

Oregon Education Association

2026 Pre-Representative Assembly Meeting +



Thank you to the OEA Budget Committee and Board of Directors

OEA Budget Committee

- Lindsay Ray, Chair, OEA Vice President
- Enrique Farrera, OEA President
- Monica Weathersby, Equity Director
- Stephen Siegel, Region I VP
- Kelsy Dunlap, Region II VP
- Sarah Barclay, Region III VP
- Chris Early, Senior NEA Director
- Becky Torres, ESP Director
- Christopher Zimmerly-Beck, Community College Director
- John Hasegawa, OEA Board Director
- Laura Latham, OEA Board Director
- Tracey-Ann Nelson, Executive Director
- Rob Stackhouse, Chief Financial Officer

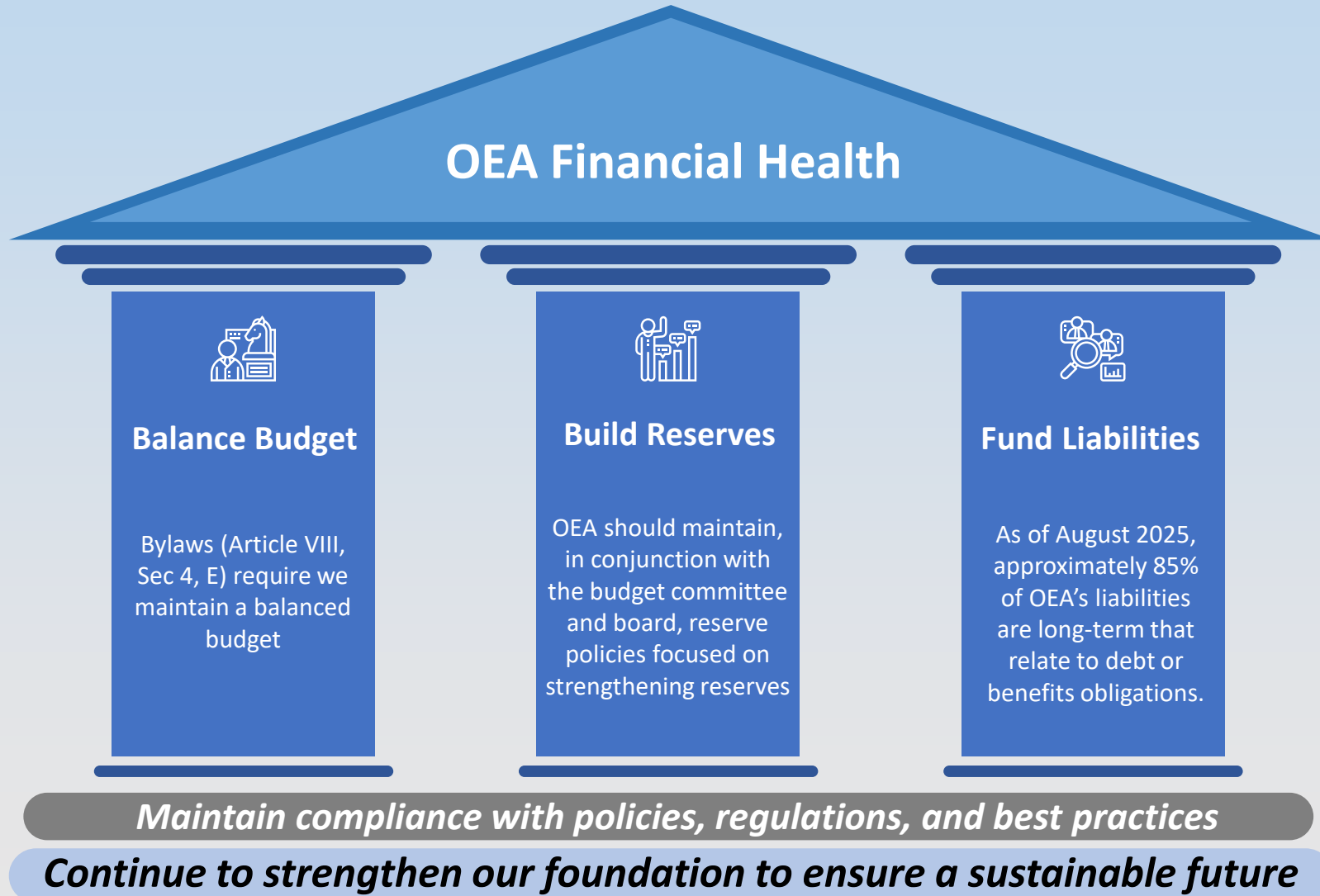


Drivers for Future Financial Health of OEA

- We have had budget deficits since fiscal year 2018-2019. To **improve the financial health of the organization**, we must work toward a balanced budget.
- We need to continue to **increase membership** to further our organizing strength, grow in our union power and be a financially sustainable organization.
- We need to continue to focus on **controlling expenses**, while **growing revenue** as we stabilize the financial health of the organization.
