph.

### RESOLUTION AMENDMENT B

The Board of Directors forwards the Proposed Resolutions Amendment B with a Do Pass

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

GROUP C: SAFETY

II.19 Healthy Schools

The Oregon Education Association believes that all students and school staff deserve to learn and work in safe and healthy schools. There are many aspects to healthy schools.

The OEA believes that schools should be sited on land that has been tested and determined to be free of contamination. The Association further believes that adequate land should be provided to insure that students have a place to play and/or pursue athletic activities away from traffic and other dangers and that adequate parking for staff, students and parents/families be provided.

The Associations further believes that schools should be comfortable, attractive, safe and conducive to learning. Clean air and water must be provided. Schools and school property must be kept clean, well-maintained, well-ventilated according to the highest standards, free of molds, toxic substances, and harmful chemicals. Proper
ventilation is necessary to reduce the spread of communicable diseases, improve indoor air quality, and reduce exposure to industrial and other man-made pollutants and intrusions.

School staff and students must have access to necessary cleaning and hygiene supplies including but not limited to cleaning and disinfecting supplies, adequate soap in restrooms and handwashing stations, hand sanitizer, facial tissue, and when necessary, personal protective equipment such as gloves and face coverings.

The Association believes that vaccines are essential medical tools in preventing infectious disease. The Association acknowledges that vaccines must be pervasive to be effective. The Association also believes that vaccination guidelines from the American Academy of Pediatrics and the Centers for Disease Control and Prevention should be followed by educators, families/guardians, and students. The Association further believes that the Oregon state legislature should establish clear guidelines that minimize the numbers of unvaccinated students. Evidence-based vaccination campaigns are integral in maintaining student and community health.

When schools are impacted by local manufacturing, industry, or proximity to major transportation corridors such as highways, steps must be taken to mitigate the impact of the proximity. This could include, but is not limited to, mitigation efforts such as soundproof walls, increased/improved air filtration and HVAC measures, or other appropriate measures.

The Association further believes that school districts must conduct periodic testing for harmful water, airborne particulates/agents and other hazards. When necessary for public health, testing may also include testing students and school staff for communicable diseases. Such tests should be reported to the public, in accordance with health privacy laws, and measures taken to remedy any problems immediately. (2000, 08, 21)

**Rationale:** Vaccines are a scientifically proven disease prevention method. Strong rates of vaccination for diseases protect educators, students, and the community. OEA’s resolutions do not currently contain language about vaccines.

**RESOLUTION AMENDMENT C**

The Board of Directors forwards the Proposed Resolutions Amendment C with a Do Pass Recommendation.

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

**GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS**

**II.23 Inclusion**

The Oregon Education Association believes that placing students with disabilities in the most appropriate, least restrictive environment is beneficial for all students. OEA further believes that

1. There should be a full continuum of placement options and services available to all students with disabilities.
2. Placement should be based on individual needs rather than on space availability or on funding. Student placement must be examined on a regular basis to ensure appropriateness whereby all needed services and support are available and should not be made disproportionately by ethnicity or gender. Necessary building staff modifications must be provided to facilitate such placement. If additional space or funds are necessary, they are provided.
3. Adequate time should be provided for all regular and special education teachers/specialists, educational assistants and other relevant ESP staff, and faculty to work cooperatively in the development of the Individual Family Service Plan (IFSP), Individual Educational Plan (IEP), and/or Section 504 plans prior to placement.
4. Students with physical disabilities or medical needs requiring nursing procedures should have their medical needs met by professional nurses or trained medical personnel as approved by the student's physician.
5. All affected staff members should have an appeal procedure regarding the implementation of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP), and/or Section 504 plans especially in terms of placement.
6. Adjustments should be made in class size and caseload using weighted formulas to accommodate the demands of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP), Section 504 Plans, and/or other documentation and the needs of the student.
7. All staff, parents/guardians, and community should be adequately prepared for their roles through fully funded appropriate training.
8. If the IFSP/IEP team determines that inclusion is the appropriate placement, sufficient support must be available for the students, teacher(s), instructional assistant(s), and all related student instructional support personnel (SISP). The educational environment must match the learning needs of all students.
9. The success of inclusion should be evaluated considering the effect on all students. If placement revision is required, even if temporary, then it will happen in a timely manner.

