

DRAFT MINUTES

OREGON EDUCATION ASSOCIATION 2025 REPRESENTATIVE ASSEMBLY March 31, April 8, 9, 12, 14, 15, 16, 18, 19, 2025

Tuesday, April 8, 2025
FIRST SESSION

President Reed Scott-Schwalbach called the meeting to order at 7:00 p.m.

SEATING OF LATE REGISTERING DELEGATES

Without objection, late registering delegates were seated.

CREDENTIALS REPORT:

Rose Wilde, Credentials Committee Chair, reported that as of 7:00 pm tonight, out of a total 185 delegates registered for this business session, 131 delegates had been duly certified and seated for the First Session of the 2025 Representative Assembly. Of the delegates elected there are 156 ethnically diverse delegates, and 53 local associations that have met the criteria of OEA Bylaw Article III, 2.B. Rose moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2025 Representative Assembly as of 7:06 p.m. on Tuesday, April 8, 2025.

CARRIED.

ETHNIC REPRESENTATION REPORT:

The following local associations met or exceeded the requirement of OEA Bylaws Article III. 2. B. which specifies that OEA RA Delegates shall be in proportion to the ethnic membership of each local association:

- | | | |
|--|------------------------|--------------------------|
| 1. ASHLAND EA | 18. DOUGLAS ESDA | 37. NORTHWEST EA |
| 2. ASPIRING EDUCATOR | 19. EUGENE EA | 38. OEA-RETIRED |
| 3. ASSOCIATION OF SALEM-
KEIZER ESP | 20. FOREST GROVE EA | 39. OREGON CITY EA |
| 4. ASTORIA EA | 21. GLENDALE EA | 40. PHOENIX TALENT EA |
| 5. BEAVERTON EA | 22. GRANTS PASS EA | 41. PORTLAND AT |
| 6. BEND EA | 23. GREATER ALBANY ACE | 42. REYNOLDS EA |
| 7. BETHEL ACE | 24. GREATER ALBANY EA | 43. ROSEBURG EA |
| 8. CANBY EA | 25. HERMISTON AT | 44. SALEM-KEIZER EA |
| 9. CENTENNIAL EA | 26. HILLSBORO EA | 45. SEASIDE EA |
| 10. CLACKAMAS CC ACE | 27. HOOD RIVER EA | 46. SHERWOOD EA |
| 11. Clackamas CC Associate
Faculty | 28. KLAMATH FALLS EA | 47. SPRINGFIELD EA |
| 12. CLACKAMAS ESD EA | 29. LANE CC EA | 48. THREE RIVERS EA |
| 13. CORVALLIS EA | 30. LANE COUNTY ESD EA | 49. TIGARD-TUALATIN EA |
| 14. CROOK COUNTY EA | 31. LEBANON EA | 50. TILLAMOOK EA |
| 15. DALLAS EA | 32. LEBANON ESPA | 51. WILLAMETTE VALLEY EA |
| 16. DAVID DOUGLAS EA | 33. LINCOLN COUNTY EA | 52. WOODBURN EA |
| 17. DISTRICT 21 EA | 34. MEDFORD EA | 53. WyEAST EA |
| | 35. MT HOOD CC FA | |
| | 36. NORTH CLACKAMAS EA | |

ADOPTION OF THE AGENDA

Without objection, the 2025 OEA RA Agenda was adopted with flexibility. **CARRIED.**

ADOPTION OF THE 2024 RA MINUTES

Enrique Farrera, OEA Vice President, moved, and Monica Weathersby, Equity Director, seconded to adopt the 2024 OEA RA minutes. Without objection the minutes of the 2024 OEA Representative Assembly were adopted. **CARRIED.**

ADOPTION OF THE RULES OF THE ASSEMBLY

Standing Rules pulled: 3

Kelsy Dunlap, Region II VP, Salem-Keizer EA, moved on behalf of the OEA Board of Directors to adopt the 2025 Standing Rules that were not pulled. **CARRIED.**

Zach Melzer, Parkrose FA, moved and Jennifer Handsaker, Parkrose FA, seconded to add Standing Rule 3.d. to read as follows:

3.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 ~~in which the remaining passed NBIs.~~

Without objection the maker was allowed to amend the motion.

Debate ensued.

Cindy Dougharity-Spencer, John Day EA, moved and J.J. Collier, John Day EA, seconded to close debate. **CARRIED.**

Motion to add Standing Rule 3.d. **CARRIED**

Cyndy Swaney, Salem-Keizer EA, moved and Joe Rowe, Portland AT, seconded to amend Standing Rule 3.b. to read as follows:

~~The order in which NBIs are brought to the floor for discussion by the assembly is to be determined by a lottery of the full list of delegates who have submitted NBIs for consideration.~~ 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. A single NBI will then be considered for each maker in the order of presentation, with the list repeating in order for makers who have submitted multiple NBIs.

Debate ensued.

Motion to amend Standing Rule 3.b. **CARRIED.**

Sheryl Sargentie, North Clackamas EA, moved and Valerie Schiller, Reynolds EA, seconded to amend Standing Rule 3.a. to read

3.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.

Debate ensued.

Without objection, the maker modified added language to read "and additionally in the afternoon."

Debate continued.

Motion **CARRIED.**

Sheryl Sargent, North Clackamas EA, moved and Lindsay Ray, Beaverton EA, seconded to amend Standing Rule 3 by adding 3.e. as follows:

3.e. NBIs will be presented for preview at a hearing in the same manner as other business (legislative objectives, resolutions, etc.). Delegates will have an opportunity to read the totality of NBIs before the hearing in order to engage in informed debate.

Motion ruled out of order.

President Scott-Schwalbach explained how the Operating Procedures were created.

The meeting recessed at 8:19 p.m.

<p style="text-align: center;">Friday, April 18, 2025 SECOND SESSION</p>
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The meeting was reconvened at 6:35 p.m.

SEATING OF LATE REGISTERING DELEGATES: Rose Wilde, Chair of the Credentials Committee, moved on behalf of the Committee to seat delegates who registered late. Motion to seat late delegates **CARRIED.**

PLEDGE OF ALLEGIANCE: Enrique Farrera, OEA Vice President

LAND ACKNOWLEDGEMENT: Nicole Butler-Hooten

PRESIDENT'S REPORT: President Reed Scott-Schwalbach presented her report to the 2025 delegation.

STANDARDS OF CONDUCT: Reed Scott-Schwalbach, OEA President, reviewed the Standards of Conduct.

CREDENTIALS REPORT: Rose Wilde, Credentials Committee Chair, reported that out of a total 1,136 delegates allocated, 813* [corrected as of May 16, 2025, to 646] delegates had been duly certified and seated for the Second Session of the 2025 Representative Assembly. Rose moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2025 Representative Assembly as of 7:10 p.m. on Friday, April 18, 2025.

CARRIED.

ACTION ON PROPOSED POLICY STATEMENT:

Kathy Kufin, Woodburn EA, Chair, and the members of the Considerations for Organizing Charter Schools Task Force presented the proposed Policy Statement.

**Oregon Education Association Policy Statement on Charter Schools and an
Organized Education Workforce**

In accordance with NEA's use of guiding documents, a policy statement may include expressions of opinion, intent, or belief. Policy statements are different from resolutions in that they explore issues in greater depth, while resolutions are intended to set forth general concepts on the Association's beliefs and positions. Additionally, policy statements may be action-oriented, and may also indicate support for or opposition to federal or state legislation. For reference, see this link for information about NEA's Policy Statements:

<https://tinyurl.com/2kb6a2bv>

Introduction

Public charter schools in Oregon have been promoted since 1999 as an avenue for parents, educators, and community members to take responsible risks to create new, innovative, and flexible ways of educating students. The purpose of this policy statement is to declare OEA's support for organizing charter schools and other educational workers in institutions that use public dollars.

The Oregon Education Association (OEA) stands for our students wherever they are educated and supports communities organizing for quality public education. In addition, OEA champions educational workers' in their collective efforts to improve teaching and learning conditions for all Oregon students in learning environments supported with public funds.

OEA stands in opposition to large charter management organizations (CMOs) or other for-profit labor brokerage corporations which divert public funds from local budgets and negatively impact the education workforce. Instead, charter schools should be held accountable by local stakeholders and democratically elected school boards (or other boards accountable to the public.)

OEA believes that all educators deserve the right to a collective voice and representation, and that an organized education workforce is the best champion for quality standards for students and educators alike. OEA seeks to organize charter school educators and other educational workers in order to attain more equitable learning conditions for all Oregon students, as well as to improve representational and collective power for educators united by OEA.

OEA's Vision For Quality Public Education for All

The vision of OEA is to improve the future of all Oregonians through quality public education. As champions for quality public education we have a responsibility to help students and educational workers in all settings in which public funds are being spent. Organizing employees of charter schools and other education organizations funded with public dollars ensures high standards for effective oversight to maintain students' access to free, accessible, non-sectarian, quality education.

Charter schools best serve students and the public interest when they are authorized and held accountable by democratically elected local entities. For consistency in communities, it should be the same entity that authorizes other alternative school models in the public school district such as magnet, community, educator-led, or other specialized schools. Such charters should be authorized only if they meet the following standards of local control and democracy, professionalism, accountability, transparency, and equity.

Local Control and Democracy

OEA believes that a charter school must be rooted in a locally initiated effort to meet a need in the educational community that is not being met within the existing public school system. Charter schools should be nonprofit, pedagogically innovative, student-need centered, and community oriented. Authorizing bodies, or “sponsors”, must develop plans and priorities with input from all stakeholders, including parents, students, educators and community members.