- Healthcare, pension, and benefit expenses for OEA Staff are impacted by external factors such as interest rates, inflation, and investment returns.



Necessary Steps to Improve OEA's Financial Health



Required Steps:

- Continue to identify cost savings and process efficiencies to improve financial performance/results
- Continue to follow established reserve policies
- Maintain sound investment policies for OEA General Fund
- Develop strategies to make progress on long-term liabilities

Historical Budgetary Information

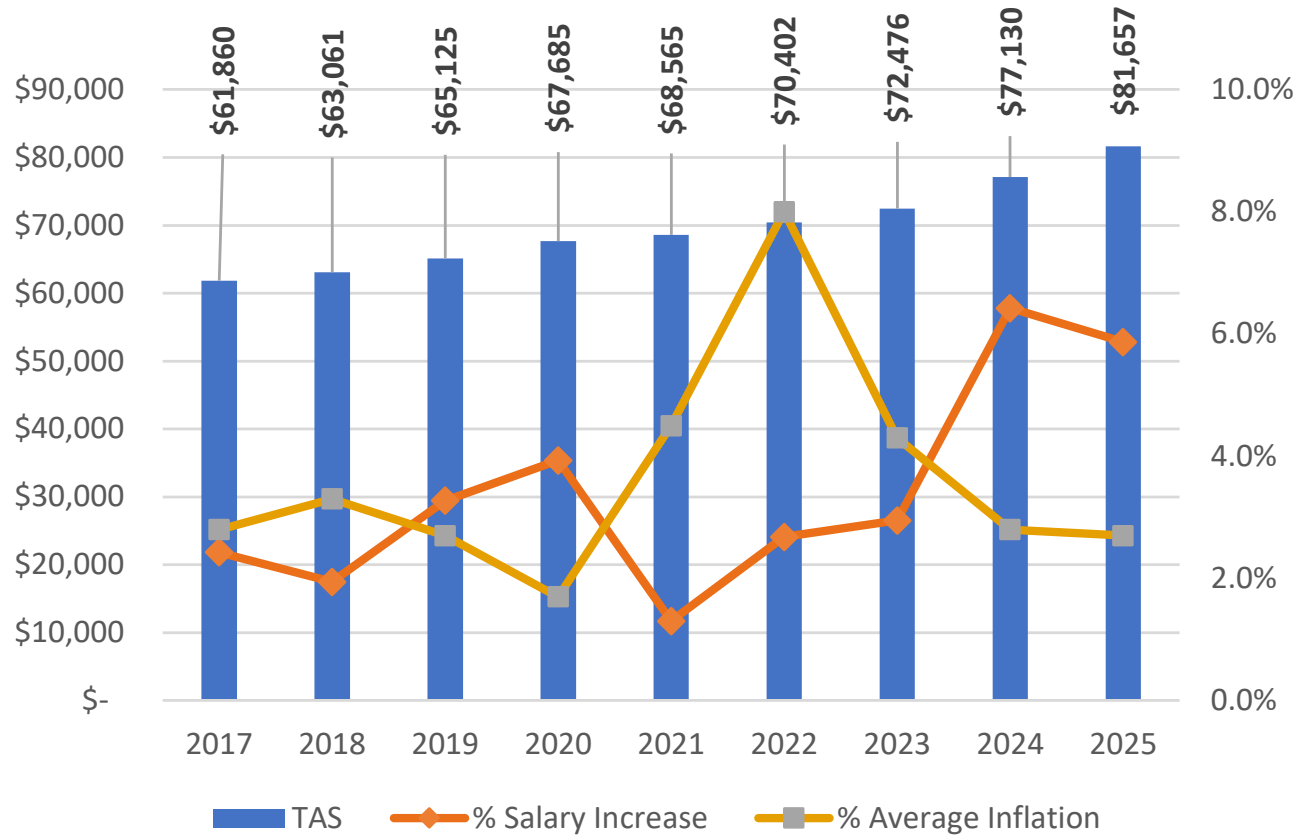
	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
	Budget	Budget	Budget	Budget	Budget	Budget
Membership Dues	20,366,464	21,555,418	22,028,428	24,235,056	25,900,464	27,370,583
NEA Support	1,725,540	1,561,876	1,791,876	1,791,876	1,586,614	1,804,227
Other Revenues	386,000	271,000	368,750	368,750	411,750	421,750
Total Revenues	22,478,004	23,388,294	24,189,054	26,395,682	27,898,828	29,596,560
Total Operating Expenses	24,700,413	25,454,326	26,076,844	26,890,630	28,180,870	29,704,250
Revenues over Expenditures	(2,222,409)	(2,066,032)	(1,887,790)	(494,948)	(282,042)	(107,690)
Reserve Strengthening	-	-	-	-	254,805	269,355
Change in Net Assets, including Reserve Strengthening	(2,222,409)	(2,066,032)	(1,887,790)	(494,948)	(536,847)	(377,045)

