President C. John Larson called the meeting to order at 5:30 p.m.

SEATING OF LATE REGISTERING DELEGATES

Jennifer Ball, Chair of the Credentials Committee, moved on behalf of the Committee to seat delegates who registered late. CARRIED.

Pledge of Allegiance: Sarah Barclay, Bend EA.

Moment of Silence observed for all Oregonians and OEA members who have lost loved ones to the pandemic.

ADOPTION OF THE AGENDA

Joseph Vermeire, Hillsboro EA, moved and Lindsay Jansen-Hostetter, Greater Albany EA, seconded the adoption of the order of business, with flexibility. CARRIED.

ADOPTION OF THE 2019 RA MINUTES

Jennifer Scurlock, Eugene EA, moved and Lisa Fraga, Eugene EA, seconded adoption of the minutes of the 2019 OEA Representative Assembly. CARRIED.

ADOPTION OF THE RULES OF THE ASSEMBLY

Michelle Stadeli, Silver Falls EA, moved on behalf of the OEA Board of Directors to adopt the 2021 Standing Rules as presented.

Discussion ensued.

Motion CARRIED.

The meeting was recessed at 6:15 p.m. Thursday, April 15, 2021

MINUTES

OREGON EDUCATION ASSOCIATION
2021 REPRESENTATIVE ASSEMBLY
Zoom
March 16; April 15, 16, 17, 19; May 15, 2021

Jennifer Ball, Chair of the Credentials Committee, moved on behalf of the Committee to seat delegates who registered late. CARRIED.

NOMINATION FOR OEA President

Nominations submitted for OEA President include Reed Scott-Schwalbach. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for OEA President:

Reed Scott-Schwalbach

NOMINATION FOR OEA Vice President

Nominations submitted for OEA Vice President include John Scanlan, Lindsay Ray, Enrique Farrera, and Cori Swan. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for OEA Vice President:

John Scanlan
Lindsay Ray
Enrique Farrera
Cori Swan

NOMINATION FOR ESP Director

Nominations submitted for ESP Director include Samantha Piers-VanderPloeg. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. Hearing none, he declared nominations closed.

Nominations for ESP Director:

Samantha Piers-VanderPloeg

NOMINATION FOR NEA Director

Nominations submitted for NEA Director include Adolfo Garza-Cano and Chris Early. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations. President Larson asked if there were any additional nominations.
additional nominations. Hearing none, he declared nominations closed.

Nominations for NEA Director:

Adolfo Garza-Cano
Chris Early

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

The meeting was recessed at 7:10 p.m.

Friday, April 16, 2021
THIRD SESSION

The meeting was reconvened at 6:30 p.m.
Due to technical difficulties the meeting recessed at 6:55 p.m.

Saturday, April 17, 2021
FOURTH SESSION

The meeting was reconvened at 9:00 a.m.

SEATING OF LATE REGISTERING DELEGATES
Jennifer Ball, Chair of the Credentials Committee, moved on behalf of the Committee to seat delegates who registered late. CARRIED.

Land Acknowledgement

PRESIDENT’S REPORT
President C. John Larson presented his report to the 2021 delegation.

ACTION ON BYLAWS AMENDMENTS
Imelda Cortez, Eugene EA and Chair of the Bylaws/Policies Committee, moved on behalf of the Committee to approve the Proposed Bylaws Amendments.

BYLAWS AMENDMENT A

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

ARTICLE III. OEA REPRESENTATIVE ASSEMBLY

Section 1.
The authority to establish the policies of the OEA shall be vested in the OEA Representative Assembly. Interim policy may be established by the OEA Board of Directors, to be reviewed and voted upon at the next meeting of the OEA Representative Assembly.

Section 2.
A. Allocation of local association delegate credentials shall be based on the ratio of 1:40 active members or major fraction thereof with each local being guaranteed one delegate. For the purpose of allocation, members employed by more than one district shall be counted in the district utilizing the largest percentage of their time. Delegates shall be chosen from the active membership by a secret ballot distributed to all members within the local.

B. — Allocation of ethnic minority representation shall be at least equal to the proportion of identified ethnic minority membership of the local association. Delegates from the local association to the OEA Representative Assembly shall be in proportion to the ethnic minority membership of the local association as long as the person of identifiable ethnic minority groups are available as delegates. To determine the number of ethnic minority representatives, the percentage of ethnic minority members in the local shall be multiplied by the number of delegates, and if the product is over .5 (rounded to the nearest whole), that mandates the number of ethnic minority delegates. All delegates will be elected by the total membership.

OEPA is committed to achieving racially and ethnically diverse delegate representation at least equal to the proportion of racially and ethnically diverse populations within each local association. The percentage of racially and ethnically diverse members in the local association shall be multiplied by the number of delegates designated to that local, and if the product is over .5, that identifies the ideal number (rounded to the nearest whole) of racially and ethnically diverse members representing that local association. State, regional and local association leaders shall assist with publicity and promotion of this proportional participation in the OEA Representative Assembly. All delegates will be elected by the total membership.

Submitted By: OEA Bylaws and Policies Committee
Debate ensued.
Russ Peterson, Portland AT, moved to close debate. Motion CARRIED.
Motion to approve Bylaws Amendment A FAILED.

BYLAWS AMENDMENT B

Board of Directors forwards Bylaws Amendment B 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 all OEA members 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, the time for submitting nominations, and the proper form for submitting nominations.

Section 4. Elections

C. Directors

1) Ballots and an election notice shall be distributed no later than February 20 from OEA headquarters to all members in districts having elections. To be valid, ballots shall be postmarked or received on or before March 10. If March 10 falls on a weekend or federal holiday, ballots must be postmarked or received by the next business day. Election results shall be filed with the Executive Director no later than the last day of March. Elections shall be determined by plurality vote.

Section 7. Compliance with State and Federal Law

All OEA and local association elections falling under the federal Labor Management Reporting and Disclosure Act shall comply with the requirements of the Act. The OEA Board of Directors may establish Interim OEA Policy, and the Credentials Committee may establish election rules and procedures, to conform election practices with state and federal law.

Submitted By: OEA Bylaws and Policies Committee

Motion to approve Bylaws Amendment B CARRIED.

BYLAWS AMENDMENT C

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

ARTICLE XVIII. TRUSTEESHIP

Section 1.

a. Purpose: OEA may establish a trusteeship over a local or affiliate organization for the purpose of:

Correcting corruption or financial malpractice.
b. Assuring administration of a collective bargaining agreement or performance of other duties of a collective bargaining representative.
c. Restoring democratic procedures.

Section 2.

Initiation of Proceedings: If the Executive Committee determines by a two-thirds (2/3) vote that there is adequate cause under Section 1 of this Article to establish a trusteeship, it will recommend to the OEA Board of Directors that a trusteeship be established. As soon as possible after said vote, the OEA President will send to the OEA Board of Directors, a copy of the recommendation of the Executive Committee and will include with said recommendation a written statement setting forth the basis for the Executive Committee’s determination that there is adequate cause for the establishment of a trusteeship. The written statement will be sufficiently specific so as to enable a local or affiliate body to prepare a defense.

Section 3.

Recommendation by Executive Committee: A recommendation by the Executive Committee to establish a trusteeship will be acted upon by the OEA Board of Directors at its next regularly scheduled meeting or at a special meeting called for that purpose, occurring at least forty (40) days after the OEA Board of Directors receives the recommendation.

Section 4.

Notice of Hearing: At least thirty (30) days prior to the meeting of the OEA Board of Directors at which the recommendation of the Executive Committee is to be acted upon, the OEA President will send to the subordinate body a notice advising it of the recommendation of the Executive Committee and setting forth the date, time, and place of the meeting of the OEA Board of Directors at which said recommendation will be acted upon. The OEA President will include with said notice a copy of the written statement that was submitted to the OEA Board of Directors pursuant to Section 2 of this Article, and a copy of the rules and procedures that will be followed by the OEA Board of Directors in acting upon the Executive Committee’s recommendation.

Section 5.

Hearing: A hearing will be held before the OEA Board of Directors pursuant to rules and procedures adopted by the OEA Board of Directors for such purpose to determine whether to establish a trusteeship. The OEA Board of Directors may delegate to a committee consisting of not less than eleven (11) OEA Board of Directors members, none of whom may be members of the Executive Committee, the responsibility to receive evidence and hear arguments in the first instance, provided that the final decision regarding the establishment of a trusteeship will be made by the full OEA Board of Directors. Further, all interested parties will have an adequate opportunity to present their views on the matter to the full OEA Board of Directors before the final decision is made.

Section 6.

Vote of the Board: On the basis of the evidence and arguments presented at the hearing, the OEA Board of Directors will vote on the question of whether a trusteeship should be established. If more than one-third (1/3) of the members of the OEA Board of Directors who vote on the question vote “no,” the recommendation of the Executive Committee will have been rejected. If two-thirds (2/3) or more of the members of the OEA Board of Directors who vote on
the question vote “yes”, the recommendation of the Executive Committee will have been accepted, in which event a trusteeship will be established over the local or affiliate body as of the announcement of the vote. As soon as possible after said vote, the Executive Committee will appoint a trustee.

Section 7.
Power of Trustee: Subject to the control and direction of the Executive Committee, a trustee will have the power to

a. Conduct the affairs of the local or affiliate body, including supervisory control over its officers, employees and other representatives.

b. Take possession of the books, records, funds and other assets of the local or affiliate body to be held in trust for and used only in the proper conduct of its affairs.

c. Remove officers of the local or affiliate body and replace them if deemed appropriate for the duration of the trusteeship.

d. Take such other actions as in a trustee’s judgment are necessary for the preservation of the right and interests of OEA and the members of the local or affiliate body.

Section 8.
Replacing Trustee: The Executive Committee will have the right, with or without cause, to replace a trustee at any time.

Section 9.
Expenses Incurred: Reasonable expenses incurred by a trustee in the performance of his or her functions will be paid out of the funds of the local or affiliate body if available; otherwise, such expenses will be paid by OEA.

