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Oregon Education Association
2026 Representative Assembly
April 6-7, 11, 13-15, 17-18, 2026

MINUTES

Tuesday, April 7, 2026
First Session of the OEA RA

The meeting was called to order by Enrique Farrera, President of OEA, at 6:34 p.m.

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

CREDENTIALS REPORT: Rose Wilde, Co-Chair of the Credentials Committee, reported that as of 7:00 pm tonight, out of a total 214 delegates registered for this business session, 214 delegates had been duly certified and seated for the First Session of the 2026 Representative Assembly. Rose Wilde moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2026 Representative Assembly as of 7:02 p.m. on Tuesday, April 7, 2026. **CARRIED**.

ADOPTION OF THE AGENDA: Without objection, the 2026 OEA RA Agenda was adopted with flexibility. **CARRIED**.

ADOPTION OF THE 2025 RA MINUTES: Lindsay Ray, Vice President of OEA, moved, and Kelsy Dunlap, Region II Vice President of OEA, seconded to adopt the 2025 OEA RA minutes. Without objection the minutes of the 2025 OEA Representative Assembly were adopted. **CARRIED**.

ADOPTION OF THE RULES OF THE ASSEMBLY:

President Farrera reviewed the standing rules for the 2026 OEA Representative Assembly.

Standing Rules pulled: 3.b, 3.d

MOTION: John Hasegawa, Mt Hood CC FA, moved on behalf of the OEA Board of Directors to adopt the 2026 Standing Rules that were not pulled. **CARRIED**.

The delegation discussed Standing Rule 3.d.

MOTION: Heidi Casper, Madras EA, moved, and Josh Fritz, Madras EA, seconded, to remove Standing Rule 3.d. Debate ensued. **MOTION:** Patti Lawrence, Grants Pass ACE, moved, and Kelsy Dunlap, Salem-Keizer EA, seconded, to close debate. **CARRIED**. Motion to remove Standing Rule 3.d. **FAILED**.

The delegation discussed Standing Rule 3.b.

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MOTION: Kelsy Dunlap, Salem-Keizer EA, moved, and Sarah Barclay, Bend EA, seconded, to adopt Standing Rules 3.b and 3.d as written. Debate ensued. Motion to adopt Standing Rules 3.b and 3.d. **CARRIED.**

The meeting recessed at 7:48 p.m.

Friday, April 17, 2026
Second Session of the OEA RA

The meeting was reconvened at 6:32 pm.

WELCOME: Enrique Farrera, OEA President, opened the meeting.

SEATING OF LATE REGISTERING DELEGATES: Rose Wilde, Co-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: Patti Lawrence, Grants Pass ACE, lead the delegation in the Pledge of Allegiance.

LAND ACKNOWLEDGEMENT: John Hasegawa, Mt Hood CC FA, lead the delegation in a Land Acknowledgement.

INTRODUCTIONS: President Farrera introduced the members at the head table and the Board of Directors to the delegation.

ACTION ON CREDENTIALS REPORT: Rose Wilde, Portland AT, Credentials Committee Co-Chair, reported that out of a total 1,133 delegates allocated, 509 delegates had been duly certified and seated for the Second Session of the 2026 Representative Assembly. Rose moved on behalf of the Committee that this Credentials Report be adopted as the official roll of the 2026 Representative Assembly as of 6:11 p.m. on Friday, April 17, 2026. **CARRIED.**

ANNOUNCEMENTS: Lindsay Ray, OEA Vice President, thanked California Casualty, Voya, and Moda, the sponsors of the 2026 OEA RA and made general announcements.

STANDARDS OF CONDUCT: Vice President Ray reviewed the Standards of Conduct for the delegation.

PRESIDENT'S REPORT: President Farrera presented the President's report to the delegation.

ANNOUNCEMENT: Beth Yarbrough, Douglas ESDA, Microphone Steward Lead, provided guidance to the delegation regarding motions, questions, and speaking at the microphone.

ACTION ON PROPOSED RESOLUTIONS AMENDMENTS:

President Farrera invited Angela Adzima, Hillsboro EA, Resolution Committee Chair, to speak regarding the presented Resolution Amendments to the delegation.

Resolution Amendments Pulled: C

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

RESOLUTION AMENDMENT A

I.2 School Funding

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

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

RESOLUTION AMENDMENT B

IV.12 Decision Making in School Budgeting

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

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

RESOLUTION AMENDMENT C

II.56 Artificial Intelligence

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

- a. AI tools should support the needs of students and educators.
- b. Administrators should not require educators to use AI tools as a mode to decrease workload.**
- c. The implementation of AI must be equitable, accessible, and inclusive to ensure that no community is advantaged or excluded.
- d. AI tools and their implementation must be free of cultural, racial, and gender biases, and they should not perpetuate or amplify existing biases or discrimination.

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- e. Educators should be involved in the development of best practices for pedagogical applications of AI.
- f. The use of AI in public education should be transparent, including its applications, what data is collected, and how that data is used.
- g. AI should not compromise the privacy of educators, students, or their families.
- h. Educators and students should be provided guidance and training on the ethical use of AI tools.
- i. Evaluation of AI implementation should be ongoing to ensure it supports the needs of students and educators and aligns with ethical standards and practices.
- j. **AI tools should not be used as a means to increase assigned workloads or decrease school staffing.**

(2024, **26**)

Debate ensued. **AMENDMENT MOTION:** To add the following language to Resolution C.f, “explicit consent from AI users in public schools should be sought regarding collection, sharing and selling of user data with third parties.” Tereza Bottman, Portland AT, with Elizabeth Thiel, Portland AT. Debate ensued. **AMENDMENT CARRIED.**

II.56 Artificial Intelligence (**AMENDED**)

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

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

(2024, **26**)

Debate resumed on Resolution Amendment C as amended.

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MOTION: Kelsy Dunlap, Salem-Keizer EA, moved, and Leah Kyle, Molalla River EA, seconded, to adopt Resolution Amendment C as amended. **CARRIED.**

RESOLUTION AMENDMENT D

II.23 Inclusion

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

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

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

NEURODIVERSITY RESOLUTION

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

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

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

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

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

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

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

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

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

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

RESOLUTION AMENDMENT G

~~II.72 Virtual Schools and Online Education~~

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

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

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

II.72 Digital Learning

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

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

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

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

(2013, 26)

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

RESOLUTION AMENDMENT H

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

The Oregon Education Association affirms that:

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

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

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

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

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

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

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ELECTIONS:

Region I Vice President

Nominations submitted for Region I Vice President include **Chris Schweizer** and **Valerie Schiller**. President Enrique Farrera asked if there were any additional nominations. President Enrique Farrera asked if there were any additional nominations. President Enrique Farrera asked if there were any additional nominations. Hearing none, the president declared nominations closed.