School boards accountable to the public are best equipped to make decisions regarding education programs in their jurisdiction. Only locally elected school boards or the State Board of Education should sponsor charter schools. Authorization or expansion of charter schools should be done only after an assessment of the impact of the proposed charter school on local public school resources, programs, and services, including the district’s operating and capital expenses, facility availability, the likelihood that the charter will prompt cutbacks or closures in local public schools, and consideration of whether other changes in educational programs or school management (ranging from reduced class sizes to community or magnet schools) would better serve a district’s needs.

Authorizing sponsors must also consider the impact of the charter on the racial, ethnic, and socio-economic composition of schools and neighborhoods, as well as on equitable access to quality services for all district students, including students with special needs and English language learners. The impact analysis should be independent, developed with community input, and be written and publicly available.

Collective Action and Professionalism

Educators using their collective organized voice are the best champions for improvements to and maintenance of quality teaching and learning conditions for students and educators.

OEA believes that charter school educators must be highly qualified or otherwise specifically trained, accredited, and well-suited to teach in their specialty area. All administrators of the school should be licensed to administer by the Teacher Standards and Practices Commission (TSPC). Teachers who are licensed to teach by the TSPC should provide the instruction for at least 95 percent of the school’s instructional hours.

Charter school educators should be afforded the same protections and privileges as employees of the sponsoring school district, including a plan for placement at another work site should the charter not be renewed.

Accountability and Transparency

OEA believes that charter schools must comply with all state accountability requirements. Additionally, charter schools must comply with laws promoting transparency and accountability to parents and the public in the operation of public schools and expenditure of public funds, including an ability to demonstrate financial stability and a sound financial management system.

Charter schools should demonstrate sustainable support for the charter school by teachers, parents, students and other community members at publicly held hearings.

Equity And Student Access

All children in Oregon are entitled to equal access to all public education opportunities, including charter schools. OEA believes that charter schools should provide equitable and non-discriminatory access to promotional information, application forms, and selection for admission. Charters should demonstrate the capability to provide comprehensive instructional programs to students that are identified as low achieving. A plan for the standards for behavior and the procedures for the discipline, suspension or expulsion of students must be outlined and equitable. All discipline policies, especially as relates to suspension and expulsion of pupils, must comply with Oregon law.

No charter school should discriminate against a student, whether in application, admission, instructional, or disciplinary practices, because of race, language, color, national origin, religion, gender/gender identification, sexual orientation, disability, marital, economic or immigration status, educational need, academic performance, or any other form of preferential selection.

Facilities

OEA believes that educational employees are entitled to work in safe, sanitary, and healthy environments. Public school buildings must meet all Occupational Safety and Health Administration (OSHA) requirements, modern earthquake standards and have adequate light, heat/air conditioning, and ventilation. Funding of charter school facilities should not negatively impact the education programs of the school district in which the charter school is located, including decreasing funding for maintenance of existing schools. OEA opposes using public funds to build

or buy facilities for charter schools in neighborhoods that have no need for additional classroom space or which offer no improvement over the facilities already available.

Eliminating Profit Motives in Public Education

Charter schools should be hubs for innovation as identified by stakeholders including parents, students and educators. Charter management organizations (CMOs) or other for-profit labor brokerage companies, located far from school communities and with limited local oversight and accountability to the community they are meant to serve, are not the best models for improving learning across all educational settings in Oregon.

If charter schools contract with a for-profit entity to provide educational services, the for-profit entity should not be the employer of the employees.

OEA believes that the approval of and operation of charter schools must be free of conflicts of interest and profiteering. Charter school board members and their immediate families must not benefit financially from their schools. Public schools' conflict of interest laws and disclosure regulations should apply to charter schools that receive public funds.

Kathy Kuftin, Woodburn EA, moved on behalf of the Task force the adoption of the Policy Statement on Charter Schools and an Organized Education Workforce.

Debate ensued.

Motion to adopt **CARRIED**.

ACTION ON PROPOSED RESOLUTIONS AMENDMENTS:

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

Resolutions Amendments Pulled: A, O

Motion to adopt all Proposed Resolutions Amendments not pulled **CARRIED**.

RESOLUTION AMENDMENT A

I.7 Oppositions to Tax Credits and Vouchers

The Oregon Education Association believes public funds for education must be used only for public schools, and therefore opposes any legislation designed to provide tax credits or vouchers for tuition paid to any private elementary or secondary institution, home school programs, or any charter public school. (1982, 89,91, 93, 94, 96, 97, 99, 2002, 03, 04, 05, 06, 08, 21)

Rationale: To ensure public charter members are reflected but ensure that vouchers and tax credits do not go to any (private) school. The point of this resolution is to express our belief in public schools receiving public funds and against those funds going to private institutions. Revised based on Board of Directors recommendations; removing extra words reduces confusion and focuses on our true belief.

Debate ensued.

Motion to adopt Resolution Amendment A **CARRIED**.

RESOLUTION AMENDMENT B

I.8 Education Employees Should Not Fund Schools

The Oregon Education Association believes that the funding of education including supplies and materials should be paid for by the district and/or state. The association further believes that education employees must not be expected or forced to compensate the state or district for budget shortfalls through wage and/or benefit reductions/freezes, increased class sizes or workload. ~~Education employees should not be responsible for providing materials and supplies to be used at school.~~ The Oregon Education Association believes, when education employees have out- of- pocket expenses, they should be provided reimbursement or a tax credit. (2008)

Motion to adopt Resolution Amendment B **CARRIED**.

RESOLUTION AMENDMENT C

II.5 Academic Freedom

The Oregon Education Association believes that academic freedom is essential to learning. Academic freedom is the right of the learner and the educator to explore, present and discuss divergent points of view in the quest for knowledge and truth. Controversial issues should be a part of the instructional program when the judgment of the professional staff deems the issues appropriate to the curriculum and to the maturity level of the student. The Association recognizes that learning about historic and contemporary racial, social, gender and other inequities can produce discomfort for students and educators, but learning about these inequities in a developmentally appropriate way is essential to provide students with a full and honest education. The Association further believes that sStudents should have the right to speak and write without restriction and censorship provided their actions are appropriate to the curriculum and ~~do not disrupt~~ the educational environment. (1989, 97, 2008)

Motion to adopt Resolution Amendment C **CARRIED.**

RESOLUTION AMENDMENT D

II.7 Bullying

The Association encourages its affiliates to work with local school districts, institutions of higher education, the Association, and the community to develop comprehensive programs which include all stakeholders to address bullying. Such programs should: Establish strong policies prohibiting all kinds of bullying that include the definition, consequences, and procedures, for reporting, investigating, addressing the harm done, and the appeals process. Provide professional development materials and resources to education and association staff. Develop and implement educational programs designed to help students, members, and the community to recognize, understand, prevent, oppose, repair the harm from, and eliminate bullying in all its forms. Provide training for all school and Association employees in bullying prevention and intervention. These programs and materials should be reviewed, revised, and updated as needed to reflect changing needs. (2008)

Motion to adopt Resolution Amendment D **CARRIED.**

RESOLUTION AMENDMENT E

II.11 Student Access to Healthcare

The Oregon Education Association believes that affordable, quality, comprehensive healthcare should be provided to all students and families. The Association further believes that students need to have access to appropriate healthcare in order to achieve educational success. We recognize students who do not have access to healthcare are likely to be impacted at school. They may suffer from stress, days lost and general malaise which impedes their learning and that of others. ~~The Association further believes that affordable, quality, comprehensive healthcare should be provided to all students and families.~~ (2023)

Motion to adopt Resolution Amendment E **CARRIED.**

RESOLUTION AMENDMENT F

II.15 Emergency/Contingency Plans

The Oregon Education Association believes in the safety of all students and staff. The Association also believes that schools, school districts, education service districts, institutions of higher education, and school transportation systems must have written plans that are shared with staff prior to the start of the school year that delineate procedures that include, but are not limited to, emergencies, lockdowns, violence, evacuations, communicable disease outbreaks and pandemics, natural disasters, and weather- related conditions. Plans must include rapid reaction criteria and procedures coordinated with on- campus, community and other appropriate first responders. Plans should also include how, when, and why remote work might occur for employees and remote learning might occur for students if and when appropriate. Emergency plans for each school site must be developed by school personnel, including Association members, and parents/ guardians in partnership with the community. The Association further believes that for these plans to be effective they must

be readily available to staff, practiced and updated on a regular and consistent basis. Plans must include stress management/counseling strategies as follow-up care for students and staff when appropriate. (2011, 24)

Motion to adopt Resolution Amendment F **CARRIED.**

RESOLUTION AMENDMENT G

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

Group C II.22 Personal Electronic Devices (i.e., Cell Phones)

The Oregon Education Association acknowledges the prevalence of personal electronic devices (i.e., cell phones) among the general public, especially teenagers. The Association believes the restriction of personal electronic devices in school environments is valuable, especially to promote stronger academic focus and achievement, to foster positive interpersonal relationships, and to support the ongoing development of physical and mental health.

Motion to adopt Resolution Amendment G **CARRIED.**

RESOLUTION AMENDMENT H

II.51 Democracy and Citizen Education

~~The Oregon Education Association believes that education about democracy, the workings of the government and the rights and responsibilities of citizens is essential for the survival of American democracy. The Association also believes that democratic ideals should be taught and practiced as part of the total education process.~~

The Oregon Education Association believes that education about collective rights and responsibilities is essential for the survival of US democracy. The cornerstone of such education should be the United States Constitution and the Bill of Rights.