- OEA's has been projecting budget deficits (expenses in excess of revenues) since 2018. We are making progress toward returning to a balanced budget.
- Expected budget deficits have decreased \$2.1 million from 2021 to 2026, while assumed reserve strengthening has increased to 1% of membership dues in the past 2 years.



Bargaining wins have helped improve member compensation

Oregon Teacher Average Salary Since 2017



Per the Bureau of Labor Statistics \$61,860 in 2017 has the same buying power as \$81,628 in 2025.

Bandon (2024-2027)

- 7% in year one followed by 5% and 5% in years two and three
- One new salary step to every column of the schedule

Chemeketa Faculty (2024-2027)

- COLAs: 5.0% for 2024-25, 4.25% in 2025-26, 2.0-4.0% in 2026-27
- Three steps added to the top of both the FT and PT schedules

Mt. Hood CC Classified (2024-2027)

- Salary increases: 6% for 2024-25 (retro), 5.5% for 2025-26, 5.75% for 2026-27

ASK ESP (2023-2026)

- Salary increases: 7% for 2023-24 (retro), 3.75% for 2025-26, 4% for 2026-27

Albany (2024-2027)

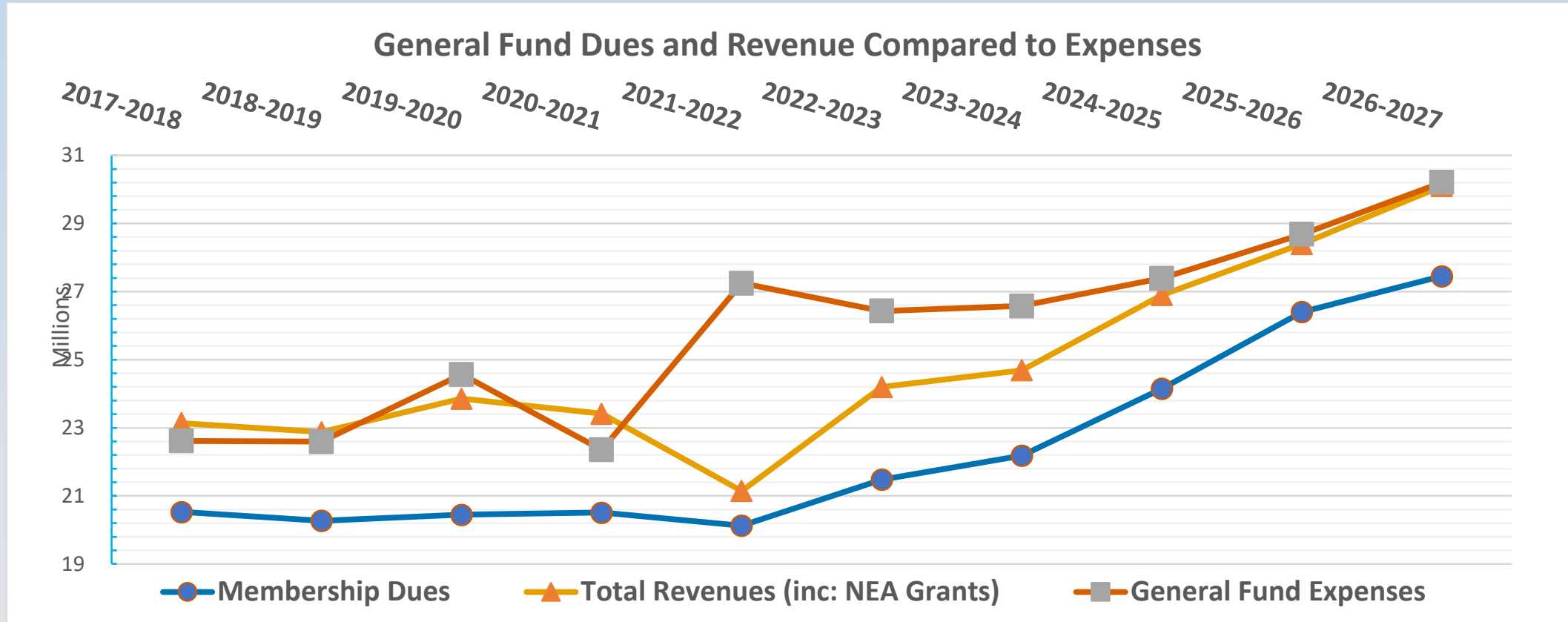
- Salary increases: 7%/9% for 2024-25, 4.5%/ 5.5% for 2025-26, Min 3% to 5% for 2026-27

Scio (2024-2026)

