



2026

Representative Assembly Handbook

April 17-18, 2026

Holiday Inn Portland – Columbia Riverfront

OEA encourages all delegates to use their gender pronouns when identifying themselves on the floor of the representative assembly.

The mission of the Oregon Education Association is to unite the public education profession and advocate for those professionals to ensure quality public education for students in Oregon.

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Equity Filter

When planning and making decisions, ask the following questions to intentionally slow down decision making and combat implicit or explicit bias. This ensures the perspectives of the most impacted individuals/groups are centered. You will be decentralizing and sharing power.

SET OUTCOMES

- What outcomes are we working to achieve?
- What assumptions are we bringing into the issue?

CENTERING MULTIPLE PERSPECTIVES

- Who has been included in the decision-making process?
- Who is affected by this decision and/or action?
- Are you centering multiple perspectives and key stakeholders who are impacted by this decision?

ATTEND TO UNINTENDED OUTCOMES

- What are the potential unintended outcomes?
- What are the barriers to more equitable outcomes?
- How will you address impacts or unintended outcomes?

COMMUNICATE

- How will you ensure communication takes place in an inclusive, culturally responsive and responsible manner?

EVALUATION AND AWARENESS

- What other possibilities for this decision and/or action were explored?
- How will feedback from stakeholders be collected?
- How will you evaluate your decision and/or action?



APPROVED BY THE OEA BOARD OF DIRECTORS
JANUARY 23, 2021

Commitment to Equity Statement 1.11.21

Our Commitment to Equity:

Every student is entitled to be valued for the unique identities and experiences they bring to the learning environment, and every educator deserves to be supported in their profession. In educational settings, however, institutional racism and cultural marginalization caused by long standing practices of white supremacy have created barriers and disparities for many of Oregon's students and educators of color. As an organization at the forefront of public education and Oregon's labor movement since 1858, the Oregon Education Association (OEA) has undeniably played a role in perpetuating systems that devalue, silence, and discriminate against Black, Indigenous People of Color (BIPOC) and other marginalized groups. Our union has, for too long, operated in a manner that elevates and normalizes white supremacy.

We are writing the next chapter of our story.

Looking deeply at our own experiences and preconceived notions around race and equity—how white supremacy and privilege shape our perspectives, attitudes, and actions – is only the beginning of this new chapter. We are committed to ending both our internal union racist practices, as well as the systematic racism that continues to perpetuate inequities in our educational institutions and communities where students, members, and staff live and work. We will champion members in both their individual and collective work to dismantle racism and bias in all forms. We will center our equity actions around the groups experiencing marginalization and oppression and will lead with BIPOC members in this work. Our commitment to equity and inclusion currently includes the following and continually expands:

- Advancing, centering and giving power to the voices and experiences of members, students, staff, and communities of color that have been traditionally oppressed and invisible
- Eliminating from our policies, procedures and practices racism, discrimination, intolerance, and bias
- Organizing, creating and supporting programs that eliminate cultural and institutional barriers in our educational settings and workplaces

This is a journey. For some it will feel like we are moving too slowly and for others too quickly, but we are committed to moving forward. We are deeply committed to the belief that our attention to equity, inclusion, dismantling of white supremacy, racial and social justice will build conditions in which **ALL students, OEA members, and OEA staff can thrive**. Together, we must take responsibility and accountability for creating an equitable system for Oregon's diverse students, educators, and communities.

In Solidarity,

Oregon Education Association

STRATEGIC METRICS

POWERFUL, VISIONARY MEMBER-LED LOCALS

YEAR 1 2023-24	YEAR 2 2024-25 Long Session	YEAR 3 2025-26	YEAR 4 2026-27 Long Session	YEAR 5 2027-28
<ul style="list-style-type: none"> Density: 81% 25 new local leaders trained each year in Summer Institute Increase the number of locals who have over 70% new hire sign-up rate Powerful Locals Bargaining Institute: Cohort 1: 3-4 locals 	<ul style="list-style-type: none"> Density: 82% 25 new local leaders trained Increase by 5 or more the number of locals who have over 70% new hire sign-up rate Barg. Cohort 2: 4-5 locals 	<ul style="list-style-type: none"> Density: 83% 25 new local leaders trained Barg. Cohort 3: 5-6 locals 	<ul style="list-style-type: none"> Density: 84% 25 new local leaders trained Barg. Cohort 4: 6-8 locals 	<ul style="list-style-type: none"> Density: 85% 25 new local leaders trained 20+ more locals over 23-24 rate Barg. Cohort 5: 8-10 locals

RACIAL & SOCIAL JUSTICE

YEAR 1 2023-24	YEAR 2 2024-25 Long Session	YEAR 3 2025-26	YEAR 4 2026-27 Long Session	YEAR 5 2027-28
<ul style="list-style-type: none"> Increase BIPOC members in leadership (3-1g) Increase student voice on SEED survey participation and use 	<ul style="list-style-type: none"> Improve pK-CC funding to build racially and culturally responsive schools that attract and retain historically marginalized students and educators 	<ul style="list-style-type: none"> Increase of BIPOC members in leadership positions (3-1g) Increase student voice on SEED survey participation and use 	<ul style="list-style-type: none"> Improve pK-CC funding to build racially and culturally responsive schools that attract and retain historically marginalized students and educators 	<ul style="list-style-type: none"> Increase BIPOC members in leadership (3-1g) Increase student voice on SEED survey participation and use

TRANSFORMING POLITICS: Creating a pro-public school environment

YEAR 1 2023-24	YEAR 2 2024-25 Long Session	YEAR 3 2025-26	YEAR 4 2026-27 Long Session	YEAR 5 2027-28
<ul style="list-style-type: none"> Increase engagement in and success of local bonds and levies Become the largest PAC in Oregon by Fall of 2026 	<ul style="list-style-type: none"> Increase engagement with and success of endorsed candidates 	<ul style="list-style-type: none"> Increase engagement in and success of local bonds and levies 	<ul style="list-style-type: none"> Increase engagement and success of endorsed candidates Be the largest PAC in Oregon by Fall 2026 	<ul style="list-style-type: none"> Increase engagement with and success of endorsed candidates

INNOVATIVE POLICY: Support & Fix the Funding Gaps

YEAR 1 2023-24	YEAR 2 2024-25 Long Session	YEAR 3 2025-26	YEAR 4 2026-27 Long Session	YEAR 5 2027-28
<ul style="list-style-type: none"> Increase the SpEd 11% cap Fix Part-Time Faculty access to health care Increase funding for summer school, universal meals Defend & fund public education 	<ul style="list-style-type: none"> Close the QEM funding gap Improve conditions for wages for preK-CC Pay Equity for Part Time Faculty 	<ul style="list-style-type: none"> Defend & fund public education 	<ul style="list-style-type: none"> Dedicated Funding for Higher Ed Close the QEM funding gap 	<ul style="list-style-type: none"> Defend & fund public education

Candidate for Region I Vice President

1 Position (2-Year Term)

CHRIS SCHWEIZER

STATEMENT:

As an organizer and elected OEA Board Director, I have championed democracy and worked hard to build a fighting union that represents all educators. I will do the same while serving on the OEA Executive Committee as your Region 1 Vice President. My priorities include growing our union by organizing unrepresented education workers, building out a statewide training program that ensures there are skilled reps and organizers in every worksite, and most importantly, waging a statewide campaign to make the wealthy pay their fair share to fully fund our schools. To do this, I will leverage the extensive training and experience I have in organizing, rep work, labor theory and history, accountable governance, and my relationships with member leaders and community allies around the state. Your vote for me is a vote for democracy, transparency, solidarity, and strategy.



QUALIFICATIONS:

Local:

- OEA Director on Portland AT Executive Board (2024-27)
- Membership Committee Chair (2025-26)
- Budget Committee Member (2025-26)
- Bargaining Committee Member (2024-26)
- Roosevelt HS Head Rep (2022-25)
- Advocacy Cadre (2023-24)
- PAT Contract Action Team Captain (2023 Campaign)
- PAT Rally Team (2023 Campaign)
- Roosevelt HS Internal Organizer (2020-22)

State:

- OEA Board Director (2024-27)
- Statewide Organizing Team Steering (2025-Present)
- Advocacy and Affiliate Services Cabinet Board Liaison (2025-Present)
- Public Affairs Cabinet Board Liaison (2024-25)

National:

- NEA RA Statewide Delegate (2025-27)
- Labor Notes Conference Presenter: Assertive Grievance Handling (2024)

Vote Chris Schweizer for Region 1 Vice President



- ★ Democracy
- ★ Solidarity
- ★ Strategy
- ★ Collective action

- ★ Teacher
- ★ Organizer
- ★ Fighter



Candidate for Region I Vice President 1 Position (2-Year Term)

VALERIE SCHILLER

STATEMENT:

Since COVID, OEA has faced significant decisions regarding cost-cutting and organizational capacity. OEA cannot be everything to everyone. OEA must prioritize the representative assembly delegate experience and its year-round relationship with members. The profession of education—the working and learning conditions educators organize, bargain, and enforce over time—needs to be our center.

The last three years on the OEA Board of Directors, I have advocated strengthening communication and connection, even when it has not been popular. We need transparent internal processes our UniServ Councils and locals can look toward with confidence. The decisions which shape our organization over time must be brought to our largest democratic body—the Oregon delegation. The best leaders are showing up, listening.

Electing me to serve means having a courageous and multi-perspective voice at the table of the Executive Committee and in budget conversations, striving to represent the will of members and our profession.

QUALIFICATIONS:

Reynolds Education Association

- Executive Council (4yrs)
- Building Representative (4yrs)
- New Member Hospitality (3yrs)
- Co-Chair, Scholarship Committee (3yrs)
- Contract Action Team Steering Committee (1yr)
- Alice Dale Scholarship, Labor Education&Research Center (2025)

OEA

- OEA-RA Delegate (4yrs)
- Board Director, East.Multnomah.County (3yrs)
- Mediator (4yrs)
- Chair, Member Benefits (1yr)
- Liaison, Health Professionals (2yrs)
- Cabinet Member, Center for Great Public Schools (3yrs)

NEA

- NEA-RA Delegate (4yrs)
- National Council Urban Education Associations (NCUEA) (2yrs)
- Resolutions Committee (2yrs)

Personal

- Teacher, Language Arts & Social Studies (10yrs)
- Coach, Speech&Debate (12yrs)
- National Finalist, Coach of the Year (2025)
- Advisor, Earthquake-Ready Burnside Bridge (2yrs)
- 9th Place Female, 5K Healthcare4AllOregon (2025)



Oregon Education Association

ELECT



**VALERIE
SCHILLER**

for

**OEA REGION 1
VICE PRESIDENT**

Education Is Our Center

CONNECTION

*Valerie will show up for you.
She seeks first and foremost to understand.*

DEMOCRACY

*Members and delegates must be seen as core
decision-makers. Your union, your voice.*

EDUCATION AND EDUCATORS

*OEA must invest its time in education issues
and ALL educator experiences.*

Candidate for Region II Vice President

1 Position (2-Year Term)

KELSY DUNLAP

STATEMENT:

As your Region II Vice President, I have shown up across our region listening deeply to address the challenges faced by our members and empowering them to speak up and take action. All of us - ESP, licensed, and community college - deserve respect, a living wage, and safety in our workplaces.

Educators stand on the frontlines as our public schools and our communities are attacked, but we will not back down. We will unite to save our public schools and our democracy. We will continue to fight for every student to receive a just, equitable, and quality public education, free from fear. Every day, we fight to make that promise real. I am proud to be in this fight with every one of you and ask for your support as I continue my work as your Region II Vice President. I believe in us because when we stand together



QUALIFICATIONS:

State: Oregon Education Association

- Region II Vice President, 2024-present
- Chair, OEA Cabinet for Public Affairs, 2024-present
- Member, OEA Executive Committee, 2024-present
- Member, OEA Budget Committee, 2024-present
- OEA Board Director, Region 03, 2023-2024
- OEA Board Liaison, LGBTQ2SIA+ Advisory Council, 2023-2024
- OEA Board Liaison, OEA PAC Board, 2023-2024
- Delegate, OEA RA, 2017-present

Local: Salem Keizer Education Association

- Secretary, 2019-2023
- Building Representative, McKay High School, 2017-2025
- Chair, Elections Committee, 2021-2025
- Chair, Organizing Committee, 2023-2025

Professional

- Science Teacher, Jane Goodall Environmental Middle School, Salem, OR, 2025-present
- Physics & Computer Science Teacher, McKay High School, Salem, OR, 2012-2025
- GSA Advisor, McKay High School, 2014-2022



VOTE KELSY DUNLAP

they/elle/Mx

REGION II VICE PRESIDENT

justice - solidarity - advocacy

PRIORITIES

Advocacy

Serving rank and file members is my first priority. We must make OEA work for all of our members, statewide. I have worked hard to advocate for and lift up underrepresented voices at the local and state levels.