The Association also believes that democratic ideals should be practiced as part of the total education process. The following concepts should be an integral part of the curriculum within public schools and other educational institutions:

1. The dignity and worth of the individual
2. Due process of law
3. Rule of the majority tempered by respect for minority rights
4. Individual responsibility
5. Equal justice under the law
6. Civil liberties as guarantors of individual rights
7. One-person—one-vote
8. Voting rights protections
9. Active citizen participation in all aspects of public affairs
10. Freedom of religion, speech, the press, petition, and assembly
11. Right to protest and address grievances with the government.
12. Separation of church and state.

The Association encourages educators, lawyers, court personnel, and others to work together to develop appropriate materials, including information about the justice system and constitutional issues, in order to teach students to be responsible citizens. (2007, 08)

Debate ensued.

Motion to adopt Resolution Amendment H **CARRIED.**

RESOLUTION AMENDMENT I

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 cannot replace traditional education which allows for regular face-to-face interaction among students, peers, and instructors.

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, 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.

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 believes that state and local education authorities should support virtual learning by providing appropriate funding, training, planning time, devices, infrastructure, and technology support for students and staff as defined by best practices.

Debate ensued.

Enrique Farrera, Vice President, acting as Chair, asked the body to vote on referring Resolutions Amendment I back to the committee.

Motion to refer to Committee **CARRIED**.

Division called.

Motion to refer to Committee **CARRIED**, 344 in favor, 207 against

RESOLUTION AMENDMENT J

III.9 State School Leadership

~~The Oregon Education Association believes that the State Superintendent of Public Instruction should be elected. (1975, 91, 97, 2001)~~

The Oregon Education Association believes it is essential to have competent State School leadership that the Chief Education Officer of Oregon should possess a background in the field of public education including classroom experience, extensive knowledge of evidence and research-based practices, and has demonstrated success in

developing and implementing such practices collaboratively with school employees and their respective associations.

The Association further believes that those individuals appointed or elected to leadership positions within state educational entities should also possess these qualities and reflect the community and students they represent including our culturally and linguistically diverse populations, backgrounds in the field of public education, including classroom experience, extensive knowledge of evidence and research based practices, and have demonstrated success in developing and implementing such practices collaboratively with school employees and their respective associations. (2013) ~~(1975, 91, 97, 2001)~~

Motion to adopt Resolution Amendment J **CARRIED.**

RESOLUTION AMENDMENT K

The Right to Organize: insert as IV.13 above collective bargaining.

The Oregon Education Association believes that all people have the right to organize in order to achieve an improvement of their living conditions through their own free and independent unions and organizations. The Association urges that this right be advocated where it is now abused or denied and strengthened where it is now secured. The Association also believes that shared core values among and between unions strengthen the middle class. The Association deplores anti-union activities by business interests, school districts, and government agencies, including efforts that attempt to destroy and undermine labor unions and organizations, penalize members for union involvement, and deprive workers of their right to organize and bargain. The Association supports the rights of workers to unionize by signing cards and the establishment of penalties for violating the rights of workers to unionize. The Association also believes that members have the right to have payroll deduction of both Association membership dues and voluntary political contributions, and that this right be advocated where it is now abused or denied and strengthened where it is now secured. The Association also believes that shared core values among and between unions strengthen the middle class. The Oregon Education Association also believes in the importance of demonstrating solidarity with workers around the world, including but not limited to other educators and union members.

Motion to adopt Resolution Amendment K **CARRIED.**

RESOLUTION AMENDMENT L

IV.20 Just Compensation Formula

The Oregon Education Association believes in ~~endorses~~ uniform and just compensation for student teacher supervisors and mentors. (1974, 89, 97, 2025)

Motion to adopt Resolution Amendment L **CARRIED.**

RESOLUTION AMENDMENT M

IV.24 Rest Breaks

The Oregon Education Association believes that the workday of all~~each~~ school employees should include time for basic wellness and restroom breaks in addition to adequate time to eat a healthy meal (at least a 45 min duty free lunch) as research shows well-regulated and healthy adults are necessary to support student learning. ~~for be given a rest break of at least ten minutes for each two continuous hours of work exclusive of the thirty minute duty free lunch period.~~ (1977, 89, 97)

Motion to adopt Resolution Amendment M **CARRIED.**

RESOLUTION AMENDMENT N

IV.43 Sick Leave Bank

The Oregon Education Association believes there should be a sick leave bank from which ~~school employees~~ association members can draw when personal sick leave benefits have been exhausted. (1991, 97)

Motion to adopt Resolution Amendment N **CARRIED**.

Debate on Resolutions Amendments postponed to Saturday due to candidate speeches.

ELECTIONS

NOMINATION FOR OEA President

Nominations submitted for OEA President include **Enrique Farrera**. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. Hearing none, she declared nominations closed.

Nominations for OEA President:

Enrique Farrera

NOMINATION FOR OEA Vice President

Nominations submitted for Region II Vice President include **Laura Latham and Lindsay Ray**. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. Hearing none, she declared nominations closed.

Nominations for OEA Vice President:

Laura Latham

Lindsay Ray

NOMINATION FOR Equity Director

Nominations submitted for Region III Vice President include **Monica Weathersby**. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. Hearing none, she declared nominations closed.

Nominations for Equity Director:

Monica Weathersby

NOMINATION FOR NEA Director

Nominations submitted for NEA Director include **Amanda Kassab and Chris Early**. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. President Scott-Schwalbach asked if there were any additional nominations. Hearing none, she declared nominations closed.

Nominations for NEA Director:

Amanda Kassab

Chris Early

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

The meeting was recessed at 9:50 p.m.

Saturday, April 19, 2025

THIRD SESSION

The meeting reconvened at 9:05 a.m.

Greater Albany EA members addressed the delegation.

LABOR ACKNOWLEDGEMENT: Kelsy Dunlap, Region II Vice President, Salem-Keizer EA.

CREDENTIALS REPORT:

Rose Wilde, Credentials Committee Chair, reported that out of a total 1,136 delegates allocated, 832* [Corrected as of May 16, 2025, to 646] delegates had been duly certified and seated for the Third Session of the 2025 Representative Assembly. Rose moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2025 Representative Assembly as of 9:00 a.m. on Saturday, April 19, 2025. **CARRIED**.

OEA EXECUTIVE DIRECTOR

Executive Director Tracey-Ann Nelson was introduced and addressed the delegation.

NEW BUSINESS ITEMS:

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

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

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

President Scott-Schwalbach explained to the delegation that based on NBI timelines, NBI 1 would begin September 1.

Debate ensued.

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

2. Laura Latham, Phoenix-Talent EA, moved and Monica Weathersby, Centennial EA, seconded I move that OEA create a report to be presented to the OEA Board of Directors by their February 2026 meeting detailing benefits, costs and logistics that would be involved in providing on-site ~~childcare~~ dependent care for the OEA Representative Assembly. This will allow for members with ~~young children~~ dependents to access and be active participants in our largest democratic governing body.

Christine Lodal, Corvallis EA, moved and Lora Dee, Beaverton EA, seconded to amend by replacing childcare with dependent care and to strike “with young children.”

Wesley Wade, Medford EA, moved and Corey Hedger, Scappoose EA, seconded to amend the amendment by changing the last sentence to read “This will allow for members with dependents to access and be active participants in our largest democratic governing body.”

Debate ensued.

Herbert Grotewohl, Chemeketa CC FA, moved and Sean Rains, Beaverton EA, seconded to close debate on the amendment to the amendment. **CARRIED**.

Motion to amend with the amendment to the amendment **CARRIED**.

Debate ensued.

Motion to amend with first amendment **CARRIED**.

Lawrence Abrams, Portland AT, moved and Maggie Raczek, Portland AT. **CARRIED**.

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

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

Debate ensued.

Gigi Whisler, Aspiring Educator, moved and Danny Adzima, Aspiring Educator, seconded to amend to strike ‘at least one of those bullet points must suggest opportunities to tax the rich and generate new tax revenue in an equitable fashion.’”

Debate ensued.

Christine McDevitt, Junction City EA, moved and DesiRae Wright-Randon, Fern Ridge EA, seconded to amend the amendment to strike the words “tax the rich and.”

Debate ensued.

Katie Gillard, Beaverton EA, moved and David Morrocco, Roseburg EA, seconded Motion to close debate **CARRIED**.

Motion to amend the amendment **CARRIED**.

Division called.

Motion to amend the amendment **CARRIED**, 308 in favor, 241 against

Motion to close debate on amendment **CARRIED**.

Debate ensued on the amended original amendment.

Christine McDevitt, Junction City EA, moved and Theodore J. Lunger, Greater Albany ACE, seconded, to reconsider the amendment to the amendment to remove the words “tax the rich and.”

Debate ensued.

Motion to reconsider **CARRIED**.

Debate ensued.

Andrew Butterfield, Portland A.T., moved and Tamara Madden, Lincoln County EA, seconded to refer to Legislative Advisory Council.

Debate ensued.

Karl Olson, Winston-Dillard EA, moved and Kelsy Dunlap, Region II VP, Salem-Keizer EA, seconded to close debate. **CARRIED**.

Motion to refer to Legislative Advisory Council **FAILED**.

Debate ensued on the amended amendment.

Stephen Tokarski, Oregon City EA, moved and Asha Sandhu, Oregon City EA, seconded to close debate. **CARRIED**.

