



Delegate Assembly

April 30 - May 1, 2021



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Welcome, Delegates!

Welcome to the 2021 OEA Delegate Assembly. Along with the honor of being elected as a delegate comes the responsibility of leadership and of representing your colleagues in important decisions impacting our professions. As a delegate, you will have the opportunity to participate in a true display of democracy in action.

The Oklahoma Education Association has a proud history, over 125 years, of advocacy for students, teachers, education support professionals, schools and public education. Without the OEA, there would be no progressive salary schedules providing equal salaries for men and women, no Oklahoma Teacher Retirement System, and no state health insurance benefit for education employees. These, and many other OEA accomplishments were a result of commitment and action by OEA members responding to goals established by the OEA Delegate Assembly.

The decisions you make at Delegate Assembly will guide the Board of Directors and staff for the upcoming year and into our immediate future. Your active participation demonstrates your willingness to be a part of an organization that supports improved salaries and working conditions for all school employees as well as quality teaching and learning, education support, and better outcomes for the students in our state.

The Preamble to the Constitution clearly states why the OEA was founded: “in order that the OEA may speak for education in the State of Oklahoma, advance the cause of education, secure professional autonomy, contribute to and gain recognition for professional excellence, promote and protect human and civil rights, and further the interests and welfare of education employees”. Those words and sentiment are as true today as when they were written.

Thanks for all you do for the students and families of Oklahoma and thank you for committing your time and energy to our Association. Together we can make a difference for our students and for public education in Oklahoma.



President Alicia Priest



Vice President Katherine Bishop



***Interim Executive Director
Carolyn Crowder***

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Carnie Cullen, OKC Metro

Rhonda Harlow, Northwest

Annetta Hein, OKC Metro

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Laura Miller, West Oklahoma

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Center for Technology

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John Stapleton, Network Administrator and
Maintenance Specialist

Debbie Moore, Computer Tech Assistant

2021 OEA Virtual Delegate Assembly

Flexible Agenda

Friday, April 30, 2021
5 p.m. - 8 p.m. / First Business Session
OEA President Alicia Priest, Presiding

Call to Order

Invocation – Reverend Dr. Shannon Fleck, Executive Director of the Oklahoma Conference of Churches

Flag Salute – Elizabeth Shadid, OAEA President

Native Land Acknowledgement – Debbie Hogue-Downing

Preliminary Report from Credentials Committee, Deborah Schovanec, Credentials Committee Chair

Motion to Suspend Standing Rules and Adopt Protocols

Motion to Approve Minutes of 2020 OEA Virtual Delegate Assembly

Introduction of OEA President Alicia Priest

OEA President's Remarks

Action on New Business Items

Motion to Adopt OEA Resolutions

Motion to Adopt OEA Legislative Goals

Saturday, May 1, 2021
9 a.m. - Noon / Second Business Session
OEA President Alicia Priest, Presiding

Introduction of OEA Interim Executive Director Carolyn Crowder

OEA Interim Executive Director Remarks

Award Recipients Recognition

Action on New Business Items

Motion to Adopt 2021-2022 OEA Budget

Final Report on Credentials

Points of Personal Privilege

Adjournment

New Business Items

NBIs must be submitted by 5 p.m. Friday, April 23, via e-mail to OEANBI@okea.org.

NBIs are to be submitted in advance to allow for parliamentary review, distribution to delegates in advance of the assembly, preparation for display at the assembly, and creation of poll question.

Debate on each NBI will be limited to 30 minutes.

NBIs will be considered for 90 minutes in each of the 2 business sessions.

NBIs properly submitted and not considered because of time constraints will be referred to an appropriate OEA Committee for consideration and any further action.

Parliamentary Procedures

There will be no parliamentary procedures available under the virtual format, such as motions to call the questions, amendments, etc.

Protocols:

- After the Maker of a Motion speaks to the Motion, the Chair will open the floor for debate.
- Debate on each Motion and NBI will be limited to 30 minutes.
- The White/Green/Red card system will be utilized using the “Chat Box.” The speaking order will be two White Cards, one Green Card, one Red Card and then repeat the order as necessary **or** until 30 minutes of debate has elapsed at which time debate will be closed.
- Each speaker will be allowed two minutes to debate and all speakers in the queue will be allowed to speak until there are only all for/against in the speaking order **or** until 30 minutes of debate has elapsed at which time debate will be closed.
- After debate has closed, the Chair will submit the Motion or NBI to an electronic vote of the delegates.
- The Chair will announce the vote results, the number of delegates who voted, and ask that the results be posted.