Nominations for Region I Vice President:

- Chris Schweizer
- Valerie Schiller

Region II Vice President

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Nominations submitted for Region II Vice President include **Kelsy Dunlap**. President Enrique Farrera asked if there were any additional nominations. Brian Zauber Reed, ASK ESP, self-nominated from the floor. President Enrique Farrera accepted the nomination. President Enrique Farrera asked if there were any additional nominations. President Enrique Farrera asked if there were any additional nominations. Hearing none, the president declared nominations closed.

Nominations for Region II Vice President:

- Kelsy Dunlap
- Brian Zauber Reed

Region III Vice President

Nominations submitted for Region III Vice President include **Sarah Barclay**. President Enrique Farrera asked if there were any additional nominations. President Enrique Farrera asked if there were any additional nominations. President Enrique Farrera asked if there were any additional nominations. Hearing none, the president declared nominations closed.

Nominations for Region III Vice President:

- Sarah Barclay

NEA Director

Nominations submitted for Region I Vice President include **Angela Bonilla** and **Cindy Dougharity-Spencer**. President Enrique Farrera asked if there were any additional nominations. Becky Torres, ESP Director, nominated David Morrocco from the floor. President Enrique Farrera accepted the nomination. President Enrique Farrera asked if there were any additional nominations. President Enrique Farrera asked if there were any additional nominations. Hearing none, the president declared nominations closed.

Nominations for NEA Director:

- Angela Bonilla
- Cindy Dougharity-Spencer
- David Morrocco

Candidates for Region I Vice President, Region II Vice President, Region III Vice President, and NEA Director addressed the delegation.

PUBLIC EDUCATION REVENUE TEACH-IN: President Farrera addressed the delegation.

ACTION ON PROPOSED LEGISLATIVE OBJECTIVES AMENDMENTS: David Morrocco, Roseburg EA, Legislative Advisory Council Chair, spoke to the Legislative Objectives Amendments report to the delegation. Two items were submitted and found out-of-order. The makers were directed to submit their motions as New Business Items.

ACTION ON PROPOSED NEW BUSINESS ITEMS (NBI):

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NBI 1

President Farrera recognized the maker of NBI 1, Lawrence Abrams, Portland AT, to speak to their motion. Greg Burrill, Portland AT, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 1 CARRIED.**

“That the RA renew financial support to continue the ongoing work of the Charter School / Substitute Teacher Organizing Task Force and that additional support for data gathering and organizing be extended to the task force.

For the coming year the task force will continue to meet and further existing work. Additionally, given the information deficits identified in regards to substitutes statewide, the task force will make additional efforts to rectify this lack of information.”

NBI 2

President Enrique Farrera recognized the maker of NBI 2, Stephen Tokarski, Oregon City Education Association, to speak to their motion. Paul Sheprow, North Clackamas Education Association, second. Debate ensued.

“That the OEA Representative Assembly will establish a Task Force on Election Transparency and Democratic Participation, open to any active OEA member in good standing who wishes to participate. The task force shall examine and develop specific proposed bylaw and policy language addressing...: (1) transparency of OEA election processes and results; (2) independence of OEA electoral and judicial oversight bodies from the executive; (3) direct member participation in officer elections; (4) rules around campaigning for elected positions (5) accountability mechanisms for elected officers; (6) proactive candidate recruitment and reduction of barriers to running for office; and (7) measures to increase member participation in OEA elections. The task force shall present its findings and recommendations for proposed bylaws and policy amendments to the OEA Board of Directors by the January Board Meeting.”

MOTION: Michael Derhezmer, NCEA, and Alisha Chavez, Portland Association of Teachers, moved to close debate. **CARRIED.** President Enrique Farrera called the question. **NBI 2 FAILED.**

NBI 3

President Enrique Farrera recognized the maker of NBI 3, Niels Pasternak, Eugene Education Association, to speak to their motion. Angela Adzima, Hillsboro Education Association, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 3 CARRIED.**

“Increasing Transparency and Public Engagement Around Oregon’s Special Education Funding Cap OEA will provide public progress updates to members at least twice during the 2026–2027 year on efforts to increase Oregon’s special education funding cap to 15 percent.

OEA will support efforts to increase public understanding of the gap between current special education funding and actual student need, including the impact of the funding cap on students, educators, and school systems.

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OEA will explore and communicate potential pathways to sustainably fund an increase to the special education funding cap, including consideration of additional revenue options, and will share this information with members.”

NBI 4

President Enrique Farrera recognized the maker of NBI 4, Asha Sandhu, Oregon City Education Association, to speak to their motion. Alex Stagner, Portland AT, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 4 CARRIED.**

“I move OEA to support The Very Wealthy Pay Their Fair Share Act (Ballot Initiative 2026-070) by educating OEA members through two online forums during September.”

NBI 5

President Enrique Farrera recognized the maker of NBI 5, Michelle Dunn, Eugene Education Association, to speak to their motion. Dave Wines, Eugene Education Association, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 5 CARRIED.**

“The Oregon Education Association (OEA) will advocate for and collaborate with policymakers to convene a statewide Adapted Physical Education (APE) Guidance Task Force to revise and update Oregon’s 1981 Adapted Physical Education guidance.

The task force will include adapted physical education specialists, general physical educators, and special education professionals.

The task force will publish updated statewide guidance suggestions by July 2027 that:

1. Clarifies Adapted Physical Education as a service, not a placement
2. Aligns terminology (“adapted” vs. “adaptive”) with current law and best practice
3. Supports equitable access to physical education instructional minutes for students with disabilities
4. Defines the role of physical education professionals within IEP teams PreK-age 21 (IDEA)

Promotes inclusive and legally compliant Adapted Physical Education service delivery models PreK-age 21 (IDEA)

OEA will support, promote, and advocate for this work in collaboration with policymakers and relevant stakeholders.”

NBI 6

President Enrique Farrera recognized the maker of NBI 6, Monica Weathersby, Centennial Education Association, to speak to their motion. Brian Zauber-Reed, ASK ESP, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 6 CARRIED.**

“Creation of an ADA Statement to Enhance Accessibility

I move that OEA undertake the development of a comprehensive Americans with Disabilities Act statement for our conferences. This statement can be informed by the best practices of affiliate unions across the nation as well as the National Education Association.”

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NBI 7

President Enrique Farrera recognized the maker of NBI 7, Lauren McCartney, Beaverton Education Association, to speak to their motion. Catherine Tucker, Portland Association of Teachers, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 7 CARRIED.**

“I move that OEA will advocate for increased education funding in Oregon and stand in solidarity with sibling workers in South and Southeast Asia by endorsing and supporting the Just Sign It campaign coordinated by Global Labor Justice by adding the OEA logo and support promoting the campaign via social media and OEA communications. This campaign demands Nike reimburse the state of Oregon for its \$2 billion tax break and is in solidarity with workers in South and Southeast Asia gaining collective bargaining rights.”