Motion to approve the amended amendment **FAILED**.

Debate ensued.

Niels Pasternak, Eugene EA, moved and Bobbie Willis, Eugene EA, seconded to close debate. **CARRIED**.

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

ACTION ON PROPOSED RESOLUTIONS AMENDMENTS CONTINUED:

RESOLUTION AMENDMENT O

VI. 15 Weapons of War (new resolution inset after VI.14 Development and Reduction of Nuclear Arms)

The Oregon Education Association opposes the use of weapons of war ~~which~~ **that** target schools and children. Regardless of the location of a child around the world, a child has the right to their education and to their learning, free from fear, free from loss, and free from destruction. A child should be able to feel confident their educational opportunities are protected.

Motion to approve Resolution Amendment O **CARRIED**.

Angela Adzima moved amendments P-U from the committee. **CARRIED**.

RESOLUTION AMENDMENT P

V.13 Collective Bargaining

The Oregon Education Association believes in Collective Bargaining and that salaries and compensation, benefits, non-discrimination policies, grievance procedures, safety, working and learning conditions, and layoff/recall procedures are necessary components of a comprehensive local contract. The Association also believes that local contracts be established through effective and good faith collective bargaining. The right to enforce the contract through binding arbitration is integral to any collective bargaining agreement. The right to strike is also an integral part of any collective bargaining process.

The Association believes that all members should be united in support of the Association and/or its affiliates when the situation demands a strong show of solidarity. Furthermore, the OEA believes in open bargaining and that bargaining teams should be large and represent diverse backgrounds.

The Association further believes all school employees should be represented in the school budget process in establishing priorities, determining of funds and ensuring adequate funding be available to finance collective bargaining agreements.

The Oregon Education Association endorses single agent bargaining – a plan whereby a cluster of locals formally join together for the purpose of bargaining. The Oregon Education Association believes all local affiliates should work toward participation in single agent bargaining. The Association further believes in the effectiveness of coordinated and pattern bargaining to leverage our demands. (1974, 75, 79, 88, 89, 91, 97, 2009, 11, 24)

Motion to adopt Resolution Amendment P **CARRIED.**

RESOLUTION AMENDMENT Q

I.9 Political Action for School Funding

The Oregon Education Association believes in member participation in the political process, including pursuit of appropriate ballot measures, to obtain necessary funding for public education.

The Oregon Education Association believes that political action is not only limited to legislative advocacy and ballot measures but includes coalition building and taking direct action. Education is a fundamental right and protection for our democracy and must not only be defended in the state house. (2006, 08)

Motion to adopt Resolution Amendment Q **CARRIED.**

RESOLUTION AMENDMENT R

I.10 School Funding and Outside Organizations

In order to secure adequate, stable school funding, the Oregon Education Association believes that the ~~Oregon Education Association~~ OEA should work with other organizations, parent and civic groups, students, unions, and the business community. We believe in collective action to secure fair contracts for ourselves and for our communities. This includes coordinated efforts across the state and the country that build worker power and ensure quality working and learning environments for all. (2006, 08)

Motion to adopt Resolution Amendment R **CARRIED.**

RESOLUTION AMENDMENT S

I.11 Systemic Inequity

The Oregon Education Association believes that many of the educational problems are, at root, social problems related to rising poverty levels, systemic and institutional racism, and generational inequity. The Association believes that our legislative agenda should be proactive with regards to issues around economic inequalities, healthcare for all including mental health parity, loss of living wage jobs, deeply affordable and accessible housing, corporate tax giveaways, and a more progressive tax system. (2013, 21, 24)

The Association further believes that in addition to a strong legislative agenda, direct collective action plays an important role in impacting positive change. The Oregon Education Association believes that the power that unions have derives from our unity and is committed to unwaveringly supporting affiliates and the broader labor movement in bargaining fair contracts, and in anticipated or active labor disputes.

Motion to adopt Resolution Amendment S **CARRIED**.

RESOLUTION AMENDMENT T

II.45 Recess and Lunch

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

The Oregon Education Association believes that all students require unstructured playtime as a condition of normal development. All school programs should recognize this need and ensure that the time is built into every day. The Association further believes that in preK and Elementary programs students should have at least one block of unstructured time that is no less than 20 minutes and receive a total of no less than 30 minutes of unstructured playtime every day.

Additionally, the Oregon Education Association believes that lifelong healthy habits are taught and reinforced in our schools during the entire day, including the lunch period. The Association believes that students need time to eat safely, at a pace that aligns with their physical needs and that they should not be made to choose between recess, bio breaks and eating lunch. Lastly, the Association recognizes and affirms that lunch time is also a time for peer socialization and connection, and no student should be forced to stay silent during lunch time. (2010, 21)

Motion to adopt Resolution Amendment T **CARRIED**.

RESOLUTION AMENDMENT U

GROUP E: GENERAL EDUCATION PROGRAMS/CLASSES

II.52 Climate Change Education

The Oregon Education Association believes that a comprehensive, interdisciplinary understanding of climate change, encompassing its causes, multifaceted consequences, and diverse potential solutions, particularly within the context of Oregon and the Pacific Northwest, is essential for preparing all students for a just, sustainable, and resilient future. Recognizing the profound interconnection of ecological, societal, and economic well-being, and the disproportionate impacts on disadvantaged populations, OEA further believes that:

- All pre-K through higher education students should engage with developmentally and content-appropriate climate change education that confronts current and expected impacts from diverse perspectives.
- This education should increase understanding about the interconnected Earth systems and the effects of societal choices regarding resource use, while also fostering an understanding of ecological, societal, and cultural relationships, tailored to the cognitive and emotional development of the learner.
- Sufficient state resources must be allocated for the co-creation, development, and dissemination of high-quality, age-appropriate, and locally relevant climate change education curricula and interdisciplinary standards, informed by diverse decision-making perspectives and Indigenous ecological knowledge.
- Comprehensive professional development opportunities, developed in collaboration with climate change education experts and Oregon educators, should be provided and funded to equip all educators with the knowledge, tools, and skills to effectively teach climate change, address associated mental health challenges, and facilitate civic engagement.
- School districts should be provided with dedicated resources and clear guidance to implement locally responsive climate change education initiatives that integrate natural resource management, economics, labor, and community resilience, while addressing the disproportionate impacts on disadvantaged populations.
- Climate change education should equip students with the tools to analyze human rights implications, legal

considerations for environmental stewardship, the cycles of waste, and the economic and political factors driving climate change, while also informing them about social movements and fostering stewardship activities and civic participation.

• Educational opportunities should facilitate connections between humans and other species within local ecosystems, explore natural resource conservation and consumption, and promote understanding of historic and contemporary Indigenous sustainability practices.

Motion to adopt Resolution Amendment U **CARRIED.**

RESOLUTION AMENDMENT V

Joe Rowe, Portland AT, moved and Angela Bonilla, Portland AT, seconded to adopt Resolutions Amendment V.

I.1.5 Funding must be equitable, not regressive

OEA believes that all tax revenue changes must be equitable. We believe in more heavily taxing the rich (not the 99%) and more heavily taxing things that harm us (including but not limited to tobacco, unsustainable actions [not carbon positive and not carbon neutral] income from housing investments outside one's own living quarters, and holdings in the prior examples or likewise).

We oppose austerity measures and regressive taxes. Credits, Deductions, exclusions should heavily favor the most marginalized, vulnerable.

Karl Olson, Winston-Dillard EA, moved and Kelsy Dunlap, Salem-Keizer EA, seconded to refer to committee.

Debate ensued.

Motion to refer Resolution Amendment V to committee **CARRIED.**

ACTION ON PROPOSED BYLAWS AMENDMENTS:

Karl Olson, Winston-Dillard EA and Chair of the Bylaws/Policies Committee, moved on behalf of the Committee to approve the Proposed Bylaws Amendments.

Bylaws pulled: F

Motion to adopt items not pulled **CARRIED.**

BYLAWS AMENDMENT A

ARTICLE IX. OEA CABINETS AND LEGISLATIVE ADVISORY COUNCIL

Section 3.

A. The OEA President, with the approval of the OEA Board of Directors, shall appoint to the Legislative Advisory Council one member from each ~~Oregon Senate district~~ **UniServ Council**. The President shall also appoint one OEA-Retired member to represent OEA retirees; one member to represent Community Colleges; one OCESP member who represents Oregon Council of Education Support Professionals; and one non-voting member of OEA Board of Directors to serve as Board Liaison. The members shall serve for a three-year term, terms not to be concurrent for all members. A member may be appointed to no more than two successive three-year terms. The OEA President shall annually appoint a chairperson and vice-chairperson for the Legislative Advisory Council from the members of that Council.

Motion to approve Bylaws Amendment A as submitted **CARRIED.**

BYLAWS AMENDMENT B

ARTICLE XX. AMENDMENTS

Section 1.

These Bylaws may be amended at a meeting of the OEA Representative Assembly by a two-thirds vote if the proposed change shall have been presented in writing to the members of the OEA Representative Assembly at least thirty days before its meeting and published in the official publication of the OEA before such meeting, or if unanimous consent of the OEA Representative Assembly members present is given for taking a vote without such advance notice. All proposed bylaws amendments, except for those for which unanimous consent of the OEA Representative Assembly has been secured, shall be submitted to the OEA President for editing ~~eighty~~ **ninety** days prior to the meeting of the OEA Representative Assembly.