Business Sessions

There will be two business sessions lasting three hours each. The First Business Session will convene at 5 p.m. April 30, 2021. The Second Business Session will convene at 9 a.m. May 1, 2021

Points of Personal Privilege

Points of Personal Privilege will be allowed for a 20-minute period at the conclusion of the Second Business Session.

Watch for posts on Facebook, Twitter and Instagram. (Use the hashtag **#oeada21** if you tweet or post about Delegate Assembly).



OEA Awards

Education Support Professional Award

Presented to an individual ESP member whose activities reflect the contributions of the educational support professional to public education.

Jake Harris, Support Employees of Edmond

Award for Teaching Excellence (ATE)

Recognizing an OEA/NEA member for excellence in teaching and advocacy for the profession. The state affiliate winner is automatically nominated for the national award program, which is presented by the NEA Foundation.

Jena Nelson, Deer Creek ACT

Collective Bargaining Award

Presented to an individual and/or group making a significant contribution to the advancement of education through the collective bargaining process.

*Muskogee Education Association
Chickasha Association of Support Employees*

Human & Civil Rights Awards

Tuskahoma Brown Miller Award

Presented to a business or group which has contributed significantly to the improvement of education.

Norman Regional Health System

Glenn Snider Human Relations Award

Presented to the school district, individual or organization best exemplifying the practice of effective human relations and concerns for human rights. May be accompanied by a monetary award to be funded by the interest from Glenn Snider fund.

Food on the Move, Tulsa

Claude A. Dyer Memorial Award

The award shall be given by the OEA Board of Directors to an Oklahoma educator who has worked to bring about legislative action for equitable salaries and desirable working conditions and has rendered leadership and direction in efforts to protect and advance the civil and human rights and responsibilities of educators. The award shall be given whenever a particularly meritorious person comes to the attention of the Board of Directors.

Ashley Powell, Tulsa CTA

OEA Outstanding Legislator Award

Presented by the Board of Directors to a legislator(s) for outstanding support of public education and education employees.

Rep. Jacob Rosecrants

Stan R. Bryant Political Action Award

Presented annually by the OEA Board of Directors to the OEA Zone with the largest per member contribution level to the OEA Fund for Children and Public Education. Tulsa Metro Zone A/B won the award by contributing \$4.43 per member.

*Tulsa Metro A/B, Kelli Roberts and
LeeAnne Jimenez, Zone Directors;
Patricia Mott, Zone Fund Representative*

Marshall Gregory Awards

Professional Division Print Media Awards

News Stories

Award of Excellence – “Fast Money,” Tres Savage, Nondoc

Award of Merit – “I’m Overwhelmed,” Megan Prather, Nondoc

Feature Stories

Award of Excellence – “How One District Does Kindergarten in a Pandemic,” Megan Prather, Nondoc

Award of Merit – “What Are We Supposed to Do Now?” Matt Patterson

Opinion

Award of Excellence – “Why It Keeps Getting Harder to Reopen Schools Safely,” John Thompson, Nondoc

Year-Round Coverage

Award of Excellence – Megan Prather, Nondoc

Broadcast Awards**Year-round coverage**

Award of Excellence – Kimberly Jackson, KTUL

Series

Award of Merit – “What’s Right With Our Schools,” Joe Kozlowski, Westin Hacker, Todd Rich, and Brenna Campbell, KFOR

2020 Delegate Assembly Official Minutes

FIRST BUSINESS SESSION

Convened at 10:25 a.m. Saturday, May 9, 2020

1. Adoption of Standing Rules

MOTION: Cheryl Dowell, Co-Chair, Retired; Standing Rules Committee. I move to suspend the Standing Rules for the 2020 OEA Delegate Assembly and conduct an abbreviated virtual delegate meeting as recommended by the OEA Board of Directors.

CARRIED

2. Adoption of minutes of the 2019 OEA Delegate Assembly

MOTION: Nancy Melendez, OAEA President; Shawna Mott-Wright, NEA BOD. I move adoption of the 2019 OEA Delegate Assembly minutes as printed on page 10-15.

CARRIED

3. Adoption of the OEA 2020-21 Proposed Budget

MOTION: Katherine Bishop, Chair; OEA Board of Directors. I move adoption of the OEA 2020-21 Proposed Budget as recommended by the OEA Board of Directors.

