

2025 OEA Passed New Business Items

New Business Item 1

"The OEA Representative Assembly directs the Oregon Education Association (OEA) to support the legal efforts of the American Federation of Teachers (AFT), the National Education Association (NEA), and Eugene School District 4J in challenging federal actions that undermine Diversity, Equity, and Inclusion (DEI) initiatives in public education. OEA shall issue a formal public statement of solidarity, disseminate legal updates and advocacy resources to members, collaborate with organizations such as AFT, NEA, and 4J to identify strategic forms of support, and engage local associations to encourage school districts across Oregon to publicly support or join these legal efforts.

Timeline: The public statement and initial outreach shall be completed by July 1, 2025. Additional actions, including outreach to other districts and ongoing support efforts, may continue throughout the 2025–26 membership year.

Responsible Party: OEA President, in coordination with the OEA Communications and Public Affairs Team and Government Relations Team

Niels Pasternak, Eugene EA | Jenoge Khatter, Eugene EA"

New Business Item 2

"I move that OEA create a report to be presented to the OEA Board of Directors by their February 2026 meeting detailing benefits, costs and logistics that would be involved in providing on-site dependent care for the OEA Representative Assembly. This will allow for members with dependents to access and be active participants in our largest democratic governing body.

Laura Latham, Phoenix-Talent EA | Monica Weathersby, Centennial EA"

New Business Item 3

"OEA will create a cloud document poster that lists the names of its president, vice president, and government relations staff along with all of their contact information. The remainder of the poster shall include brief bullet points for the objectives OEA suggests lawmakers support or sponsor through new legislation that year. At least one of those bullet points must suggest opportunities to generate new tax revenue in an equitable fashion. All OEA members and all 90 lawmakers shall be emailed or mailed the poster at least seven days prior to the beginning of the legislative session for that year.

Joe Rowe, Portland AT | Stephen Siegel, Reynolds EA"

New Business Item 4

"The OEA President direct the ESP Dues Task Force created by the OEA Board of Directors in November the following charges & work to be completed in time to report its findings for a change in the dues structure for ESP at the OEA 2026 RA:

- Evaluate the current system of dues for ESP members and research dues structures and methodologies used by other educator unions;
- Provide the OEA Board of Directors monthly updates on the progress being made by the task force; and
- Propose any necessary amendments to bylaws, resolutions, policies or procedures needed to put a vote before the OEA 2026 RA in order to implement an equitable dues system for ESP members.

Patti Lawrence, Grants Pass ACE | Charles Williams, Greater Albany ACE"

New Business Item 5

"OEA will use existing digital communication tools to promote the annual Teach Truth Day of Action, an event sponsored by the Zinn Education Project and co-sponsored by the NEA, to members at least 3 times during the 2025-2026 school year.

These digital communications will promote Rethinking School's teaching resources regarding the rights and history of marginalized groups that have most recently been targeted by our government, including and not limited to LGBTQ+ community, immigrant community, and Southwest Asian and North African community. They will also note the commitment Oregon has made to teaching truth through three complementary social science standards: Tribal History/Shared History (SB13), Holocaust & Genocide Education (SB664), and Ethnic Studies (HB2845).

(<https://oregoned.org/student-success/educating-equity/oregon-ethnic-studies-tribal-history-holocaust-education>)

Rina Miyamoto-Sundahl, Beaverton EA | Julia Barto, Beaverton EA"

New Business Item 6

"OEA will use its existing communication tools to educate members on the Quality Education Model, beginning Fall 2025.

Asha Sandhu, Oregon City EA | Cyndi Swaney, Salem-Keizer EA"

New Business Item 7

"That OEA makes best effort to follow best practices for supporting attendees with food allergies, and or dietary restrictions, at all events, including but not limited to surveying event attendees about food allergies during the registration process, clearly labelling food options with top nine allergens preventing cross contamination, and providing equivalent separate meals for attendees with dietary restrictions when other accommodations are not possible.

Gigi Whisler, Aspiring Educators | Lindsay Ray, Beaverton EA"

New Business Item 8

"I move that the Oregon Education Association (OEA) conduct a statewide survey to collect data on unstructured play time provided to students in public schools. Survey results would be reported to members of the R.A. through the established platforms. The survey shall include the following components:

School demographic information: (Title 1 Status, Rural, Suburban, Urban classification)

Grade Level

How many minutes per day of unstructured free time are students receiving?

Tamara Madden, Lincoln County EA | Wolfgang Taylana, Lincoln County EA"

New Business Item 9

"That a task force be formed to investigate and act upon opportunities to expand union representation for substitute educators statewide.

Lawrence Abrams, Portland AT | Greg Burrill, Portland AT"

New Business Item 10

"I move that the OEA Considerations for Organizing Charter Schools Task Force continue its work for an additional year. The Task Force will meet regularly throughout the 2025–2026 school year to complete additional approved charges, which may include tasks assigned to the Task Force in collaboration with experts and OEA staff such as: (1) assist in adapting actionable checklists from legal consultants to help locals assure their bylaws are in compliance with National Labor Relations Act (NLRA) and Labor-Management Reporting and Disclosure Act (LMRDA); (2) participate in developing training for new non-public sector units, the UniServ councils and their staff who are welcoming them (including the differences between public and private sector bargaining); (3) participate in developing an onboarding toolkit for new non-public sector units (including a description of OEA's structure and resources for the new unit, engagement with Council on how to welcome in a brand new unionized group); (4) assist in developing a process and or sequence for

organizing non-public locals; (5) participate in review, evaluation, and refinement of the processes above; (6) use the OEA Equity Filter to help guide decision-making.