Strong, member-driven locals

OEA's strength comes from our locals. OEA must work for and with our locals to serve our members and communities.

Transparency

I will continue to improve communication between OEA and Region II members, with a focus on bringing voices from our region to OEA leadership.

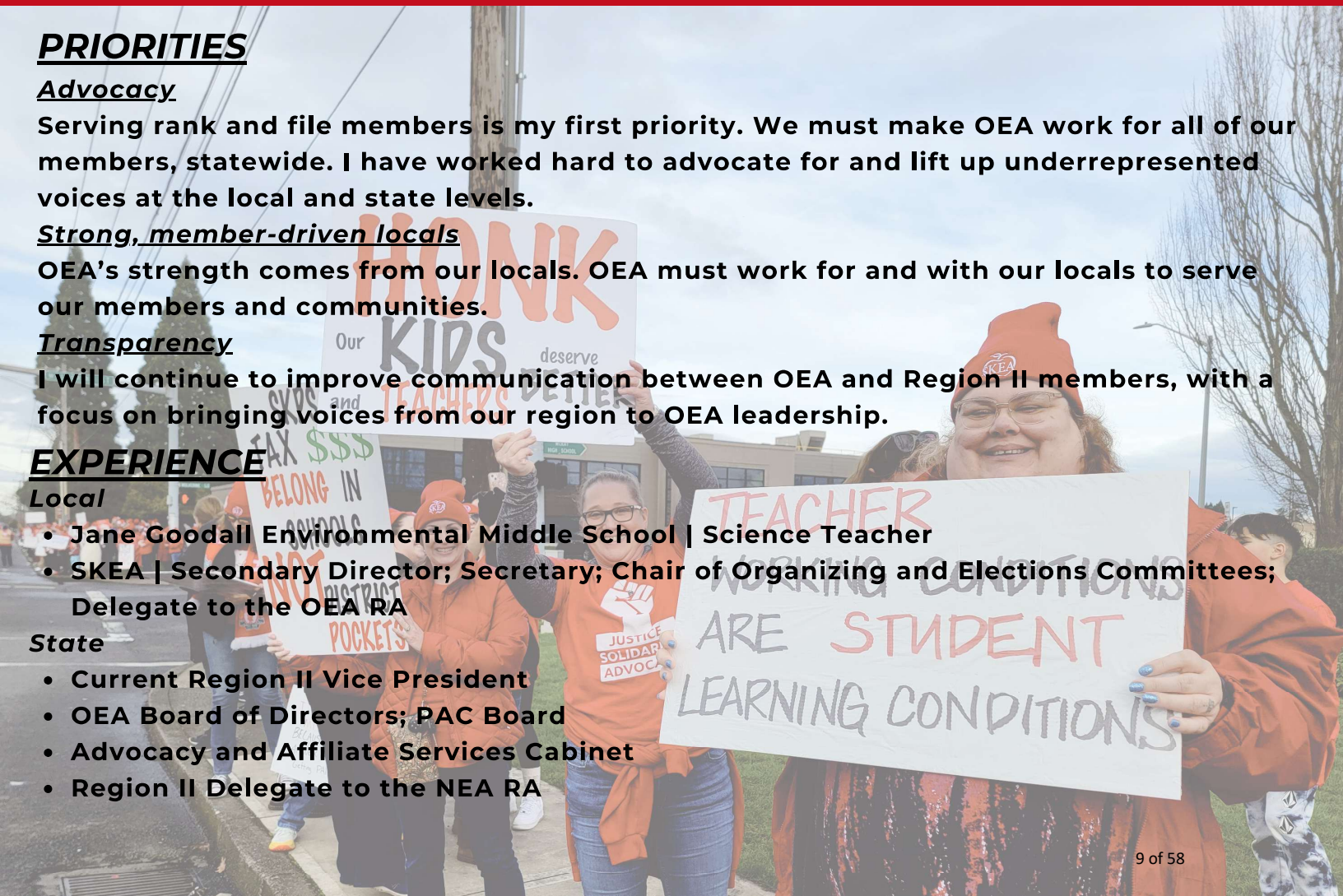
EXPERIENCE

Local

- Jane Goodall Environmental Middle School | Science Teacher
- SKEA | Secondary Director; Secretary; Chair of Working and Elections Committees; Delegate to the OEA RA

State

- Current Region II Vice President
- OEA Board of Directors; PAC Board
- Advocacy and Affiliate Services Cabinet
- Region II Delegate to the NEA RA



Candidate for Region III Vice President 1 Position (2-Year Term)

SARAH BARCLAY

STATEMENT:

For more than six years, I've served our union with consistency and purpose because this work matters. Through crisis, conflict, and change, I have stood shoulder to shoulder with members, listening to their experiences and organizing across roles and geography to turn frustration into collective action. Leadership means being present when it's hard, accountable when it counts, and grounded in member voice.

Region III is vast and powerful. As your Region III Vice President, my work is and will always be rooted in relationships, trust, and belonging, so that no educator - whether licensed, ESP, or community college - feels powerless or unheard.

My values are clear: transparency, dignity, and strong, fully funded public schools.

Strong unions don't happen by accident. They are built by listening, showing up, and organizing with intention. I ask for your continued trust as, together, we keep building a stronger union.

We organize. We lead.

QUALIFICATIONS:

Local: Bend Education Association

- President (2020–Present)
- Bargaining Committee Chair (2020–Present)
- Bylaws and Policies Committee Chair (2020–Present)
- Scholarship Committee Chair (2020–Present)
- Executive Board Member (2019–Present)
- Building Representative, Buckingham Elementary (2018–2020)

State: Oregon Education Association

- Region III Vice President (2024–Present)
- Budget Committee Member (2024–Present)
- District 7 Board Director (2019–2024)
- OEA Representative Assembly Delegate (2017–Present)

National: National Education Association

- NEA National Leadership Summit Attendee (2020–2025)
- NEA NCUEA Member (2025–Present)

Professional

- National Board Certified Teacher
- MAT, Elementary Education, OSU (2012)
- Oregon Statewide Educator Salary Schedules Task Force
- District Culture and Climate Task





Re-Elect
**SARAH
BARCLAY**

Region III Vice President

- Showing up, listening deeply, and *leading with purpose*
- Organizing across our region and state to *build power*
- Making sure *every member* is seen, heard, and valued

We organize. We lead. We win.



Connect with Sarah: 541-848-0713 | Sarah.Barclay.OEA@gmail.com

Candidate for NEA Director

1 Position (3-Year Term)

ANGELA BONILLA

STATEMENT:

Schools as designed do not allow us to serve students to the best of our ability. Educators doing the work know what our schools need. I will ensure NEA is a facilitator and amplifier of that collective voice through improved systems of communication and organizing. Every educator should see that NEA and OEA can be as impactful to their experience as educators as their local has been. I will push NEA and OEA to work towards solutions, push our voices forward, and strengthen our collective power, together. United, we can create a profession that is not only survivable but sustainable.



QUALIFICATIONS:

Local: Portland AT

- Local/Uniserv President, 2022-2026
- Building Representative, 2018-2020
- Bargaining Team Member, 2020-2022, Current
- Advocacy Cadre Member, 2020-2021
- Advocacy Committee Member, 2020-present

State: OEA

- Member, CoCSO Task Force, 2024-present
- Member, Committee on Racial Equity, 2025-present
- OEA RA Delegate, 2022-2025
- OEA PAC Delegate, 2024

National: NEA

- Local Leader & Elections Committee, NCUEA, 2022-2026
- NEA RA Delegate, 2021, 2023-2025
- Session Facilitator + Participant, CRSJ, 2025
- Keynote Speaker + Session Facilitator, Labor Notes, 2024
- Coach, Campaign Lab, 2025-Present
- Member, NEA Black Caucus, 2023-present

Personal:

- Masters in Education + TOEFL from PSU, 2018
- SHIFT Fellow, Rutgers Center for Innovation in Worker Organization, 2025-2026
- Afro-Latina, 1988-present

ANGELA BONILLA FOR NEA DIRECTOR

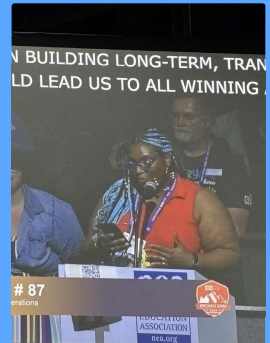
ADVOCATE FOR ALL MEMBERS

EXPERIENCED & DEDICATED

- Local & Uniserv Council President
- NEA RA and OEA RA Delegate
- Bargaining Team member
- Building Representative
- NEA Campaign Lab Coach
- Presenter at 2026 NEA RA Communications Training
- Presenter at Conference on Racial and Social Justice, 2025
- Member, PAT PAC Board 2022-present
- Panel speaker at NEA Leadership Conference, 2024

COLLABORATOR ACROSS OREGON

- Member, Considerations for organizing Charter Schools Taskforce
- Member, OEA Committee on Racial Equity
- Member, OEA Equity Team
- Moved PAT goal setting and vision for democratic vote at our local RA
- Provided funds to and advocate with locals and unions across the state for contract fights
- Led push for and facilitated increased bargaining team after 2023 strike



Candidate for NEA Director 1 Position (3-Year Term)

CINDY DOUGHARITY-SPENCER

STATEMENT:

am fiercely committed to representing every member across Oregon—rural and urban, certified and classified—regardless of political belief. Our union’s strength comes from ensuring every voice is heard, respected, and amplified. I believe in bold collaboration, transparent communication, and inclusive leadership that honors our profession’s diversity. Every educator and education support professional deserves meaningful input into decisions shaping our working conditions and students’ learning environments. I will tirelessly fight so all members feel valued, represented, and empowered.



QUALIFICATIONS:

John Day Education Association

- President 5 Terms
- Vice President 3 Terms
- Grievance Chair 8 years
- Secretary 1 Term
- Bargaining Team Chair 4 Contracts

Oregon Education Association

- Region III District 8 (Eastern Oregon)
- Board director, 4 years
- Legislative Action Committee Member 1 year
- OEA Representative, Assembly Delegate 5 years
- PAC Convention Delegate 1 year

National Education Association

- NEA Representative Delegate 2023



 **VOTE**



CINDY DOUGHARITY- SPENCER

**FOR
NEA DIRECTOR**



**EVERY VOICE.
ONE UNION.**

ELECTION DAY

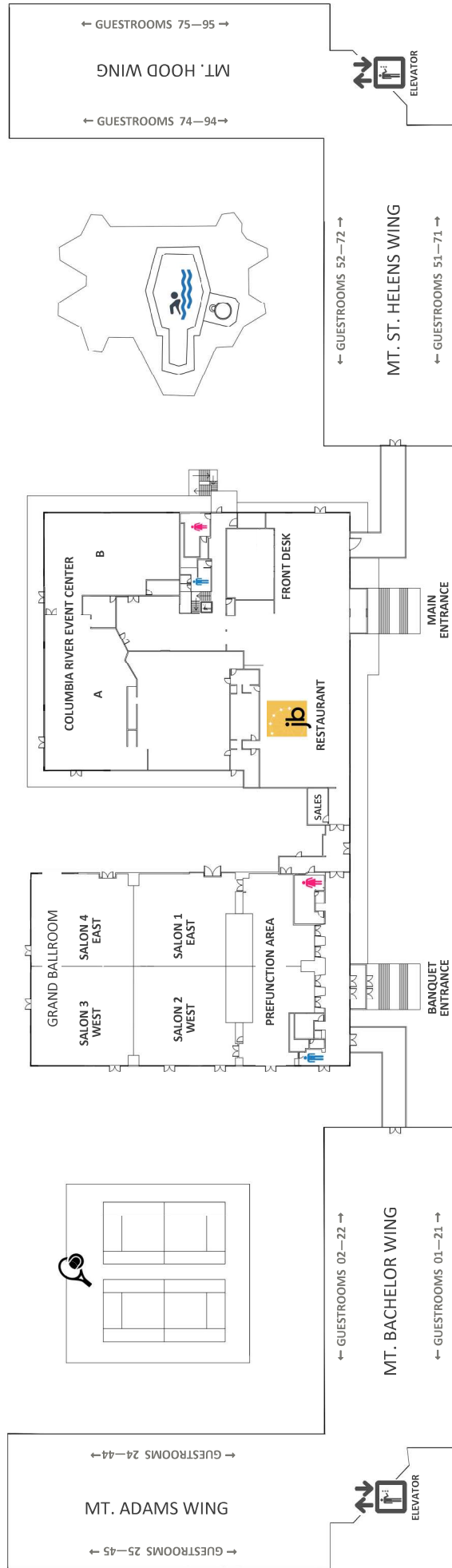
SATURDAY,
APRIL 19

Strong unions are
built when **every**
member participates.