Motion to approve Bylaws Amendment B as submitted **CARRIED.**

BYLAWS AMENDMENT C

ARTICLE XVI. ASSOCIATIONS AND UNISERV COUNCILS

Section 1.

Provided all their members are members of OEA/NEA, the following groups may affiliate with the OEA in accordance with standards and policies adopted by the OEA Representative Assembly.

- A. A local association composed of education employees in a single school district, combination of school districts, or state school.
- B. A local association composed of education employees at a public or private post-secondary school, public or private charter school, or other public or private education employees that serve Oregon students.

Motion to approve Bylaws Amendment C as submitted **CARRIED.**

BYLAWS AMENDMENT D

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

E. Dues & Assessments

3) Assessments

- f. Every five years starting in 2020, 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

Motion to approve Bylaws Amendment D as submitted **CARRIED.**

BYLAWS AMENDMENT E

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

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 ten** 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 ten**-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

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

BYLAWS AMENDMENT F

ARTICLE VIII. OEA BOARD OF DIRECTORS

Section 1.

B. The Board of Directors shall consist of the President, Vice President, Regional Vice Presidents (3), state-elected NEA Directors (3), Racial Equity Director (1), Education Support Professional Director(s), and district Directors.

The Community College Council will elect one of the existing Community College District Directors to serve on the Executive Committee of the OEA Board of Directors.

The Aspiring Educators Committee will ~~select~~ **elect** one Aspiring Educator to serve as an the Aspiring Educator Board ~~Representative~~ **Director**. The ~~representative~~ **Director** will attend regular board meetings and submit reports to the Board of Directors. Funding will be provided for attendance at a minimum of one in-person board meeting.

Representatives are voting members of the board.

Ray Johnson, OEA-Retired, moved and Bobbie Yambasu, OEA-Retired, seconded, to replace “Representative” with “Director” and “select” with “elect.”

Debate ensued.

Tyler Bristow, David Douglas EA, moved and Joe Rowe, Portland AT, seconded to close debate. **CARRIED**.

Motion to amend **CARRIED**.

Motion to approve Bylaws Amendment F as submitted **CARRIED**.

ACTION ON PROPOSED OEA POLICY AMENDMENTS:

Karl Olson, Riddle EA and Chair of the Bylaws/Policies Committee, moved on behalf of the Committee to approve the Proposed Policy Amendments not pulled.

Policy amendments pulled: None

Motion to approve all Proposed Policy Amendments as presented **CARRIED**.

POLICY AMENDMENT A

Policy 3400

I. ACHIEVEMENT OF ORGANIZATIONAL EXCELLENCE

C. Association Services

3. Printing Services

The Oregon Education Association will provide printing services within the following constraints:

a. Written requests must indicate where in the budget the printing cost is to be charged and must be submitted to the OEA Executive Director ~~before May of each year.~~

Motion to approve Policy Amendment A as submitted **CARRIED**.

POLICY AMENDMENT B

Policy 6000 – RELIEF FUND POLICY

I. THE OREGON EDUCATION ASSOCIATION RELIEF FUND COMMITTEE

B. Composition of the Committee

1. The Committee shall be composed of ~~six~~ **nine** people: two OEA Board members, and ~~one~~ **two** non-Board member from each vice-presidential region of the State, and one OEA Retired member. These shall be appointed by the OEA President with the consent of the Board of Directors, following the consultation with the Vice-President and Board members from the region and receipt of their recommendation. The OEA Executive Director or designee shall advise.

Motion to approve Policy Amendment B as submitted **CARRIED**.

POLICY AMENDMENT C

Policy 6000 – RELIEF FUND POLICY

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

Outside of the relief fund using its own funds to logistically maintain itself and the financial maintenance of the fund, below are the situations where relief funds may be drawn.

A. Strike Action and Build-up

1. Requests for assistance needed as a result of a sanctioned strike or strike build- up shall be reviewed by the OEA Executive Committee and the OEA Relief Fund Committee. The OEA Executive Committee holds the authority to authorize such assistance. However, on a case-by-case basis, the OEA Executive Committee may delegate to the OEA Relief Fund Committee the authority to authorize assistance.
2. A financial assistance committee shall be established by the local association president.
It shall monitor and authorize the disbursement of benefits according to the eligibility requirements of the policy.
Its membership shall be the local association president or designee, the local association treasurer, one other member appointed by the OEA President, the OEA Executive Director, and a UniServ Consultant who shall act as adviser. The local association president shall designate the chairperson who shall also serve on the Crisis Coordinating Committee.
3. The local financial assistance committee shall report in writing to the OEA Relief Fund Committee, within thirty days following the strike or closure, on use of the funds and provide recommendations for changes in operation of the Fund.

B. School Closure/Contract Lockout

1. Requests for assistance needed as a result of a school closure or contract lockout shall be reviewed by the OEA Executive Committee and the OEA Relief Fund Committee. The OEA Executive Committee holds the authority to authorize such assistance. The OEA Executive Committee shall direct implementation of the procedures. The OEA Executive Committee may, on a case-by-case basis, delegate to the OEA Relief Fund Committee the authority to authorize assistance and to direct implementation of the procedures. However, Relief Fund benefits, not including the interest-free loan benefits, are not authorized for payments to members subject to a reduction in the number of school days in their contract year.
2. A financial assistance committee shall be established by the local association president. It shall monitor and authorize the disbursement of benefits according to the eligibility requirements of the policy. Its membership shall be the local association president or designee, the local association treasurer, one other member appointed by the president, the OEA Executive Director or designee, and a UniServ Consultant who shall act as adviser. The local association president shall designate the chairperson who shall also serve on the Crisis Coordinating Committee.

C. Natural Disaster

1. In the event of a disaster, the OEA President may authorize implementation of the procedures.
2. The OEA President shall establish a financial assistance committee of local and state members to administer the relief program.

D. Emergency Transfer

The OEA Board of Directors may recommend emergency transfer or expenditure of money from the OEA Relief Fund. Such transfer or expenditure shall be subject to approval by the Representative Assembly.

E. Transfer for Strategic Action

The Board of Directors may authorize the transfer of funds from the OEA Relief Fund to the Strategic Action Fund for the purpose of implementing the strategic action plan adopted by the Board. Such transfers shall be limited so as not to allow the Relief Fund balance to fall below \$17,000,000. Total spending in support of the Strategic Action Plan will not exceed \$1,500,000 in the first year of implementation. Total spending from the Strategic Action Fund through August 31, 2017, will not exceed \$7,000,000.

Accountability measures will be adopted by the Board to monitor the use of these funds and such use will be reviewed by the Board on an annual basis.

The Board will give an annual report to the Representative Assembly. This authorization shall sunset on September 1, 2017.

- F. The 2015 RA authorizes the forgiveness of the unpaid balance (principal and interest) of the 1999 building/renovation loan from the OEA Relief Fund.
- G. The 2017 Representative Assembly approves the interim policy established by the Board of Directors during the September 2016 Board meeting authorizing the one-time transfer of up to \$750,000 from the Relief Fund to the Collective Bargaining Fund to support Ballot Measure 97.
- H. In order to preserve services to members, the OEA Board of Directors may authorize transfer from the Relief Fund to the General Fund should the General Fund revenues fall below the 2015-16 budgeted amount. Such transfer of funds may occur only twice between September 1, 2019 and August 31, 2023. The first transfer may be no more than four percent (4%) of the Relief Fund balance as of December 31 of the previous budget year, not to exceed one million dollars (\$1, 000, 000). The second transfer may be no more than three percent (3%) of the Relief Fund balance as of December 31 of the previous budget year, not to exceed seven hundred fifty thousand dollars (\$750, 000). Such transfer shall be limited so as not to allow the Relief Fund to fall below twenty million dollars (\$20, 000, 000). This authorization shall sunset on August 31, 2023.
- I. The 2019 Representative Assembly approves a one-time transfer of up to \$250,000 from the Relief Fund to the Collective Bargaining Fund to support statewide organizing.
- J. The Board of Directors may authorize the use of funds from the OEA Relief Fund to make regular monthly payments on the 2020 loan that was obtained to finance the replacement of the OEA headquarters failed heating, ventilation and air-conditioning (HVAC) system.

Motion to approve Policy Amendment C as submitted **CARRIED.**

POLICY AMENDMENT D

Policy 6000 – RELIEF FUND POLICY

II. SITUATIONS FOR WHICH EXPENDITURES MAY BE AUTHORIZED

A. Strike Action and Build-up

- 1. Requests for assistance needed as a result of a sanctioned strike or strike build- up shall be reviewed **first by the OEA Relief Fund Committee with final approval resting with the** OEA Executive Committee ~~and the OEA Relief Fund Committee~~. The OEA Executive Committee holds the authority to authorize such assistance. However, on a case-by-case basis, the OEA Executive Committee may delegate to the OEA Relief Fund Committee the authority to authorize assistance.
- 2. A financial assistance committee shall be established by the local association president.

It shall monitor and authorize the disbursement of benefits according to the eligibility requirements of the policy. Its membership shall be the local association president or designee, the local association treasurer, one other member appointed by the OEA President, the OEA Executive Director, and a UniServ Consultant who shall act as adviser. The local association president shall designate the chairperson who shall also serve on the Crisis Coordinating Committee.

3. The local financial assistance committee shall report in writing to the OEA Relief Fund Committee, within thirty days following the strike or closure, on use of the funds and provide recommendations for changes in operation of the Fund.