CARRIED

4. Adoption of the OEA Resolutions

MOTION: Sharon Hill-Wooten, Chair; OEA Resolutions Committee. I move adoption of the OEA Resolutions as amended and recommended by the OEA Resolutions Committee on page 32-37.

CARRIED AS AMENDED

The Resolutions Committee recommends the following amendments:

Goal Area I Changes

I-35 Retired Members

The OEA Oklahoma Education Association believes that its unified retired members have the opportunity to gain information about and to provide input into Association programs and activities through representation in governance at the national, state, and local levels. (89,16)

Goal Area II Changes

II-1 Secure Professional Autonomy

The OEA Oklahoma Education Association believes the profession must govern itself. The OEA Association also believes that a majority of the commissioners of the Oklahoma Office of Education Quality and Accountability should be practicing public school teachers. The Association further believes that the Office should have the legal responsibility for determining policy and procedures for teacher certification, approval of teacher certification, approval of teacher preparation programs, recognition of national accreditation of preparation programs, and programs designed to improve education. (85,86,98,16)

II-2 Accreditation of Teacher Preparation Institutions

The OEA Oklahoma Education Association believes that teacher education programs should be approved at two levels: at the state level through the Oklahoma Office of Education Quality and Accountability (OEQA) and at the national level through the Council for the Accreditation of Educator Preparation (CAEP). The Association also believes that CAEP and its governing boards must include representatives of all levels of the teaching profession as well as students preparing to teach Aspiring Educators.

While the Association recognizes alternative pathways to teacher preparation, we believe that these pathways should also meet the approval of OEQA and CAEP. (93,98,16)

Goal Area III Changes

III-11 Certification of Teachers

The Oklahoma Education Association believes teachers are qualified, trained professionals and that state-mandated standards for teacher certification should be broad, general curricular guidelines and should not be based on student achievement and/or the results of mandated student testing.

The Association believes in establishing and maintaining high standards of certification and supports the limited use of provisional and emergency certification.

The Association believes in working cooperatively with the State Department of Education and the Okla-

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homa Office of Education Quality and Accountability in the re-evaluation of the types and requirements of teaching certificates.

The Association believes that the Oklahoma State Department of Education should honor the certification credentials previously issued according to the high standards recommended by the Oklahoma Office of Education Quality and Accountability and approved by the Oklahoma State Board of Education.

The Association believes that education employees should be reimbursed by the state for any continuing education that may be required to maintain their existing standard certification or to continue in the assignment for which they hold standard certification.

The Association believes that teachers serving on committees responsible for making recommendations about the certification of entry year teachers should be protected from the costs associated with possible litigation.

The Association believes in national reciprocity of certification standards of educators in the United States. (86,89,90,91,98,02,17)

Goal Area IV Changes

IV-1 Government Support of Public Education

The OEA Oklahoma Education Association believes that the local, state, and federal governments share a responsibility in supporting public education. The OEA Association also believes that the Governor and the Oklahoma Legislature have a responsibility to make education a top priority and to honor their funding commitment by having the amount of aid generally predictable for long range planning and specifically predictable for year to year planning.

The OEA Association believes that all students deserve the benefits from a program of quality instruction provided by adequate, properly maintained facilities, sufficient equipment, safe transportation, ample materials and qualified teachers. The OEA Association further believes that the state government must ensure for students a quality education by providing the funding needed to enable all students to achieve educational excellence. (89,02,16,19)

IV-2 Tax Reform

The OEA Oklahoma Education Association supports tax reform at the local, state, and national levels. The OEA Association believes tax reform must be designed to:

- A. prevent opportunistic exploitation of any inflationary situation or loss of general revenue;

- B. increase tax fairness and raise revenue necessary to finance public education and public services;
- C. reflect the finding of comprehensive studies of the total individual and corporate tax burden;
- D. assure a tax burden distribution that reflects the ability to pay and that safeguards family subsistence;
- E. assure that statewide uniformity in property tax effort be mandated.
- F. provide funding for public education that ensures adequacy and equity of resources.

The OEA Association opposes any move to lower the ratio applied to the valuation of public service property. (86,90,02,16)

IV-3 Diversion of Public School Monies

The OEA Oklahoma Education Association believes that voucher plans, tuition tax credits, or any funding formulas under which Pre-K through 12 non-public education is subsidized by tax monies undermine public education, reduce support needed to adequately fund public education, and have the potential for racial, economic, and social segregation of children. Therefore, the Association opposes all attempts to establish and/or implement such plans.