NBI 8

President Enrique Farrera recognized the maker of NBI 8, Katie Lukins, Beaverton Education Association, to speak to their motion. Lora Dee, Beaverton Education Association, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 8 CARRIED.**

“I move that OEA establish a taskforce to explore the development of a OEA-led teacher apprenticeship residency program specifically for Special Education. This taskforce will identify pathways for ESPs and other candidates to earn a SPED endorsement through a paid, mentor-supported model. The taskforce will report their findings back to the OEA board and Representative Assembly.”

Debate on New Business Items (NBIs) will continue on Saturday, April 18, 2026.

The meeting was recessed at 9:59 pm.

Saturday, April 18, 2026 Third Session of the OEA RA

The meeting was reconvened at 9:04 am.

ANNOUNCEMENTS: President Farrera made general announcements to the delegation.

LABOR ACKNOWLEDGEMENT: Brian Zauber Reed, ASK ESP, led the delegation in the Labor Acknowledgement.

ACTION ON CREDENTIALS REPORT: Rose Wilde, Portland AT, Credentials Committee Co-Chair, reported that out of a total 1,133 delegates allocated, 638 delegates had been duly certified and seated for the Third Session of the 2026 Representative Assembly. Rose moved on behalf of the Committee that this Credentials Report, with an amended official roll of 510 for Friday, April 17, 2026, be adopted as the official roll of the 2026 Representative Assembly as of 9:15 a.m. on Saturday, April 18, 2026. **CARRIED.**

EXECUTIVE DIRECTOR REPORT: Tracey-Ann Nelson, Executive Director of OEA, addressed the delegation.

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VICE PRESIDENT REPORT AND OEA FOUNDATION REPORT: Vice President Ray addressed the delegation.

ACTION ON PROPOSED NEW BUSINESS ITEMS CONTINUED:

NBI 9

President Enrique Farrera recognized the maker of NBI 9, Todd Farris, Beaverton Education Association, to speak to their motion. Lauren McCartney, Beaverton Education Association, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. **NBI 9 CARRIED.**

“That OEA establish a Universal Healthcare Task Force to advance member education, coalition-building, and advocacy in support of the Oregon Universal Health Plan.

The Task Force shall be charged with:

- collaborating with the OEA Board of Directors to develop OEA’s position and strategy on the Oregon Universal Health Plan
- building coalitions with Oregon labor unions, community organizations, and healthcare advocates;
- taking a leadership role in coordinating OEA member participation in the 2026 Health Care for All Workers Rally (currently scheduled for October 17, 2026) and other mobilization efforts;
- working with OEA-Legislative Advisory Council and OEA-PAC to support strategies that advance universal healthcare;
- collaborating with local associations to gather member stories and data on healthcare costs and experiences to inform advocacy efforts.

The Task Force shall reflect the diversity of OEA’s membership, including representation across licensed educators, education support professionals, and community college faculty, across geographic regions, and with intentional inclusion of members from communities most impacted by healthcare inequity.

Financial support shall be modest, consisting of staff liaison support and reasonable operating expenses. No funds are being requested.”

NBI 10

President Enrique Farrera recognized the maker of NBI 10, Katrina Allen, Eugene Education Association, to speak to their motion. Dave Wines, Eugene Education Association, second. Debate ensued.

“The Oregon Education Association will establish a statewide taskforce composed of members to compile research and data surrounding the current funding shortfalls for K-12 music and arts education across our state.

The taskforce will work to provide the Oregon Education Association Legislative Advisory Committee with the necessary data needed to put forth legislation mandating Music and Arts into the common core curriculum at the state level.

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The objectives of the task force are to:

Review and research national examples of mandated arts education, such as the MAESTRO Act of 2025 (Mandating Arts Education Standards, Training, and Resources Overall) or the GAAME Act of 2026 (Guarantee Access to Arts and Music Education).

Develop collaborative relationships with organizations already involved in this advocacy work, such as the Oregon Music Educator's Association (OMEA).

Gather data from educators across Oregon regarding arts and music education programs and funding across our state.

Research states that have successfully implemented Music and Arts into mandated curriculum.

By or before the end of the year-long period allotted for this project, the taskforce shall draft their findings in a presentable format and transfer them to the OEA Legislative Advisory Committee for legislative action.”

MOTION TO AMENDED NBI 10: To amend NBI 10 to strike “put forth” and replace with “support drafting.” Moved by Katie Gillard, Beaverton, seconded by David Morrocco, Roseburg Education Association. Debate ensued. Seeing no further debate, President Farrera called for a vote. Amendment to NBI 10 **CARRIED.**

Debate resumed on NBI 10 as amended.

Seeing no further debate, President Farrera called for a vote. NBI 10 as amended **CARRIED.**

“The Oregon Education Association will establish a statewide taskforce composed of members to compile research and data surrounding the current funding shortfalls for K-12 music and arts education across our state.

The taskforce will work to provide the Oregon Education Association Legislative Advisory Committee with the necessary data needed to ~~put forth~~ **support drafting** legislation mandating Music and Arts into the common core curriculum at the state level.

The objectives of the task force are to:

Review and research national examples of mandated arts education, such as the MAESTRO Act of 2025 (Mandating Arts Education Standards, Training, and Resources Overall) or the GAAME Act of 2026 (Guarantee Access to Arts and Music Education).

Develop collaborative relationships with organizations already involved in this advocacy work, such as the Oregon Music Educator's Association (OMEA).

Gather data from educators across Oregon regarding arts and music education programs and funding across our state.

Research states that have successfully implemented Music and Arts into mandated curriculum.

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By or before the end of the year-long period allotted for this project, the taskforce shall draft their findings in a presentable format and transfer them to the OEA Legislative Advisory Committee for legislative action.”

NBI 11

President Enrique Farrera recognized the maker of NBI 11, Cheryl Johnson, Mt. Hood Faculty Association, to speak to their motion. John Hasegawa, Mt. Hood Faculty Association, second. Debate ensued.

“I move that OEA form a task force to study the impact of artificial intelligence (AI) on hiring practices, employee discipline, employee privacy, employee evaluation, transparency in workplace AI use, intellectual property protections, biases in large language models, and educator workload.

The task force shall report its findings and recommendations to the membership at the 2027 OEA Representative Assembly.”

MOTION TO AMEND NBI 11: To add “energy use” to language. Moved by Bob Fonlham, Eugene EA, seconded by Jamie Myers, Eugene EA, to append the language.

“I move that OEA form a task force to study the impact of artificial intelligence (AI) on **energy use,** hiring practices, employee discipline, employee privacy, employee evaluation, transparency in workplace AI use, intellectual property protections, biases in large language models, and educator workload.

The task force shall report its findings and recommendations to the membership at the 2027 OEA Representative Assembly.”

Debate ensued. Seeing no further debate, President Farrera called for a vote. **Amendment to NBI 11 FAILED.**

Debate resumed on NBI 11.

“I move that OEA form a task force to study the impact of artificial intelligence (AI) on hiring practices, employee discipline, employee privacy, employee evaluation, transparency in workplace AI use, intellectual property protections, biases in large language models, and educator workload.