10. All affected staff members should have the right to disagree with any provision of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP) and/or Section 504 Plan without recrimination. (1994, 97, 2005, 08, 10, 16, 17, 21)

Rationale: Adding caseload to bullet #6 is inclusive of all instructional models that students may participate in. Adding guardians to bullet #7 is inclusive of all family arrangements.

RESOLUTION AMENDMENT D

The Board of Directors forwards the Proposed Resolutions Amendment D with a Do Pass Recommendation.

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.34 Equitable Opportunities for Students of Color

The Oregon Education Association believes there should be equitable educational opportunities for students of color. The Association also believes educational personnel should be aware of and receive professional learning in historic and current inequities for students of color within the school system; effective strategies and policies to provide equitable opportunities; and the benefits to students of color and society as a whole when all students have equitable opportunities for success. Equitable opportunities for students of color must further be based in anti-racism principles that value the lived experiences, history, and culture of students of color and hold those experiences as having equal importance to other racial or cultural groups. Educational institutions must be committed to deepening the practices of anti-racism so that race is no longer a predictor of student success.

Those practices should include but are not limited to:

- A focus on equity-centered and anti-racist strategies
- Eliminating barriers to developing and implementing equity-centered policies and procedures, including examining existing policies and procedures for explicit and implicit bias
- Creating equitable access to learning resources including digital resources and technology
- Supporting student affinity groups that focus on racial and social justice
- Implementing high-quality professional learning programs on diversity, equity and inclusion for school staff and leaders

Racial injustice impacts communities and students of color and is a barrier to equitable opportunities for students of color. (1974, 89, 94, 96, 97, 2008, 19, 21)

Rationale: Equity is achieved when students have access to the resources they need to be successful in school and to be prepared for success when they leave public education. This amendment calls out specific actions that institutions should take to create equitable opportunities.

RESOLUTION AMENDMENT E

The Board of Directors forwards the Proposed Resolutions Amendment E with a Do Pass Recommendation.

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.42 Independent Reading Skill

The Oregon Education Association believes that it is critical that students become independent readers to succeed in school and life. Reading instruction based on the science of reading with appropriate intervention, especially in the early grades, is essential for learning in all content areas and for achieving high standards. This instruction should include systematic instruction for both decoding skills and language comprehension. Educators at all levels should be provided with adequate resources, including a fully funded and staffed library and encouraged to use their expertise to address the diverse needs of students.

The Association also believes that educators’ efforts to value and promote reading should be supported by parents/guardians, licensed teacher librarians, other education employees, and communities. (2006, 08, 21)
Rationale: We have seen the impacts of ineffective reading programs that focus solely on meaning making and teach students to guess words rather than decode. There is ample research on the science of reading, brain research, and research on student learning and education programs should be grounded in the most recent science available to provide high-quality instructional programs.

RESOLUTION AMENDMENT F

The Board of Directors forwards the Proposed Resolutions Amendment F with a Do Pass Recommendation.

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

GROUP F: INSTRUCTION

II.54 New Technology-Technology Integration

The Oregon Education Association, recognizing the expansion and application of technology in our society, believes that students and staff of school districts and higher education institutions should be provided instruction in computers and the basic utilization of new technology integration. The use of technology in the classroom should be aligned with developmentally appropriate curriculum. Technology should support student success and equitable student outcomes, and not create further barriers for students or educators. However, the Oregon Education Association further believes that new technologies should not be used to replace staff, interfere with and be used to enhance the traditional exchange of ideas and reduce interpersonal contact that characterizes sound education. (1983, 89, 97, 99, 2008)

Rationale: The committee noted this resolution had not been updated in more than 10 years. Technology has expanded significantly in that time and during the pandemic, educators and students were tasked with integrating more technology into instruction. This language states the belief that technology should enhance and not detract from student learning and be used as a way to reduce inequities and not further them.