The OEA Association believes its local associations must inform educators and the public about the harmful effects to equality in education of any legislation that would utilize public dollars for non-public education and to work to defeat such measures. (84,93,97,16)

IV-4 Privatization of Public Schools

The OEA Oklahoma Education Association opposes the privatization of public schools and believes that state and local governments must provide their respective school systems with the necessary financial, legal, and technical assistance to prevent attempts by private corporations and/or individuals to establish privately controlled public schools. (93,01,02)

IV-5 Mandated Legislative Programs

The OEA Oklahoma Education Association believes that legislatively mandated programs must be fully funded by the mandating body. The OEA Association further believes that when these programs are no longer fully funded, they should no longer be mandated. (93)

IV-6 Extracurricular Funding

The OEA Oklahoma Education Association believes that every public school student must have an opportunity to participate in school sanctioned and funded extracurricular

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programs, provided students meet the established academic criteria for eligibility in the student's school district.

The OEA Association believes that the necessary funds for transportation, facilities, equipment, and remuneration of staff be provided for all school-sanctioned extracurricular activities. The OEA Association further believes that extracurricular fund-raising should not be used as a substitute for district funding of school-sanctioned, extracurricular activities. (84,97,98,02,16)

IV-7 Public School Buildings

The OEA Oklahoma Education Association believes that public school buildings which are closed should be sold or leased only to those organizations that are not in direct competition with public schools. (16)

IV-8 Aid to Impacted Areas

The OEA Oklahoma Education Association believes that school districts impacted by federal activities and installations must receive the federal funding necessary to maintain a quality education for their students. The OEA Association opposes the phasing out of any federal aid to impacted school districts and urges the federal government to honor its original financial commitment to these school districts.

The OEA Association believes the federal government must develop a long-range solution to the financial problems of impacted school districts. (02,16)

Goal Area V Changes

V-1 Merger

The OEA Oklahoma Education Association believes that any merger on the local or state level should follow specific guidelines as developed by the NEA in order to ensure a national consistency and compliance with the existing philosophy. (99,03,16)

V-2 Supporting Locals in Jeopardy

The OEA Oklahoma Education Association believes in providing assistance to affiliates that have been targeted for take-over and/or elimination efforts. The OEA Association also believes that its affiliates should initiate and support programs that strengthen and enhance the local organizational structure and promote membership growth. The OEA further believes that continuous communications and cooperation of local, state, and national bodies are keys to the success of the local affiliates in building solid professional organizations. (87,03,16)

V-3 Program Specialists Professional Staff to OEA Member Ratio

The OEA Oklahoma Education Association is a service organization with the understanding that Program Specialists Professional Staff are the delivery system for those services. The OEA Association reaffirms the goal to provide a Program Specialist/ Professional Staff to OEA member ratio consistent with the NEA recommendation. (03)

V-4 Career Type Programs – Student Training Organizations for Future Teachers Aspiring Educators

The OEA Oklahoma Education Association believes its affiliates should promote and support organizations of high school and/or college students interested in the professional field of education.

The OEA Association also urges its members to serve as advisors to these organizations. (83,03,16)

Goal Area VI Changes

VI-5 Academic Freedom

The Oklahoma Education Association believes that academic and professional freedoms are essential to the teaching profession; and that moreover, controversial issues should be a part of instructional programs when judgment of the professional staff member deems the issue appropriate to the curriculum and to the maturity level of the student.

Academic freedom is the right of educators and learners to explore, present, and discuss divergent points of view in the quest for knowledge and truth. Professional freedom includes the educator's right to evaluate, to criticize, and to advocate personal points of view concerning topics of discussion.

The Association further believes that quality teaching depends on the freedom to select materials and techniques without censorship or legislative interference. Challenges on the choice of instructional materials and techniques must be orderly and objective under procedures mutually adopted by local associations and school boards. Affiliates must are encouraged to assist colleagues when their academic or professional freedoms are violated. (86,98,03,18)

VI-8 School Counseling Services

The Oklahoma Education Association believes that guidance and counseling services should be integrated into the entire education system, beginning at the pre-kindergarten level.