The task force shall report its findings and recommendations to the membership at the 2027 OEA Representative Assembly.”

Seeing no further debate, President Farrera called for a vote. NBI 11 **CARRIED.**

NBI 12

President Enrique Farrera recognized the maker of NBI 12, Samantha Minter, Beaverton EA, to speak to their motion. Michael Derheimer, North Clackamas EA, second. Debate ensued.

“NBI: Establishment of a Member Task Force that reviews existing data that safety and behavioral needs currently facing schools in Oregon to advocate for clearer supports and needs.

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Motion: We move to establish a I Member Task Force that reviews existing data that overviews staff and student injuries, discipline records, behavioral needs, threat and sexual incidence reports in schools.

The OEA Executive Board will request the data listed from school districts in Oregon for the taskforce to review and analyze with the goal of advocating for students and OEA members. If the locals cannot provide this information, we move to request the collaboration from ODE to gather the data. This new information from districts to present at the next Oregon Rep Assembly. and research regarding the increase in school behavioral incidences resulting in staff and student injury, member satisfaction with safety response, and increased data to show a comparison of the data on the effectiveness of more mental health support and personnel trained in trauma informed practices, as well as highlight gaps in other areas for supports with safety for all students.

After the task force has compiled information and reviewed data, then we will move to present our findings at next year's Representative Assembly to see the major impact areas are, the safety risks that have increased and what steps helped improve safety and overall well being of students and staff. Strategies that we will look for that have been implemented in the last 10 years are trauma informed care strategies in school, professional development and studying ACE's, supports like wellness centers, early behavioral support and intervention, quick behavioral intervention at the elementary level, and appropriate discipline and supports that are appropriate at each developmental level."

MOTION TO AMEND NBI 12: To adjust the NBI language. Moved by Michael Derheimer, North Clackamas EA, and seconded by Samantha Minter, Beaverton EA, to amend the NBI language. Debate ensued. Seeing no further debate, President Farrera called for a vote. Amendment to NBI 12 **CARRIED.**

"NBI: Establishment of a Member Task Force that reviews existing data ~~that of~~ safety and behavioral needs currently facing schools in Oregon to advocate for clearer supports ~~and needs.~~

Motion: We move to establish a Member Task Force that reviews existing data that overviews staff and student injuries, discipline records, behavioral needs, threat and sexual incidence reports in schools. **The task force will review the data from a systemic perspective to see effective interventions and tools that were used to come up with recommendations to address safety for members and students.** ~~The OEA Executive Board will request the data listed from school districts in Oregon for the taskforce to review and analyze with the goal of advocating for students and OEA members. If the locals cannot provide this information, we move to request the collaboration from ODE to gather the data. This new information from districts~~ **The goal of the task force is to present key take aways to present** at the next Oregon Rep Assembly. ~~and research regarding the increase~~ **to overview the rate of** in school behavioral incidences resulting in staff and student injury, member satisfaction with safety response, and increased data to show a comparison of the data on the effectiveness of more mental health support and personnel trained in trauma informed practices, as well as highlight gaps in other areas for supports with safety for all students.

After the task force has compiled information and reviewed data, then we will move to present our findings at next year's Representative Assembly to ~~share see the major impact areas are, the safety risks that have increased and what steps helped improve safety and overall well being of students and staff,~~ **and propose recommendations that for what how members bargain and advocate for improvement at our sites and locals.** Strategies that we will look for that have been implemented in

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the last 10 years are trauma informed care strategies in school, professional development and studying ACE's, supports like wellness centers, early behavioral support and intervention, quick behavioral intervention at the elementary level, and appropriate discipline and supports that are appropriate at each developmental level.”

Debate resumed on NBI 12 as amended.

MOTION TO AMEND NBI 12 (AS AMENDED): To change the following language, “...propose recommendations that for what how members...” Motion by Samantha Minter, Beaverton EA, seconded by Michael Derheimer, to amend NBI 12 (as amended). Debate resumed.

The body allowed the postponement of NBI 12 until the afternoon session to allow for correct amended language to be submitted and typed for display for delegates.

NBI 13

President Enrique Farrera recognized the maker of NBI 13, Niels Pasternak, Eugene Education Association, to speak to their motion. Venus Reeve, Springfield Education Association, second. Debate ensued.

“Elevating Public Perception of Educators Through Classroom-Based Storytelling

OEA will strengthen public perception of public education and public educators by highlighting effective and innovative instructional practices occurring in Oregon classrooms.

Beginning in the 2026–2027 year, OEA leadership will engage in classroom visits across diverse regions of the state in conjunction with existing activities to observe and amplify effective instructional practices.

OEA will highlight these practices through statewide communications and will support the development and submission of educator-focused stories to local and state media outlets without paid media advertisements.

These efforts will include representation across grade levels, geographic regions, and student populations, including special education settings and inclusive classrooms.

OEA will report to members by August 2027 on implementation and impact.”

Debate on New Business Items (NBIs) will continue after lunch on Saturday, April 18, 2026.

>

REVENUE CAMPAIGN PRESENTATION: President Farrera addressed the delegation.

CREDENTIALS COMMITTEE ELECTIONS REPORT:

Rose Wilde, Portland AT, Credentials Committee Co-Chair, announced the following election results:

NEA Director

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Angela Bonilla	273 votes
Cindy Dougharity-Spencer	220 votes
David Morrocco	91 votes

Angela Bonilla and Cindy Dougharity-Spencer will participate in a runoff election as neither candidate achieved over 50% of the vote.

Region I Vice President

Valerie Schiller	158 votes
Chris Schweizer	118 votes

Valerie Schiller was pronounced the winner of the Region I Vice President race.

Region II Vice President

Kelsy Dunlap	132 votes
Brian Zauber Reed	48 votes

Kelsy Dunlap was pronounced the winner of the Region II Vice President race.

Region III Vice President

Sarah Barclay	149 votes
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Sarah Barclay was pronounced the winner of the Region III Vice President race.

Of a possible 638 seated delegates eligible to vote in this election, 615 delegates voted.

Rose Wilde, Portland AT, Credentials Committee Co-Chair, moved that the Elections Report, omitting the election that requires a runoff election, be adopted as the official Elections Report of the 2026 Representative Assembly. **CARRIED.**

The meeting was recessed for lunch at 12:43 p.m.

The meeting reconvened at 2:08 p.m.

ANNOUNCEMENTS: President Farrera shared announcements with the delegation.

RUNOFF ELECTIONS: Rose Wilde, Portland AT, Credentials Committee Co-Chair, provided instructions to the delegation on the process for the runoff election. Start time at 2:30 pm. End time at 4:30 pm.

TEACHER OF THE YEAR: Sally Golden, Oregon's 2026 Teacher of the Year, addressed the delegation.

ESP OF THE YEAR: Liz Craig, Oregon's 2026 Education Support Professional of the Year, addressed the delegation.