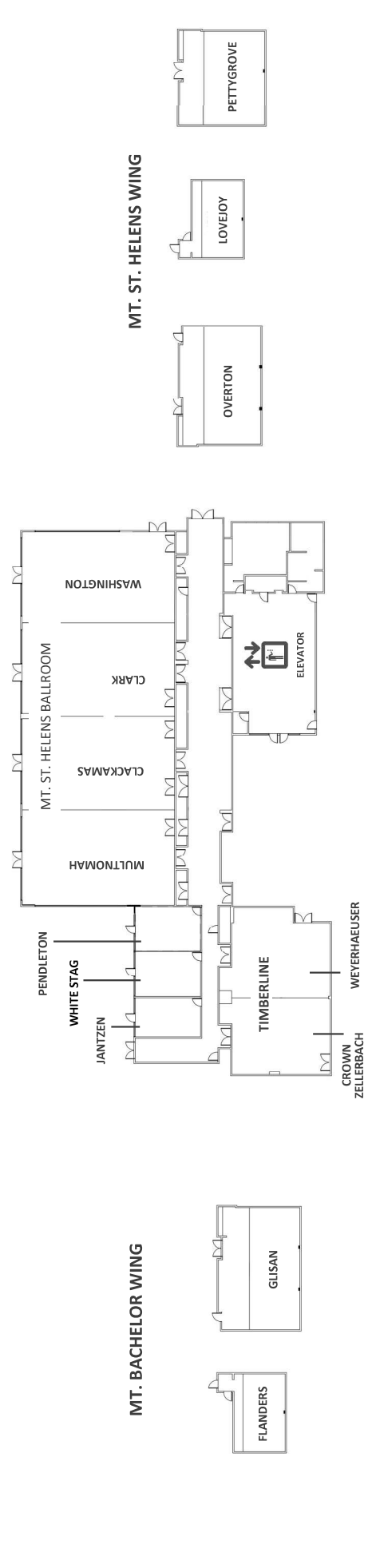
**For more information, contact Cindy:
CINDYDOUGHARITYSPENCER@GMAIL.COM
541-620-4329**

HOLIDAY INN PORTLAND | COLUMBIA RIVERFRONT

LOBBY LEVEL—2ND FLOOR



LOWER LEVEL—1ST FLOOR



The Oregon Education Association is governed by a set of documents described below. These documents are organized hierarchically. These documents contain rules for modifying the documents.

Bylaws are the rules by which the organization governs and regulates itself. *Changes require notification and a 2/3 vote on the floor of the RA.*

<p>Policies are procedures used to regulate the activities of the organization. Policies must comply with the Bylaws. <i>Changes require notification and a majority vote on the floor the RA.</i></p>	<p>Standing Rules of the RA regulate how debate is conducted at the Representative Assembly outside of Robert’s Rules. Standing Rules cannot conflict with Bylaws or Policies. <i>Changes require a majority vote by RA Delegates.</i></p>
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Besides the governing documents above, the RA considers the following items; these items must comply with the governing documents above.

<p>Resolutions define the fundamental beliefs of OEA. <i>Changes are reviewed by the Resolutions Committee and made on the floor of the RA and require a majority vote on the floor of the RA.</i></p>	<p>Legislative Objectives direct the legislative agenda and lobbying efforts of OEA. <i>Changes are reviewed by the Legislative Advisory Council and made on the floor of the RA and require a majority vote on the floor of the RA.</i></p>	<p>New Business Items (NBIs) are passed by the Representative Assembly to implement short-term (typically one year or less) actions of the organization. <i>NBI’s require a majority vote on the floor of the RA.</i></p>
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Reports may be generated by standing or special committees, and they present information to the RA. Reports may prompt individuals, a committee or the board to submit actions to the RA, but reports do not cause actions or change documents other than creating the document that is the report.

The **budget** is developed by the OEA Budget Committee with input from members and staff. The budget is presented to the OEA RA and includes expenditures authorized by policies and NBIs. *The budget is passed by action of the OEA Board of Directors after the RA.*

PARLIAMENTARY PROCEDURE

Motion	Debatable	Amendable	Vote Required
1. Main Motion	Yes	Yes	Majority
1.a. Reconsider	Yes	No	Majority
2. Amend or Substitute	Yes	Yes	Majority
3. Amend the Amendment	Yes	No	Majority
4. Refer to Committee	Yes	Yes	Majority
6. Close Debate	No	No	2/3
7. Divide the Question	No	Yes	Majority
8. Object to Consideration (must be made prior to debate)	No	No	2/3

Question/Point of Order: Ask your question or state your Point of Order to the Chair. If you do not ask your question immediately, the Chair may interrupt you to ask for the question.

Moving a Motion: “I move...” Allow the Chair to get a second and place the motion before the body. The Chair will ask you, “Do you wish to speak to your motion?”

Speaking against the Motion / Speaking in Favor of the Motion: Once recognized by the Chair State your name and local and say “Speaking against the Motion” or “Speaking in Favor of the Motion.”



AGENDA

2026

REPRESENTATIVE ASSEMBLY

AGENDA

OREGON EDUCATION ASSOCIATION 2026 REPRESENTATIVE ASSEMBLY

MONDAY, APRIL 6, 2026 (VIRTUAL)

5 pm Parliamentary Procedure Q&A

6:30 pm Virtual OEA Candidate Forum

TUESDAY, APRIL 7, 2026 (VIRTUAL)

6:30 pm **First Session**

1. Call to Order
2. Action on Seating of Late Registering Delegates
3. Adoption of 2026 Representative Assembly Agenda
4. Adoption of 2025 Representative Assembly Minutes
5. Adoption of 2026 Representative Assembly Standing Rules

SATURDAY, APRIL 11, 2026 (VIRTUAL)

9:30 am Bylaws and Policies Hearing

11 am OEA Choice Trust (dba Oregon Well-being Trust) Presentation

2 pm Resolutions Hearing (deadline for Resolution Amendments @ 3:00 pm)

3:30 pm Legislative Objectives Hearing (deadline for Leg Obj @ 4:30 pm)

5:30 pm New Business Item (NBI) Open House Q&A, technical support

11:59 pm **DEADLINE:** New Business Items (NBIs) Due

MONDAY, APRIL 13, 2026 (VIRTUAL)

6:30 pm OEA Budget Hearing

TUESDAY, APRIL 14, 2026 (VIRTUAL)

5 pm Legal Defense Hearing

6:30 pm Special Interest Caucuses

WEDNESDAY, APRIL 15, 2026

Noon **DEADLINE:** Maker's Amendments to NBIs Due (no debate required)

FRIDAY, APRIL 17, 2026 (IN PERSON)

3:30-8:30 pm **REGISTRATION** (Hotel Lobby)

5:00-6:00 pm **Know Your Rights Training** (Mt. St. Helenes Ballroom)

6:30-10:00 pm **Second Session**

1. Call to Order
2. Action on Seating of Late Registering Delegates
3. Pledge of Allegiance
4. Land Acknowledgement
5. Action on Credentials Committee Report: Rose Wilde, Chair
6. President's Report: Enrique Farrera
7. Action on Proposed Resolutions Amendments: Angela Adzima, Chair
8. Nominations:
 - a. Region I Vice President
 - b. Region II Vice President
 - c. Region III Vice President
 - d. NEA Director
9. Candidate Speeches:
 - a. Region I Vice President
 - b. Region II Vice President
 - c. Region III Vice President
 - d. NEA Director

10. Revenue Campaign Presentation: Enrique Farrera
11. Action on Proposed New Business Items
12. Action on Proposed Legislative Objectives Amendments: David Morocco, Chair

10:00 pm

Hearings and Meetings

- New Business Items Discussion Space (NBI): Pettygrove
- Special Interest Caucuses/Affinity Groups: Columbia Event Center A

10:00 pm to midnight

Enjoy social time in affinity meet up spaces or Mt. St. Helens Ballroom

SATURDAY, APRIL 18, 2026 (IN PERSON)

6:30-8:00 am

Continental Breakfast for Delegates

6:45 am-Noon

Late Registration (Hotel Lobby)

6:45-9:00 am

VOTING (Timberline Ballroom)

7:30-8:30 am

Regional Caucuses

9:00 am

Third Session

1. Call to Order
2. Labor Acknowledgement
3. Action on Credentials Report: Rose Wilde, Chair
4. Executive Director's Report: Tracey-Ann Nelson
5. Vice President Report/OEA Foundation Report: Lindsay Ray
6. Action on Proposed New Business Items
7. Public Education Revenue Teach-In
8. Action on Proposed Bylaws Amendments: Sheryl Sargent and George Slaughter, Co-Chairs
9. Credentials Committee Election Report

12:25 pm

LUNCH (on your own) – Run Off Elections If Necessary

12:30-2:00 pm

12:30-2:00 pm

Committee on Racial Equity (CORE) and Human and Civil Rights Committee (HCRC) Lunch

2:00 pm

10. Teacher of the Year
11. ESP of the Year
12. Equity Director Report: Monica Weathersby
13. Action on Proposed Policies Amendments: Sheryl Sargent and George Slaughter, Co-Chairs
14. Action on Proposed New Business Items
15. Final Credentials Report

8:00 pm

ADJOURNMENT

8:30 pm

Major Awards Banquet & Foundation Fundraiser

All awardees and those who wish to celebrate them are invited to attend; RSVP REQUIRED

Sponsors: Moda, California Casualty and Voya

2026 OEA RA Operating Procedures

1. The President of the Association or the President's designee shall preside at the meetings of the Representative Assembly (RA).
2. The Assembly shall have an official Parliamentarian to advise the presiding officer and to help delegates who wish to submit motions. Parliamentary questions raised on the floor must be directed to the presiding officer. The presiding officer rules on all procedural questions.
3. **Credentials**
 - a. The Credentials Committee shall report the number of delegates and alternates registered. Additionally, the Credentials Committee shall report at the first business meeting the racially and ethnically diverse delegates who are registered and the minutes shall report the number of racially and ethnically diverse delegates who attended the RA.
 - b. A member registered as an alternate can, upon clearance by the Credentials Committee, be transferred from alternate to delegate at any time during business meetings. An alternate once seated as a delegate cannot be replaced by the original delegate until the next scheduled meeting break (lunch - recess of the session).
 - c. Late registrants shall be seated during the first and second session of the OEA Representative Assembly.
 - d. Delegates participating in the virtual sessions of the RA must identify themselves with their name and local to be in the virtual sessions. Delegates shall not share log-in links or unique ID with any other individual.
 - e. For in-person sessions delegates shall be required to wear the badge issued by the Credentials Committee for admission to the assembly hall.
4. **Resolutions**

Delegates who wish to make changes or additions to the Resolutions must submit their ideas, in writing, to the Committee. Amendments may be submitted to the committee in writing at any time during the year but must be submitted before the end of the final Resolutions Committee hearing. After the hearing(s), the Committee shall meet to consider proposals they have received. If the Committee decides to make any further changes, it will provide copies of the changes to the delegates.
5. **New Business**
 - a. A New Business Item submitted by any delegate on the official form will be distributed by the start of regional Caucuses. All New Business Items must be submitted by 11:59 PM the Saturday before the OEA RA; amendments may be submitted by the maker no later than 12 noon the Wednesday the week of the RA, for update without debate. The New Business item shall also include a statement of rationale and will be identified with the name and board district number of the motion maker.
 - b. The Chair may set aside any NBI that would be impacted by a Bylaws or Policy Amendment that has been duly submitted and not acted on by the RA prior to this time.
 - c. Any member who has an idea for a New Business Item (NBI) may submit it for action at the Representative Assembly (RA), but a delegate, however, must move it on the floor of the RA.