RESOLUTION AMENDMENT G

The Board of Directors forwards the Proposed Resolutions Amendment G with a Do Pass Recommendation.

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.

The Association recognizes the importance of diverse identities among educators. Efforts should be made to expand our ability to attract and retain educators from diverse backgrounds. The Association recognizes that these efforts will often need to be targeted, intentional, and equitable rather than equal and universal. The Association recognizes that equitable representation of staff benefits all students, our education system, and society as a whole. (2006, 09, 16, 19)

Rationale: The value the Association places on cultural diversity should not be limited to valuing that diversity only among our students or our communities.

RESOLUTION AMENDMENT H

The Board of Directors forwards the Proposed Resolutions Amendment H with a Do Pass Recommendation.

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

IV.7 Academic Freedom
The Oregon Education Association believes that academic freedom is essential to the teaching profession. Controversial issues may be a part of instructional programs when the educator believes the issues are appropriate to the curriculum and to the maturity level of the student. Academic freedom is the right of the learner and the educator to explore, present and discuss divergent points of view in the quest for knowledge and truth. Challenged material should be addressed at a local level through due process and fair hearing procedures.

The Association recognizes that teaching about historic and contemporary racial, social, gender and other inequities can produce discomfort for students and educators, but teaching about these inequities is essential to provide students with a full and honest education. Educators should be provided essential learning opportunities to be able to lead instruction on a wide variety of historical topics from pre-K through higher education. Attacks on educators for this kind of instruction should be treated as attacks on the profession as whole. Those educators must be defended using the union’s full collective power. The Association will provide wrap-around support for educators who face attacks when engaging in this crucial component of education.

The Association further believes teaching about religions within the curriculum is appropriate. However, the Association believes promoting religious doctrines violates both student and educator rights. (1974, 97, 2005, 08, 16)

**Rationale:** Educators in Oregon and around the nation have recently faced more and more public attacks on them for teaching content some members of the community deem controversial ranging from history to comprehensive sexual education to specific books. The Association has responded with a public attack team that supports individual educators when this occurs.

### RESOLUTION AMENDMENT I

The Board of Directors forwards the Proposed Resolutions Amendment I with a Do Pass Recommendation.

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

**IV.11 Decision Making in School Budgeting**

The Oregon Education Association believes all school employees should be represented in the school budget process in establishing priorities, determining of funds, and ensuring that adequate funding be **available allocated in a timely manner** to finance collective bargaining agreements. (1988, 89, 91, 97)

**Rationale:** Some district leaders have used stalling tactics in the past waiting to encumber funds allocated to the district as a way to stall collective bargaining. Adding this phrase emphasizes the Association’s belief that district leaders must act in good faith and as responsible financial stewards of public funds.

### RESOLUTION AMENDMENT J

The Board of Directors forwards the Proposed Resolutions Amendment J with a Do Pass Recommendation.

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

**IV.52 Parity in Retirement**

The Oregon Education Association believes educators are essential frontline public service workers and therefore, the percentage of yearly basis of retirement for school employees should be brought into parity with fire fighters and police officers. (1975, 89, 97)

**Rationale:** The pandemic brought into the spotlight the crucial role of education employees as members of the social safety net. This addition strengthens this resolution.
RESOLUTION AMENDMENT K

The Board of Directors forwards the Proposed Resolutions Amendment K with a Do Pass Recommendation.

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

V.21 Instructional and Non-Instructional Personnel

The Oregon Education Association believes local school systems should provide classroom teachers with support staff to free the teachers from non-teaching duties. Employment of instructional and non-instructional personnel should not serve as rationale to increase class size and caseload. The Association believes teachers should become involved in orientation and training of instructional and non-instructional personnel. The Association believes volunteers should be used to supplement, not replace, school personnel. (1974, 89, 97, 2009)

Rationale: This addition brings this resolution into alignment with other recent amendments recognizing the impact of high caseload numbers for students and educators.