Section 10.
Termination of Trusteeship: The Executive Committee will terminate a trusteeship as soon as the cause for its establishment has been remedied. If the Executive Committee rejects a request from the local or affiliate body to terminate a trusteeship, the subordinate body will have the right to appeal to the OEA Board of Directors, provided that no such appeal may be taken within three (3) months after the decision of the OEA Board of Directors on a prior appeal.

a. Prior to the termination of a trusteeship, the trustee will conduct an election, in accordance with the applicable provisions of the governing documents and policies of the subordinate body and OEA, to fill, as of the date of such termination, officer positions vacated by removal or departure of former incumbents.

b. As of the date of termination of a trusteeship, the trustee will return control of the books, records, funds and other assets of the local or affiliate body to appropriate officers. The trustee will make a final accounting of a trusteeship, and submit copies to the OEA Board of Directors and local or affiliate.

Section 11.
Financial Responsibility: No financial obligation or liability of the local or affiliate which may exist at the time a trusteeship is established, or which may be incurred during a trusteeship, will be assumed by or become an obligation of OEA.

Section 12.
Emergency Power to Establish Trusteeship: Notwithstanding anything to the contrary in this Article, in case of emergency, where the best interests of the local or affiliate or OEA require, the Executive Committee may by a two-thirds (2/3) vote, establish an immediate trusteeship over the local or affiliate without action by the OEA Board of Directors. In such case, the matter will be submitted to the OEA Board of Directors, which may affirm or reverse the action of the Executive Committee pursuant to the procedure set forth in Section 3 of this Article, provided that if the OEA Board of Directors does not take action within sixty (60) days following establishment of a trusteeship by the Executive Committee, said trusteeship will automatically terminate.

Section 13.
Appeal to the Representative Assembly: If the OEA Board of Directors establishes a trusteeship or refuses to terminate an established trusteeship, the local or affiliate shall have the right to appeal to the OEA Representative Assembly, provided that a written notice of such appeal is filed with the OEA President and signed by at least ten percent (10%) of the active members in good standing of the local or affiliate body within ten (10) days after the decision of the OEA Board of Directors is made known to the local or affiliate. The OEA Representative Assembly will rule on the appeal at its first annual or special meeting occurring at least thirty (30) days after the OEA President receives the written notice of appeal.

Section 14.
Pending an Appeal: Pending an appeal to the OEA Representative Assembly, the decision of the OEA Board of Directors will remain in full force and effect.

Section 15.
Implementation of Article: The OEA Board of Directors shall adopt such rules and procedures as may be necessary to implement this Article.

Submitted By: OEA Bylaws and Policies Committee
Motion to approve Bylaws Amendment C **CARRIED.**

**BYLAWS AMENDMENT D**

*Board of Directors forwards Bylaws Amendment D with a Do Pass Recommendation.*

**ARTICLE III. OEA REPRESENTATIVE ASSEMBLY**

**Section 2.**

D. Allocation of the Student Oregon Education Association delegate credentials shall be based on the ratio of 4:40:1:100 student members or major fraction thereof with the Student OEA being guaranteed one delegate. The delegate(s) shall be chosen from the all-inclusive state membership rolls by a secret ballot mailed to all members of the Student OEA. Delegate credentials shall be based upon March 1 membership rolls.

Submitted by: OEA Bylaws and Policies Committee

Phillip Hurley moved to close debate. Motion **CARRIED.**

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

**BYLAWS AMENDMENT E**

*Board of Directors forwards Bylaws Amendment E 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 Director, and Community College Director, and Oregon Education Association members who are serving as an NEA Director at large or NEA Executive Committee member.

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.

**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), Racial Equity Director (1), Education Support Professional Director(s), and district Directors and will include Oregon Education Association members who are serving as an NEA Director at large or NEA Executive Committee member.

**Section 2.**

A. The President, Vice President, Regional Vice Presidents, state-elected senior NEA Director or designee, ESP Director, CORE Director, and Community College Director, and Oregon Education Association members who are serving as an NEA Director at large or NEA Executive Committee member shall function as an Executive Committee of the OEA Board of Directors. Any Oregon Education Association members who are serving as an NEA Director at large or NEA Executive Committee member shall be ex officio and non-voting members of the Executive Committee.

Submitted by: OEA Bylaws and Policies Committee

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

**NEW BUSINESS ITEMS (Saturday Morning)**

2021 OEA REPRESENTATIVE ASSEMBLY

1. Niels Pasternak, Lane County ESD EA, moved that OEA will arrange a meeting between the OEA SPED Committee and ODE to talk about the meaning of Least Restrictive Environment as it pertains to the field of special education and models of inclusion. Furthermore, OEA will advocate and promote the acceptance of the idea that the Least Restrictive Environment is the environment that supports students with Individualized Education Programs to make progress on their IEP goals and should be determined based on the students individual strengths, needs, preferences, and interests, and is often not the environment provided in a full inclusion model.

Debate ensued.

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

2. Niels Pasternak, Lane County ESD EA, moved that OEA will work with health professionals to advocate for the best health screening processes in schools in order to ensure safe and healthy working and learning conditions for students and educators during the pandemic. As a part of this collaborative work OEA will mention that visual screening only is being used as a model for health screening students attending hybrid instruction and that staff members with no medical expertise are often being asked to do this by school administration.

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

3. Niels Pasternak, Lane County ESD EA, moved that OEA will meet with ODE to address concerns about inadequate options for families that choose to remain in full time online distance learning.
programs. As a part of this discussion with ODE OEA will address the fact that many online programs do not offer needed accommodations and modifications for students and will advocate for all online learning programs to have options for meeting the accommodations and modifications to which our students are entitled.

Debate ensued.

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

4. Niels Pasternak, Lane County ESD EA, moved that OEA will meet with the Oregon Department of Education and advocate using Extended Diplomas to count towards high school graduation rates in the state of Oregon.

Debate ensued.

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

5. Joe Rowe, Portland AT, moved that prior to OEA publishing or communicating any material (or statement) regarding a lawmaker or legislation that material is given a review. The OEA review examines if that lawmaker and legislation falls short of OEA Legislative Objectives. If that lawmaker or legislation falls short we revise our material (or statement) to highlight where the law/legislator can be praised and give clear and strongly worded detail to remind the public of our disappointment of unmet legislative objectives.

Debate ensued.

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

6. Stephen Siegel, Reynolds EA moved that OEA will set up and support a task force to examine the ways that White Supremacy Culture is embedded in Robert’s Rules of Order and other common practices at the annual RA, and illustrate how that culture hinders both BIPOC and white members/delegates. The task force will consult with experts in anti-racism work and explore alternative large group decision-making models. The task force will be made up of 5-6 members who center anti-racist and other equity work in their lives, and will be majority BIPOC and recommended by CORE and/or HCRC. OEA will provide support for the task force by helping to coordinate communication, providing meeting space and other logistical support, paying for up to 2 release days plus 10 hours of each member’s time doing this work, putting together a report that summarizes the task force’s findings and recommendations, and providing a copy of the report to the maker by the end of January and additional copies to delegates at next year’s RA.

There will also be time allotted during the 2022 RA before the NBI deadline to present the task force’s findings - a summary of the report - to the delegates. Recommendations may then be proposed as NBIs, resolutions, future standing rules, or other appropriate means following the presentation to delegates.

Debate ensued.

Theodore Lunger, Greater Albany ACE, moved to divide the motion. **CARRIED.**

6.a. Motion to establish a committee. **CARRIED.**

6.b. Motion to provide both release time and payment to the members of the committee.

Debate ensued.

Anton Clifford, North Clackamas EA, moved to close debate. **CARRIED.**

Motion to approve 6.b. **CARRIED.**

**ELECTION REPORT**

President Larson announced the following election results:

**OEA President**

Reed Scott-Schwalbach 391 votes

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

**OEA Vice President**

Enrique Farrera 184 votes

Lindsay Ray 151 votes

Cori Swan 75 votes

John Scanlan 32 votes

Pursuant to OEA Bylaws Article 7, Section 4.b., a runoff election will be held for OEA Vice President.

**ESP Director**

Samantha Piers VanderPloeg 383 votes

Samantha Piers VanderPloeg was pronounced the winner of the ESP Director race.

The meeting was recessed for lunch and runoff voting at 1:22 p.m.

**Saturday, April 17, 2021**

**FIFTH SESSION**

The meeting was reconvened at 1:52 p.m.

**ACTION ON BYLAWS AMENDMENTS continued**

Imelda Cortez, Eugene EA and Chair of the Bylaws/Policies Committee, moved on behalf of the Committee to approve the Proposed Bylaws Amendments.
BYLAWS AMENDMENT F

Board of Directors forwards Bylaws Amendment F with a Do Not Pass Recommendation.

BOARD RATIONALE ON DO NOT PASS RECOMMENDATION: The Board is in support of addressing part-time faculty needs, but feels that a stronger solution is needed in order to determine the factors that impact part-time faculty sign-up rates. The immediate financial impact of the bylaw (loss of revenue impact ranges $46,000-$106,000), plus the complication of asking our membership department and community college payroll offices to create a new system where the calculation of NEA dues and OEA dues would be done in two different ways (NEA uses an FTE calculation, the new bylaw would set up OEA dues calculated on average annual salary) deeply concern the Board. All surveys and action research conducted by NEA and OEA show that one-on-one organizing and direct membership asks are more effective in increasing membership sign-ups than reducing dues rates. The Board strongly supports organizing one-on-one conversations with part-time faculty in order to determine the full range of factors impacting membership, and is committed to working with part-time faculty leaders to help engage membership in active union participation.

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

E. Dues & Assessments

1) Certified and Community College
   b. For purposes of the OEA dues component the following shall apply:
      Less Than Full-Time

2. Dues for part-time/adjunct community college faculty/tutors shall pay dues according to the following formula:
   34% or greater pay one-fourth dues
   less than 34% pay one-eighth dues.

a. part-time/adjunct community college faculty/tutors whose annual salary is equal to or greater than the teacher average salary shall pay one-quarter OEA dues;

b. part-time/adjunct community college faculty/tutors who earn one-half, but less than the teacher average salary shall be assessed three-sixteenths OEA dues;

c. part-time/adjunct community college faculty/tutors who earn one-fourth but less than one-half the teacher average salary shall be assessed one-eighth OEA dues;

d. part-time/adjunct community college faculty/tutors less than one-fourth of the teacher average salary shall be assessed one-sixteenth OEA dues.

Submitted by: Twenty Signatures of OEA Members

Debate ensued.

Motion to approve Bylaws Amendment F CARRIED.