- d. Each NBI must be written on the electronic motion form, include the name of the maker and include both the action to be accomplished through the NBI and a rationale.
- e. New business shall be specific in nature and terminal in application, shall concern issues beyond one local, and shall not call for OEA to do work that is already in progress. Per OEA Bylaw Article VIII, section 4, new business shall not call for budget appropriations. New business items that do not meet these criteria shall be ruled out of order.
- f. OEA will generate a cost range for each NBI. At the maker's request a costing summary will be shared.
- g. All NBIs will be reviewed by leaders and/or staff; the author will be notified once the review is complete to clarify any points in the NBI, including if the reviewers believe the NBI may be ruled out of order or if the main motion contains the rationale.
- h. The maker has the right to modify the business item or withdraw it prior to the final submission deadline.
- i. Concepts for changes to NBIs may be made by any delegate at the NBI hearing or directly to the maker.

6. **Legislative Objectives**

- a. The proposed Legislative Objectives will be provided to delegates and a hearing will be held.
- b. Delegates may propose additions or changes to the Proposed Legislative Objectives by submitting their changes through the online submission form, to the chairperson of the Legislative Advisory Council no later than the conclusion of the final hearing.
- c. A maker of a motion for Legislative Objectives will be allowed to update their motion without debate if that amendment is submitted by Thursday prior to the Representative Assembly.

7. **Elections**

- a. A member is considered nominated upon receipt of completed nomination forms, or upon nomination from the floor. Courtesies extended to candidates, such as display space, will not be extended to anyone prior to their being nominated.
- b. For each office the president or their designee will announce the names of members who have been duly nominated as candidates and will allow additional candidates to be nominated from the floor. No nominating speeches or statements will be allowed. Nominations do not require a second.
- c. Contested elections for State President shall include a debate between candidates on the OEA-RA floor. The debate shall be moderated by a panel of five OEA members who are not delegates to the OEA-RA. The debate shall feature central issues submitted in advance by delegates. The format for the debate will be a three-minute opening statement for each candidate, followed by three cross-examination periods of five minutes each according to the top three delegate issues, and ending with a three-minute closing statement for each candidate. Candidates shall rotate the order of speaking. Each cross-examination period will begin with a moderator summarizing the central issue delegates submitted in advance and candidates responding in turns with how they intend to address that issue for the organization.

In the event there is only one candidate for State President, instead of a debate, the candidate is allowed five minutes to address the delegates and ten minutes for answering

questions of delegates. Questions will be limited to 1 minute, and answers will be limited to 3 minutes.

- d. Contested elections for State Vice President shall include a debate between candidates on the OEA-RA floor. The debate shall be moderated by a panel of five OEA members who are not delegates to the OEA-RA. The debate shall feature central issues submitted in advance by delegates. The format for the debate will be a three-minute opening statement for each candidate, followed by three cross-examination periods of five minutes each according to the top three delegate issues, and ending with a three-minute closing statement for each candidate. Candidates shall rotate the order of speaking. Each cross-examination period will begin with a moderator summarizing the central issue delegates submitted in advance and candidates responding in turns with how they intend to address that issue for the organization.

In the event there is only one candidate for State Vice President, instead of a debate, the candidate is allowed five minutes to address the delegates and ten minutes for answering questions of delegates. Questions will be limited to 1 minute, and answers will be limited to 3 minutes.

- e. Each candidate for Equity Director is allowed 5 minutes to address the delegates. Delegates shall have 20 minutes to ask questions of Equity Director candidates. Each question shall be answered by all candidates and candidates shall rotate the order in which they answer questions. Questions will be limited to 1 minute, answers will be limited to 3 minutes. In the event there is only one candidate, question time will be limited to 10 minutes. If a recognized delegate begins a question, and the time allotted for questions expires during the question or answer(s), time will be extended accordingly so that both the question and answer(s) may be completed as prescribed above.
- f. Each candidate for Regional Vice President will be allowed 5 minutes to address the delegates. Question and answer time will not be provided for Regional Vice Presidential candidates as a part of the regular session agenda.
- g. Each candidate for NEA Director will be allowed 5 minutes to address the delegates. Question and answer time will not be provided for NEA Director candidates as a part of the regular session agenda.
- h. Each candidate for ESP Director and ESP Proportional At-Large Director will be allowed 3 minutes to address the delegates. Question and answer time will not be provided.
- i. For initial and runoff elections, the delegate registered 15 minutes before the polls open shall be the official voting delegate for that election.

8. **Candidate Campaigning**

- a. Candidates may place material only on the delegate tables in the Assembly room. Distribution of the material may not take place while the RA is in session and may not disrupt any RA business including hearings.
- b. Campaign material placed on delegate tables may not be larger than 11" x 17" and may not be more than 9" tall.
- c. No campaign material may be distributed or posted in any hearing rooms.
- d. Regional caucuses may establish their own rules about campaigning during their caucus but must treat all candidates equally.
- e. Campaigns may not cause disruption to the business of the RA.
- f. Candidates for office may not be scheduled time on PRAM agendas.

- g. There shall be a virtual candidate forum to which all candidates are invited. At that forum, candidates shall have 5 minutes for speeches. Candidates shall be asked the same four questions and will have one minute to respond to each question.
9. Meetings in conflict with the RA, hearings or regional caucuses may not be scheduled without the approval of the OEA President in order to not conflict with delegates' duties of attendance at regional caucuses, hearings and business sessions.
10. For the purposes of budgeting, the RA will conclude at 8 pm on the last day and all unfinished business will be referred to the OEA Board of Directors.
11. For the purposes of budgeting, the OEA Budget Committee has approved up to \$100k for the cost of NBIs. Any NBIs adopted by the assembly that exceed this allotted amount will be forwarded to the Budget Committee for final approval pending available resources.
12. Floor-Approved NBIs that require additional positions (regular, temporary, staff, elected) will automatically be referred to the Budget Committee and the OEA Board of Directors for final approval pending available resources.
13. Delegate expense vouchers shall be submitted to the OEA within 30 days. Vouchers not received within 30 days may not be paid.
14. Minutes of the OEA RA will be posted on the OEA website within 30 days after the adjournment of the Representative Assembly.
15. Display space or meeting rooms may be allocated to candidates or groups. Since space is limited, requests should be made as soon as possible, but no later than three weeks before the RA. Allocation will be made or refused based on these priorities and available space:
 - a. Official OEA committees, projects, and groups.
 - b. Candidates for OEA elected office - if they have been nominated.
 - c. National Education Association (NEA)
 - d. Oregon local EAs and Councils
 - e. Special Interest Caucuses
 - f. Individual members wishing to promote activities that advance or are compatible with OEA/NEA goals or projects.
 - g. Groups endorsed by OEA - Trusts, California Casualty, etc.
16. Only official OEA documents or materials related to OEA elections shall be allowed to be distributed on the floor.
17. Educators of the year who are not OEA members are not permitted to speak at any RA events noted on the yearly agenda.
18. The OEA Board may make amendments to these operating procedures by a majority vote of the Board no later than the November Board Meeting. Members with recommendations for changes to these procedures should communicate with their Board Director no later than September 15th. The Operating Procedures will be available at Pre-RA Meetings (PRAMS).

2026 OEA RA

DESCRIPTION OF HEARINGS AND MEETINGS

All delegates are encouraged to attend hearings to learn more about OEA programs, dialogue with colleagues, and move our work forward. Your attendance at the hearings helps prepare you for your role as a delegate and brings the voice of the members you represent into the discussion of the important issues public education is facing. Hearings are not recorded.

Monday, April 6 – virtual

Parliamentary Procedure Q&A 5:00 pm

Come for a brief training and Q&A on parliamentary procedure at the OEA RA.

Virtual OEA Candidate Forum 6:30 pm

All candidates running for OEA elected positions at RA are invited to attend this virtual forum. Each candidate will have up to 5 minutes for a speech. Then, all candidates will be asked the same four questions, and each will have one minute to answer each question. Delegates are encouraged to attend to hear from OEA candidates ahead of RA.

Saturday, April 11 – virtual

Bylaws/Policies Hearing 9:30 am

This hearing is for delegates to ask questions of the Bylaws and Policies Committee regarding proposed amendments to OEA Bylaws and/or Policies. **IMPORTANT NOTE:** Please refer to OEA Bylaws Article XIX and Policy 1200. IV. G for rules on amending Bylaws and Policies. Only proposed revisions may be amended unless there is unanimous consent of the Assembly.

OEA Choice Trust (dba Oregon Well-being Trust) Presentation 11 am

Trustees for the OEA Choice Trust will share updates on the Trust and what delegates can expect to see at the RA from the Trust.

Resolutions Hearing 2:00 pm

Resolutions are the core belief statements of our union. This hearing is for delegates to ask questions of the OEA Resolutions Committee regarding proposed Resolutions amendments and provide an opportunity for delegates to propose additional amendments or changes. **All new proposed amendments to Resolutions must be submitted in writing no later than the conclusion of this Hearing.**

Legislative Objectives Hearing 3:30 pm

This hearing is for members to ask questions and bring their ideas for amendments to the OEA Legislative Objectives. The Government Relations team will also report on progress on the current legislative objectives. **Any additional proposed amendments to the Legislative Objectives must be submitted in writing no later than the conclusion of this Hearing.**

Continued on next page.

Saturday, April 11 – virtual – cont’d

New Business Items Open House Q&A, Technical support 5:30 pm

This hearing is for makers of new business items (NBI) to share their ideas and connect with delegates who are interested in learning more, as well as get information on what drives the cost of NBIs. There will be time for questions and answers and an online form to submit additional suggestions and edits to the makers of the motions. OEA managers and staff will also be available to provide assistance as requested. All NBI makers are encouraged to attend. **NBIs are due by 11:59 pm Saturday, April 11.**

Monday, April 13 – virtual

Budget Hearing 6:30 pm

Join this hearing for delegates to get an update on OEA’s finances ahead of the main presentation at OEA RA. Participants will have the opportunity to ask questions and receive information regarding the process to build next year’s budget that will be forwarded to the OEA Board for action prior to the end of the fiscal year (August 31). This is also an excellent opportunity for anyone submitting a New Business Item (NBI) that will have a cost impact to seek information from the Budget Committee on costing.

Tuesday, April 14 – virtual

Legal Defense Hearing 5 pm

Join OEA Legal Counsel to hear about the issues that require legal defense work on behalf of members and local association.

Special Interest Caucuses 6:30 pm

This will be a virtual space for any of OEA’s special interest caucuses or affinity groups to connect. There will be breakout rooms from the main Zoom meeting to gather.

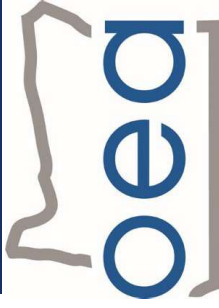
Friday, April 17, 10:00 pm – in person

New Business Items (NBI)

An additional opportunity for makers to meet with members who have questions or ideas for amendments. Makers are encouraged to attend.

Special Interest Caucuses and Affinity Group space

This meet up space will be for any of OEA’s special interest caucuses or affinity groups who wish to meet. Special interest caucuses are caucuses formed by OEA members who has an interest in promoting a particular concept or interests of an affinity group. To arrange a space at the hotel, chairs should contact [Kristine Klupenger](#) by Friday, April 3.



STANDARDS OF CONDUCT

- OEA has adopted the NEA Standards of Conduct policy to ensure that our gatherings are welcoming to all and free from discriminatory, harassing or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity or expression, or any other characteristic protected by law will not be tolerated. Thank you for your commitment to ensuring a positive event for all.

STANDARDS OF CONDUCT

1

Respect others and their views.

2

Recognize and value individual differences.

3

Promote mutual respect, understanding and cooperation as the basis of interactions amongst participants in OEA/NEA activities, events or meetings.

4

Maintain the reputation of OEA/NEA by conducting themselves in accordance with high standards of professionalism.

Harassment may also include written or graphic material, whether that material is shown or sent by e-mail, through social media, placed on computer screens, or elsewhere either during an activity, event or meeting or in some other way directly related to an OEA/NEA event or OEA/NEA duties.



ACTION ITEMS

2026

REPRESENTATIVE ASSEMBLY

2026 PROPOSED OEA RA STANDING RULES

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

The rules governing the Assembly which are not stated explicitly below shall be the rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED.