RUNOFF ELECTION CANDIDATE SPEECHES: Angela Bonilla, Portland AT, addressed the delegation. Cindy Dougharity-Spencer, John Day EA, addressed the delegation.

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OEA PAC CHAIR: President Farrera invited Christina Geierman, North Bend EA, OEA PAC Board Chair, to address the delegation.

IN MEMORIUM: President Farrera called for a moment of silence for those OEA colleagues, members, and friends that have passed.

EQUITY DIRECTOR REPORT: Monica Weathersby, Equity Director of OEA, addressed the delegation.

>

ACTION ON PROPOSED BYLAWS AMENDMENTS:

President Farrera invited Sheryl Sargent, North Clackamas EA, Bylaws & Policies Committee Co-Chair, and George Slaughter, Klamath County EA, Bylaws & Policies Committee Co-Chair, to address the Delegation.

BYLAW AMENDMENT A

Bylaw Amendment A was withdrawn by the maker.

BYLAW AMENDMENT B

The Committee moves Bylaw Amendment B with a recommendation of DO PASS. Debate ensued. Seeing no further debate, President Farrera called for a vote. **CARRIED.**

ARTICLE I. MEMBERSHIP AND DUES - Section 3. Active Members

2) Education Support Professional

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

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

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BYLAW AMENDMENT C

The Committee moves Bylaw Amendment C with a recommendation of DO PASS. Debate ensued. Seeing no further debate, President Farrera called for a vote. **CARRIED.**

ARTICLE I. MEMBERSHIP AND DUES

Section 2. Classifications

There shall be ~~five~~ **six** classes of membership in OEA: active, aspiring educator, ~~substitute~~, retired, ~~reserve~~, ~~substitute~~, and Community Ally. The ~~fifth~~ **sixth** category, Community Ally is for those who are not eligible for regular membership but wish to support the mission, vision and core values of OEA. A person who is eligible for more than one (1) category shall join the Association in the membership category that provides the greatest degree of participation in Association governance.

BYLAW AMENDMENT D

The Committee moves Bylaw Amendment D with a recommendation of DO PASS. Debate ensued. Seeing no further debate, President Farrera called for a vote. **CARRIED.**

ARTICLE I. MEMBERSHIP AND DUES

Section 3. Active Members

A. Requirements

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

BYLAW AMENDMENT E

The Committee moves Bylaw Amendment E with a recommendation of DO PASS. Debate ensued. Seeing no further debate, President Farrera called for a vote. **CARRIED.**

ARTICLE I. MEMBERSHIP AND DUES

Section 8. Reserve Members

Reserve membership is open to: 1) a part-time/adjunct community college faculty/tutor who has not worked in qualifying employment for a period of at least seven months; or **2) a member who is on a leave of absence for at least six (6) months from the employment that qualifies the**

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member for active membership; or 2 3) a member whose employment in qualifying employment has ended by termination or resignation and is receiving or entitled to receive assistance through the OEA Legal Defense Program. Reserve membership does not include the right to vote or to hold elective or appointive office. Reserve Members will not be included in the yearly January 15 count for representation or election purposes, or for the purpose of determining weighted voting at the OEA Board of Directors. Reserve Members must pay full yearly OEA assessments and required NEA dues.

BYLAW AMENDMENT F

The Committee moves Bylaw Amendment F with a recommendation of DO NOT PASS. Debate ensued.

ARTICLE IV, Section 3

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

MOTION TO AMEND: To amend Bylaw Amendment F to the following: “A majority of the voting members who have been registered at for the OEA RA AS IN attendance shall constitute a quorum for the...” Moved by Angela Adzima, Hillsboro EA, MyKenzie Miller, Hillsboro EA, second. Debate ensued. Seeing no further debate, President Farrera called for a vote. AMENDMENT to the MOTION for Bylaw Amendment F **CARRIED.**

ARTICLE IV, Section 3

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

Discussion resumed on Bylaw Amendment E as amended. Seeing no further debate, President Farrera called for a vote. MOTION for Bylaw Amendment F as amended **CARRIED.**

BYLAW AMENDMENT G

Lindsay Ray, Vice President, took the role of chairperson for the OEA RA. The Committee moves Bylaw Amendment G with a recommendation of DO PASS. Debate ensued.

ARTICLE I, Section 3.E.3

3) Assessments: In addition to the OEA dues described above, all classifications of active members pay the following assessments:

- a. \$2.00 per member annually to acquire, improve and maintain office facilities. The assessment will be increased to \$5.00 annually, beginning with the 2021-2022 OEA fiscal year, for a period of five fiscal years, unless the OEA Representative Assembly acts to extend the increase. If the OEA Representative Assembly does not extend the increase after the five-year period, the assessment will

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revert to the \$2.00 annual assessment;

b. \$20.00 per member annually for the OEA Legal Defense Program;

c. \$10.00 per member annually for the Center for Great Public Schools;

d. \$25.00 per member annually for OEA Collective Bargaining Fund, the fund established for ballot measure campaigns;

e. \$5.00 per member annually shall be assessed in order to promote the interests of public education; and

f. Every five years, an analysis will be made of the total cost that would result if the five largest OEA locals suffer a Relief Fund applicable need up to a 30-day work stoppage at the same time. Based on this number, the balance of the Relief Fund should be as follows: If the Relief Fund amount is less than the total cost plus 10% then there will be a \$10 assessment per member per year until that number is reached. If the Relief Fund amount is greater than the total cost plus 10% then no \$10 assessment per member will occur.

g. \$20 per member annually for the Public School Funding Campaign shall be assessed to fund activities to support OEA's efforts to improve and protect public school funding in the state of Oregon, for a period of 3 years, unless the OEA Representative Assembly acts to extend the increase for an additional period.

MOTION: To suspend Bylaw Amendment G until General Membership has access to the plan previously mentioned including a proposed budget. Moved by Amanda Kassab, Centennial EA, second Lauren McCartney, Beaverton EA. Debate ensued.

MOTION: To close debate. Heather Rutkowski, Salem Keizer EA, moved, with Carolyn Breedlove, Salem Keizer EA, as second. **CARRIED.**

Vice President Ray called the question on the MOTION to suspend. **FAILED.**

Debate resumed on Bylaw Amendment G.

MOTION: To close debate. Mary Wellington, Bend EA, moved, with Challey Becker, Bend EA, as second. **CARRIED.**

Vice President Ray called the question on the MOTION for Bylaw Amendment G. Division was called.

DIVISIONAL VOTE for Bylaw Amendment G: 277 for, 277 against. Bylaw Amendment G **FAILED.**

>

ACTION ON PROPOSED POLICY AMENDMENTS:

Vice President Lindsay Ray invited Sheryl Sargent, Bylaws & Policies Committee Co-Chair, and George Slaughter, Klamath County EA, Bylaws & Policies Committee Co-Chair, to address the Delegation.