BYLAWS AMENDMENT G

Board of Directors forwards Bylaws Amendment G with a Do Pass Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 2.

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

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.

Submitted by: OEA Bylaws and Policies Committee

Motion to approve Bylaws Amendment G CARRIED.

BYLAWS AMENDMENT H

Board of Directors forwards Bylaws Amendment H with a Do Pass Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 2. Classifications

There shall be five classes of membership in OEA: active, student-aspiring educator, retired, substitute, and Community Ally. The fifth category, Community Ally is for those who are not eligible for regular membership but wish to support the mission, vision and core values of OEA. A person who is eligible for more than one (1) category shall join the Association in the membership category that provides the greatest degree of participation in Association governance.

Section 3. Active Members

B. Continuation of Membership

2) Persons who were active aspiring educator members of the Student OEA for the previous membership year shall be considered continuing active members of the Student Aspiring Educator OEA as long as they have not accepted
Section 5. Student Aspiring Educator Members

A. Any undergraduate or full-time graduate student enrolled in, or preparing for, a teacher education program in a college or university may become a student aspiring educator member of the OEA by joining an Aspiring Educator Oregon Education Association chapter. An SAEOA member may also join a local association of OEA and must also be a student aspiring educator member of NEA. Anyone who has been an active member of any NEA state affiliate is ineligible for SAEOA membership. Membership shall include the right to vote, serve as a delegate and to receive OEA publications.

B. Dues for each student aspiring educator member shall be set by the Student-AEOA at its annual meeting and shall include Student Aspiring Educator NEA dues. In the event no Student Aspiring Educator OEA annual meeting is held, the dues will be set by the OEA Board of Directors. The dues shall be reviewed annually and reported in the Budget proposal: Programs and Services for Members.

ARTICLE III. OEA REPRESENTATIVE ASSEMBLY

Section 1.

D. Allocation of the Student Aspiring Educator Oregon Education Association delegate credentials shall be based on the ratio of 1:40 student aspiring educator members or major fraction thereof with the Student aspiring educator OEA being guaranteed one delegate. The delegate(s) shall be chosen from the all-inclusive state membership rolls by a secret ballot mailed to all members of the Student AEOA. Delegate credentials shall be based upon March 1 membership rolls.

ARTICLE VII. ELECTION OF OFFICERS, DIRECTORS AND DELEGATES

Section 2. Nominations

The filing deadline for the OEA Board of Directors, NEA State Delegates and Student Leadership Aspiring Educator 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 aspiring educator delegate positions shall be active members as defined in Article I, Section 3.

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

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 4.

K. Provide information and services to Student aspiring educator OEA members.

Submitted by: OEA Bylaws and Policies Committee

Motion to approve Bylaws Amendment H CARRIED.

BYLAWS AMENDMENT I

Board of Directors forwards Bylaws Amendment I with a Do Pass Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

B. Continuation of Membership

1) Persons who were active members of the OEA for the previous membership year will be considered continuing active members of OEA as long as they meet the requirements for active membership (Article I, Section 3, A). To withdraw from continuing membership, active members. A member may withdraw from membership at any time by giving two weeks notice to the OEA President of their withdrawal, in writing. To withdraw from a continuing dues-payment obligation, one must notify the OEA President, in writing, prior to October 1 of any membership year. No resignation shall be valid during a strike authorized by the member’s local association or within fourteen days preceding the commencement of such a strike.

Submitted By: Bylaws and Policies Committee

Motion to approve Bylaws Amendment I CARRIED.

BYLAWS AMENDMENT J

Board of Directors forwards Bylaws Amendment J with a Do Pass Recommendation.
ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

E. Dues & Assessments

2) Assessments: In addition to the OEA dues described above, all classifications of active members pay the following assessments:

a. $2.00 per member annually to acquire, improve and maintain office facilities. The assessment will be increased to $5.00 annually, beginning with the 2021-2022 OEA fiscal year, for a period of five fiscal years, unless the OEA Representative Assembly acts to extend the increase. If the OEA Representative Assembly does not extend the increase after the five-year period, the assessment will revert to the $2.00 annual assessment.

Submitted By: Bylaws and Policies Committee

Debate Ensued.

Kelsy Dunlap, Salem-Keizer EA, moved to close debate. CARRIED.

Motion to approve Bylaws Amendment \textit{J} CARRIED.

ACTION ON OEA POLICY AMENDMENTS

Imelda Cortez, Eugene EA and Chair of the Bylaws/Policies Committee, moved on behalf of the Committee to approve the Proposed Policy Amendments.

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\hline
\textbf{POLICY AMENDMENT A} \\
\hline
\textit{Board of Directors forwards Policy Amendment A with a Do Pass Recommendation.} \\
\hline
\textbf{2560 – GENERAL RULES FOR ELECTIONS & CAMPAIGNING} \\
\hline
\textbf{1) PROCEDURES FOR CANDIDATES RUNNING FOR ASSOCIATION OFFICE} \\
\hspace{1cm} (OEA Bylaws, Article VII) \\
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\end{table}

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

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

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

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

1. OEA will give each candidate one set of mailing labels, upon request, and a delegate list with most recent known address, phone numbers, and home e-mail address for the delegates who will vote in his or her race.

Submitted By: OEA Bylaws and Policies Committee

Motion to approve Policy Amendment A CARRIED.

POLICY AMENDMENT B

\textit{Board of Directors forwards Policy Amendment B with a Do Pass Recommendation.}
a sealed envelope marked “Secret Ballot” and placed in a larger outer envelope marked “Challenged Ballot” until eligibility has been resolved.

b. “Secret Ballot(s)” shall not be counted and final results not certified until the issue is resolved. Further, so as to not influence decisions regarding the challenged ballots, the results shall be known only to Elections Committee members and designated staff. In addition, no results shall be released until the challenge has been resolved.

8. No candidate may use the picture or name of current OEA staff in any campaign materials. Such prohibition is not intended to apply to the use of pictures or names of current or former OEA Officers in campaign materials.

Submitted By: OEA Bylaws and Policies Committee

James Moran, Dallas EA, moved to close debate. CARRIED.

Motion to approve Policy Amendment B CARRIED.

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POLICY AMENDMENT C

Board of Directors forwards Policy Amendment C with a Do Pass Recommendation.

2560 – GENERAL RULES FOR ELECTIONS & CAMPAIGNING

9. Representative Assembly Election Procedures Challenges

a. Any member qualified to vote may challenge the election procedure employed by the Credentials Committee. The voting delegates to the Representative Assembly are empowered to process said challenge.

b. All challenges must be filed in writing with the Chair of the Credentials Committee. All challenges must be filed prior to the time the Credentials Committee announces the results of the voting.

c. The written challenge must identify the specific election procedures, rule or rules violated. No other basis for challenge shall be recognized as a valid challenge within the purview of these rules.

d. Every challenge shall clearly and concisely state the remedy to correct the alleged irregularity.

e. The voting delegates of the Representative Assembly may on their own initiative determine that the challenge is groundless and shall issue such decision. Alternatively, the voting delegates receiving such challenge may determine that one or more alleged violations have occurred, in which case an immediate correction of the irregularity and/or re-

balloting shall occur. In the event of intervention, the voting delegates of the OEA Representative Assembly shall be the final authority as to the ultimate disposition of the challenge.

Submitted By: OEA Bylaws and Policies Committee

Debate ensued.

Motion to approve Policy Amendment C CARRIED.

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POLICY AMENDMENT D

Board of Directors forwards Policy Amendment D with a Do Pass Recommendation.

2560 – GENERAL RULES FOR ELECTIONS & CAMPAIGNING

10. Representative Assembly Campaign Practice Challenges

a. Prior to the Representative Assembly:

Any challenge alleging a violation of the campaign practices shall be filed in writing with the Office of the Credentials Committee Chair. A challenge filed prior to the convening of the Representative Assembly shall be investigated by the Credentials Committee. Challenges to campaign practices occurring prior to the convening of the Representative Assembly must be filed prior to the convening of the Assembly.

Pursuant to its authority, the Credentials Committee shall meet and review every challenge to determine whether one of its rules has been violated.

Should the Credentials Committee find that a candidate is in violation of campaign practices, the Credentials Committee may recommend to the OEA Board of Directors disciplinary action, which shall include, but not be limited to, withdrawal of/billing for assistance, and/or disqualification of the candidate.

A candidate may appeal the decision of the Credentials Committee regarding campaign practices occurring prior to the Representative Assembly. Any appeal
must be taken within 48 hours of notice of the decision by filing a Notice of Appeal with the Executive Committee of the OEA Board of Directors. The Notice of Appeal must state with particularity the portion of the decision deemed to be incorrect and must contain evidence illustrating the basis for the appeal. Upon receipt, the Executive Committee shall meet and review the facts of the appeal. The Executive Committee shall have authority to uphold or to reverse the decision. Upon decision of the Executive Committee, there shall be no further right of appeal.

b. At the Representative Assembly:

Any challenge alleging a violation of the campaign practices at the Representative Assembly shall be filed in writing with the Chair of the Credentials Committee. A challenge must be filed no later than the completion of balloting. Challenges filed during the Representative Assembly shall be investigated by the Credentials Committee and reported to the Representative Assembly delegates for resolution. The Representative Assembly delegates shall be the final authority as to the disposition of the challenge.

Pursuant to its authority, the Credentials Committee shall meet and review every challenge to determine whether one of its rules has been violated, and whether such violation could have caused a different result. Should the Credentials Committee find that a candidate is in violation of campaign practices, the Representative Assembly may initiate disciplinary action which may include, but not be limited to, withdrawal of/billing for assistance, and/or disqualification of the candidate.

Submitted By: OEA Bylaws and Policies Committee

Motion to approve Policy Amendment D CARRIED.

POLICY AMENDMENT E

Board of Directors forwards Policy Amendment E with a Do Pass Recommendation.

2560 – GENERAL RULES FOR ELECTIONS & CAMPAIGNING

11. Local-Level Challenge

Any member qualified to vote may challenge the election procedure employed by the local. The local’s governing body, operating on behalf of its members, is empowered to process said challenge. All challenges must be in writing and filed with the President of the local, except where the challenger is the local President, in which case the challenge shall be filed with any non-challenging officer of the local. If any officer of the local is involved in the challenge, the challenge shall be submitted to the Chair of the OEA Credentials Committee.