Kathy Kuffin, Woodburn EA | Ruth Ames, Salem-Keizer EA"

New Business Item 11

"That the OEA K–12 ODE Curriculum Standards Task Force continue its work for an additional year. The Task Force will meet regularly throughout the 2025–2026 school year to complete its original charges, which include: (1) identifying and recommending a plan to connect with Oregon organizations currently providing quality professional development aligned with OEA’s priorities and equity filter, and (2) identifying opportunities these organizations provide and making recommendations for how OEA members can access them.

Katie Gillard, Beaverton EA | Adam Howell, Bend EA"

New Business Item 12

"In Fall 2025, OEA will host a one-day conflict resolution training available to all OEA members. OEA state officers, and Board Directors will be required to attend or to send a representative in their place. OEA staff managers, UniServ Council Presidents, and local presidents will be invited. Conducted by multiple experienced mediators of varying styles from the OEA Mediation Network, the training will feature interactive lessons on handling workplace challenges, focusing on de-escalation strategies such as non-defensive listening, non-judgmental problem-solving, and consensus-building. Participants will be asked to share their learning with other OEA members. The training will reinforce state association relationships as well as build stronger locals ready to organize together for workplace wins.

Valerie Schiller, Reynolds EA | Laura Warren, Lebanon ESPA"

New Business Item 13

~~"That OEA echo UAW call for aligning contract expirations for May 1, 2028; and that the OEA President will call on the NEA president to declare support for national alignment of NEA contracts to May 1st 2028 no later than May 1st 2025.~~

~~OEA will encourage all our locals to consider this common expiration as an indispensable tactic in the fight to defend education workers wages and working conditions.~~

~~OEA shall additionally establish a task force for supporting locals in navigating contractual challenges and barriers for aligning contracts with this date."~~

New Business Item 14

"That OEA form a task force to investigate models and practices surrounding worker-run and managed schools. For example, worker/teacher councils appropriating administrative and curricular responsibilities, district level governance led by elected teacher and worker councils, and input from rank-and-file membership and locals. The task force will present a reflection at the following OEA RA.

Jonathan Chenjeri, Klamath Falls EA | Julie Whitaker, Portland A"

New Business Item 15

"That for the duration of this NBI, OEA will have at least a half-page in each edition of the OEA Today magazine, and at least four all-member emails, communication about how educators can participate in professional learning and professional communities of practice, and access classroom and district resources, focused on Tribal History | Shared History, Tribe-specific lesson materials, and place-based climate change lesson materials being offered in connection with OEA Committees, Caucuses, and member -affiliated or -recommended organizations. In addition, OEA leadership will seek grant opportunities and other partnerships in order to prioritize the availability and distribution of the aforementioned learning, communities, and resources, especially for rural districts and in service to multilingual learners.

Jenoge Khatter, Eugene EA | Sarah Ruggioro Kirby, Eugene EA"

New Business Item 16

"The OEA will develop and publish a public position statement by September 15th, 2025, affirming the Association's commitment to protecting the rights of educators, students, and community members to engage in constitutionally protected speech—particularly on issues of justice, equity, and human rights—without fear of retaliation, censorship, or government overreach.

Additionally, by December 1, 2025, OEA will create and distribute member-facing resources that:

1. Summarize First Amendment protections for educators and students in public education settings;
2. Outline how members can respond to censorship, intimidation, or retaliation using union support structures;
3. Provide guidance for locals on how to support members or students targeted for expressing views related to equity, justice, or global conflicts;
4. Highlight examples of solidarity efforts in Oregon and across the country that align with these values.

These resources will be developed by OEA Communications staff and relevant program area directors, and will be shared via OEA's website, digital newsletter, and incorporated into existing leadership trainings and professional development opportunities as appropriate.

This NBI shall be implemented using existing staff capacity and communications infrastructure.

Niels Pasternak, Eugene EA | Jenoge Khatter, Eugene EA"

New Business Item 17

"For OEA to form a task force to investigate the need for and a pathway to Election Reform within the Oregon Education Association, particularly pertaining to the Executive Committee, how it is elected, and the roles and duties encompassed by it.

The task force should investigate and identify the following:

- The implementation of a “one member, one vote” model to bring equitable representation across the state and fully engage our members in the governance of our Union.
- To review and possibly begin the process of updating all OEA Policies, Bylaws, and other governing language regarding Elections.
- To investigate the roles of each position, or possible position, on the Executive Committee and review the duties and the necessity of each.
- If necessary, begin the process of updating the roles of the Executive Committee.

A report of the task force’s findings and any necessary actions should be completed and shared out virtually with all members of the organization by the date of the 2026 OEA RA. Additionally, any actions deemed necessary should be presented in their proper form at the 2026 OEA RA.

Christina McFarland, ASK ESP | Brian Zauber Reed, ASK-ESP"