

# 2024 OEA Passed New Business Items

## **New Business Item A**

"That OEA create a task force to review internal policies and procedures, legal considerations, including additions or change to OEA bylaws, policies, legislative objectives and resolutions associated with the potential for organizing charter schools. The Task force will present its findings and recommendations to the OEA Board of Directors. If recommendations include changes to bylaws or policies, such recommendations will come to the Board in time for the 2025 OEA RA to take action.

*Scott Perkins, Glendale EA*

*Stephen Siegel, Reynolds EA"*

## **New Business Item 1**

"I move that OEA explore a legislative concept that TSPC disciplinary decisions be put on a timeline of one year and TSPC not have the right to overturn arbitration if it goes against TSPC.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

## **New Business Item 3**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA develop contract bargaining language to place a two-year, one-term limit on teachers being employed as a TOSA over the life of their career but be given academic freedom, per local contract language, on how they deliver as an instructional leader.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

## **New Business Item 5**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA explore a legislative concept that school district administrators (district and building) may not receive any raise (including benefits and salary) that exceeds the lowest raise given to any classified or certified employee/member of the bargaining unit.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

### **New Business Item 7**

"That OEA makes every effort to hold OEA RA at an event space where the employees are unionized.

*Katie Lukins, Beaverton EA*

*Lindsay Ray, Beaverton EA"*

### **New Business Item 8**

"For OEA to share what the research shows about the current spike in absenteeism and the most effective remedies for this widespread problem.

*Sheryl Sargent, North Clackamas EA*

*Stephen Siegel, Reynolds EA"*

### **New Business Item 11**

"For OEA to form a task force to investigate the effects of not hiring an Equity Coordinator has had on OEA members identifying as Indigenous, Black, Latino, Chicano, Asiatic, Islander, or any other individual identifying as BIPOC and able to join the Equity SPARKS program. The task force should be made up of no less than six people. Equity SPARKS members or other BIPOC members if Equity SPARKS members cannot be recruited.

The task force should investigate and identify:

- The current number of OEA members who have participated in an Equity SPARKS Retreat or event
- Using participation numbers from previous years, how many members lost the potential opportunity to participate in the Equity SPARKS program over the past year including Retreats, Living Rooms, or other in-person or virtual events
- The effects losing access to Equity SPARKS has had on current Equity SPARKS members

- This task force will interview only members of the Equity SPARKS program and other BIPOC OEA members, who specify through some survey or some polling that they are willing to be interviewed, to gather the data necessary to fulfill the goals of the NBI.
- If members interviewed feel the loss of access to and facilitation of Equity SPARKS has caused feelings of racial discrimination and harm to themselves, current Equity SPARKS members and potential group members, how so, and if so how to go about repairing any harm that was done.
- If the loss of access to and facilitation of Equity SPARKS has perpetuated systemic racial inequities within the Oregon Education Association or contradicted the goals of the organization
- If the decision to not hire an Equity Coordinator in a timely manner has perpetuated systemic racial inequities within OEA or contradicted the equity goals of the organization.

A report of the task force's findings should be completed and shared out virtually with all members of the organization by the date of the 2025 OEA RA. Additionally, the findings of this report should be presented at the 2025 OEA RA.

*LeAndre Butler, Hillsboro EA*

*Niels Pasternak, Eugene EA"*

## **New Business Item 12**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA provide language on how an individual school district could voluntarily opt out of receiving federal funding if they choose.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

## **New Business Item 13**

**"Referred to the OEA Executive Committee to develop appropriate plans.**

We move that OEA take the necessary steps, including adding the bylaw and policy, to create the position of Education Service District (ESD) Director, which will be held by an elected member. 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 2025 Representative Assembly.

*Lourdes Cruz, CESD EA*

*Vanessa Hernandez, Northwest EA"*

## **New Business Item 15**

"The OEA shall form a committee to meet over the next year to plan a round of updated data collection in the report ""A Crisis of Disrupted Learning: Conditions in Our Schools and Recommended Solutions""

*Trevor Steward, Lincoln County EA*

*Janice Venture, Lincoln County EA"*

## **New Business Item 16**

**"Referred to the OEA Board of Directors.**

I move OEA will create a Choice Trust Transparency Task Force of the OEA Board of Directors, and directs the OEA President to assign the following charges for work to be completed in time to report for consideration at the OEA 2025 Representative Assembly:

1. Evaluate and make recommendations to amend the Plan and/or Trust design and governance to conform with current Plan needs and operations. This work shall be supported by legal counsel with expertise in ERISA and VEBA Trusts.
2. Recommend a written policy for benefit programs offered under the Plan.
3. Create and implement a plan for annual basic ERISA fiduciary training for OEA Board of Directors and OEA Choice Trustees.
4. Define annual schedule for review and appointment of the OEA Plan Administrator.
5. Create a format for the OEA Board of Directors to receive regular reports from the OEA Plan Administrator and OEA Choice Trustees to monitor performance and confirm benefits are offered in accordance with the Plan.