RESOLUTION AMENDMENT L

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

IV. 53 Public Employees Retirement Pension System

The Oregon Education Association believes that the financial integrity of the Public Employees Retirement System must be maintained, and that the system must remain fully funded.

The Oregon Education Association believes that retirement compensation should keep up with the cost of living increases.

The Oregon Education Association believes there should be ethical, moral, and transparent professional standards of conduct for how Members’ retirement money is invested. These standards should not be overshadowed by a desire for a high return on investment. Funding businesses that routinely violate human rights should be avoided or rectified when discovered.

The Oregon Education Association supports the Public Employees Retirement System in offering medical insurance for retirees and eligible dependents. The Association further believes that medical insurance subsidies provided by the PERS are a significant benefit to retirees and should be continued and expanded.

The Oregon Education Association opposes a “tiered” retirement system and supports equal access to retirement benefits for all of its members.

The Oregon Education Association supports legislative revision of the Public Employees Retirement System so that the Public Employees Retirement System Board is made up of a proportionate percentage of representatives of employees contributing to the Public Employees Retirement System. (1978, 94, 97, 2009)

Rationale: Currently in our resolutions, there is language focused on maintaining the “financial integrity” of PERS, but nothing regarding whether or not our investments reflect our core values. This resolution does not suggest that this be an “either/or” choice, but rather that both are considered when we weigh in on whether or not to support legislation and lobbying efforts regarding how PERS is invested and managed. Questions of whether or not to divest from certain funds will continue to be a question for OEA members, and we need a resolution supporting the consideration of these questions. This amendment was submitted during the Resolutions hearing on April 23 and the committee determined the amendment was friendly.
LEGISLATIVE OBJECTIVES AMENDMENT A

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

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

RECOMMENDATION:
1. Ensure that the appropriation for community colleges be sufficient to maintain existing programs including growth and additional programs mandated by the Legislative Assembly, and to reduce the overuse and exploitation of part-time faculty and education support professionals. The state's investment in post-secondary education must not come at the expense of part-time faculty or of education support professionals through the loss of benefits and wages.

RATIONALE: Moved second half of the Objective to a separate number to divide different ideas for clarity.

LEGISLATIVE OBJECTIVES AMENDMENT B

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

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

RECOMMENDATION:
2. Reduce the overuse and exploitation of part-time faculty and education support professionals. The state’s investment in post-secondary education must not come at the expense of part-time faculty or of education support professionals through the loss of benefits and wages.

RATIONALE: Moved into a separate number to divide different ideas for clarity.

LEGISLATIVE OBJECTIVES AMENDMENT C

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

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

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

RATIONALE: Wording was obsolete and encouraged more power to be put in the hands of the state administrators. Wording updated to reflect the goal of equity in state community college funding. Updated numbering.
LEGISLATIVE OBJECTIVES AMENDMENT D

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

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

RECOMMENDATIONS:

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

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

56. Pursue state funding for capital expenditures.

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

78. Ensure that state-adopted initiatives are faculty- and student-driven, involving the input of full-time faculty, part-time faculty, and education support professionals.

89. Ensure that legislation acknowledges the integral role that education support professionals play on community college campuses.

910. Ensure that a comprehensive community college includes developmental education as part of the core curriculum to promote open-access and equitable outcomes.

RATIONALE: Renumbering and altered wording with the same intent. Adding the value of open access and equity in education to indicate why OEA would advocate for this.

LEGISLATIVE OBJECTIVES AMENDMENT E

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

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

RECOMMENDATIONS:

1011. Maintain accessibility to community colleges by decreasing debt load and ensuring an affordable pathway to a higher education for all who choose higher education.

1112. Ensure transparency in developing audits and budgets at the state and local levels by developing and enforcing a standardized method for public reporting of each college’s Comprehensive Annual Financial Report and other financial statements.

RATIONALE: Expanded wording to include college audit documents. Added explanation of desired mechanism for transparency - a standardized reporting method similar to the one required for K-12 school districts. Updated numbering.