B. School Closure/Contract Lockout

1. Requests for assistance needed as a result of a school closure or contract lockout shall be reviewed first by the **OEA Relief Fund Committee with final approval resting with the** OEA Executive Committee and the OEA Relief Fund Committee. The OEA Executive Committee holds the authority to authorize such assistance. The OEA Executive Committee shall direct implementation of the procedures. The OEA Executive Committee may, on a case-by-case basis, delegate to the OEA Relief Fund Committee the authority to authorize assistance and to direct implementation of the procedures.

Motion to approve Policy Amendment D as submitted **CARRIED**.

POLICY AMENDMENT E

2550 – ELECTION DISTRICTS AND REGIONS

A. Election Districts

The state shall be divided into the following districts:

- District #1 Ashland, Butte Falls, District 6, Eagle Point, Grants Pass, Grants Pass ACE, Medford, Phoenix-Talent, Prospect, Rogue River, Rogue River ACE, Southern Oregon ESD and Three Rivers
- District #2 Banks, Banks ACE, Forest Grove, Gaston, and Hillsboro District #3 Salem Keizer
- District #4 Bethel ACE, Creswell, Crow-Applegate-Lorane, Fern Ridge, Junction City, Junction City ACE, Lane County ESD, Lowell, Marcola, McKenzie, Oakridge, Pleasant Hill, South Lane, Springfield and Triangle Lake
- District #5 Eugene
- District #6 Bandon, Brookings-Harbor, Central Curry, Central Curry CEA, Coos Bay, Coquille, Mapleton, Mapleton ACE, Myrtle Point, North Bend, Port Orford-Langlois TA, Powers, Assoc of Reedsport, Assoc of Reedsport ESP, Siuslaw and South Coast ESD
- District #7 Bend, Black Butte (NCBL), Burns- Hines, Crane TA, Crook County, Culver, Dayville (NCBL), Frenchglen (NCBL), High Desert, Madras (Includes Jefferson Co. ESD), Mitchell, Mitchell ACE (NCBL), Redmond and Sisters
- District #8 Adrian (NCBL), Annex, Baker, Cove, Elgin, Enterprise, Imbler, John Day, Joseph, LaGrande, Long Creek, Long Creek ACE (NCBL), Monument, Monument ESP, North Powder, Nyssa, Ontario, Pine Eagle, Prairie City, Union, Vale, and Wallowa
- District #9 Canby, Colton, Colton ACE, Estacada, Molalla River, Oregon City, and West Linn-Wilsonville
- District #10 Portland Association of Teachers
- District #11 Alsea TA, Central, Corvallis, Dallas, Falls City, Lincoln County, Monroe TA, Perrydale TA, and Philomath
- District #12 Arlington, Athena-Weston TA, Condon, Echo, Fossil ACT, Helix AE, Helix ACE (NCBL), Hermiston AT, Intermountain ESD, Ione, Milton-Freewater, Morrow County, North Central ESD, Pendleton AT, Pilot Rock, Sherman County, Spray, Spray ACE (NCBL), Stanfield and Umatilla
- District #13 Astoria, Clatskanie, Jewell, Knappa #4, Neah-Kah-Nie TA, Nestucca Area, Northwest, Rainier, Scappoose, Seaside, St. Helens, Tillamook, Vernonia and Warrenton
- District #14 Centennial, Corbett, Corbett ACE, **David Douglas**, Gresham-Barlow, Parkrose FA, and Reynolds
- District #15 Beaverton and Beaverton Subs
- District #16 Amity TA, Dayton, Gervais, Mt. Angel, Sheridan, Silver Falls, St. Paul, State Teachers, United North Marion Educators, Willamette Valley, Willamina, Woodburn and Yamhill-Carlton
- District #17 Cascade, Central Linn, Greater Albany, Greater Albany ACE, Harrisburg, Jefferson, Lebanon, Lebanon ESPA, Linn-Benton-Lincoln ESD, North Santiam, Santiam Canyon, Scio CTA, and Sweet Home
- District #18 Columbia Gorge ESD, District 21, Hood River, Mosier TA, Multnomah ESD, North Wasco ESP, South Wasco and South Wasco ACE
- District #19 Klamath County, Klamath County ACE, Klamath Falls, Klamath Falls ACE, Lakeview, North Lake, and Paisley

- District #20 Clackamas ESD, Clackamas ESD ESPA, ~~David Douglas~~, Gladstone TA, North Clackamas, and Wy'East
- District #21 Camas Valley TA, Days Creek, Days Creek ACE, Douglas ESDA, Elkton, Glendale, Glide, North Douglas, North Douglas ACE, Oakland TA, Oakland ACE, Riddle, Riddle ACE, Roseburg, South Umpqua, Sutherlin, Winston-Dillard, Yoncalla and Yoncalla ACE
- District #24 Association of Salem Keizer ESP
- District #26 Lake Oswego, McMinnville, Newberg, Riverdale TA, Sherwood and Tigard-Tualatin
- District #27 OEA-Retired
- District #30 Blue Mountain FA, Chemeketa FA, Clackamas CC ACE, Clackamas CC AF, Clackamas CC EA, Clatsop CC FA, Clatsop CC PTFA, Klamath CC FA, Lane CC, Linn-Benton CC PT FA, Mt. Hood CC CEA, Mt. Hood CC FA, Mt. Hood CC PT FA, Rogue CC, Treasure Valley, Umpqua CC FA, Umpqua CC PT, and ACE of Umpqua CC

Motion to approve Policy Amendment E as submitted **CARRIED**.

POLICY AMENDMENT F

Policy 2500 – ELECTIONS & CAMPAIGNING

IV. NEA RA DELEGATE ELECTION PROCEDURES

- A. Upon receipt of the annual membership figures from the NEA, the OEA President shall **consider strategic priorities, including budgetary needs**, determine the number of members by region and recommend to the OEA Executive Committee the allocation of the State Delegates by region. The OEA Executive committee shall declare such vacancies and provide for the election of NEA RA State Delegates to the vacant position(s).

Motion to approve Policy Amendment F as submitted **CARRIED**.

POLICY AMENDMENT G

Oregon Education Association plan for clustering of small locals for the NEA Representative Assembly

- A. By the second week of February, a letter will be mailed to the presidents of each local association having a membership of 75 or fewer. Included with this letter will be:
 - 1. Information on their right to cluster.
 - 2. A list of locals with which they can cluster.
 - 3. Information on the NEA Representative Assembly.
 - 4. The procedure to follow if they wish to cluster.
 - 5. How they can contact their Board Director.
 - 6. Information on minority requirements for Oregon.
 - 7. Information on funding delegates.
- B. Procedure for clustering:
 - 1. Upon request, OEA Board District Directors will be sent delegate election procedures.
 - 2. Delegate nominations will be sent, in writing, to the OEA President's Office.
 - 3. Ballots will be prepared by the OEA President's office and mailed through the OEA office to all NEA members in locals forming a cluster.
 - 4. The OEA President's office will verify election results with the Credentials Committee Chair.
 - 5. The election results will be published for the participants, the OEA, and the NEA.

Motion to approve Policy Amendment G as submitted **CARRIED**.

POLICY AMENDMENT H

Policy 2200 - REPRESENTATIVE ASSEMBLY
(OEA Bylaws Article III and IV)

I. DELEGATES

- A. The OEA President shall notify the president of each local association by February 10 of its allocated number of delegates for the annual meeting based on January 15 active membership. Names of elected delegates shall be filed with the OEA President at least 45 days prior to the annual meeting of the OEA Representative Assembly.
- B. Locals with one delegate allocated may cluster within a UniServ Council when an election results in no write-in or nominated candidates who accept the role. Local Association Presidents must inform the council in writing of their interest in clustering by February 20 and state that an election was held, and no one elected through nomination or write in accepted the role.
- The UniServ Council President will contact all eligible local affiliates that have one delegate informing them of the interest to cluster, announcing the number of clustered delegate positions, and calling for nominations for candidates for a cluster ballot.
 - The UniServ Council shall conduct the election and file the name of the elected delegate(s) with the OEA President.
- C. ~~B.~~ Delegates shall be seated in the OEA Representative Assembly when the Credentials Committee has approved the certificate of election signed by an officer of the represented members.
- D. ~~C.~~ Delegates to the OEA Representative Assembly will be seated by the Board district.
- E. ~~D.~~ A person must be an active member as of January 15 to be eligible for election as a delegate to the OEA Representative Assembly.

~~F. PROXY DELEGATES FOR OEA RA~~

~~Local affiliates that are allocated three (3) or fewer delegates may proxy with other eligible local affiliates to ensure delegate representation. In late January, OEA sends report forms that contain delegate allocations for the representative assembly to each eligible local affiliate.~~

- ~~1. Local Associations may form temporary membership units for delegate representation at the OEA RA. Locals that have three delegates or fewer can donate or receive proxy delegates.~~
- ~~2. Local Associations interested in applying proxy delegate allocation purposes should contact their UniServ Council President.~~
- ~~3. Local Association Presidents must inform the council and state in written notice or email that there were no members able to participate and that they are allocating their delegate to their UniServ Council.~~
- ~~4. The council will keep all correspondence on the allocation of delegates.~~
- ~~5. The council President will know the number of vacancies and open proxy positions to those locals who have expressed interest. If the number of volunteers exceeds the available proxy delegates the council will hold a lottery for the vacancies. The Council President will notify all involved.~~
- ~~6. All delegates will be registered with OEA by the deadline for delegate names.~~

Motion to approve Policy Amendment H as submitted **CARRIED.**

POLICY AMENDMENT I

5000 - UNISERV

I. PROGRAM SUPPORT RESOURCES

UniServ Councils will be provided a copy of the proposed budget by field office before or at the budget hearings.