The written challenge must specify the specific election procedures rule or rules violated. No other basis for challenge need be recognized by the local as a valid challenge within the purview of these rules. The challenge shall be filed within 24 hours of the time of closing of the local polls on the election dates. In no event shall the local recognize under these rules a challenge that has not been filed within that time period. Every challenge shall contain a clear concise statement as to the remedy the challenger would prefer the local to apply to correct the alleged irregularity in following the Election Rules.

The governing board of the local may on its own initiative determine that the challenge is groundless and shall issue such decision with its reasons stated within 24 hours of receipt of the challenge. Alternatively, the local receiving such challenge may determine that one or more alleged violations have occurred, in which case such local shall have the opportunity to correct the procedure if possible before the election.

Any challenger not satisfied with the local’s disposition of the challenge shall have the right to appeal the same challenge in writing with the Credentials Committee within 48 hours of being notified of such disposition by the local. Every such appeal shall include a concise statement indicating how the results could have been different if it were not for the alleged violation, but failure to do so shall not in and of itself invalidate the appeal. The challenger shall notify the local at the same time the appeal is filed with the Credentials Committee.

The Credentials Committee shall meet and review every challenge appealed to that level including the response of the local to determine whether one of its rules has been violated, whether such violation caused a different result, or whether or not a new election could theoretically bring about a different result than would otherwise be the case if the election were allowed to stand.

The Credentials Committee may dismiss a challenge that does not conform to these rules.

The Credentials Committee may, at its own initiative, require the challenger and the local challenged to submit additional information or testify at a hearing before the Credentials Committee solely for the purpose of determining whether the challenge has foundation sufficient to warrant further inquiry and disposition by the Committee. The decision of the Committee shall be final, except that the OEA Board of Directors may on its own motion issue a decision in lieu of a Credentials Committee decision.
Prior to the issuance of any decision, the Credentials Committee shall notify the OEA President as to the nature of the challenge and the intended disposition. The President may cause the OEA Board of Directors to intervene, if the President determines that intervention is justified. In the event the President is involved in the challenge, the Credentials Committee shall notify the Executive Director, who shall refer the matter to the OEA Board of Directors. In the event of intervention, the Governing Board shall be the final authority as to the ultimate disposition of the challenge.

Submitted By: OEA Bylaws and Policies Committee

Motion to approve Policy Amendment F CARRIED.

POLICY AMENDMENT F

Board of Directors forwards Policy Amendment F with a Do Pass Recommendation.

2560 – GENERAL RULES FOR ELECTIONS & CAMPAIGNING

12. State-Level Challenge

Any member qualified to vote or any authorized observer may challenge the election procedures used or the rulings of the state Elections Committee. All challenges must be filed in writing with the OEA Board of Directors within forty-eight (48) hours of actual notice of the matter challenged. The challenge must specifically identify the violation alleged and contain a clear and concise statement identifying the remedy desired. The challenger shall concurrently notify the Credentials Committee of the challenge filed by filing an identical statement with the Committee.

The OEA Board of Directors shall meet and review every challenge raised by a member or an observer and shall respond to the challenger indicating whether one of its rules has been violated, or whether such violation caused a different result, or whether or not a new election could theoretically bring about a different result than would otherwise be the case if the election were allowed to stand.

The OEA Board of Directors may in its discretion dismiss a challenge that does not conform to its rules or may decide to investigate more fully using a subcommittee of its members or other identified investigators. The OEA Board of Directors may, at its own initiative, require the challenger and the Credentials Committee to submit additional information or testify at a hearing before the Board solely for the purpose of determining whether the challenge has foundation sufficient to warrant further inquiry and disposition by the Board.

In the event of intervention, the OEA Board of Directors shall be the final authority as to the ultimate disposition of the challenge.

Submitted By: OEA Bylaws and Policies Committee

Motion to approve Policy Amendment G CARRIED.

POLICY AMENDMENT G

Board of Directors forwards Policy Amendment G with a Do Pass Recommendation.

2300 - OFFICERS OF THE OEA

(IEA Bylaws, Article VI, Section 4)

II. VICE PRESIDENT’S ROLE STATEMENT

(IEA Bylaws Article VI, Section 4)

L. Election to the vice presidency shall constitute election as a delegate to the NEA Representative Assembly for all purposes except voting in elections for NEA officers.

Submitted by: OEA Bylaws and Policies Committee

Motion to approve Policy Amendment H CARRIED.

POLICY AMENDMENT H

Board of Directors forwards Policy Amendment H with a Do Pass Recommendation.

I. ACHIEVEMENT OF ORGANIZATIONAL EXCELLENCE

C. Association Services

2. Student Aspiring Educator Oregon Education Association

a. Where possible the local associations should invite the local Student Aspiring Educator OEA to have a member on their different committees and task forces on the local level.

c. Cadre assistance may be provided for Student Aspiring Educator OEA.

Submitted by: OEA Bylaws and Policies Committee

Motion to approve Policy Amendment H CARRIED.

POLICY AMENDMENT I

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

6000 - RELIEF FUND POLICY

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

J. The Board of Directors may authorize the use of funds from the OEA Relief Fund to make regular monthly payments on the 2020 loan that was obtained to finance the replacement of the OEA headquarters heating, ventilation and air-conditioning (HVAC) system.

Submitted by: OEA Board of Directors

Debate ensued.
Alisha Chavez, Portland AT, moved to close debate. **CARRIED.**

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

Meeting recessed at 3:59pm.

Meeting reconvened at 4:05pm.

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), presented the proposed Legislative Objectives. **Items pulled: Legislative Objectives Amendments C, D**

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

Debate ensued.

**LEGISLATIVE OBJECTIVES AMENDMENT A**

I move to revise Recommendation #2 under Protecting Children’s Health and Safety to read:

2. Advocate for early childhood education programs that include Oregon Pre-K, Head Start, and other providers of preschool for all students who wish to enroll. This includes championing universal preschool statewide.

**Maker: Ami Fox, Portland AT**

Motion to approve Legislative Objectives Amendment A **CARRIED.**

**LEGISLATIVE OBJECTIVES AMENDMENT B**

I move to add a new #15 Recommendation under “Respecting School Employees”, Miscellaneous category:

15. Advocate for programs and strategies to diversify the public education workforce so that it more closely resembles the racial/ethnic demographics of Oregon’s students. This includes such programs as a BIPOC educator statewide tuition remission program.

**Maker: Ami Fox, Portland AT**

Motion to approve Legislative Objectives Amendment B **CARRIED.**

**LEGISLATIVE OBJECTIVES AMENDMENT C**

I move that OEA will lobby legislature to mandate all standardized testing at both the district and state level be opt in only. This would require that districts across the state do a better job communicating and explaining the rationale behind standardized testing to families if it means to gain participation that can often uphold white supremacy culture. All students by default would be opted out of standardized testing unless their parents select to opt-in.

**Maker: Beyoung Yu, Portland AT**

Debate ensued.

Angela Adzima, Hillsboro EA, moved to close debate. **CARRIED.**

Motion to approve Legislative Objectives Amendment C **FAILED.**

**LEGISLATIVE OBJECTIVES AMENDMENT D**

I move OEA opposes freeway expansions by default because these projects harm our students and teachers on several metrics. OEA can support individual freeway expansions when a lawmaker or government representative approaches the OEA executive board for approval, and the OEA president has notified PAC members of that request 60 days prior to approval.

**Maker: Joe Rowe, Portland AT**

Debate ensued.

Kelsy Dunlap, Salem-Keizer EA, moved to close debate. **CARRIED.**

Motion to approve Legislative Objectives Amendment D **FAILED.**

**ACTION ON RESOLUTION AMENDMENTS**

Angela Adzima, Resolution Committee Chair, moved on behalf of the Committee to adopt the proposed Resolutions as presented except for items pulled **CARRIED.**

The meeting recessed at 5:28pm.

The meeting reconvened at 5:38pm.

Resolutions Amendments Pulled: A, L, V, W **CARRIED.**

**RESOLUTIONS AMENDMENT A**

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

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 AND STABLE FUNDING FOR PUBLIC EDUCATION.

1.7 Oppositions to Tax Credits and Vouchers

The Oregon Education Association believes public funds for education must be used only for public schools, and therefore, opposes any legislation designed to provide tax credits or vouchers for tuition paid to any private elementary or secondary institution, home school programs, or any charter public school.
The Board of Directors forwards the Proposed Resolutions Amendment A with a Do Pass Recommendation.

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 AND STABLE FUNDING FOR PUBLIC EDUCATION.

I.11 Systemic Inequity

The Oregon Education Association believes that many of the educational problems are at root social problems related to rising poverty levels, systemic and institutional racism, and generational inequity. Schools are where society’s problems become evident, not where they arise. The Association believes that our legislative agenda should be proactive with regards to issues around economic inequalities, healthcare for all including mental health parity, loss of living wage jobs, affordable and accessible housing, corporate tax giveaways, and a more progressive tax system. (2013)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment B CARRIED.

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 ISSUE

GROUP A: EXCELLENCE

II.2 HIGH EDUCATION STANDARDS

The Oregon Education Association supports high educational standards for every student in all schools in Oregon.

Assessment for graduation should be grounded in knowledge of how students learn; connected to clear statements of what is important for students to learn; flexible enough to allow students to explore fields of interest and meet the needs of a diverse student body; and be able to provide students with the opportunity to actively produce work demonstrating their learning.

The OEA recognizes the limitations of standardized assessments and believes that multiple and varied assessments should be used to determine student learning and growth in a particular subject area.

The OEA believes it is the responsibility of the legislature to allocate resources necessary for students to attain high standards including the time for teachers, educators to prepare, provide, and evaluate student work samples. Additional funding and opportunities should be available for students having difficulties meeting standards.

The OEA further believes that curriculum should be set by local school districts in partnership with education professionals. (2000, 08, 10, 11, 12)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment C CARRIED.

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

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

GROUP B: STUDENT RIGHTS

II.9 Sexual Harassment

The Oregon Education Association believes sexual harassment is illegal, harmful, and inappropriate to both employees and students. There are two forms of sexual harassment: 1) quid pro quo, in which a person of authority uses that authority to obtain sexual favors, and 2) hostile environment, in which a person or persons makes another person feel threatened, demeaned, embarrassed, uncomfortable or bullied. Hostile environments may be created by any person – adult or student – and may occur in any work or school environment. In school settings the Association believes that when school staff is aware, it is their responsibility to prevent and/or stop student to student sexual harassment as it pertains to sexual identity, gender identity and/or sexual innuendos.