Rule 1. **Language Requirements For Motions**

- a. All amendments to OEA Bylaws, Policies, Resolutions and Legislative Objectives as well as proposed new business items shall be accompanied by a 175-word or less statement of rationale and shall include the name of the sponsoring delegate or group. In addition, each of the proposed amendments and new business items shall be accompanied by the name, Board District number, and local of the delegate.
- b. All motions which encumber the Association with expenditures shall include an estimate of the expenditures which shall be provided by OEA and presented to the delegates. If adopted, Representative Assembly actions which encumber the Association with expenses shall be sent to the OEA Program/Budget Committee to make the appropriate recommended budgetary adjustment to the OEA General Fund. The recommendation will be submitted to the Board of Directors as part of the final budget approval process.

Rule 2. **Resolutions**

- a. The Resolutions Committee shall present the Resolutions (as proposed by the Committee) to the RA and make a motion for approval. Delegates may request to pull individual Resolutions to which changes have been proposed to be considered separately. Resolutions not pulled will be voted on as a block.
- b. Debate and secondary amendments will be allowed only on the Resolutions to which changes are proposed by the Committee or by delegates. Any delegate who proposes an amendment to a Resolution by the required deadline, to the Resolutions Committee will be allowed to make a motion on that Resolution on the RA floor.

Rule 3. **New Business**

- a. A minimum of 90 minutes will be scheduled Saturday morning and additionally in the afternoon for discussion and action on New Business Items that have been distributed to the delegation.
- b. NBIs brought to the floor for discussion will be presented in two groups: NBIs costed at \$0-\$7,500 maximum will be presented first in random order, followed by the remaining higher-cost NBIs, also in random order. Within each randomized group, single NBIs will be considered for each maker in the order of presentation. After all individual makers have presented an NBI in the respective cost group, the randomized list will repeat for makers who have submitted multiple NBIs.
- c. NBIs will be ruled out of order if they conflict with OEA's guiding documents.
- d. All passed NBIs at the OEA RA will be compiled and presented to delegates in a digital rank choice vote. The top voted NBIs will be funded by the allotted amount listed in Operating Procedure 11 until that allotted amount is met.

Rule 4. **Legislative Objectives**

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

Rule 5. **Floor Debate**

- a. Each speaker shall be limited to 1 minute for discussion on any topic, except that the maker of a motion shall have 2 minutes to present their motion and may not speak again until all others who wish to speak on the same motion have been heard. A delegate wishing to speak shall not proceed until the delegate goes to a microphone, is recognized by the chair, gives their name and name of local, and is directed to proceed.
- b. A delegate who has been granted the privilege of the floor may not yield any part of their time to another delegate.
- c. Prior to final vote on the motion, the chair shall read the full motion under consideration.
- d. Votes on motions shall be a predetermined method communicated to the delegates. On the request of any delegate, however, a standing division of the Assembly shall be taken. Any delegate may call for a roll call vote, provided that when this request is put to the Assembly, the request is supported by one-third of the delegates present. The roll call shall be by Board District, with the individual delegate votes counted and reported by the Board Director or designee. Voting by electronic means will be considered a roll call vote.
- e. Amendments to motions shall be presented in writing to the Recording Secretary prior to or simultaneously with presentation of the amendment.
- f. Any delegate may call for a caucus; a majority vote of the delegates present shall determine if the Assembly will be recessed for caucus.
- g. OEA Board Directors shall be Ex-Officio members of the Representative Assembly without voting rights unless they are also duly elected delegates; Directors have all other privileges of the Assembly including the rights to make motions, second motions, and take part in floor debate.
- h. On any motion, debate shall alternate between pro and con as follows:
 - i. In the event no speaker wishes to be recognized in opposition to the first speaker, debate shall be closed except as follows.
 - ii. If after the maker of the motion has been allowed to speak in favor of the motion, no speaker wishes to speak in opposition to the motion, one additional speaker in favor will be allowed.
 - iii. After this, if there are still no speakers wishing to speak in opposition, debate will be closed.
 - iv. If, however, after two delegates speak in favor, there is a speaker in opposition, debate will then continue, alternating between pro and con.
- i. A delegate who is unable to speak to the Assembly due to a disability may have someone speak for them.
 - i. In the event no speaker wishes to be recognized in opposition to the first speaker, debate shall be closed except as follows.
 - ii. Delegates who have a speaker or interpreter speak for them will be granted 90 seconds to speak rather than the one minute for debate participants speaking for themselves.

Rule 6. Notices for announcement to the Assembly shall be in writing, signed by the person under whose authority the announcement is issued and shall be submitted to the President.

Rule 7. When a chairperson is not a delegate, they may not make motions on behalf of their committee or council and shall appoint another delegate to do so.

Rule 8. The OEA Board of Directors is empowered to approve proposed changes to these OEA RA Rules. The proposed Rules will be available at Pre-RA Meetings (PRAMS) and will be subject to approval by the RA.

2026 PROPOSED BYLAWS AMENDMENTS

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

BYLAWS AMENDMENT A

The Board of Directors forwards the Proposed Bylaw Amendment A with a DO PASS Recommendation.

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 p~~Part-time/adjunct community college faculty, **associate community college faculty, and community college** tutors shall **be assessed one-eighth OEA dues.** ~~pay dues according to the following:~~

- 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.~~

Rationale: This is a proposed restructuring for part time community college dues to simplify the dues structure. This proposed amendment has been communicated with NEA.

Submitted by: Lindsay Ray, OEA Vice President

Contact: Lindsay.ray@oregoned.org

BYLAWS AMENDMENT B

The Board of Directors forwards the Proposed Bylaw Amendment B with a DO PASS Recommendation.

ARTICLE I. MEMBERSHIP AND DUES -

Section 3. Active Members

2) Education Support Professional

The annual dues for each active member in an education support professional bargaining unit or working in an education support position shall be based on their annual salary using the following formula:

- a. education support professionals whose annual salary is equal to or greater than the teacher average salary shall pay full OEA dues;
- b. education support professionals who earn one half the teacher average salary or greater, but less than the teacher average salary shall be assessed one-half OEA dues;
- c. education support professionals who earn one-quarter, but less than one half the teacher average salary shall be assessed one-quarter OEA dues;
- d. education support professionals who earn **less than one-quarter eighth of the teacher average salary** but less than one-quarter of the teacher average salary shall be assessed one-**sixteenth** eighth OEA dues;
- ~~e. education support professionals who earn less than one-eighth of the teacher average salary shall be assessed one-sixteenth OEA dues.~~

Rationale: This is a proposed restructuring for ESP dues to simplify the dues structure. This proposed amendment has been communicated with NEA.

Submitted by: Lindsay Ray, OEA Vice President

Contact: Lindsay.ray@oregoned.org

BYLAWS AMENDMENT C

The Board of Directors forwards the Proposed Bylaw Amendment C with a DO PASS Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 2. Classifications

There shall be ~~five~~ **six** classes of membership in OEA: active, aspiring educator, ~~substitute~~, retired, ~~reserve~~, ~~substitute~~, and Community Ally. The ~~fifth~~ **sixth** 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.

Rationale: Reserve membership is mentioned as a classification in section 8 of our bylaws, but is not included as a classification category here. This will bring all of our bylaws into agreement.

Submitted by: Lindsay Ray, OEA Vice President

Contact: Lindsay.ray@oregoned.org

BYLAWS AMENDMENT D

The Board of Directors forwards the Proposed Bylaw Amendment D with a DO PASS Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

A. Requirements

Any person who is **(1)** actively engaged in **professional education work**; ~~or~~ **(2)** who is on a leave of absence **(less than six months within a membership year), either paid or unpaid**; ~~or~~ **(3)** laid off due to Reduction In Force (RIF'd) from professional educational work; ~~;~~ ~~either paid or unpaid~~; or ~~any person~~ **(4)** who is serving as a released officer of the OEA shall be eligible to become an active member of the OEA, with full privileges under standards prescribed by the OEA Board of Directors. Except as provided by

these bylaws, persons qualifying for active membership must join in that category and pay the appropriate dues rates for their classification.

Rationale: This clarifies the requirements for active membership, including specifying how long a member can remain active while on leave (as outlined in NEA Bylaws).

Submitted by: Lindsay Ray, OEA Vice President

Contact: Lindsay.ray@oregoned.org

BYLAWS AMENDMENT E

The Board of Directors forwards the Proposed Bylaw Amendment E with a DO PASS Recommendation.

ARTICLE I. MEMBERSHIP AND DUES

Section 8. Reserve Members

Reserve membership is open to: 1) a part-time/adjunct community college faculty/tutor who has not worked in qualifying employment for a period of at least seven months; or **2) a member who is on a leave of absence for at least six (6) months from the employment that qualifies the member for active membership; or 2 3)** a member whose employment in qualifying employment has ended by termination or resignation and is receiving or entitled to receive assistance through the OEA Legal Defense Program. Reserve membership does not include the right to vote or to hold elective or appointive office. Reserve Members will not be included in the yearly January 15 count for representation or election purposes, or for the purpose of determining weighted voting at the OEA Board of Directors. Reserve Members must pay full yearly OEA assessments and required NEA dues.

Rationale: This aligns OEA bylaws with NEA bylaws on reserve members on leave to eliminate confusion between the state and national affiliate in categorizing membership for those on a leave of absence.

Submitted by: Lindsay Ray, OEA Vice President

Contact: Lindsay.ray@oregoned.org

BYLAWS AMENDMENT F

The Board of Directors forwards the Proposed Bylaw Amendment F with a DO NOT PASS Recommendation.

ARTICLE IV, Section 3

A majority of the voting members **who are registered for** of the OEA Representative Assembly shall constitute a quorum for the transaction of business.

Rationale: This clarifies who counts for quorum at OEA RA.

Submitted by: Angela Adzima, Hillsboro Education Association

Contact: angelaadzima@gmail.com

BYLAWS AMENDMENT G

The Board of Directors forwards the Proposed Bylaw Amendment G with a DO PASS Recommendation.

ARTICLE I, Section 3.E.3

3) 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;
- b. \$20.00 per member annually for the OEA Legal Defense Program;
- c. \$10.00 per member annually for the Center for Great Public Schools;
- d. \$25.00 per member annually for OEA Collective Bargaining Fund, the fund established for ballot measure campaigns;
- e. \$5.00 per member annually shall be assessed in order to promote the interests of public education; and
- f. Every five years, an analysis will be made of the total cost that would result if the five largest OEA locals suffer a Relief Fund applicable need up to a 30-day work stoppage at the same time. Based on this number, the balance of the Relief Fund should be as follows: If the Relief Fund amount is less than the total cost plus 10% then there will be a \$10 assessment per member per year until that number is reached. If the Relief Fund amount is greater than the total cost plus 10% then no \$10 assessment per member will occur.
- g. \$20 per member annually for the Public School Funding Campaign shall be assessed to fund activities to support OEA's efforts to improve and protect public school funding in the state of Oregon, for a period of 3 years, unless the OEA Representative Assembly acts to extend the increase for an additional period.**

Rationale: This would support the Public School Funding Campaign.

Submitted by: Enrique Farrera, OEA President

Contact: Enrique.farrera@oregoned.org

2026 PROPOSED POLICY AMENDMENTS

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

POLICY AMENDMENT A

The Board of Directors forwards the Proposed Policy Amendment A with a DO NOT PASS Recommendation

New Policy in 2300 – OFFICERS OF THE OEA

Executive Attendance at Political Planning Sessions

A. Mandatory Participation: The President and Vice President (or their designated executive proxies) shall be required attendees at all formal political planning meetings conducted by the Government Relations department. This includes, but is not limited to:

- Legislative strategy development sessions.
- Candidate endorsement planning and evaluation.
- Political Action Committee (OEA) strategic roadmap meetings.
- Coalition-building strategy sessions with external political partners.

B. Notification: The Government Relations Director shall provide the President and Vice President with no less than 48 hours' notice (with the exception of legislative deadlines that are less than 48 hours) for all scheduled planning meetings, including a formal agenda and relevant briefing materials.

C. Reporting: The President shall include a summary of strategic alignment from these meetings in their regular report to the OEA Board of Directors.

Rationale: In the current political landscape, the intersection of education policy and legislative action is more volatile than ever. This proposal ensures that the elected voice of our membership—the President and Vice President—is not just briefed on political outcomes but is an active participant in the strategic architecture of our Government Relations (GR) efforts.

Submitted By: Eric McGuire, Centennial Education Association

Contact: emac1967@gmail.com

POLICY AMENDMENT B

The Board of Directors forwards the Proposed Policy Amendment B with a DO NOT PASS Recommendation

Policy 2410.III

Legislative Advisory Council Meeting Schedule and Attendance

A. Regular Meeting Schedule: The Legislative Advisory Council (LAC) shall meet twice per month, or every two weeks, during the months of September through May, or whatever the length of the legislative drafting period.