Each year the OEA Executive Director or his/her their designee shall notify each UniServ Council of its assigned budget. The assigned budget shall be by OEA field office rather than by individual Council. This provision of services and support is intended to cover normal operating costs within the Association's capability and administrative rules and includes the following:

A. Staff Assignment

The total cost includes salaries of assigned professional and associate staff whose terms and conditions of employment are defined under collectively bargained agreements and applicable laws.

B. Office Rent, Utilities and Maintenance

Rent, if applicable, utilities and maintenance shall be paid by OEA. Office space shall be provided based on OEA's minimum standards for UniServ offices.

1. All councils that do not have a physical space to meet in will receive by October 1 an annual allotment to support their meetings.
2. **At least six months before a lease expires, the council will be asked to engage with the OEA President/designee in a Building Use Assessment to give feedback to the OEA Board to inform next steps.**

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

POLICY AMENDMENT J

2400 - BOARD OF DIRECTORS

VII. PROGRAM BUDGET COMMITTEE DUTIES

- A. The Program Budget Committee is established by the Board of Directors as a committee acting on behalf of the Board and answerable to the Board relative to the construction of the subsequent year's budget. In addition to the members of the Program Budget Committee outlined elsewhere in OEA Bylaws and Policies, the senior ESP Director, the Equity Director, and the senior Community College Director shall be voting members of the Committee.
- B. The Program Budget Committee shall function as a committee on planning and organizational development for Oregon Education Association, receiving information from OEA Cabinets and the Legislative Advisory Council and other sources in long-range planning for the OEA.
- C. The Program Budget Committee is to monitor the current budget.
- D. **The Program Budget Committee will create and manage the reserve and investment policies of OEA.**

Motion to approve Policy Amendment J as submitted **CARRIED.**

ELECTION REPORT:

Rose Wilde, Credentials Chair, announced the following election results:

OEA President

Enrique Farrera	544 votes
Lindsay Ray	45 votes
Laura Latham	3 votes
Jennifer Scurlock	2 votes

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

OEA Vice President

Lindsay Ray	371 votes
Laura Latham	287 votes

Lindsay Ray was pronounced the winner of the OEA Vice President race.

NEA Director

Chris Early	333 votes
Amanda Kassab	280 votes

Chris Early was pronounced the winner of the NEA Director race.

Equity Director

Monica Weathersby	613 votes
Sakura Hamada	4 votes

Monica Weathersby was pronounced the winner of the Equity Director race.

Of a possible 832* [Corrected as of May 16, 2025, to 691] seated delegates eligible to vote in this election, 659 delegates voted.

The meeting was recessed for lunch at 12:20 p.m.

The meeting reconvened at 2:03 p.m.

AWARDS:

President Scott-Schwalbach shared the names of award winners and recognized local associations with high member density and significant new member sign up.

TEACHER OF THE YEAR:

Bryan Butcher Jr., Oregon's 2025 Teacher of the Year, addressed the delegation.

OEA PAC:

Christina Geirman, North Bend EA and OEA-PAC Board Chair, addressed the delegation.

VICE PRESIDENT'S UPDATE

Vice President Enrique Farrera addressed the delegation and presented updates to the 2025 delegation regarding the OEA Foundation and the Budget.

IN MEMORIAM: Delegates observed a moment of silence.

NEW BUSINESS ITEMS continued:

4. Patti Lawrence, Grants Pass ACE, moved and Charles Williams, Greater Albany ACE, seconded the OEA President direct the ESP Dues Task Force created by the OEA Board of Directors in November the following charges & work to be completed in time to report its findings for a change in the dues structure for ESP ~~and part-time Community College faculty~~ at the OEA 2026 RA:
 - Evaluate the current system of dues for ~~both ESP & Community College~~ members and research dues structures and methodologies used by other educator unions;
 - Provide the OEA Board of Directors monthly updates on the progress being made by the task force; and
 - Propose any necessary amendments to bylaws, resolutions, policies or procedures needed to put a vote before the OEA 2026 RA in order to implement an equitable dues system for ESP ~~& Community College~~ members.

Debate ensued.

Karl Olson, Winston Dillard EA, moved and David Morrocco, Roseburg EA, seconded to delete "and part-time Community College faculty."

Debate ensued.

Motion to amend **CARRIED.**

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

5. Rina Miyamoto-Sundahl, Beaverton EA, moved and Julia Barto, Beaverton EA, seconded OEA will use existing digital communication tools to promote the annual Teach Truth Day of Action, an event sponsored by the Zinn Education Project and co-sponsored by the NEA, to members at least 3 times during the 2025-2026 school year.

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

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

Amanda Kassab, Centennial EA, moved and Drew Rosa, Centennial EA, seconded to amend to strike "Zinn Education Project's" and replace it with "Rethinking Schools."

Debate ensued.

Motion to amend **CARRIED.**

Mary Wellington, Bend EA, moved and Karla Luff-Lopez, Bend EA, seconded to amend by changing the number of times from 3 to 1 that OEA will promote the Teach Truth Day.

Debate ensued.

Troy Soles, Canby EA, moved and David Morrocco, Roseburg EA, seconded to close debate. **CARRIED.**

Motion to amend from 3 to 1 **FAILED**.

Debate ensued.

Clarified intent of Amanda Kassab's motion to replace Zinn Education Project to Rethinking Schools and without objection the amendment was corrected.

Debate ensued.

Andy Bunting, Hillsboro EA, moved and Niels Pasternak, Eugene EA, seconded to close debate. **CARRIED**.

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

6. Asha Sandhu, Oregon City EA, moved and Cyndi Swaney, Salem Keizer EA, seconded, that OEA will use its existing communication tools to educate members on the Quality Education Model, beginning Fall 2025.

Debate ensued.

Motion to table New Business Item 6 **CARRIED**.

7. Gigi Whisler, Aspiring Educators, moved and Lindsay Ray, Beaverton EA, seconded that OEA makes best effort to follow best practices for supporting attendees with food allergies, and or dietary restrictions, at all events, including but not limited to surveying event attendees about food allergies during the registration process, clearly labelling food options with top nine allergens, preventing cross contamination, and providing equivalent separate meals for attendees with dietary restrictions when other accommodations are not possible.

Debate ensued.

Lawrence Abrams, Portland AT, moved and Angela Bonilla, Portland AT, seconded to amend to change during to before.

Debate ensued.

Motion to amend withdrawn by maker.

Debate ensued.

Karl Olson, Winston-Dillard EA, moved and David Morrocco, Roseburg EA, seconded to close debate. **CARRIED**.

Motion to approve New Business Item 7 as presented **CARRIED**.

Nate Leslie, Coquille EA, moved and Margaret Anderson, Intermountain ESD EA, seconded to reconsider.

Motion to reconsider **FAILED**.

8. Tamara Madden, Lincoln County EA, moved, and Wolfgang Taylana, Lincoln County EA, seconded that the Oregon Education Association (OEA) conduct a statewide survey to collect data on unstructured/student-directed play time provided to students in public schools. Survey results would be reported to members of the R.A. through the established platforms. The survey shall include the following components:

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

Grade Level

How many minutes per day of unstructured/student-directed ~~free~~ play time are students receiving?

Debate ensued.

Vanessa Hernandez, Northwest EA, moved and Ginger Gamboa, Northwest EA, seconded to amend by striking "unstructured" and replacing it with "child-directed" and to strike "free" and replace with "play."

Without objection, maker of amendment allowed to change "child-directed" to "student-directed."

Without objection, maker of amendment allowed to change to read "unstructured/student-directed" in both instances.

Debate ensued.

Sheryl Sargent, North Clackamas EA, moved and Judy Christensen, OEA-Retired, seconded, to amend to add "screen free" before "student-directed" in both instances.

Mary Middleton, Rogue CC EA, moved and Wesley Wade, Medford EA, seconded to close debate. **CARRIED**.

Motion to amend to add "screen-free" **FAILED**.

Theodore Lunger, Greater Albany ACE, moved and Laura Warren, Lebanon ESPA seconded to refer to Legislative Advisory Council.

Debate ensued.

Lorena Maciel, Association of Salem-Keizer ESP, moved and Niels Pasternak, Eugene EA, seconded moved to close debate. **CARRIED.**

Motion to refer to Legislative Advisory Council **CARRIED.**

Division called.

Motion to refer to Legislative Advisory Council **CARRIED**, 315 in favor, 170 against.

ACTION ON PROPOSED LEGISLATIVE OBJECTIVES:

David Morrocco, Roseburg EA and Chair of the Legislative Advisory Council (LAC) presented the proposed Legislative Objectives. Items pulled: all amendments pulled.

LEGISLATIVE OBJECTIVES PROPOSAL A

That OEA support an amendment to state law regarding reasonable meal periods for staff and students: advocate for legislation that would require school schedules to set a minimum lunch period of 45 minutes for staff and students.

Withdrawn by maker.

LEGISLATIVE OBJECTIVES PROPOSAL B

That OEA support legislation to tax the rich and generate 1 billion every year .of general fund revenue by ending the 2nd home mortgage deduction, including, but not limited to the RV second home mortgage deduction.

Maximizing Student Learning: Education Reform Miscellaneous

Withdrawn by maker.

LEGISLATIVE OBJECTIVES PROPOSAL C

That OEA support legislation to end the state ban on local rent control.