The Association encourages its affiliates to work with local school districts, institutions of higher education, the Association, and the community to develop comprehensive programs to address sexual harassment which include all stakeholders. Such programs should:
• Establish strong policies prohibiting sexual harassment that include the definition, consequences, and procedures for reporting, investigating and appeals.

• Provide professional development materials and resources to education and association staff.

• Develop and implement educational programs designed to help students, members, and the community to recognize, understand, prevent, oppose and eliminate sexual harassment in all its forms.

• Provide training for all school and Association employees in sexual harassment prevention and intervention.

These programs and materials should be reviewed, revised and updated as needed to reflect changing needs. (2008, 13)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment E CARRIED.

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

GROUP B: STUDENT RIGHTS

II.12 Community Based After-School Programs

The Oregon Education Association recognizes the need for quality after-school programs for school age children students and that school facilities are the logical site for such programs. After-school programs should not be dependent on school personnel for their operations. Participation by school personnel should be by choice, not by assignment. Public funds should not be allocated or redirected to private after school programs. (1985, 89, 97, 2001, 05, 08, 10)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment E CARRIED.

RESOLUTIONS AMENDMENT F

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

GROUP C: SAFETY

II.15 Emergency Contingency Plans

The Oregon Education Association believes in the safety of all students and staff. The Association also believes that schools, school districts, and school transportation systems must have written plans that delineate procedures that include, but are not limited to, emergencies, lockdowns, violence, evacuations, communicable disease outbreaks and pandemics, natural disasters, and weather-related conditions. Plans must include rapid reaction criteria and procedures coordinated with on-campus, community and other appropriate first responders. Emergency plans for each school site must be developed by school personnel, including Association members, and parents/guardians in partnership with the community. The Association further believes that for these plans to be effective they must be practiced and updated on a regular and consistent basis. Plans must include stress management/counseling strategies as follow-up care for students and staff when appropriate. (2011)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment F CARRIED.

RESOLUTIONS AMENDMENT G

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

GROUP C: SAFETY

II.14 Youth Gangs Promoting School Safety

The Oregon Education Association believes that effective teaching and learning can only take place in an environment that is free of physical danger and fear 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.
The Oregon Education Association believes that weapons, specifically firearms, represent a threat to school safety. Schools must develop policies and procedures that address weapons in schools that are designed to minimize threat and harm. Additionally, schools should work with law enforcement agencies to develop and implement these policies that reduce threats and ensure safe environments. Anyone with unauthorized weapons or any object that could reasonably be considered such a weapon should be treated with zero tolerance and immediately reported to civil authorities. In the case of minors, parents/guardians will be notified and the minors will be disciplined up to the fullest extent possible. (1995, 97, 2003, 08, 10)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment H CARRIED.

RESOLUTIONS AMENDMENT I

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

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

GROUP C: SAFETY

II.16 Weapons In School

The Oregon Education Association believes that weapons, specifically firearms, represent a threat to school safety. Schools must develop policies and procedures that address weapons in schools that are designed to minimize threat and harm. Additionally, schools should work with law enforcement agencies to develop and implement these policies that reduce threats and ensure safe environments. Anyone with unauthorized weapons or any object that could reasonably be considered such a weapon should be treated with zero tolerance and immediately reported to civil authorities. In the case of minors, parents/guardians will be notified and the minors will be disciplined up to the fullest extent possible. (1995, 97, 2003, 08, 10)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment G CARRIED.

RESOLUTIONS AMENDMENT H

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

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

GROUP C: SAFETY

II.16 Weapons In School

The Oregon Education Association believes that weapons, specifically firearms, represent a threat to school safety. Schools must develop policies and procedures that address weapons in schools that are designed to minimize threat and harm. Additionally, schools should work with law enforcement agencies to develop and implement these policies that reduce threats and ensure safe environments. Anyone with unauthorized weapons or any object that could reasonably be considered such a weapon should be treated with zero tolerance and immediately reported to civil authorities. In the case of minors, parents/guardians will be notified and the minors will be disciplined up to the fullest extent possible. (1995, 97, 2003, 08, 10)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment H CARRIED.
adequate soap in restrooms and handwashing stations, hand sanitizer, facial tissue, and when necessary, personal protective equipment such as gloves and face coverings.

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)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment I CARRIED.

RESOLUTIONS AMENDMENT J

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

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.22 Special Education

The Oregon Education Association supports full funding and implementation of The Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act pertaining to the rights of students with special needs. OEA believes that each child/student is entitled to a free and appropriate education in an accessible and least restrictive environment with a full range of support services.

The Association believes that all children with disabilities should be educated in compliance with The Individuals with Disabilities Education Act, and also believes that appropriate programs for students with special needs and who are not covered under IDEA should be established. The Association believes this can best be accomplished in coordinated efforts with state social service agencies. (1983, 89, 91, 96, 97, 98, 2003, 04, 06, 08, 16)

Submitted by: Resolutions Committee

Contact: Angela Adzima

Motion to approve Resolutions Amendment J CARRIED.

RESOLUTIONS AMENDMENT K

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

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

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), and 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 using weighted formulas to accommodate the demands of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP), Section 504 Plans.
The Board of Directors forwards the Proposed Resolutions Amendment L with a Do Pass Recommendation.

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.31 Gifted, Talented, and Creative Students

The Oregon Education Association believes there should be effective educational programs for gifted, talented, and creative students. The Association also believes there must be well-developed criteria and guidelines for identifying, supporting and teaching these students. Such identification must be culturally sensitive and must not discriminate on any basis other than the exceptionality being identified.

The Association also believes that culturally responsive professional development training programs in gifted, and talented and creative student education must be provided for educators teachers. (1985, 89, 97, 2008)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment M CARRIED.
The Board of Directors forwards the Proposed Resolutions Amendment N with a Do Pass Recommendation.

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.33 Students Navigating Children Affected by Poverty

The Oregon Education Association believes there should be effective educational strategies for children students navigating and impacted by poverty.

The Association also believes that educational personnel should be aware and offered training to support students navigating dealing with the effects of poverty (2005, 08, 19)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment N CARRIED.

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

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.34 Equal Equitable Opportunities for Students of Color

The Oregon Education Association believes there should be equal 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.

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, 19)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment O CARRIED.

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

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.35 School Age Student Parents

The Oregon Education Association believes school districts should provide programs and services that encourage teenage student parents to continue their education including post-secondary opportunities. The Association recommends that these programs emphasize training toward gainful employment, self-esteem, childcare and child development, family planning, financial planning including budgeting, and healthy relationships. (1979, 89, 97, 2008, 16, 17)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment P CARRIED.

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

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

GROUP D: PROGRAMS SUPPORTING ALL STUDENT NEEDS

II.37 Equal Opportunities for Students Identifying as LGBTQ+

The Oregon Education Association believes schools should be safe, welcoming, and affirming for students identifying as lesbian, gay, bisexual, transgender, non-binary, queer, and questioning (LGBTQ+) and be
afforded equal opportunities within the public education system.

The OEA further supports appropriate and inclusive educational programs that address the unique needs and concerns of students who identify as LGBTQ+. The OEA supports efforts and contributions by educators, parents/guardians, community leaders, organizations, and partners in the development of these programs. These programs must also include counseling services and programs staffed by appropriately trained personnel to address the high incidence of bullying, harassment, sexual violence, dropout rates, and suicide within this group of students.

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment Q CARRIED.

RESOLUTIONS AMENDMENT R

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

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

11.37 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 a rich ethnic studies curriculum. These programs should be fully funded for all pre-K through higher education students.

OEA believes in efforts that provide for the creation and protection of ethnic studies programs, courses and curriculum at the post-secondary and pre-K through post-secondary levels that represent American Indian/Alaska Native/Native Hawaiian or Americans of African, Asian, Pacific Island, Chicano, Latinx or Middle Eastern descent; individuals from all backgrounds; and individuals from traditionally underrepresented groups (women, people with disabilities, immigrants, refugees and individuals who are LGBTQ+).

OEA believes that the time for this instruction needs to be preserved, protected, and prioritized.

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, 19)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment R CARRIED.

RESOLUTIONS AMENDMENT S

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

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.39 Life Roles and Career Education

The Oregon Education Association believes that preparation of students for multiple life roles should be a basic policy of education. Educational programs should be developed for all students which will assure equal opportunity for career and occupational development as well as life skills. (1974, 89, 94, 97, 2008)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment S CARRIED.

RESOLUTIONS AMENDMENT T

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

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.41 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 with appropriate intervention, especially in the early grades, is essential for learning in all content areas and for achieving high standards. Educators/Teachers at all levels should be provided with adequate resources, including a fully funded and staffed library/media center and encouraged to use their expertise to address the diverse needs of students.
The Board of Directors forwards the Proposed Resolutions Amendment U with a Do Pass Recommendation.

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.43 Recess

The Oregon Education Association believes that supervised recess is a valuable educational tool, an active form of learning that promotes a healthy lifestyle physically, mentally, socially and emotionally. The Association further believes students learn better when the whole self is involved in the process and that recess additionally allows a student to develop skills for seeing another person’s point of view, teambuilding, cooperating, helping, sharing, and solving problems. (2010)

The Oregon Education Association believes that all children students require unstructured playtime as a condition of normal development. All school programs should recognize this need and ensure that the time is built into every day.

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment U CARRIED.

RESOLUTIONS AMENDMENT U

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

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 Comprehensive Sexuality Education

The Oregon Education Association believes a comprehensive sexuality education, including information about HIV/AIDS, provides children and youth students with knowledge and skills that will empower them to: realize their health, well-being and dignity; develop respectful social and sexual relationships; consider how their choices affect their well-being and that of others; and understand and ensure the protection of their rights throughout their lives. Information about the content of the comprehensive sexuality education curriculum. Such instruction must be complete, medically accurate, and age appropriate and developed by qualified educational and/or health care professionals. The Association believes a comprehensive sexuality 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 a comprehensive sexuality education 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 comprehensive sexuality education curriculum.

Comprehensive sexuality 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, 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, 19)

Submitted by: Resolutions Committee
Contact: Angela Adzima
Debate ensued.