- Salary increases: 8.2% for 2024-25, 4% for 2025-26



Dues, Revenue, Expense Trends



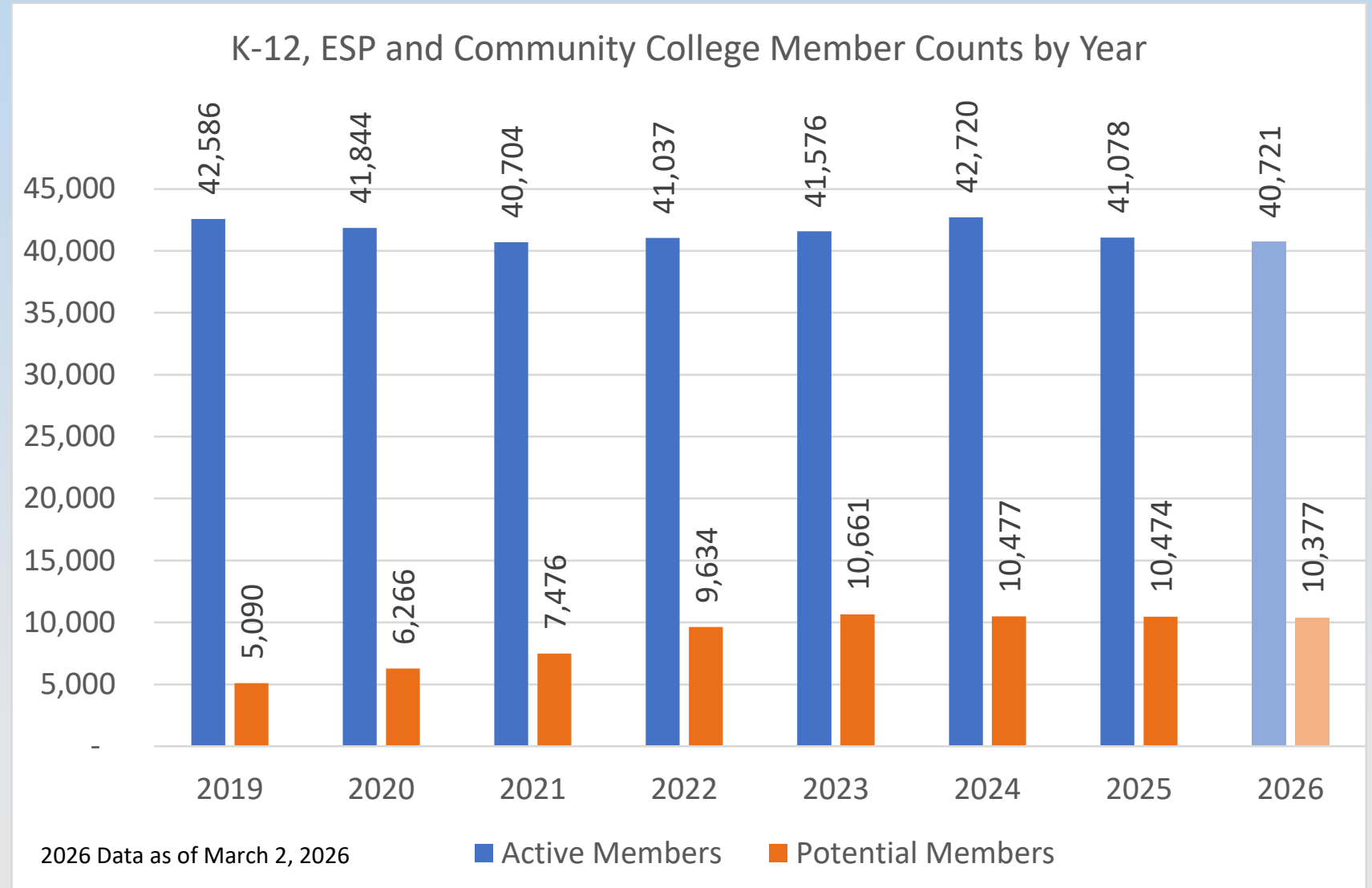
Expenses generally outpaced revenue from 2017 to 2022, we have made focused adjustments in order to align expenses with our projected revenue for the past 3 years.



Membership Trends

OEA's membership trends have been impacted in the recent past by Janus v. AFSCME and COVID-19.

Continued efforts to organize potential members is important to the mission of OEA.



Budget to Actual Summary – Year Ended August 31, 2025

- Member dues are ~\$210,000 over budget driven by slightly higher member counts. Total Revenues are ~\$300k higher than budget.
- Direct expenses are ~\$350k less than planned due to utilization of other internal resources.
- Total personnel costs excluding the impact of non-cash actuarial adjustments, were ~\$530k lower than budget due to vacant positions and insurance assumptions.
- Professional fees are lower than budget primarily due to less utilization of outside services than initially planned.