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POLICY AMENDMENT A

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

New Policy in 2300 – OFFICERS OF THE OEA

Executive Attendance at Political Planning Sessions

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

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

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

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

The Committee moves Policy Amendment A with a recommendation of DO NOT PASS. Debate ensued.

MOTION: To close debate. Maggie Zamora, Hillsboro EA, moved with Andrew Bunting, Hillsboro EA, as second. **CARRIED.**

Vice President Ray called the questions on Policy Amendment A. **FAILED.**

POLICY AMENDMENT B

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

Policy 2410.III

Legislative Advisory Council Meeting Schedule and Attendance

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

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

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emergency legislative matters.

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

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

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

The Committee moves Policy Amendment B with a recommendation of DO NOT PASS. Debate ensued.

MOTION: To close debate. Gigi Whisler, Aspiring Educators, moved with Kiya Marietta, Aspiring Educators, as second. **CARRIED.**

Vice President Ray called the question. Policy Amendment B **FAILED.**

POLICY AMENDMENT C

Policy Amendment C was withdrawn by the maker.

POLICY AMENDMENT D

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

Policy 5000, Section III.B.3

B. Employment procedures of UniServ professional personnel

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

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

The Committee moves Policy Amendment C with a recommendation of DO NOT PASS. Debate ensued.

AMENDMENT MOTION: To correct language in main motion. Zachary Melz, Parkrose Faculty Association, moved with Sheryl Sargent, North Clackamas, as second. Debate ensued.

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Policy 5000, Section III.B.3

B. Employment procedures of UniServ professional personnel

3. **in hiring for the position of UniServ Consultant, a guaranteed interview and first priority will be given to candidates with the following qualifications:** The following is a suggested list of the minimum qualifications for the position of UniServ Consultant:

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

MOTION: To close debate. Heidi Casper, Madras EA, moved with Andrew Jackson, Madras EA, as second. **CARRIED.**

Vice President Lindsay Ray called the question. Motion to Amend Policy Amendment D **FAILED.**

Debate resumed on MOTION to approve Policy Amendment D.

AMENDMENT MOTION: Motion to keep the word “suggested.” Christina Geierman, North Bend EA, moved with Eva Varga, North Bend EA, as second. Debate ensued.

Policy 5000, Section III.B.3

B. Employment procedures of UniServ professional personnel

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

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

Seeing no further debate, Vice President Ray called for a vote. Motion to amend Policy Amendment D **CARRIED.**

Debate resumed on resumed on Policy Amendment D as amended.

MOTION: To close debate. Tyler Saal Lakeberg, Salem Keizer EA, moves with John Wiebe, Salem Keizer EA, as second. **CARRIED.**

Vice President Lindsay Ray called the question. Policy Amendment D as Amended **CARRIED.**

>

Enrique Farrera, OEA President, resumed the role of chairperson for the OEA RA.

ACTION ON NEW BUSINESS ITEMS CONTINUED:

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NBI 13 *continued*

Debate resumed.

MOTION: To refer NBI #13 to the Public Affairs or other appropriate committee as determined by the Board. Corey Hedger, Scappoose EA, moved with David Morrocco, Roseburg EA, as second. Debate ensued.

Seeing no further debate, President Farrera called for a vote. Motion to refer to committee **FAILED**.

Debate resumed for NBI 13.

MOTION: To close debate. Heidi Casper, Madras EA, moved with Joshua Fritz, Madras EA, as second. **CARRIED**.

President Farrera called the question. Motion for NBI 13 **FAILED**. Division vote was called. NBI 13 **FAILED**.

>

RUNOFF ELECTION RESULTS:

Rose Wilde, Portland AT, Credentials Committee Co-Chair, announced the following runoff election results:

NEA Director

Angela Bonilla	286 votes
Cindy Dougharity-Spencer	260 votes

Of a possible 660 seated delegates eligible to vote in this election, 547 delegates voted.

Rose Wilde, Portland AT, Credentials Committee Co-Chair, moved that the Elections Report be adopted as the official Elections Report of the 2026 Representative Assembly. **CARRIED**.

>

ACTION ON NEW BUSINESS ITEMS *CONTINUED*:

NBI 12 *continued*

Debate resumed for NBI 12.

“NBI: Establishment of a Member Task Force that reviews existing data ~~that~~ **of** safety and behavioral needs currently facing schools in Oregon to advocate for clearer supports ~~and needs~~.

Motion: We move to establish a Member Task Force that reviews existing data that overviews staff and student injuries, discipline records, behavioral needs, threat and sexual incidence reports in schools. **The task force will review the data from a systemic perspective to see effective interventions and tools that were used to come up with recommendations to address safety for members and**

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students. The OEA Executive Board will request the data listed from school districts in Oregon for the taskforce to review and analyze with the goal of advocating for students and OEA members. If the locals cannot provide this information, we move to request the collaboration from ODE to gather the data. This new information from districts **The goal of the task force is to present key take aways to present** at the next Oregon Rep Assembly. ~~and research regarding the increase~~ **to overview the rate of** in school behavioral incidences resulting in staff and student injury, member satisfaction with safety response, and increased data to show a comparison of the data on the effectiveness of more mental health support and personnel trained in trauma informed practices, as well as highlight gaps in other areas for supports with safety for all students.

After the task force has compiled information and reviewed data, then we will move to present our findings at next year's Representative Assembly to ~~share see the major impact areas are, the safety risks that have increased and what steps helped improve safety and overall well being of students and staff,~~ **and propose recommendations that for what how members bargain and advocate for improvement at our sites and locals.** Strategies that we will look for that have been implemented in the last 10 years are trauma informed care strategies in school, professional development and studying ACE's, supports like wellness centers, early behavioral support and intervention, quick behavioral intervention at the elementary level, and appropriate discipline and supports that are appropriate at each developmental level."

MOTION TO AMEND NBI 12 (AS AMENDED): To change the following language, "...propose recommendations ~~that for what how members...~~" Motion by Samantha Minter, Beaverton EA, seconded by Michael Derheimer, North Clackamas EA, to amend NBI 12 (as amended). Debate resumed.

"NBI: Establishment of a Member Task Force that reviews existing data ~~that of~~ safety and behavioral needs currently facing schools in Oregon to advocate for clearer supports ~~and needs.~~

Motion: We move to establish a Member Task Force that reviews existing data that overviews staff and student injuries, discipline records, behavioral needs, threat and sexual incidence reports in schools. **The task force will review the data from a systemic perspective to see effective interventions and tools that were used to come up with recommendations to address safety for members and students.** The OEA Executive Board will request the data listed from school districts in Oregon for the taskforce to review and analyze with the goal of advocating for students and OEA members. If the locals cannot provide this information, we move to request the collaboration from ODE to gather the data. This new information from districts **The goal of the task force is to present key take aways to present** at the next Oregon Rep Assembly. ~~and research regarding the increase~~ **to overview the rate of** in school behavioral incidences resulting in staff and student injury, member satisfaction with safety response, and increased data to show a comparison of the data on the effectiveness of more mental health support and personnel trained in trauma informed practices, as well as highlight gaps in other areas for supports with safety for all students.