Motion to approve Resolutions Amendment V CARRIED.

RESOLUTIONS AMENDMENT W

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

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

GROUP F: INSTRUCTION
II.51 Instructional Time

The Oregon Education Association believes that quality instructional time leads to student learning and growth. The OEA opposes overly prescriptive mandates at the state and local levels that dictate how to apportion time within the instructional day to various content areas. The OEA also opposes any definition of instructional time that narrowly defines this time as direct instruction from an educator. Overall instructional time for students, regardless of the delivery model, should be developmentally appropriate and differentiated by grade level. The instructional day should include ample time for students to access opportunities for physical movement and play and adequate time to eat a healthy meal as research shows these activities support learning. The instructional day must equally value traditional academic subjects such as reading and math and opportunities for students to have a well-rounded education, engage in high-leverage instructional delivery such as project-based learning, and engage in critical thinking.

The Oregon Education Association believes the instruction time of students in primary grades should be limited to no more than five hours per school day, with the added recommendation that no consecutive two hour period shall pass without a break from classroom instruction for those children. (1980, 89, 97, 2008)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Debate ensued.

Motion to approve Resolutions Amendment W CARRIED.

RESOLUTIONS AMENDMENT X

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

II.52 Student Retention

The Oregon Education Association believes that constructive and effective interventions should be provided to remediate the skills and knowledge of students who are not meeting grade level expectations.

Retention should not be based solely on a single measure of student’s performance or on the results of high stakes assessments and must take into account multiple measures that are collected over time and include measures of social and emotional readiness and impact as well as academic measures. (1978, 89, 97, 2001, 08)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment X CARRIED.

RESOLUTIONS AMENDMENT Y

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

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

GROUP F: INSTRUCTION

II.54 School Libraries/Media Centers

The Oregon Education Association believes that all libraries are forums for information and ideas. Books, electronic media information and other library resources should be provided for the interest, information, and enlightenment of all, with materials and information presenting all points of view on current and historical issues. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.

Library/media curricula should follow national Oregon’s state standards as adopted by the State Board of Education set forth by the appropriate professional organizations and should be developmentally appropriate, sequential, cooperative in nature and culturally sensitive. Classes should be taught with the same student/teacher ratio as other grade-level class sizes. Provisions should be made for students with physical disabilities and/or learning disabilities. (1974, 89, 94, 95, 97, 2007, 08)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment Y CARRIED.

RESOLUTIONS AMENDMENT Z

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

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.61 Site Committees/Decision-Making in Instructional Programs

The Oregon Education Association supports site-based decision-making committees. The OEA believes that a single site committee should be established in each building and given shared responsibilities for decision-making and planning within the existing school structure. Site committees should be fully funded and provided time and training to function. Building site committees should include a majority of teachers, licensed educators, representation from the educational support personnel, and the community, each elected by their peers. Any site committee proposals that require a waiver from state law, administrative rules or the local collective bargaining contract must be approved by both the local bargaining representative and the district.

OEA believes a district site committee should be required for every district. The purpose of the committee should be to provide communication among the site committees in the district; to monitor the activities of the various committees and provide assistance where necessary; and to coordinate the activities of the various committees. (1984, 88, 89, 93, 94, 97, 2004, 08)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment Z CARRIED.

RESOLUTIONS AMENDMENT AA

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

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.67 Accountability

The Oregon Education Association believes schools and ESD’s should be accountable to the public; parents and communities have a right to know that their children students are learning. True accountability must be based on an accurate assessment of what a student has learned and achieved. This assessment cannot be accomplished through state-mandated standardized testing. Furthermore, school-related data, such as attendance rates and test-completion percentages, should not be used or packaged to compare one school or district to another. The OEA believes that parents and students are accountable for student attendance which affects student learning.

The Association believes that school employees can be accountable only to the degree that they share responsibility in educational decision-making and to the degree that other parties share this responsibility - legislators, other governmental officials, school boards, administrators, parents, students, and taxpayers. (1993, 97, 2000, 04, 08, 17)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AA CARRIED.

RESOLUTIONS AMENDMENT AC

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

III. BUILD SUPPORT FOR PUBLIC EDUCATION AND EDUCATION EMPLOYEES

III.1 Public Education

The Oregon Education Association believes in a free and appropriate public early childhood kindergarten, elementary and secondary through 12th grade education for all students and believes that post-secondary education through community college programs and institutions of higher education should be affordable and accessible to all students. The Association believes access to higher education should be affordable and accessible to all, which could include programs that eliminate tuition and fees. It is the responsibility of state and local governments, and the community to provide for the education of its children students. (1974, 77, 89, 93, 94, 97, 2005, 06)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AB CARRIED.

RESOLUTIONS AMENDMENT AB

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

III. BUILD SUPPORT FOR PUBLIC EDUCATION AND EDUCATION EMPLOYEES

III.4 Home Schooling

The Oregon Education Association believes the developmental needs of children students are best served by the public schools. However, if parents/guardians exercise their right to instruct their children at home, the OEA believes the educational program must meet or exceed the minimum state and local district standards. (87, 97)
The Board of Directors forwards the Proposed Resolutions Amendment AC with a Do Pass Recommendation.

III. BUILD SUPPORT FOR PUBLIC EDUCATION AND EDUCATION EMPLOYEES

III.5 Partnership with Agencies

The Oregon Education Association can and should play a crucial role in helping articulate effective programs and directing resources for all youth in our state. The Association encourages collaboration efforts with youth service agencies; at the state, county, and local level; and involving teachers educators in defining the needs for our children students and strategies to meet those needs. (1989, 97)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AC CARRIED.

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

III. BUILD SUPPORT FOR PUBLIC EDUCATION AND EDUCATION EMPLOYEES

III.11 Build Community Coalitions

The Oregon Education Association believes that public education benefits from involvement in community organizing. We believe that ongoing alliances with local community groups and coalitions strengthen our influence, image, and support in the communities we serve and is integral to ensuring every student has access to great public schools. The Association must take steps to be in meaningful and authentic coalition with communities that are representative of the student population, including communities that speak languages other than English. We believe that meaningful communication between educators, parents, guardians, and caregivers who speak languages other than English is necessary to assist in their children’s development and the family’s integration into Oregon’s society. (2002, 19)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AE CARRIED.

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

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

IV.38 Substitute Teachers

The Oregon Education Association believes in the importance of employing professional educators to fulfill the critical role of substitute teachers. The Association also believes that substitute teachers perform a vital function in the maintenance and continuity of daily education.

In order to achieve and maintain the highest standards of student learning and professional practice, and to ensure quality instruction in every classroom every day, the Association further believes that substitute teachers must –

a. Meet the same standards as other licensed teachers within the state.

b. Receive equitable and professional compensation and benefits.

c. Receive ongoing professional development.

d. Be provided with materials and information appropriate to the position in which they are substituting, including any special specific individual student supports and mental and behavioral health needs of the students.

e. Be entitled to representation and/or support by state and national affiliates in collective bargaining.
The Board of Directors forwards the Proposed Resolutions Amendment AI with a Do Pass Recommendation.

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

IV.40 Volunteers in Public Schools

The Oregon Education Association believes that parents/guardians and other community volunteers have a valuable role to play within the public schools. The proper use of volunteers is essential for the preservation of quality education programs for children. Volunteers should be appropriately screened and trained, as determined by the needs of the local school system and by the state statutes.

The Association also believes that education employees should be involved in the decision-making process regarding the appropriate utilization of volunteers within local school systems. (2008)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AI CARRIED.

RESOLUTIONS AMENDMENT AJ

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

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

V.3 Council for Accreditation of Educator Preparation Programs

The Oregon Education Association supports a robust and quality accreditation program for the purpose of informing, setting, and meeting national standards (such as the Council for Accreditation of Educator Programs standards) in order to rigorously and thoughtfully prepare educators to successfully...
The Board of Directors forwards the Proposed
Resolutions Amendment AK with a Do Pass
Recommendation.

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

V.4 Licensed Educator in Every Professional
Position

The Oregon Education Association believes all
professional positions must be filled by a licensed
educator; and that special areas and/or specialized
positions must be filled by personnel explicitly
licensed in those areas.

The Association also believes that an administrator
who knowingly employs non-licensed staff for a
teaching position requiring a license should be
penalized by losing administrative credentials.

The Association further believes in resisting any
attempt to diminish the quality of learning or service
through elimination of licensed teaching positions or
through revision of school staff management under the
guise of improving educational opportunity when the
effect diminishes the quality of learning. (1974, 89,
97, 2009)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AK
CARRIED.

RESOLUTIONS AMENDMENT AL

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

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

V.5 Teacher Standards and Practices Commission

The Oregon Education Association firmly believes that
in as much as the actions of the executive secretary of
the Teacher Standards and Practices Commission affect
all TSPC licensed educators, the TSPC must
establish the job description and evaluation procedures
for its executive secretary and adopt its own budget.

The Association believes the Teacher Standards and
Practices Commission should critically assess current
college and university educator preparation programs
of teacher education and make specific
recommendations for changes, including standards for
remaining in the program, to meet the approval of
Oregon standards for certification. The Association
believes that alternatives to current college and
university educator preparation licensing programs-of
teacher preparation are counter-productive to effective

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AL
CARRIED.

RESOLUTIONS AMENDMENT AM

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

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

V.7 Licensed Educator Training Preparation

The Oregon Education Association believes that
teacher preparation programs must:

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

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

c. include an actual work experience in public
schools prior to completion of the 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, 19)

d. include training in the dynamics of inter-group
communication and human relations as a
n. include a basic knowledge of a Functional Behavioral Assessment (FBA) and a Behavior Support Plan (BSP) (2017)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AN CARRIED.

RESOLUTIONS AMENDMENT AN

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

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; working within a professional community

2. the positive and supportive treatment of children students 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. (2019)

7. Oregon’s restraint and seclusion laws that could include approved restraint training.

8. Medically necessary training required for the position such as CPR, glucagon, epinephrine, and others.

9. Necessary training to support students with disabilities.

Submitted by: Resolutions Committee
Contact: Angela Adzima
Motion to approve Resolutions Amendment AN CARRIED.