B. Seasonal Exceptions: The Council is not required to meet during June, July, and August, unless a special meeting is called by the OEA President or the Council Chair to address emergency legislative matters.

C. Flexibility for Non-Drafting Periods: In months where legislative concepts are not actively being written or amended, the Council may, by a majority vote of its members, elect to reduce the meeting frequency to once per month.

D. Executive Participation: The OEA President, or a designated executive officer (Vice President or Secretary-Treasurer), shall attend all meetings of the Legislative Advisory Council. The President or their designee shall serve as a liaison between the Council and the OEA Board of Directors to ensure strategic alignment.

E. Notification: The Government Relations Director shall ensure that the President and Council members receive meeting notices and relevant legislative drafts at least seven (7) days before any scheduled meeting.

Rationale:

- Strategic Consistency: By adopting a mandated bimonthly schedule, the LAC ensures OEA's legislative agenda does not lose momentum during the "interim" months of the legislative cycle.
- Resource Management: Allowing the council to scale back to once-monthly meetings when legislative concepts are not being actively drafted provides necessary flexibility and respects the time of member-leaders.
- Executive Alignment: Requiring the President or their designee to attend ensures that the highest level of OEA leadership is directly involved in the policy-making process, rather than receiving second-hand reports. This facilitates faster decision-making when the Association must pivot quickly during a legislative session

Submitted By: Eric McGuire, Centennial Education Association

Contact: emac1967@gmail.com

POLICY AMENDMENT C

The Board of Directors forwards the Proposed Policy Amendment C with a NO POSITION Recommendation

Policy 5000, Section 2.F.1

II. ADMINISTRATIVE RULES FOR NEA-OEA PARTICIPATION IN UNISERV PROGRAMS

1. UniServ staff will not be assigned to work outside their assigned UniServ unit without first seeking volunteers. If no appropriate volunteer(s) is forthcoming, then the OEA Executive Director or his/her designee may assign staff to work outside of their UniServ unit. **If UniServ staff are to be temporarily assigned outside of their UniServ unit, the Council President shall be notified.** In any case, the Council President shall be notified of the assignment. Said notification shall include the start date as well as an anticipated date for the outside assignment to end. The notification shall also indicate what provisions will be made for staff assistance to the affected Council and local associations.

Rationale: This will allow greater flexibility to meet emergency temporary staffing needs across OEA.

Submitted By: Mary Kay Babcock, Hillsboro Education Association

Contact: mkbabcock1990@gmail.com

POLICY AMENDMENT D

The Board of Directors forwards the Proposed Policy Amendment D with a DO NOT PASS Recommendation

Policy 5000, Section III.B.3

B. Employment procedures of UniServ professional personnel

3. The following is a ~~suggested~~ list of the minimum qualifications for the position of UniServ Consultant:

- a. Have an earned bachelor's degree, or equivalent.
- b. Have five years ~~teaching~~ experience in **public education**, ~~or equivalent work experience~~.
- c. Have demonstrated leadership ability.
- d. Have familiarity with professional organization work, especially with the work of a local education association.

Rationale: Unlike other staff positions the role of the UNISERV consultant should be intimately familiar with public education before taking on the role. They should know the ins and outs, the day to day minutia of how district management and school staff function. No other staff position works so closely with local unions and districts in bargaining and grievance. It's a position that can't afford to train someone up while experienced in union work outside of education but not experienced as an educator themselves. No amount of field training can make up for having lived and navigated working in education before moving into this staff position. It should be a role OEA actively looks for from local union leadership, even if from an out of state local, and members who are wanting to step into the staff side of union work.

Submitted By: Zachary Melzer, East Multnomah County UniServ Council

Contact: president@emcuc.org

2026 PROPOSED RESOLUTION AMENDMENTS

What is a Resolution? A formal expression of opinion, intent, belief, or position of the Association adopted by the OEA Representative Assembly to provide the direction in which the Association should be moving. The OEA board of directors, OEA elected leaders, and staff use these resolutions as a guide to carry out the work of the Association.

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

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

RESOLUTION AMENDMENT A

The Board of Directors forwards the Proposed Resolution Amendment A with a DO PASS Recommendation

I.2 School Funding

The Oregon Education Association believes the State of Oregon is responsible for providing stable and adequate funding for public schools. The Association believes that local districts, in partnership with state and federal governments, must provide a free, **appropriate**, equitable and quality **public** education for every student by securing sufficient funding to maintain and to enhance excellence in each public school within every public school and community college district. (1990, 97, 2004, 08,11, 26)

Rationale: This amendment strengthens the Association's core position by aligning our shared beliefs with the federal legal protections of the Individuals with Disabilities Education Act (IDEA). By explicitly adding "appropriate" and "public," we anchor our funding demands in the mandate of a Free Appropriate Public Education (FAPE) and protect our schools against the diversion of funds to private entities. Currently, shifting budgetary definitions and the use of passive language at state and local levels often obscure underfunding; these additions provide a clear, legally grounded standard of accountability. We must ensure the State is held responsible for providing the specific, individualized resources necessary to maintain excellence in our public institutions for every student.

RESOLUTION AMENDMENT B

The Board of Directors forwards the Proposed Resolution Amendment B with a DO PASS Recommendation

IV.12 Decision Making in School Budgeting

The Oregon Education Association believes all school employees should be represented in the school budget process in establishing priorities, determining of funds, and ensuring that adequate funding be allocated in a timely manner to finance collective bargaining agreements. **The association also believes that state and federal governments, along with local districts, have a responsibility to report the details of their budgets with transparency. When considering changes to the budgets, local districts should prioritize the impact on the staff, students, and community.** (1988, 89, 91, 97, 22, 26)

Rationale: Economic instability at federal, state, and local levels has increasingly led to budget reporting that utilizes passive language and fluctuating definitions to obscure cuts and shift accountability. This lack of transparency forces staff and students to navigate shifting priorities and vague expectations that undermine the collective bargaining process. This amendment establishes a clear expectation for budgetary transparency across all levels of government and mandates that local districts prioritize the tangible impact on human beings over administrative convenience. By formalizing this belief, the OEA provides local chapters with the leverage needed to demand clear, honest, and people-centered financial reporting during contract negotiations and budget cycles.

RESOLUTION AMENDMENT C

The Board of Directors forwards the Proposed Resolution Amendment C with a DO PASS Recommendation

II.56 Artificial Intelligence

The Oregon Education Association believes that the development and expanding use of Artificial Intelligence (AI) technologies will continue to impact students, educators, public education, and the greater community. The Association also believes that the use of AI in public education should align with the following principles:

- a. AI tools should support the needs of students and educators.
- b. Administrators should not require educators to use AI tools as a mode to decrease workload.**
- c. The implementation of AI must be equitable, accessible, and inclusive to ensure that no community is advantaged or excluded.
- d. AI tools and their implementation must be free of cultural, racial, and gender biases, and they should not perpetuate or amplify existing biases or discrimination.
- e. Educators should be involved in the development of best practices for pedagogical applications of AI.
- f. The use of AI in public education should be transparent, including its applications, what data is collected, and how that data is used.
- g. AI should not compromise the privacy of educators, students, or their families.
- h. Educators and students should be provided guidance and training on the ethical use of AI tools.
- i. Evaluation of AI implementation should be ongoing to ensure it supports the needs of students and educators and aligns with ethical standards and practices.
- j. AI tools should not be used as a means to increase assigned workloads or decrease school staffing.**

(2024, 26)

Rationale: As Artificial Intelligence becomes more integrated into school systems, there is an increasing risk that administrators will view these technologies as a "shortcut" to justify larger class sizes, reduced staffing, and increased assigned workloads. While AI may offer specific efficiencies, it cannot replace the essential pedagogical expertise and human connection provided by professional educators. This amendment establishes a critical safeguard against the use of AI as a tool for "workload creep" or staff reduction. By formalizing these principles, the OEA ensures that AI implementation remains a support for the profession rather than a justification for de-professionalizing the classroom or creating unsustainable labor expectations.

RESOLUTION AMENDMENT D

The Board of Directors forwards the Proposed Resolution Amendment D with a DO PASS Recommendation

II.23 Inclusion

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

1. There should be a full continuum of placement options and services available to all students with disabilities.
2. Placement should be based on individual needs rather than on space availability or on funding. Student placement must be examined on a regular basis to ensure appropriateness whereby all needed services and support are available and should not be made disproportionately by ethnicity or gender. Necessary building staff modifications must be provided to facilitate such placement. If additional space or funds are necessary, they are provided.
3. Adequate time should be provided for all regular and special education teachers/specialists, educational assistants and other relevant ESP staff, and faculty to work cooperatively in the development of the Individual Family Service Plan (IFSP), Individual Educational Plan (IEP), and/or Section 504 plans prior to placement.
4. Students with physical disabilities or medical needs requiring nursing procedures should have their medical needs met by professional nurses or trained medical personnel as approved by the student's physician.
5. All affected staff members should have an appeal procedure regarding the implementation of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP), and/or Section 504 plans especially in terms of placement.
6. Adjustments should be made in class size and caseload using weighted formulas to accommodate the demands of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP), Section 504 Plans, and/or other documentation and the needs of the student.
7. All staff, parents/guardians, and community should be adequately prepared for their roles through fully funded appropriate training.
8. ~~After~~ if the IFSP/IEP team determines that inclusion is the appropriate placement, sufficient support must be available for the students, teacher(s), instructional assistant(s), and all related student instructional support personnel (SISP). The educational environment must match the learning needs of all students.
9. The success of inclusion should be evaluated considering the effect on all students. If placement revision is required, even if temporary, then it will happen in a timely manner.
10. All affected staff members should have the right to disagree with any provision of the Individual Family Service Plan/Individual Education Plan (IFSP/IEP) and/or Section 504 Plan without recrimination. (1994, 97, 2005, 08, 10, 16, 17, 21, 22, **26**)

Rationale: This amendment clarifies the distinction between legal "placement" and the foundational value of "inclusion." Inclusion should not be viewed as a specific location or a conditional placement option; rather, it is a commitment to ensuring every student finds belonging within the school community to the greatest extent possible. By removing conditional language, we affirm that the IFSP/IEP team is the sole authority in determining appropriate placement based on individual student needs. This change ensures that regardless of where services are delivered, the focus remains on providing sufficient staffing, resources, and student instructional support (SISP) to match the learning environment to the student—rather than forcing the student to fit a pre-determined budgetary or spatial model.

RESOLUTION AMENDMENT E

The Board of Directors forwards the Proposed Resolution Amendment E with a DO PASS Recommendation

NEURODIVERSITY RESOLUTION

II.25(new) inserted between Inclusion and Educational programs for Emerging Bilingual and Multilingual Students

The Oregon Education Association believes in the concept of neurodiversity, and that neurodivergent students and educators should be honored and respected for their contributions to the education setting and the greater community. OEA affirms that neurodivergent students and educators require varying supports and accommodations employed at different times to maximize their individual and unique abilities, needs, and circumstances.

The Association further believes that neurodiversity affirming practices are essential components to halting discrimination, improving access to the educational setting for all students and educators, and protecting the mental health of educators and students of all neurotypes. OEA believes that formalizing practices such as these reduces stigmas and discrimination towards neurodiverse persons.

The Association further believes that neurodivergent students and educators should have full and consistent access to necessary accommodations and support throughout the school/work day and during all school-related activities in order to improve participation and learning in the educational setting. Educational settings should avoid instructional techniques or policies that induce trauma or cause students or educators to lose a sense of autonomy and personal agency. Education and workplace policies should be inclusive of neurodiversity for all students and educators.

The Association further believes that all students and educators benefit from learning ways to interact with and support people of all neurotypes. Areas of skill development should include (but not be limited to): self-advocacy, problem solving, safety, autonomy, and observation skills. Instructional strategies should utilize and maximize an individual's strengths and interests and should avoid use of a deficits-based approach. (2026)

Rationale: The identification and understanding of neurodivergence—including autism, ADHD, and other neurological differences—have grown exponentially, impacting a significant portion of our student and educator populations. Currently, our Resolutions lack a formal framework that recognizes neurodiversity as a fundamental aspect of human diversity rather than a "deficit" to be corrected.

This resolution establishes a vital foundation for the OEA to lead in neurodiversity-affirming practices. By formalizing these beliefs, we protect the mental health and autonomy of our members and students, ensuring that accommodations are viewed as a right of access rather than a burden of compliance. Adopting this resolution aligns Oregon with interstate progress in education advocacy and provides our bargaining teams with the necessary mandate to fight for inclusive workplace and classroom policies that honor the unique contributions of all neurotypes.