LEGISLATIVE OBJECTIVES AMENDMENT F

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

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

RECOMMENDATION:

1213. Ensure that financial aid program or legislation related to tuition rates prioritize access for low-income and middle-class students.

1314. Ensure that community colleges can hire an adequate number of counselors, full-time faculty, and other staff to support student success.
Ensure that community colleges maintain an instructional workforce of at least 60 percent full-time faculty with a goal of 75 percent, achieved through a commensurate increase in state funding.

**RATIONALE:** Expanded to indicate that the OEA understands that this important goal cannot be achieved without funding increases. Updated numbering.

### LEGISLATIVE OBJECTIVES AMENDMENT G

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

1417. Ensure that part-time faculty are paid at the same rate as full-time faculty at the same institution for teaching duties, and at rates no less than 85 percent of full-time faculty equivalent rates for the purpose of pay equity, achieved through a commensurate increase in state funding.

**RATIONALE:** Expanded wording to more accurately explain the goal of equity for teaching compensation. Full-time faculty are compensated for teaching, but also for their work advising students, serving on committees, and doing other college duties that are not included in part-time faculty duties. Teaching constitutes 85% of a full-time faculty time, so the objective is to secure part-time faculty compensation at 85% of full-time faculty pay to achieve pay equity. Expanded wording to indicate that the OEA understands that this important goal cannot be achieved without funding increases.

### LEGISLATIVE OBJECTIVES AMENDMENT H

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

17. Ensure that community college funding does not depend on so-called performance or outcome measures and does not encourage policies that limit the open-access mission of community colleges.

18. Promote policies and systems that address student and part-time faculty housing and food insecurity.

19. Establish oversight for community college expenditures to ensure adequate funding of the instructional mission at each college.

**RATIONALE:** Updated recommendation numbering.

### LEGISLATIVE OBJECTIVES AMENDMENT I

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

21. Ensure that part-time faculty are eligible for unemployment benefits during summer and all breaks between terms by enacting legislation that codifies that part-time faculty lack “reasonable assurance” of a return to work due to the contingent nature of their employment, regardless of offers of assignments for subsequent terms.

**RATIONALE:** Aligns Oregon unemployment benefit practices for part-time faculty to the standards utilized in California and Washington.
**LEGISLATIVE OBJECTIVES AMENDMENT J**

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

22. Ensure that faculty maintain academic freedom rights. Prohibit any bans or limitations on curriculum.

**RATIONALE:** Protects academic freedom rights in the face of efforts to limit what may be taught in college courses.

**LEGISLATIVE OBJECTIVES AMENDMENT K**

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

23. Ensure robust support for curriculum that promotes understanding of systemic oppression and furthers social justice.

**RATIONALE:** Encourages college teaching with an understanding of social justice to prepare students with a deeper understanding of American society.

**LEGISLATIVE OBJECTIVES AMENDMENT L**

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

25. Establish a statewide system for generating student performance and outcomes data as students move through the higher education system (e.g., majors after transfer).

**RATIONALE:** Addresses the lack of reliable data on college students, even as the state and colleges are seeking to use data to advocate for specific initiatives and potentially base the state funding for each college on student success indicators.

**LEGISLATIVE OBJECTIVES AMENDMENT M**

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

**MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE**

**RECOMMENDATION:**

26. Ensure that dual credit meets high quality standards.

**RATIONALE:** Clarify that OEA supports dual credit programs, but only if they meet high quality standards that ensure students receive a college-level educational experience.
The Board of Directors forwards the Proposed Legislative Objectives Amendment N with a Do Pass Recommendation.

MAXIMIZING STUDENT LEARNING, COMMUNITY COLLEGE

RECOMMENDATION:
28. Ensure that PERS and other benefit eligibility is determined by a standardized method at all colleges that represents a fair estimation of the work performed by adopting the 3.35 factor per instructional hour calculation utilized for the purpose of public service loan forgiveness.

RATIONALE: Address inequity between colleges and between college members in determining workload for PERS and other benefit eligibility. Suggests the use of the factor codified in state law to be used by colleges when determining workload for eligibility for public service loan forgiveness programs. There should only be one calculation of workload at the colleges and PERS and other benefit eligibility should use the same workload calculation as the loan forgiveness programs.