	Year Ending 08/31/2025		
	Actual	Operational Budget	Actual minus budget
Revenues			
Total Contributions (Member Dues)	24,445,581	24,235,056	210,525
Total NEA Support	1,838,570	1,791,876	46,694
Total Investment Income all	87,486	125,000	(37,514)
Total Other Revenue	326,214	243,750	82,464
Total Revenues	26,697,851	26,395,682	302,169
Expenditures			
Total Direct	336,818	689,132	(352,313)
Total Salary and Wages	11,234,561	11,607,152	(372,591)
Total PR Benefits ***	8,667,967	8,773,235	(105,268)
Total PR Taxes	1,167,440	1,223,469	(56,029)
Total Personnel	21,069,968	21,603,856	(533,888)
Total Professional Fees	1,047,622	1,317,737	(270,115)
Total Operating Support	376,313	497,167	(120,854)
Total Facilities ***	1,761,977	1,766,666	(4,689)
Total Other Expenses	117,104	-	117,104
Total Travel Expenses	981,173	1,016,058	(34,885)
Total Expenditures	25,690,975	26,890,616	(1,199,641)
Total Revenues over Expenditures	1,006,876	(494,934)	1,501,810

*** Excludes the impact of non-cash pension returns and depreciation expense

Summary of Risks in 2026-2027 Budget

- Current Federal administration risks
- State and Federal funding
- Strike support buildup
- OEA staffing and retention assumptions
- OEA staff health insurance premium renewal rates
- Facilities costs
- Inflationary assumptions