After the task force has compiled information and reviewed data, then we will move to present our findings at next year's Representative Assembly to ~~share see the major impact areas are, the safety risks that have increased and what steps helped improve safety and overall well being of students and staff,~~ **and propose recommendations that for what how members bargain and advocate for improvement at our sites and locals.** Strategies that we will look for that have been implemented in the last 10 years are trauma informed care strategies in school, professional development and

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studying ACE’s, supports like wellness centers, early behavioral support and intervention, quick behavioral intervention at the elementary level, and appropriate discipline and supports that are appropriate at each developmental level.”

Seeing no further debate, President Farrera called the question. MOTION to Amend NBI 12 (AS AMENDED) **CARRIED**.

Debate resumed on NBI 12 as amended.

Seeing no further debate, President Farrera called for a vote. NBI 12 as amended **CARRIED**.

NBI 14

President Farrera recognized the maker of NBI 14, Joe Rowe, Portland Association of Teachers, to speak to their motion. Enrique Farrera, OEA President, second. Debate ensued.

“OEA will create and maintain a running Google Doc or Microsoft One Drive document of the NBI items passed at the OEA RA. The link will be posted under the existing "Delegate Resources" section of the RA page on the OEA website This will start with NBI items passed in the April 2026 RA.

Staff will note each item, and which items they consider one of these categories, and provide a progress narrative of 30 or more words. Categories are: Completed, Not yet underway, and underway.

Staff who are assigned will be listed by name along with an extension. A completed date will be listed or a date of estimated completion will be listed. If this NBI is renewed in years that follow, the data from prior years will not be purged but rather moved lower in the document. Authors of each NBI will be given edit access, edit only their section assigned, and be given the option to add their own narrative of 30 or fewer words and one link.”

MOTION TO AMEND: To strike company names. Janice Venture, Lincoln County EA, moved with Carisa Ketchen, Lincoln County EA, as second. Debate ensued.

“OEA will create and maintain a running ~~Google Doc or Microsoft One Drive~~ document of the NBI items passed at the OEA RA. The link will be posted under the existing "Delegate Resources" section of the RA page on the OEA website This will start with NBI items passed in the April 2026 RA.

Staff will note each item, and which items they consider one of these categories, and provide a progress narrative of 30 or more words. Categories are: Completed, Not yet underway, and underway.

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Seeing no further debate, President Farrera called for a vote. Motion to amend NBI 14 **CARRIED**.

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Debate resumed on NBI 14 as amended.

MOTION TO AMEND: Add "...as well as the actual money spent on the NBI." Lauren McCartney, Beaverton, moved with Nicholas Bruns, Beaverton EA, as second. Debate ensued.

"OEA will create and maintain a running ~~Google Doc or Microsoft One Drive~~ document of the NBI items passed at the OEA RA. The link will be posted under the existing "Delegate Resources" section of the RA page on the OEA website This will start with NBI items passed in the April 2026 RA.

Staff will note each item, and which items they consider one of these categories, and provide a progress narrative of 30 or more words. Categories are: Completed, Not yet underway, and underway.

Staff who are assigned will be listed by name along with an extension, **as well as the actual money spent on the NBI**. A completed date will be listed or a date of estimated completion will be listed. If this NBI is renewed in years that follow, the data from prior years will not be purged but rather moved lower in the document. Authors of each NBI will be given edit access, edit only their section assigned, and be given the option to add their own narrative of 30 or fewer words and one link."

Seeing no further debate, President Farrera called for a vote. Motion to amend NBI 14 as Amended **CARRIED**.

Debate resumed on NBI 14 as amended.

MOTION TO AMEND: To strike "authors of each NBI will be given edit access, edit only their section..." Brooke Schilling, Medford EA, moved with Nicholas Rowan, Medford EA, as second. Debate ensued.

"OEA will create and maintain a running ~~Google Doc or Microsoft One Drive~~ document of the NBI items passed at the OEA RA. The link will be posted under the existing "Delegate Resources" section of the RA page on the OEA website This will start with NBI items passed in the April 2026 RA.

Staff will note each item, and which items they consider one of these categories, and provide a progress narrative of 30 or more words. Categories are: Completed, Not yet underway, and underway.

Staff who are assigned will be listed by name along with an extension, **as well as the actual money spent on the NBI**. A completed date will be listed or a date of estimated completion will be listed. If this NBI is renewed in years that follow, the data from prior years will not be purged but rather moved lower in the document. ~~Authors of each NBI will be given edit access, edit only their section assigned, and be given the option to add their own narrative of 30 or fewer words and one link."~~

MOTION: To close debate. Kristin Wheeler, Ontario EA, moved with Sidranio Rangel, Ontario EA, as second. **CARRIED**.

President Farrera called the question. Motion to amend NBI 14 as Amended **CARRIED**.

Debate resumed on NBI 14 as amended.

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MOTION: To forward NBI 14 to Bylaw & Policy Committee. Maddy Wilson, Aspiring Ed, moved with Gigi Whisler, Aspiring Ed, as second. Debate ensued.

MOTION: To close debate. Sidronio Rangel, Ontario EA, moved with Troy Soles, Canby EA, as second. **CARRIED.**

President Farrera called the question to move NBI 14 to committee. Vote result unclear. President Farrera called for a divisional vote. 217 yes, 242 no. Motion to move NBI 14 to committee **FAILED.**

Debate resumed on NBI 14 as amended.

MOTION: To close debate. Sidronio Rangel, Ontario EA, moved with Kristin Wheeler, Ontario EA, as second. **CARRIED.**

President Farrera called the question. NBI 14 as amended **FAILED.**

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MOTION: To revote with ballots handed out on the RA floor for NEA Director. Toni Myers, Baker EA, moved, with Meghan Dixon, Union EA, as second. Debate ensued. **Motion withdrawn by maker.**

MOTION: To recount the NEA Director votes with one observer from each candidate. Toni Myers, Baker EA, moved, with Meghan Dixon, Union EA, as second. Debate ensued.

Seeing no further debate, President Farrera called for a vote. **FAILED.**

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ACTION ON NEW BUSINESS ITEMS CONTINUED:

NBI 15

President Farrera recognized the maker of NBI 15, Venus (Alice) Reeve, Springfield Education Association, Niels Pasternak, Eugene EA, as second.

“Advocating for a Comprehensive 10 Year Plan for Oregon Public Education

OEA will advocate for the development and adoption of a comprehensive 10 year statewide education plan that addresses long term systemic challenges in Oregon public education and establishes clear, measurable goals for improvement.

OEA President, in coordination with OEA leadership and Government Relations staff, will initiate this effort no later than September 2026.