RESOLUTIONS AMENDMENT AO

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

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

V.11 National Board Certification

The Oregon Education Association supports voluntary national board certification. The Association recognizes the National Board for Professional Teaching Standards, composed of a majority of public school teachers, as the sole authority for granting such certification. The Association further encourages the TSPC to honor NBPTS certification with reciprocity.

(1999, 2005)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AO CARRIED.

RESOLUTIONS AMENDMENT AP

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

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

V.12 Professional Licenses

The Oregon Education Association believes that the profession must govern licensing of classroom teachers, administrators, and educators with personnel service licenses, counselors, specialists, through the Teacher Standards and Practices Commission as well as speech language pathologists who are licensed through the Oregon Board of Examiners of Speech Language Pathology and Audiology (BSLPA). The TSPC and BSLPA must set and enforce standards of licensure in conjunction with approved educator preparation 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 believes that requirements for licensure maintain professional fidelity and be set by educators in the field, not the public. 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 further believes that the TSPC and BSLPA conduct all investigations through a peer review process that includes practitioners in the field. 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 timeline 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. TSPC and BSLPA 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 at least two three public readings and public notice publication before final adoption. (1982, 89, 95, 97, 2009, 11, 19)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AP CARRIED.

RESOLUTIONS AMENDMENT AQ

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

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

V.13 Post Licensing Requirements

The Oregon Education Association opposes any efforts to legislate or mandate statewide post licensing requirements. New licenses/endorsements must hold harmless teachers educators who are already practicing in these areas. (1987, 89, 96, 97)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AQ CARRIED.

RESOLUTIONS AMENDMENT AR

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

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

V.15 Educator Teacher Testing Requirements

The Oregon Education Association believes the testing of experienced educators teachers who are already practicing in the classrooms, schools and school districts is unnecessary. The Association advocates the active assessment of all teachers educators through regular, and comprehensive, authentic, and meaningful evaluation procedures. Testing of applicants to the teaching education profession by university and college educator preparation preparatory programs is appropriate as long as instruments are bias free and performance oriented. (1985, 89, 95, 96, 97)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AR CARRIED.

RESOLUTIONS AMENDMENT AS

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

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

V.17 Peer Support & Peer Assistance Programs

The Oregon Education Association believes that peer support and assistance programs teachers provide support by sharing constructive ideas in order to improve instruction and believes that high standards within the teaching education profession and continuous improvement in professional practices are cornerstones of the profession. Some local associations may conclude that a peer assistance program is an appropriate mechanism for achieving these objectives.

The primary purpose of any such program should be to provide “assistance” — to improve professional practice, retain promising teachers educators, and build professional knowledge to improve student success. The program should:

a. Be developed through collective bargaining;

b. Be governed by a board composed of an equal number or a majority of representatives appointed by the local association;

c. Ensure that only teachers educators who are deemed by their peers to be highly skilled practitioners are selected to provide peer support and assistance as a part of the regular teacher educator, that the consulting teacher’s educator’s areas of expertise is are the same as or closely related to that of the participating teacher educator, and that the consulting teacher educator is chosen by the program governing bodies with the approval of the participating teacher educator involved;

d. Seek consulting teachers educators who reflect the diverse population of the teaching staff and student body;

e. Provide that consulting teachers educators are properly compensated and provided adequate time to fulfill their responsibilities;

f. Provide that consulting teachers educators receive extensive and ongoing training support in mentoring/coaching skills, district initiatives and resources, and current education instructional methods;

g. Establish guidelines for the referral of teachers educators as well as safeguards to prevent unwarranted referrals;

h. Establish and convene to all consulting and participating teachers educators clear rules on allowable uses of documents, products, and communications arising from the program.

However, the OEA objects to the formalization of peer assistance as a part of the regular teacher educator evaluation procedure. (1986, 97, 98)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AS CARRIED.

RESOLUTIONS AMENDMENT AT

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

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

V.20 Class Size/Case Load

The Oregon Education Association believes class size/case load and daily student-educator contacts must allow for individual attention to each pupil student. The Association believes reasonable class size/case load maximums must be established based upon the type of students, student needs, subject area content, physical facilities, best practices and other criteria. When exceptional children students are included in a class, a weighted formula should be applied. (1974, 89, 97, 2007)

Submitted by: Resolutions Committee
Contact: Angela Adzima
The Board of Directors forwards the Proposed Resolutions Amendment AU with a Do Pass Recommendation.

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

V.22 Teacher Educator Exchange Program

The Oregon Education Association believes local school districts should participate in a teacher educator and administrator exchange program that would allow for exchanges in or out of state, and in other countries. Local associations should be an equal partner in the development of the program. Educators who participate in exchange programs should not suffer undue economic hardships. (1975, 89, 97, 2009)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AU CARRIED.

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

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

V.26 Substitute Assignments

The Oregon Education Association believes that substitutes should be assigned in the areas and levels of licensure required of the assignment. (1977, 89, 97, 2007)

Substitute teachers should be requested and assigned in the areas for which they are licensed. Education Support Professional substitutes should be requested and assigned in the areas they are qualified or trained. (2007)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AV CARRIED.

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

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

V.27 School Counselors

The Oregon Education Association believes school counseling is a necessary part of the educational process at all levels. School counseling positions must be filled by TSPC licensed counselors with licensed teaching experience. Further, the Association endorses a student-to-school counselor ratio of no greater than 1:300.
The Board of Directors forwards the Proposed Resolutions Amendment AX with a Do Pass Recommendation.

Submitted by: Resolutions Committee  
Contact: Angela Adzima

Motion to approve Resolutions Amendment AX CARRIED.

RESOLUTIONS AMENDMENT AX

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

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

V.28 School Librarian/Media Specialists Licensed Teacher Librarians

The Oregon Education Association believes that literacy and media library skills are an integral part of the learning process. Personnel instructing and/or managing the media center/library shall be TSPC licensed school teacher librarians. TSPC licensed library/media educators/teacher librarians are essential at all levels of instruction and they provide unique information literacy, reading engagement, and social responsibility and media education. The Association further believes when Education Support Professionals are used in libraries/media centers, they should be provided the appropriate staff development and be under the supervision of a TSPC licensed/certified media specialist/teacher librarian in the building. The Association believes ESPs working in partnership with TSPC licensed librarians provide for the strongest library programs. (1984, 89, 97, 2003, 04, 08, 09, 11)

Submitted by: Resolutions Committee  
Contact: Angela Adzima

Motion to approve Resolutions Amendment AX CARRIED.

RESOLUTIONS AMENDMENT AZ

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

VI. PURSUE ORGANIZATIONAL EXCELLENCE INCLUDING SYSTEMATIC COMMUNICATIONS WITH MEMBERS AND INVOLVEMENT OF MEMBERS IN DECISION-MAKING

VI.1 Association Involvement

The Oregon Education Association believes that involvement in professional association activities is a responsibility as well as a right. The Association further believes all members should be treated equitably, communicated with, and encouraged to participate in association boards, committees, conferences and activities in accordance with Resolution IV.I. Civil Rights.

OEA should make every effort to include all local association leaders and members in OEA events, which may include financial, release time, and/or travel support for members. (1976, 89, 97, 2013, 17)

Submitted by: Resolutions Committee  
Contact: Angela Adzima

Motion to approve Resolutions Amendment AZ CARRIED.

RESOLUTIONS AMENDMENT AAA

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

GROUP C: SAFETY

II.17 Non-Violence in Schools

The Oregon Education Association believes that both education employees and students have the right to work and learn in an environment free from violence, threats, or harassment as outlined in other Resolutions. This includes threats made against groups or individuals based on race, gender identity, national origin, or a person’s identity or perceived identity as a member of a protected class. The Association believes that education employees shall be kept informed in an expedient and timely fashion about students or other individuals who have made threats, or who have a potential for violence. (1989, 94, 97, 99, 2005, 08, 13)

Submitted by: Resolutions Committee  
Contact: Angela Adzima

Motion to approve Resolutions Amendment AAA CARRIED.

RESOLUTIONS AMENDMENT AAB

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.66 School Climate

II.1 School Climate

The Oregon Education Association believes that a safe and effective school climate is necessary for promoting educational excellence in public schools.
The Association believes that all education employees, parents/guardians, students, school governing boards, and community members and agencies must work cooperatively to establish and maintain safe and orderly school communities.

The Association also believes that it is in the best interest and safety of all students if education employees are immediately informed of students with known serious behavior problems or violence-related potential. Students and education employees must be safe from physical, verbal, and psychological violence, the threat thereof, and all forms of harassment, including, and not limited to, incidents based on race, gender identity, national origin or incidents based on a person’s identity or perceived identity as a member of a protected class. There must be procedures to prevent and eliminate all types of harassment that might occur. Plans and procedures regarding discipline and/or harassment must include due process.

The Association further believes that both schools and school districts must have written discipline plans and procedures that are fair, equitable, and consistently enforced as well as procedures for the safe and orderly conduct of school activities and events. The Association believes that school security personnel must be properly trained to interact with students exhibiting violent behavior. (2013)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AAB CARRIED.

RESOLUTIONS AMENDMENT AAC

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

IV.22 Protection of Education Employees

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

The Oregon Education Association believes there should be support and protection for school employees whose charge is to carry out appropriate and specialized education services.

The Association believes that when education employees are the victims of physical attack, verbal abuse, theft, identity theft, vandalism, discrimination or harassment in the work place, including but not limited to incidents based on race, gender identity, national origin, or a person’s identity or perceived identity as a member of a protected class, they should receive the full support of their employer in pursuing legal and other remedies, as well as receiving reimbursement for their personal and property loss. Time lost due to injuries from attacks should not be deducted from accumulated sick leave. (2005, 06, 13)

Submitted by: Resolutions Committee
Contact: Angela Adzima

Motion to approve Resolutions Amendment AAC CARRIED.

ELECTION REPORT

Vice President Reed Scott-Schwalbach announced the following election results:

| OEA Vice President | 
|--------------------|---|
| Enrique Farrera    | 246 votes |
| Lindsay Ray        | 194 votes |

Enrique Farrera was pronounced the winner of the OEA Vice President race.

President Larson was presented with the Robert G. Crumpton Organizational Excellence Award.

The meeting recessed at 6:20 for dinner.

The meeting reconvened at 6:50pm.

President Larson returned to the podium.