Each member of the OEA Executive Committee shall appoint an OEA Board member from their constituency to the OEA Choice Trust Transparency Task Force. The Liaisons to the Committee will be the OEA President, the OEA Vice President and the OEA Executive Director. The OEA Choice Trust Transparency Task Force shall be Chaired by a Task Force Member who is elected by the Choice Trust Transparency Task Force at their first meeting.

*Laura Latham, Phoenix-Talend EA*

*Monica Weathersby, Centennial EA"*

## **New Business Item 23**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

That the OEA RA Planning committee will hold all meetings requiring a vote to be held in person for the 2025 OEA Representative Assembly. This includes, but is not limited to the Agenda, Minutes, Standing Rules, Bylaws, Policies, Resolutions, Legislative amendments, and New Business Items.

*Jennifer Handsaker, Parkrose FA*

*Zach Melzer, Parkrose FA"*

## **New Business Item 24**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

The OEA President writes a letter or email to the Oregon State Legislation and ODE requesting that educators are supported with professional training, fully funded state curriculum options, and teacher -created state standards in support of the requirements of Senate Bill 3 (SB3 requires students to complete one half-credit of higher education and career path skills and one half credit of personal financial education as a requirements for high school diploma)

To support who will be teachers who will be teaching the .5 credit Personal Finance and in Careers mandated by state legislation.

Action: OEA president writes letter or email to legislation and ODE

Time-line: within 3 months time      Responsibility : OEA President

*Brandi Baker Rudicel, South Lane EA*

*Emily Quindry, South Lane EA"*

## **New Business Item 25**

*"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.*

OEA will help coordinate communication and meetings between members and employees of Oregon Department of Education to advance the generation of a matrix of collated social studies resources arranged with sample scope and sequence maps for a minimum of one elementary and one secondary grade level (or course). In addition, OEA leaders will coordinate with members to develop asynchronous training focused on culturally sustaining methods to meet recent changes in laws and standards impacting social studies education in Oregon. Finally, OEA will also identify and strategize on potential funding sources to support the aforementioned.

*Jenoge Khatter, Eugene EA*

*Jessica Colburn, Bend EA"*

## **New Business Item 26**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA utilize existing resources to publicly announce, both on its website and in messaging to members, the action steps taken as a result of the OEA Board Ceasefire Motion. This would be published no later than June 1st.

*Elizabeth White, Aspiring Educator*

*Danny Adzima, Aspiring Educator"*

## **New Business Item 27**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA lobby the legislature to have all schools in the state of Oregon go phone-free at all schools.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

## **New Business Item 29**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA research the amount of daily uninterrupted K-5 instructional minutes the general education grade-level classroom teacher has had with their entire class of students, from pre-2000/advent of Title I levels to current.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

## **New Business Item 30**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA explore legislative fixes on disrupted learning to give school districts the ability to consistently remove students from the classroom for the rest of the school day, possibly multiple consecutive days, who show persistent infringement of disrupting learning in the classroom.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

### **New Business Item 31**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA research the origins of educational research and provide a document that details their findings.

*Kristopher Montgomery, Centennial EA*

*Heather Simoneau, Centennial EA"*

### **New Business Item 32**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

OEA will form a task force to plan and implement actions with the goal of making Indigenous People's Day a state, non-school day holiday by the 2025-2026 school year. The task force will use resources already available and be led by members of OEA's Committee on Racial Equity, members of the OEA Human and Civil Rights Committee, and Indigenous members, students, and community members. Actions might include: cyber lobbying, petitions, emailing or letter writing, panel discussions, and/or meetings with Indigenous and Tribal leaders and youth groups. The task force will collaborate with OEA's Legislative Advisory Council as needed to communicate with legislators and the Governor.

*Cyndi Swaney, Salem-Keizer EA*

*Stephen Seigel, Reynolds EA"*

### **New Business Item 33**

**"Pursuant to 2024 OEA RA Standing Rule 17, this will be referred to the OEA Board of Directors.**

I move that OEA will research and publish a report to the 2025 OEA RA with alternatives to EdTPA, including but not limited to the UOTeach TPA alternative.

*Lex Cirillo, Aspiring Educator*

*Hanna St. Clair, Aspiring Educator"*