RESOLUTION AMENDMENT F

The Board of Directors forwards the Proposed Resolution Amendment F with a DO PASS Recommendation

1.12 (new as I.12 after I.11 Systemic Inequity and before Community schools): School funding must be equitable

OEA believes that all tax revenue changes must be equitable. We believe in more heavily taxing the ultra-wealthy (billionaires and corporate moguls) and the top 5 percent of income earners.

We oppose austerity measures and regressive taxes that place a disproportionate burden on low and middle income families. Credits, deductions, and exclusions should be structured to heavily favor the most marginalized and vulnerable members of our communities. (2026)

Rationale: To ensure the long-term survival of public education, the OEA must advocate for a revenue system that addresses the widening gap of income inequality in Oregon. This resolution establishes a clear, proactive stance against austerity and regressive tax models that disproportionately burden our members and the families we serve. By advocating for a progressive tax structure that targets the ultra-wealthy and corporate interests, we move away from "bare-minimum" funding and toward a system where those with the greatest ability to pay support the public good. This amendment provides our legislative team with a focused mandate to oppose tax shifts that benefit the top 5 percent at the expense of our schools and most marginalized community members.

RESOLUTION AMENDMENT G

The Board of Directors forwards the Proposed Resolution Amendment G with a DO PASS Recommendation

II.72 Virtual Schools and Online Education

The Oregon Education Association believes online education can play an important role in the lives of students and educators. The Association supports virtual schools and online education sponsored by state public school entities.

Such virtual schools and online courses must meet the educational standards, staffing ratios, educator licensure and certification requirements, and professional staff criteria of traditional public schools. The proliferation of online programs should not:

- 1.—impair public school district finances.**
- 2.—promote or fund private vendor ‘education management’ operations.**
- 3.—disrupt the local collective bargaining agreement. (2013)**

II.72 Digital Learning

The Oregon Education Association believes that quality digital learning can create or extend learning opportunities but should not replace regular face-to-face interaction among students, peers, and instructors.

The Association further believes that virtual learning should be a viable option for public school students and staff who thrive in that environment or are under extenuating circumstances. Virtual learning should be designed and utilized strategically and in the best interest of students and staff.

The Association also believes that students who participate in developmentally appropriate digital learning should receive the preparation and support necessary to enable them to function effectively in an online environment and as successful community members, which at a minimum should include—

- a. Supervision and instruction provided by fully qualified, certified, and/or Oregon licensed educators.**
- b. Appropriate services, equipment, technical support, libraries, and laboratories.**
- c. Accurate course descriptions and clear expectations prior to enrollment.**
- d. Reasonable student to instructor ratios that allow for individualized interaction with instructors.**
- e. Opportunities for appropriate student-to-student interaction.**
- f. Curriculum approved courses comparable to similar courses delivered by traditional means and approved by the state education agency.**
- g. Courses that are transferable from school to school or for graduation requirements.**

(2013, 26)

Rationale: The transition from "Virtual Schools" to "Digital Learning" reflects the current reality where online tools are integrated across all educational settings. This amendment establishes essential safeguards to ensure that digital learning is used as a strategic tool to extend opportunities. By defining specific requirements the OEA sets a high bar for quality that protects both student learning and educator working conditions. This update provides a clear mandate to hold state and local authorities accountable for the funding, infrastructure, and planning time necessary to make digital learning sustainable and effective rather than a burden on staff.

RESOLUTION AMENDMENT H

The Board of Directors forwards the Proposed Resolution Amendment H with a DO PASS Recommendation

VI.16 (new) Opposition to Artificial Intelligence–Powered Weapons

The Oregon Education Association affirms that:

The use of artificial intelligence in weapons systems raises profound ethical, humanitarian, and democratic concerns, including the delegation of life-and-death decisions to machines rather than human judgment.

AI-powered weapons concentrate extraordinary destructive power in the hands of a small number of governments, corporations, billionaires, and technology oligarchs, creating dangerous imbalances of power that threaten human rights, global stability, and democratic accountability.

The development and deployment of autonomous or AI-enabled weapons increases the risk of error, escalation, and unintended harm, while reducing transparency and the ability to hold decision-makers accountable.

The use of AI in warfare undermines the principles of human dignity, civilian protection, and the rule of law that educators and public institutions are responsible for upholding.

Therefore, the Oregon Education Association opposes the development, deployment, and use of artificial intelligence–powered weapons and supports international, national, and ethical efforts to prohibit or strictly regulate such systems. (2026)

Rationale: Artificial intelligence–powered weapons concentrate lethal power in unaccountable hands, erode human judgment, and threaten democratic oversight. Educators have an ethical responsibility to oppose technologies that endanger human rights, global stability, and the values public education exists to uphold.



FINANCIALS

2026

REPRESENTATIVE ASSEMBLY

Oregon Education Association
Proposed 2026-2027 Budget
Total General Fund

	Budget 2025-2026	Budget 2026-2027	Change	Comments:
Revenues over Expenditures				
Contributions				
Contributions				
41010 - Membership Dues - Other Dues	25,466,864	26,935,483	1,468,619	
41011 - Membership Dues - Legal Services Dues	-	1,500	1,500	
41015 - Membership Dues - OEA Retiree Dues	13,600	13,600	-	
Total Contributions	25,480,464	26,950,583	1,470,119	Dues increase from \$734 to \$779. Member count assumption is generally flat with prior year assumption.
Assessments				
43112 - GPS Assessment	420,000	420,000	-	GPS assessment is part of the general fund. Other assessments are outside of the general fund.
Total Assessments	420,000	420,000	-	
Total Contributions	25,900,464	27,370,583	1,470,119	
Program Service Revenue				
NEA Support				
42001 - NEA Member Benefits	30,000	30,000	-	
42002 - NEA Uniserv Agreement	1,406,614	1,549,227	142,613	
42200 - Grant Income	-	225,000	225,000	
42201 - NEA Grant Income	150,000	-	(150,000)	
Total NEA Support	1,586,614	1,804,227	217,613	Projected NEA support is increasing slightly due to Uniserv Grants.
Total Program Service Revenue	1,586,614	1,804,227	217,613	
Investment Income				
44100 - Interest and Dividends	125,000	125,000	0	
Total Investment Income all	125,000	125,000	0	
Other Revenue				
45501 - Rental Property Rent Income	265,000	275,000	10,000	
45105 - Sponsorship Income	21,750	21,750	-	
Total Other Revenue	286,750	296,750	10,000	Rental income slightly increasing due to lease renewal rates.
Total Revenues	27,898,828	29,596,560	1,697,732	
Expenditures				
Direct				
50001 - Print shop supplies	-	7,500	7,500	
55171 - Program Supplies and Materials	45,000	13,000	(32,000)	
56101 - Program Supplies & Materials	-	135,000	135,000	
56301 - Gifts & Awards - Employee	-	500	500	
56302 - Gifts & Awards - Non-Employee	-	3,250	3,250	
56400 - Grants	260,000	231,500	(28,500)	
56500 - Contributions (OEA)	161,500	163,000	1,500	
Total Direct	466,500	553,750	87,250	Total direct support expense increase is primarily in conjunction with Affiliate Services.
Personnel				
Salary and Wages				
51105 - Longevity Pay	31,340	48,555	17,215	
51107 - Salary Pay	11,634,399	12,487,920	853,521	
51108 - Overtime Pay	86,070	112,500	26,430	
51201 - Winter Break Compensation	59,862	60,584	722	
51203 - Wellness Stipend	4,356	4,236	(120)	
51801 - Cadre - Member / ASO	75,000	61,759	(13,241)	
51802 - PSO Temporary	60,000	60,000	-	
51803 - Agency Temporary Staff	50,000	50,000	-	
51601 - Stipends - Governance	55,000	55,000	-	
51603 - Governance dues	-	3,000	3,000	
Total Salary and Wages	12,056,027	12,943,554	887,527	Salary pay reflects assumption of 1 additional position in 2026-2027 (approximately \$140k salary). One PSO position was added during 25-26 (Community College). Remaining increase reflects bargained annual increases.

Revenues over Expenditures	Budget 2025-2026	Budget 2026-2027	Change	Comments:
PR Benefits				
51250 - 401k Contributions	583,380	624,396	41,016	
51350 - Health Insurance	3,380,842	3,452,737	71,895	
51351 - Life Insurance	19,738	19,692	(46)	
51354 - Flex Spending ER Contribution	-	33,914	33,914	
51355 - Dependent Care Expense	8,500	8,500	-	
51401 - Auto Allowance	516,601	535,885	19,284	
51405 - Staff Relocation	20,000	20,000	-	
51501 - Retiree Medical Benefits	705,000	805,000	100,000	
51503 - Employee Retention Plan	73,431	95,262	21,831	
51504 - ERP Section 457b Contribution	-	100,000	100,000	
51701 - Pension Contribution	3,848,895	3,900,000	51,105	
Total PR Benefits	9,156,387	9,595,386	438,999	Increase in payroll benefits is consistent with increasing staffing costs (as discussed above) and more refined budgeting in 26-27 as a result of our improved system.
PR Taxes				
51302 - Payroll & Employment Taxes	1,094,105	1,142,109	48,004	
51303 - Paid Leave Oregon ER Contribution	123,362	147,689	24,327	
51304 - Workers Compensation Insurance	25,000	25,000	-	
Total PR Taxes	1,242,467	1,314,799	72,332	Increase in payroll taxes is consistent with increasing staffing costs (as discussed above).
Total Personnel	22,454,881	23,853,738	1,398,857	
Professional Fees				
52202 - Bank Charges and Admin Fees	36,350	42,885	6,535	
54000 - Professional Services	50,000	57,500	7,500	
54101 - Computer Software	347,257	414,615	67,358	
54102 - IT Engineering Consulting	111,000	104,000	(7,000)	
54103 - Professional Development and Training	127,400	125,000	(2,400)	
54201 - Legal Fees	51,000	135,000	84,000	
54202 - Mediation Services	30,000	60,000	30,000	
54203 - Arbitration Fees and Expenses	100,000	52,500	(47,500)	
54204 - Counseling Services Fees	7,000	11,500	4,500	
54301 - Consulting	400,350	277,900	(122,450)	
54302 - Recruiting	15,000	15,000	-	
54303 - Surveys and Polls	10,000	16,000	6,000	
54304 - Social Media	71,650	50,000	(21,650)	
54501 - Actuarial Services	15,000	10,000	(5,000)	
54502 - Audit, Tax, and Accounting Services	134,416	150,000	15,584	
54503 - Benefit Plan Administration	30,000	7,500	(22,500)	
Total Professional Fees	1,536,423	1,529,400	(7,023)	Change in professional fees is driven by increases in legal, mediation, and software costs, offset by decreasing assumption of consulting expenses in the 26-27 year.
Operating Support				
52101 - Office Supplies	74,180	66,230	(7,950)	
52102 - Print & Copy	152,550	141,275	(11,275)	
52103 - Postage, Courier, Freight	67,219	48,169	(19,050)	
52104 - Subscriptions	34,300	62,450	28,150	
52105 - Outside Printing Services	10,650	11,150	500	
52201 - Licenses, Permits, and Filing Fees	55,650	8,150	(47,500)	
52301 - Professional Liability Insurance	5,000	5,000	-	
52302 - Insurance - General	97,500	135,000	37,500	
52350 - Release Time / Sub Reimbursement	152,600	75,000	(77,600)	
52401 - Gifts & Awards - Employee	1,000	2,000	1,000	
52402 - Gifts & Awards - Non-Employee	2,700	2,500	(200)	
52599 - Penalties & Fines	25,000	10,000	(15,000)	
52601 - Miscellaneous	6,400	1,538	(4,862)	
55162 - Release Time/Sub Reimbursement	-	23,000	23,000	
Total Operating Support	684,749	591,462	(93,287)	26-27 spending has been adjusted to be in line with 24-25 and 25-26 actual expense trends.