NEW BUSINESS ITEMS (continued)

2021 OEA REPRESENTATIVE ASSEMBLY

7. Ami Fox, Portland Association of Teachers, moved that when OEA collects contact information from members, it will provide a box that members can check to opt in for sharing their contact information with all members in a directory. OEA will then create and send out this directory to members so that they can connect and organize with each other around the state. The directory will separate members by their local and district as well as elementary/middle/high school/higher ed. To continue this practice after next year, it will be discussed in the appropriate place (OEA board; Bylaws committee?), so that it does not need to be brought up each year as an NBI. This would be an opt in program.

Motion to approve New Business Item 7 CARRIED.

8. Tyler Bryton, Eugene EA, moved that OEA extends the task force for Traumatic Event Response by 1 year. This task force was created 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. Katherine Watkins, Beaverton EA, moved that OEA needs to have reserved funding solely used to pay union members who step up to do antiracist work, especially when OEA asks for assistance that is based on their lived experiences and years of studies.

John Scanlan, Pendleton EA, moved to close debate. **CARRIED.**

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

10. Katherine Watkins, Beaverton EA, moved that OEA needs to create a data bank that will track racism in Oregon schools. This data bank will provide an area for racism by administration, teachers and other education staff to be reported and handled.

Discussion ensued.

Motion to allow only one question between each argument on the item **CARRIED.**

Phil Clark, Salem-Keizer EA, moved to allow only one question between each argument on the item. **CARRIED.**

Kelsy Dunlap, Salem-Keizer EA, moved to close debate. **CARRIED.**

Motion to allow only one question between each argument on the item **CARRIED.**

Heidi Casper, Madras EA, moved to close debate. **CARRIED.**

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

11. Katherine Watkins, Beaverton EA, moved that OEA needs an experienced and knowledgeable anti-racist teacher who will be able to go to schools around the state to provide workshops, lessons or a racial lens to ensure that racist practices are being prevented. CORE and HCRC will vet and support this teacher.

Discussion ensued.

John Robinson, Salem-Keizer EA, moved to refer NBI 11 to the OEA Board of Directors. **CARRIED.**

Stephen Siegel, Reynolds EA, moved to suspend the rules. **FAILED.**

Heidi Casper, Madras EA, moved to close debate. **CARRIED.**

Motion to refer NBI 11 **CARRIED.**

12. Katherine Watkins, Beaverton EA, moved that OEA incorporates Land Acknowledgements and Labor Recognitions into their foundational practices and events, following the guidance of CORE. By doing this, they will also work with schools to incorporate these practices as they use the Pledge of Alliance or other moments of observance.

Debate ensued.

Niels Pasternak, Lane County ESD EA, moved to close debate. **CARRIED.**

New Business Item 12 **CARRIED.**

13. Tracy Johnson, Multnomah ESD, moved that the OEA provide links on their website to already available educational and reference materials which support the training and professional development of members regarding Lesbian, Gay, Bisexual, Transgender and Queer Plus (LGBTQ+) students/staff and their needs.

Debate ensued.

New Business Item 13 **CARRIED.**

14. Forrest Cooper, Fern Ridge EA, moved that OEA coordinate planning for and fund the placement of a permanent plaque or other permanently installed Land Acknowledgment memorial on the site of each OEA-owned property, stating the name(s) of the local tribe(s) of Indigenous people that are historically known to have occupied and claimed the immediate vicinity as their own land. In the process of planning and implementation, OEA will consult with the various local Indigenous tribes, as available. On property sites which are leased by OEA, a plaque or memorial shall be prominently displayed in a visible and appropriate manner for the site.

Debate ensued.

New Business Item 14 **CARRIED.**

15. Stephen Siegel, Reynolds EA, moved that OEA take the necessary steps, including adding the bylaw and policy, to create the position of Equity Director, which will be held by an elected member as a full-time release position with dedicated staff support. A description of this new position will be developed using OEA’s equity lens and shared with members in time for them to submit nomination forms and run for election at the 2023 Representative Assembly.

Debate ensued.

New Business Item 15 **CARRIED.**
16. Thuynga Barr, Eugene EA, moved that OEA will go beyond Land Acknowledgement to explore the concept of “Land Back”. OEA will recruit a committee of Indigenous members and reach out to Oregon tribes for their recommendations. OEA will report the findings and recommendations of the committee to the maker by the end of December, and give an oral report at the beginning of the 2022 RA right after the Land Acknowledgement.

Debate ensued.

Niels Pasternak, Lane County ESD EA, moved to close debate. CARRIED.

New Business Item 16 CARRIED.

17. Alisha Chavez, Portland AT, moved that OEA will gather and publish data on the demographics and retention of educators of color for ALL Oregon School Districts. OEA will use this data to expand Equity Sparks and provide existing supports that will include all BIPOC educators who are in isolation or in districts that have low rates of retention.

Debate ensued.

Liz Mick, Portland AT, moved to close debate. CARRIED.

New Business Item 17 CARRIED.

18. Alejandra Guerrero, Salem-Keizer EA, moved that OEA use coalition connections to advocate for creating and maintaining mentor programs for early career educators, which would include individuals new to the profession as well as individuals who have some experience but have transitioned into the classroom. Additionally, OEA will reach out and collaborate with Regional Educator Networks (REN) and the Educator Advancement Council (EAC) to help reinforce and support their current work on recruitment and retention of educators of color and providing them the opportunity to be matched with a mentor of color during their early years in education.

Debate ensued.

New Business Item 18 CARRIED.

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

19. Niels Pasternak, Lane County ESD EA, moved that OEA will proactively reach out to communicate with all of its members through local association leaders and other channels and give them an easy option to request to have physical mail from OEA converted into paperless formats of communication. In addition to this OEA will respect members choices to not receive any physical mail from OEA and stop sending it to the greatest extent possible as allowed by OEA bylaws and policies and they will ask new members if they would like all communication to be digital only to the greatest extent possible as allowed by OEA bylaws and policies when they join.

The paperless option would also include the option to request to stop OEA and NEA sponsored offers we get through the mail to the greatest extent possible according to our bylaws and policies, and the communication about options may include tiered options for members such as: 1. request not to receive paper sponsored mail, 2. request all informational mail that does not require member action/response to be sent in digital-formats only, 3. request all physical mail to be converted to digital formats to the greatest extent allowed by OEA bylaws and regulations. To continue this practice after next year, it will be discussed in the appropriate place (OEA board; Bylaws committee, etc.), so that it does not need to be brought up each year as an NBI.

Debate ensued.

David Scholten, Portland AT, moved to close debate. CARRIED.

New Business Item 19 CARRIED.

20. Jacqueline Dixon, Portland AT, moved that OEA will collaborate with coalition partners such as Unite Oregon & Don't Shoot PDX to educate its members about 1) the connection between police in schools and the school to-prison pipeline, 2) the failure of police housed in school buildings to stop school shootings, and 3) the history of policing as it relates to the oppression of BIPOC (Slave patrols, the “War on Drugs”, racial profiling, disproportionate police brutality, etc.) which continues today, as well as 4) alternatives to policing and 5) the differences between the police union and other unions. This collaborative educational effort will include an article in Today’s OEA and a virtual webinar (recorded) using the OEA equity lens.

Darnell Williams, North Clackamas EA, moved to close debate. CARRIED.

New Business Item 20 CARRIED.

21. Joe Rowe, Portland AT, moved that OEA fund an additional Lobbyist for one year.

Debate ensued.

Ray Johnson, OEA-Retired, moved to refer NBI 21 to the OEA Board of Directors. CARRIED.

Debate ensued.

Motion to refer NBI 21 to the OEA Board of Directors FAILED.
Liz Mick, Portland AT, moved to close debate. **CARRIED.**

New Business Item 21 **FAILED.**

President Larson returned to the podium.

22. Ami Fox, Portland AT, moved that OEA pushes for a statewide tuition remission program for BIPOC educators, where after 5 years in the public school system as an educator (or substitute teacher) the entire tuition regardless of educational institution is paid for in full. This would be retroactive back 5 years for current BIPOC educators.

Debate ensued.

Liz Mick, Portland AT, moves to close debate. **CARRIED.**

New Business Item 22 **CARRIED.**

23. Heather Rutkowski, Salem-Keizer EA, moved that when the OEA RA next meets in person, that there be an additional ribbon offered (meaning in addition to the one offered to members who will be first time representatives that year) to members who were first-time representatives during the 2021 virtual RA. The text of this ribbon can be determined by the OEA board but should celebrate the fortitude and engagement of first time attendees under these unusual circumstances.

David Scholten, Portland AT, moved to close debate. **CARRIED.**

The delegation failed to meet quorum.

End of New Business Items.

With no other business, the 2021 OEA Representative Assembly was adjourned at 12:22 am by President C. John Larson.

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**Saturday, May 15, 2021**

**SIXTH SESSION**

**ELECTION REPORT**

The NEA Director election was held by mail pursuant to LMRDA requirements. Ballots were counted by Credentials Chair Jennifer Ball on Saturday, May 15, and President Larson announces the following election results:

**NEA Director**

- **Adolfo Garza-Cano**
  - 209 votes
- **Chris Early**
  - 52 votes
- **Cori Swan**
  - 1 vote

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

These minutes are unofficial until approved at the 2022 OEA Representative Assembly.

05/06/2021

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**Monday, April 19, 2021**

**FIFTH SESSION**

**ETHNIC REPRESENTATION REPORT:**

The 2021 Ethnic Representation Report was compiled following the close of the final session of the 2021 OEA Representative Assembly, which is when final attendance reports became available.

The following local associations 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 membership of each local association:

1. Association Of Salem-Keizer ESP
2. Beaverton EA
3. Bethel ACE
4. Canby EA
5. Clackamas CC ACE
6. Clackamas ESD EA
7. Corvallis EA
8. David Douglas EA
9. Eagle Point EA
10. Eugene EA
11. Glendale EA
12. Grants Pass ACE
13. Greater Albany EA
14. Hermiston AT
15. Hillsboro EA
16. Hood River EA
17. Lane County ESD EA
18. Lebanon ESPA
19. Lincoln County EA
20. North Clackamas EA
21. Northwest EA
22. OEA-Retired
23. Parkrose FA
24. Portland AT
25. Reynolds EA
26. Roseburg EA
27. Salem-Keizer EA
28. Scappoose EA
29. Woodburn EA

2021 OEA RA Minutes