Joe Rowe, Portland AT, maker of Legislative Objectives Proposal C, requested that the proposal be placed under ENSURING SAFE AND PRODUCTIVE LEARNING ENVIRONMENTS / MISCELLANEOUS

Debate ensued.

Anthony Carmack, Crook County EA, moved and Natalie Eberhard, Crook County EA, seconded to close debate. **CARRIED.**

Motion to approve Legislative Objectives Proposal C as presented **FAILED.**

Wesley Wade, Medford EA, moved and Corey Heger, Scappoose EA, seconded that D, E, G be bundled for a single vote.

Debate ensued.

Katie Gillard, Beaverton EA, moved and Sean Rains, Beaverton EA, seconded to close debate. **CARRIED.**

Motion to bundle D, E, G **CARRIED.**

Corey Heger, Scappoose EA, moved and Maddy Wilson, Aspiring Educator, seconded to close debate. **CARRIED.**

Motion to adopt D, E, G **FAILED.**

LEGISLATIVE OBJECTIVES PROPOSAL D

Support fair increases in taxes on wealthy Oregonians and large corporations in order for the state to provide an adequate education to all students and combat poverty in all the ways it impacts them.

Paul Sheprow, North Clackamas EA, maker of Legislative Objectives Proposal D, moved and Martin Kwon, North Clackamas EA, seconded to amend to read “Support the implementation of a progressive tax structure in which high-income individuals and large corporations contribute equitably to state revenue, ensuring Oregon can provide

~~adequate and stable funding for public education fair increases in taxes on wealthy Oregonians and large corporations in order for the state to provide an adequate education to all students and combat poverty in all the ways it impacts them."~~

Motion to approve Legislative Objectives Proposal D as presented **FAILED**.

LEGISLATIVE OBJECTIVES PROPOSAL E

I move OEA revise legislative objective 6 as follows 6. Support legislation to more heavily tax the rich (not the 99%) so that fully funding the QEM and other OEA reforms does not defund other social services. This includes, and is not limited to ending the second home mortgage deduction (60 million per biennium).

Motion to approve Legislative Objectives Proposal E as presented **FAILED**.

LEGISLATIVE OBJECTIVES PROPOSAL F

That under the Ensuring Safe and Productive Learning Environments, add "and staff" to the recommendations concerning creating a safe and welcoming environment for marginalized communities and to supporting "safe, fair and free access to legal representation and proper state identification"

Withdrawn by maker.

• LEGISLATIVE OBJECTIVES PROPOSAL G

OEA support an amendment to state law regarding reasonable meal periods for staff and students: advocate for legislation that would require school schedules to set a minimum lunch period beyond 30 minutes for staff and students.

Motion to approve Legislative Objectives Proposal G as presented **FAILED**.

• LEGISLATIVE OBJECTIVES PROPOSAL H

OEA support legislation that would mandate a statewide minimum requirement of unstructured playtime for all preK-12 students in Oregon public schools each school day.

J. Wolfgang Taylana, Lincoln County EA, moved and Tamara Madden, Lincoln County EA, seconded to amend by adding "K-12" before the word "students."

Without objection, amendment changed to "preK-12"

Debate ensued.

Christine Lodahl, Corvallis EA, moved and Tamara Madden, Lincoln County EA, seconded to close debate. **CARRIED**.

Motion to amend **CARRIED**.

Motion to approve Legislative Objectives Proposal H as amended **CARRIED**.

• LEGISLATIVE OBJECTIVES PROPOSAL I

To revise, under Miscellaneous, Item 6: 6. Advocate for other safety-related efforts to protect the school community from such phenomena as poor indoor air quality, school-zone traffic dangers, disease contagion, structural safety, and other health and safety concerns. to instead state, 6. Advocate for other safety-related efforts to protect the school community from such phenomena as poor indoor air quality, school-zone traffic dangers, disease contagion, structural safety, IMPACTS OF CLIMATE CHANGE, and other health and safety concerns.

Motion to approve Legislative Objectives Proposal I as presented **CARRIED**.

NEW BUSINESS ITEMS continued:

9. Lawrence Abrams, Portland AT, moved and Greg Burrill, Portland AT, seconded that a task force be formed to investigate and act upon opportunities to expand union representation for substitute educators statewide.

Debate ensued.

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

10. Kathy Kuffin, Woodburn EA, moved and Ruth Ames, Salem Keizer EA that the OEA Considerations for Organizing Charter Schools Task Force continue its work for an additional year. The Task Force will meet regularly throughout the 2025–2026 school year to complete additional approved charges, which may include tasks assigned to the Task Force in collaboration with experts and OEA staff such as: (1) assist in adapting actionable checklists from legal consultants to help locals assure their bylaws are in compliance with National Labor Relations Act (NLRA) and Labor-Management Reporting and Disclosure Act (LMRDA); (2) participate in developing training for new non-public sector units, the UniServ councils and their staff who are welcoming them (including the differences between public and private sector bargaining); (3) participate in developing an onboarding toolkit for new non-public sector units (including a description of OEA’s structure and resources for the new unit, engagement with Council on how to welcome in a brand new unionized group); (4) assist in developing a process and or sequence for organizing non-public locals; (5) participate in review, evaluation, and refinement of the processes above; (6) use the OEA Equity Filter to help guide decision-making.

Motion to approve New Business Item 10 as presented **CARRIED.**

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

Debate ensued.

Motion to approve New Business Item 11 as presented **CARRIED.**

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

Debate ensued.

Niels Pasternak, Eugene EA, moved and Bobbie Willis, Eugene EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 12 as presented **CARRIED.**

Nick Collins, Klamath Falls ACE, moved and Patti Lawrence, Grants Pass ACE, seconded to suspend RA Standing Rule 3.d.

Motion to suspend Standing Rule 3.d. **FAILED.**

13. Tyler Bristow, David Douglas EA, moved and Lincoln Fisher, David Douglas EA, seconded that OEA echo UAW call for aligning contract expirations for May 1, 2028; and that the OEA President will call on the NEA president to declare support for national alignment of NEA contracts to May 1, 2028 no later than September 2, 2025.

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

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

Debate ensued.

Joe Hannah, North Clackamas EA, moved and Ivana Turner, North Clackamas EA, seconded to close debate. **CARRIED.**

Motion to approve New Business Item 13 as presented **FAILED.**

Division called.

Motion to approve **FAILED,** 232 in favor, 244 against

14. Jonathan Chenjeri, Klamath Falls EA, moved and Julie Whitaker, Portland AT, seconded ~~that OEA actively encourage dialogue within rank and file membership on exploring democratic, educator-managed schools. Wherein, worker-bodies appropriate administrative and instructional responsibilities, with district offices governed by elected teacher and worker councils.~~

~~I move that OEA form a task force to investigate models and practices surrounding worker-run and managed schools. The task force will present at the following RA a reflection and recommendation based on input from locals, existing models, and possible designs.~~

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

Jonathan Chenjeri, Klamath Falls EA, moved and Julie Whitaker, Portland AT, seconded a substitute NBI.

Debate ensued.

Brenda Cortez, Canby EA, moved and Niels Pasternak, Eugene EA, seconded to close debate **CARRIED**.

Motion to approve substitute language. **CARRIED**.

Motion to approve New Business item 14 as amended **CARRIED**.

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

Jenoge Khatter, Eugene EA, moved and Sarah Ruggiero, Eugene EA, seconded to amend.

Debate ensued.

Motion to amend **CARRIED**.

Debate ensued.

Motion to approve New Business Item 15 as amended **CARRIED**.

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

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

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

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

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

Debate ensued.

Motion to approve New Business Item 16 as presented **CARRIED.**

17. Christina McFarland, Association of Salem Keizer ESP, moved and Brian Zauber Reed, Association of Salem Keizer ESP, seconded for OEA to form a task force to investigate the need for and a pathway to Election Reform within the Oregon Education Association, particularly pertaining to the Executive Committee, how it is elected, and the roles and duties encompassed by it.

The task force should investigate and identify the following:

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

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

Debate ensued.

Corey Hedger, Scappoose EA, moved and Christina McFarland, Association of Salem-Keizer ESP, seconded to amend the first bullet point to add using our current software.

Debate ensued.

Motion to approve the amendment **CARRIED.**

Karl Olson, Winston-Dillard EA, moved and Devin Bowen, Roseburg EA, seconded to amend to add “and Board Seats” and a fifth bullet to read “To investigate the necessity for 30+ Board seats, and whether that number could be lowered.”

Debate ensued.

Motion to approve the amendment **FAILED.**

Motion to approve New Business Item 17 as amended **CARRIED.**

End of New Business Items.

Without objection, Standing Rule 3.d. will be suspended.

CREDENTIALS REPORT:

Rose Wilde, Credentials Committee Chair, reported that out of a total 1,136 delegates allocated, 858* [Corrected as of May 16, 2025, to 691] delegates were duly certified and seated for the 2025 Representative Assembly. There were no challenges raised and decided by the Credentials Committee. Rose moved on behalf of the Committee that the revised Credentials Report be adopted as the official roll of the 2025 Representative Assembly. **CARRIED.**

With no other business, the 2025 OEA Representative Assembly was adjourned at 8:20 pm by President Reed Scott-Schwalbach.

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

These minutes are unofficial until approved at the 2025 OEA Representative Assembly.

04/19/2025

**A clerical error was discovered after the conclusion of the Representative Assembly that changed the count of registered delegates. The minutes reflect what was stated and the corrected number.*