Revenues over Expenditures	Budget	Budget	Change	Comments:
	2025-2026	2026-2027		
General and Administrative Expenses				
Facilities				
53101 - Rent Expense	455,650	480,650	25,000	
53201 - Repairs and Maintenance	233,500	237,000	3,500	
53202 - Ground Services	116,050	166,050	50,000	
53203 - Janitorial Services	141,350	141,350	-	
53204 - Telecomm	335,108	300,000	(35,108)	
53205 - Security	26,350	26,350	-	
53206 - Utilities	223,350	325,000	101,650	
53351 - Real Property Taxes	247,000	247,000	-	
53352 - Personal Property Taxes	14,650	14,650	-	
53401 - Office Furniture and Equipment	16,250	17,750	1,500	
53402 - Tech - Equipment Purchases	110,400	84,500	(25,900)	
53403 - Equipment Leases	57,000	96,275	39,275	
Total Facilities	1,976,658	2,136,575	159,917	Facilities expenses have been increased to reflect inflationary pressure and historical spending trends.
Other Expenses				
59101 - Interest Expense	-	-	-	
Total Other Expenses	-	-	-	
Travel Expenses				
55101 - Airfare	87,550	67,300	(20,250)	
55102 - Ground Transportation	201,644	181,370	(20,274)	
55111 - Lodging	350,050	407,000	56,950	
55121 - Meals	330,580	271,320	(59,260)	
55141 - Conference Fees	70,425	26,125	(44,300)	
55151 - Audio Visual Equipment	21,410	71,160	49,750	
55161 - Meeting supplies	-	13,500	13,500	
55163 - Dependent Care	-	1,550	1,550	
Total Travel Expenses	1,061,659	1,039,325	(22,334)	Travel expenses have been adjusted to reflect historical spending trends.
Total General and Administrative Expenses	3,038,317	3,175,900	137,583	
Total Expenditures	28,180,870	29,704,250	1,523,380	
Total Revenues over Expenditures	(282,042)	(107,690)	174,352	
Reserve Strengthening	254,805	269,355	14,550	Reserve strengthening reflects 1% of budgeted dues.
Total Revenues over Expenditures, Including Reserve Strengthening	(536,847)	(377,045)	159,802	



Oregon Education Association

2026 Pre-Representative Assembly Meeting

Page 1



Thank you to the OEA Budget Committee and Board of Directors

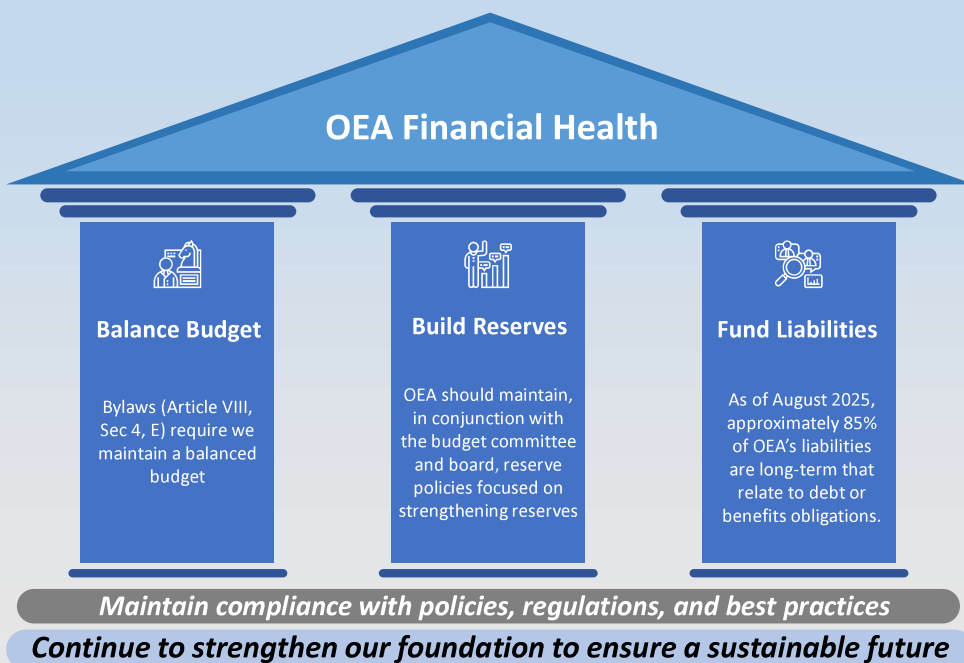
OEA Budget Committee

- 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:

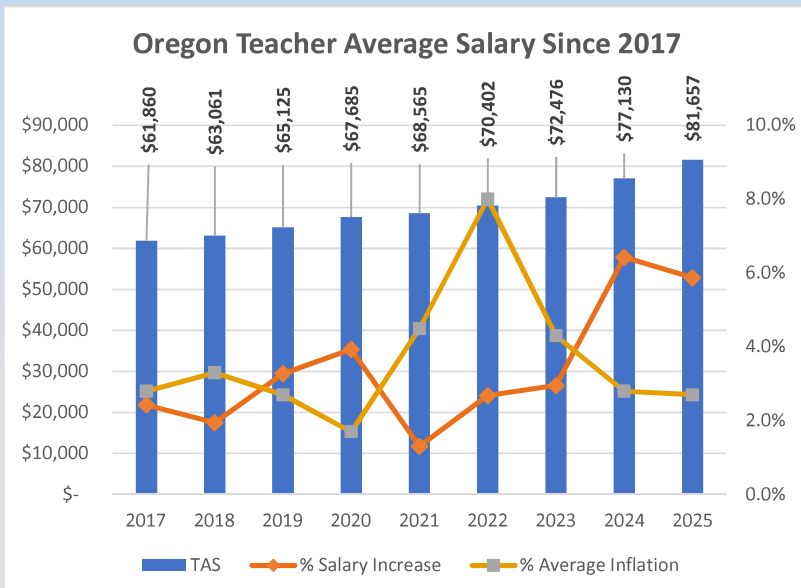
- Continue to identify cost savings and process efficiencies to improve financial performance/results
- Continue to follow established reserve policies
- Maintain sound investment policies for OEA General Fund
- Develop strategies to make progress on long-term liabilities

Historical Budgetary Information

	2021-2022 Budget	2022-2023 Budget	2023-2024 Budget	2024-2025 Budget	2025-2026 Budget	2026-2027 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



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

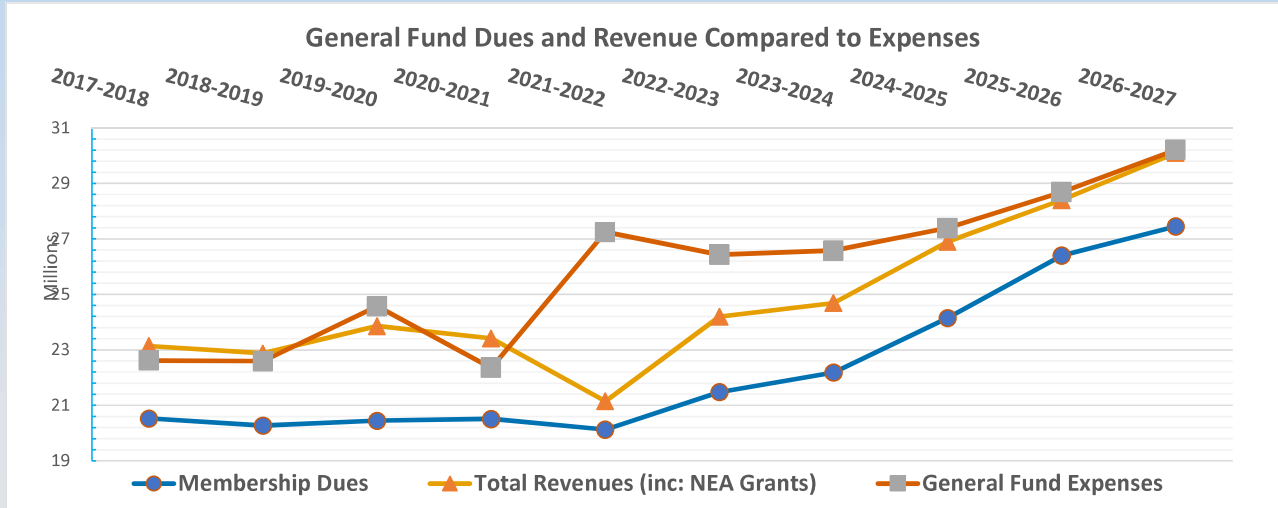
Albany (2024-2027)

- 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

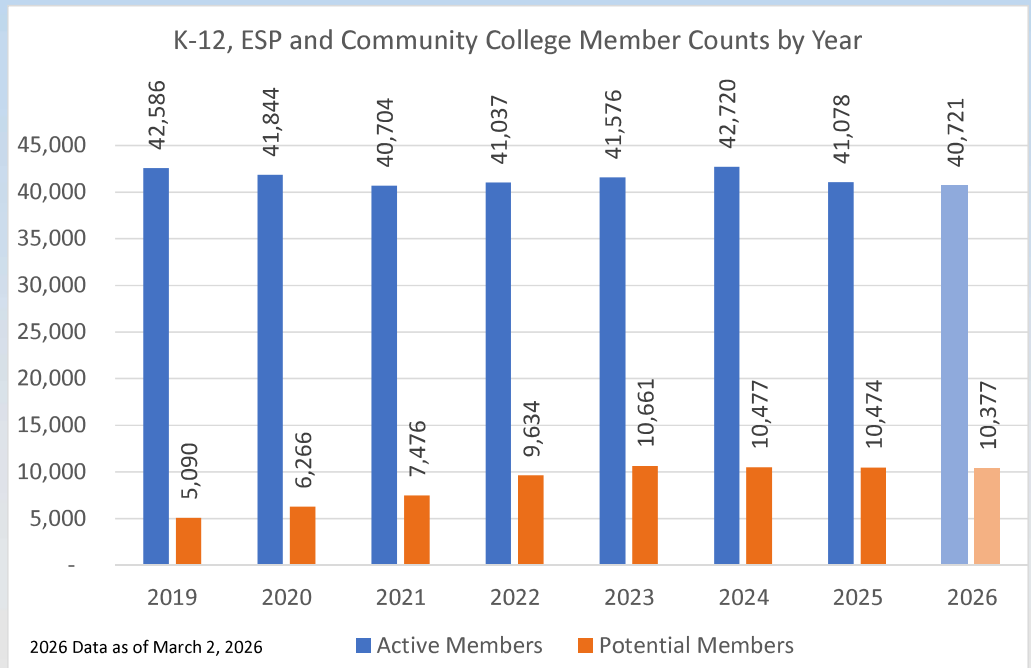


Expenses generally outpaced revenue from 2017 to 2022, we have made focused adjustments in order to align expenses with our projected revenue for the past 3 years.

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

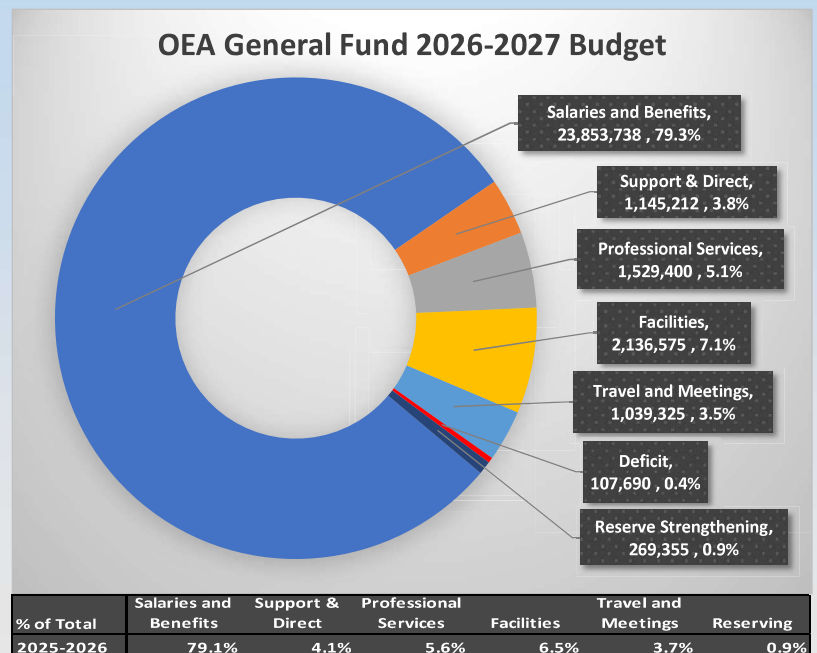
2026-2027 Preliminary Budget Summary

- 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 and travel expenses have decreased slightly as a percentage of total expenses compared to prior year.
- Facilities expenses have increased as a percentage of total expenses by 1.1% when compared to the prior year.
- Reserve strengthening remains at 1% of projected dues.



Budget Timeline