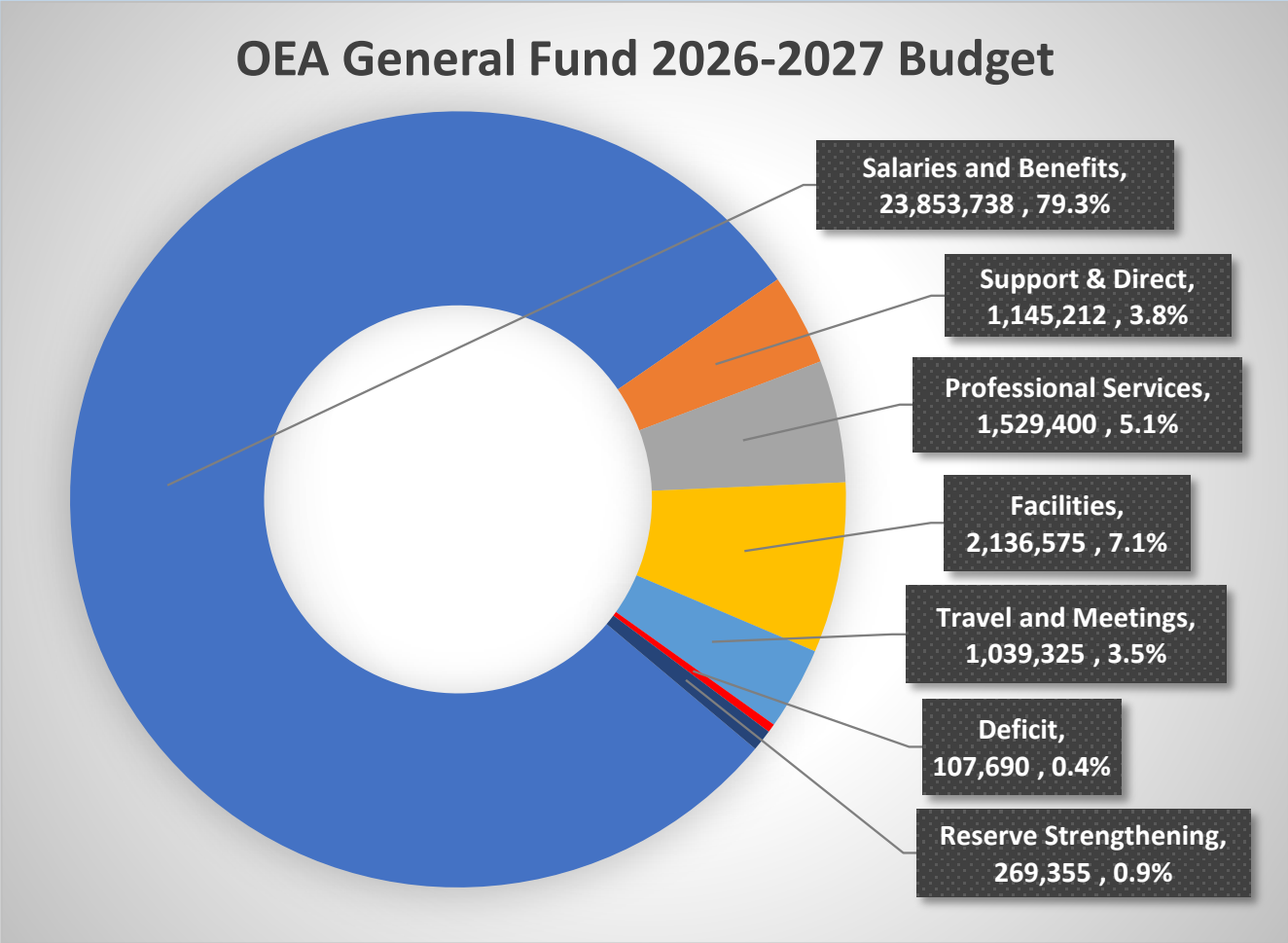
2026-2027 Preliminary Budget Summary

- Total budgeted revenues (dues, NEA support, and other revenue) are increasing by \$1.7 million. There may be risk, relative to member dues, based on potential loss of members in the 2026-2027 year.
- Total budgeted personnel costs are increasing by \$1.4 million based on annual compensation adjustments, 1 additional position, benefits cost increases and related taxes.
- Total budgeted facilities expenses are increasing by \$160k due to inflationary pressures and higher maintenance costs
- Remaining summary budget lines are relatively consistent with the prior year.

2026-2027 Preliminary Budget Oregon Education Association	2024-2025 Budget	2025-2026 Budget	2026-2027 Prelim Budget
Revenues			
Total Contributions (Dues)	24,235,056	25,900,464	27,370,583
Total NEA Support	1,791,876	1,586,614	1,804,227
Total Investment Income	125,000	125,000	125,000
Total Other Revenue	243,750	286,750	296,750
Total Revenues	26,395,682	27,898,828	29,596,560
Expenditures			
Total Direct	689,132	466,500	553,750
Total Salary and Wages	11,607,152	12,056,027	12,943,554
Total PR Benefits	8,773,235	9,156,387	9,595,386
Total PR Taxes	1,223,469	1,242,467	1,314,799
Total Personnel	21,603,856	22,454,881	23,853,738