OEA will engage members, educators, and stakeholders during the 2026 to 2027 year to develop a draft framework that directly addresses the following critical challenges and corresponding goals

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- The gap between special education funding and the actual percentage of students served, with the goal of achieving full alignment between funding and student need
- Limited access to consistent instructional time and learning opportunities, with the goal of increasing meaningful instructional time and student access to learning
- High rates of student absenteeism impacting engagement and outcomes, with the goal of improving student attendance, engagement, and connection to school
- Inconsistent implementation and support for inclusive and equitable practices, with the goal of ensuring schools have the resources, training, and accountability systems needed to implement inclusive and equitable practices effectively

OEA will present a draft framework of the proposed plan to members and share it with the Governor, legislature, and the public by August 2027.

OEA will provide at least one progress update to members during the 2026 to 2027 year.”

MOTION TO AMEND: to add “Member Task Force...” by Venus (Alice) Reeve, Springfield Education Association, Niels Pasternak, as Second.

“Advocating for a Comprehensive 10 Year Plan for Oregon Public Education

OEA **Member Task Force** will advocate for the development and adoption of a comprehensive 10 year statewide education plan that addresses long term systemic challenges in Oregon public education and establishes clear, measurable goals for improvement.

OEA President, in coordination with OEA leadership and Government Relations staff, will initiate this effort no later than September 2026.

OEA **Member Task Force** will engage members, educators, and stakeholders during the 2026 to 2027 year to develop a draft framework that directly addresses the following critical challenges and corresponding goals

- The gap between special education funding and the actual percentage of students served, with the goal of achieving full alignment between funding and student need
- Limited access to consistent instructional time and learning opportunities, with the goal of increasing meaningful instructional time and student access to learning
- High rates of student absenteeism impacting engagement and outcomes, with the goal of improving student attendance, engagement, and connection to school
- Inconsistent implementation and support for inclusive and equitable practices, with the goal of ensuring schools have the resources, training, and accountability systems needed to implement inclusive and equitable practices effectively

OEA will present a draft framework of the proposed plan to members and **may** share it with **state leaders** ~~the Governor, legislature,~~ and the public by August 2027.

OEA will provide at least one progress update to members during the 2026 to 2027 year.”

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Debate ensued.

Seeing no further debate, President Farrera called for a vote. Motion to amend NBI 15 **CARRIED**.

Debate resumed on NBI 15 as amended.

Seeing no further debate, President Farrera called for a vote. NBI 15 as amended **CARRIED**.

NBI 16

President Enrique Farrera recognized the maker of NBI 16, Limor Geisler, Beaverton EA, second David Goldstein, Portland AT. Debate ensued.

“I move that the Oregon Education Association, through the Board of Directors and appropriate OEA staff shall, by December 1, 2026, develop, adopt, and distribute guidance to OEA leaders, staff, and local associations affirming OEA’s commitment to inclusive engagement and establishing that identity-based civil rights organizations representing ethnic, racial, or religious communities shall not be targeted, singled out, attacked, excluded, or isolated in OEA or local association actions or communications.”

MOTION TO AMEND: To add “Identity-based civil rights....” Moved by Zachary Melzer, Parkrose Faculty Association, with second Amanda Kassab, Centennial. Debate ensued.

“I move that the Oregon Education Association, through the Board of Directors and appropriate OEA staff shall, by December 1, 2026, develop, adopt, and distribute guidance to OEA leaders, staff, and local associations affirming OEA’s commitment to inclusive engagement and establishing that identity-based civil rights organizations representing ethnic, racial, or religious communities shall not be targeted, singled out, attacked, excluded, or isolated in OEA or local association actions or communications.

Identity-based civil rights organizations who engage, promote the vilification of other groups on the basis of ethnic, racial, or religious grounds will not be afforded the same protections and OEA and local associations should be free to call out clear and calculated civil rights abuses from said organizations.”

Seeing no further debate, President Farrera called for a vote. Motion to amend NBI 16 **CARRIED**.

Debate resumed on NBI 16 as amended.

MOTION TO AMEND: To insert language “political.” Stacy Shown, La Grande EA, moved, with second by Kim Dowell, La Grande EA. Debate ensued.

“I move that the Oregon Education Association, through the Board of Directors and appropriate OEA staff shall, by December 1, 2026, develop, adopt, and distribute guidance to OEA leaders, staff, and local associations affirming OEA’s commitment to inclusive engagement and establishing that identity-based civil rights organizations representing ethnic, **political**, racial, or religious communities

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shall not be targeted, singled out, attacked, excluded, or isolated in OEA or local association actions or communications.

Identity-based civil rights organizations who engage, promote the vilification of other groups on the basis of ethnic, racial, or religious grounds will not be afforded the same protections and OEA and local associations should be free to call out clear and calculated civil rights abuses from said organizations.”

Seeing no further debate, President Farrera called for a vote. Motion to amend NBI 16 **FAILED**.

Debate resumed on NBI 16.

MOTION: That NBI 16 be referred to the Human and Civil Rights Committee and the Committee on Racial Equity jointly. Martin Kwon, North Clackamas EA, moved with a second by John Hasegawa, Mt. Hood Faculty Association. Debate ensued.

Seeing no further debate, President Farrera called for a vote. Motion to move NBI 16 to committee **CARRIED**.

NBI 17

Per the 2026 OEA RA Operating Procedures, NBI 17 was referred to the Executive Committee for review.

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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. Astoria EA | 18. Lebanon EA |
| 2. Bethel ACE | 19. Lebanon ESPA |
| 3. Canby EA | 20. Lincoln County EA |
| 4. Centennial EA | 21. Madras EA |
| 5. Clackamas CC ACE | 22. Mt Hood CC CEA |
| 6. Clackamas CC Associate Faculty | 23. Mt Hood CC FA |
| 7. Crook County EA | 24. Mt Hood CC PT FA |
| 8. District 6 EA (Central PT) | 25. Multnomah ESD EA |
| 9. Eagle Point EA | 26. Northwest EA |
| 10. Forest Grove EA | 27. OEA-Retired |
| 11. Greater Albany ACE | 28. Ontario EA |
| 12. Greater Albany EA | 29. Oregon City EA |
| 13. Hermiston AT | 30. Parkrose FA |
| 14. Hillsboro EA | 31. Phoenix Talent EA |
| 15. Hood River EA | 32. Portland AT |
| 16. La Grande EA | 33. Scappoose EA |
| 17. Lane County ESD EA | 34. Seaside EA |

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35. Tigard-Tualatin EA
36. Union EA
37. Willamette Valley EA

38. Winston-Dillard EA
39. Woodburn EA

CREDENTIALS REPORT:

Rose Wilde, Co-Chair of the Credentials Committee, reported that out of a total of 1,133 delegates allocates, 660 delegates were duly certified and seated for the 2026 Representative Assembly. There were no challenges raised. Motion that the revised report be accepted as the official role of the 2026 Representative Assembly. **CARRIED.**

The 2026 OEA RA adjourned at 8:09 PM.