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

PROTECTING STUDENTS’ HEALTH AND SAFETY
Combatting Institutionalized Racism, Discrimination, and Oppression

RECOMMENDATION:
6. OEA supports efforts to honor indigenous people in meaningful ways, which may include closure of schools on the state Indigenous Peoples Day holiday in October of each year.

RATIONALE: Beginning in 2021, Indigenous People’s Day became an official state holiday. Many state offices are closed, but school districts have the option to recognize the day as a school holiday. Leaving this choice up to the district risks exclusion of Indigenous students. All students should have the opportunity to participate in and attend events, celebrations, and ceremonies. Many organized events happen during school hours. Districts could also have the option of hosting events in school.

I MOVE: that OEA will support efforts by the state of Oregon to recognize, fund trainings for, and create financial incentives for completion of national advancement certifications, such as National Board Certification.

RATIONALE: National Board Certified Teachers (NBCTs) are highly accomplished educators who meet rigorous, educator-developed standards set by the National Board for Professional Teaching Standards (NBPTS). National Board Certification was designed to develop, retain, and recognize accomplished teachers and it is the most respected professional certification available in K-12 education. Educators who achieve National Board Certification describe it as the best professional development they have received.

In many states, bonuses are paid to these educators to encourage retention and recognize their accomplishments. In Washington state, teachers who hold a valid certificate from National Boards receive an annual bonus of $5,705. Teachers in qualifying “High Poverty Schools” receive an additional bonus up to $5,000. As a result, Washington state has the third largest number of National Board Certified educators.

Funding for the NBCT fee reimbursement program in Oregon was discontinued for the 2021-2023 biennium.

OEA must support the work of our most accomplished educators by advocating for additional pay, as well as reimbursement for the fees incurred while completing and renewing their certification.
**LEGISLATIVE OBJECTIVES AMENDMENT Q**

I MOVE: that OEA will work to ensure that investment policies for our PERS include an environmental, social and governance screen to prevent investing in funds that go to companies that violate human rights."

**RATIONALE:** Currently our Public Employee Retirement System invests in funds that include companies that violate human rights. They do this by mistreating their workers, by the way in which their products are made, and through the use of the products themselves. Serious efforts must be made to ensure that our money isn't supporting this kind of behavior that clearly violates OEA's core values.

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**LEGISLATIVE OBJECTIVES AMENDMENT R**

I MOVE: that OEA support legislation that increases the transparency of PERS investments.

**RATIONALE:** Currently our Public Employee Retirement System invests in funds that include companies that violate human rights. They do this by mistreating their workers, by the way in which their products are made, and through the use of the products themselves. Serious efforts must be made to ensure that our money isn't supporting this kind of behavior that clearly violates OEA’s core values.

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**LEGISLATIVE OBJECTIVES AMENDMENT S**

I MOVE: that OEA promote the creation of guidelines for English Learners (ELs) to exit English Language Development (ELD) programs that include local portfolio information to demonstrate student proficiency.

**RATIONALE:** In comparison to other student populations, ELs are required to do more yearly testing overall (ELD, SBAC and local benchmark assessments) AND are the only population K-12 that are affected by high stakes assessments that require them to demonstrate proficiency in order to exit a program. Because academic programming of ELs is affected by the federally mandated ELPA21 (English Language Proficiency Assessment), local measures that demonstrate proficiency should be included in exiting guidelines.

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**LEGISLATIVE OBJECTIVES AMENDMENT T**

I MOVE: OEA advocate to remove barriers for future and current BIPOC educators that grant full contract benefits. This includes prioritizing legislation that would shorten the probationary period to one year supporting recruitment and retention of our BIPOC educator workforce.

**RATIONALE:** Addresses need for recruitment and retention of our BIPOC educators. Removing these barriers to membership is a critical step in attracting a diverse array of new educators. Retaining quality educators and building a strong union of diverse voices, will lead to better outcomes in all our communities.