Total Professional Fees	1,317,737	1,536,423	1,529,400
Total Operating Support	497,167	684,749	591,462
Total Facilities	1,766,666	1,976,658	2,136,575
Total Travel Expenses	1,016,058	1,061,659	1,039,325
Total Expenditures	26,890,616	28,180,870	29,704,250
Revenues over Expenditures	(494,934)	(282,042)	(107,690)
Reserve Strengthening	-	254,805	269,355
Change in Net Assets, including Reserve Strengthening	(494,934)	(536,847)	(377,045)

Preliminary 2026-2027 Budgeted Expenses

- Personnel costs comprise the majority of OEA’s annual expenditures. Total personnel costs have increased by approximately \$1.4M year over year due to additional headcount projected and annual increases.
- Support and direct expense, as a percentage total expenses, has remained consistent compared to prior year.
- Professional services have decreased by about 0.5% compared to the prior year and travel expenses have remained relatively flat as a percentage of total expenses compared to prior year.
- Facilities expenses have increased as a percentage of total expenses by 0.6% when compared to the prior year.
- Reserve strengthening remains at 1% of projected dues.



% of Total	Salaries and Benefits	Support & Direct	Professional Services	Facilities	Travel and Meetings	Reserving
2025-2026	79.1%	4.1%	5.6%	6.5%	3.7%	0.9%

Budget Timeline