The Association further believes that guidance and counseling services should be provided through a counselor/ to

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student ratio that best supports students in realizing their full potential in all areas of growth and achievement. (18)

VI-9 Student Records

The Oklahoma Education Association believes that individual students school records for all students in Oklahoma schools must show fairly and accurately the programs, exact course titles and academic levels of achievement. The Association supports the elimination of statutes which prohibit the recording of this information. (85,03,18)

VI-11 Optimizing Students' Time to Learn

The Oklahoma Education Association believes that consistent student attendance in school is vital to academic success. The Association supports the ongoing efforts of schools and educators to minimize tardiness, truancy, and other attendance issues.

The Association further believes that while work experiences enhance a student's learning, excessive or unusual working hours are detrimental to a student's attention span, academic success, and learning. The child labor laws, as structured by the Fair Labor Standards Act, must be monitored, enforced, and strengthened by local, state, and national governing bodies. (18)

VI-12 Early Childhood Education

The Oklahoma Education Association believes that education begins at birth and supports early childhood education.

The Association believes that all early childhood education providers must have adequate facilities, proper supervision, developmentally appropriate programs, and qualified, screened, and trained personnel and that they should be licensed and monitored by the state on a continuous basis in order to maintain an optimum educational environment. (93,03,18)

VI-13 Early Childhood Screening

The Oklahoma Education Association believes that all children can learn and deserve the right to learn in a developmentally appropriate manner.

The Association further believes that developmentally appropriate screening instruments can provide valuable information in making placement or special service decisions.

The Association recommends that early childhood screening instruments be developmentally appropriate and considered as a factor in determining placement of students in the early childhood program. (00,03,18)

VI-14 Educational Programs for English Language Learners

The Oklahoma Education Association believes that English Language Learner (ELL) students must have available to them programs that address their unique needs and that provide equal opportunity to all students regardless of their primary language.

The Association believes that these programs should emphasize, as a primary goal, a functional level of English proficiency in school and society for these ELL students.

The Association also believes that federal and state legislation must provide funds to develop such programs, including those for teacher preparation. (03,18)

VI-17 Homebound Instruction

The Oklahoma Education Association believes that public schools must meet the diverse educational needs of all students. Homebound students must have programs and curriculum developed and maintained by state or local education entities. These programs must be implemented, documented, and monitored by licensed education professionals. ~~The curriculum must be approved by the state education agency and be comparable to the classroom instruction.~~ Such approved courses must be transferable as graduation requirements for the participants. (89,18)

VI-19 Home Schooling

The Oklahoma Education Association believes that home schooling programs cannot provide the child with a comprehensive educational experience.

The Association believes that if parental preference home schooling occurs, students enrolled must meet all state requirements. Instruction should be by persons licensed by the state education licensure agency. The curriculum and a system for monitoring the academic progress of those students participating in home schooling programs must be approved by the State Department of Education.

The Association believes that local public school systems have the authority to determine grade placement and/or credits earned toward graduation for students entering or re-entering the public schools from a home school setting.

The Association further believes that such home schooling programs should be limited to the children of the immediate family, with all expenses being borne by the parents. (95,03,18)

VI-20 Student Retention

The Oklahoma Education Association believes that students should be placed at the appropriate grade level based on academic, social, and emotional criteria estab-

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lished by the local school district. The Association believes that an education program should provide for continuous progress of students.

The Association recommends that “red shirting” for athletic retention in the public schools be prohibited and that students be retained only for unsatisfactory achievement of appropriate academic, social, and emotional standards.

The Association believes that students should be promoted after mastering established standards and providing alternative programs to help all students to learn.

The Association believes that decisions on retention or promotion of a student must include the teacher, the administration, and the parent/guardian. The teacher shall be held harmless. (98,03,18)

VI-21 Exploitation of Students

The Oklahoma Education Association urges and all educational institutions to accept their educational responsibilities in preventing exploitation of students for economic and/or personal gain. (85,92,03,18)

The Association further believes students be protected from exploitation via multimedia and other electronic avenues.

VI-22 Health of Children

The Oklahoma Education Association believes that every child should have direct and confidential access to comprehensive health care.

The Association also believes that such health care should be provided by properly licensed physicians and by other properly licensed health professionals.

The Association further believes legislation should be adopted to maintain and expand comprehensive health care for all children. (18)

VI-23 Child Abuse

The Oklahoma Education Association believes that all children must be protected from child abuse and that educators and education support personnel have a moral and legal obligation to report any abuse.

The Association supports the strengthening and enforcement of child abuse laws. (86,95,03,18)

VI-24 Prevention of Child Abduction

The OEA Oklahoma Education Association believes that all children should be protected from abduction and its consequences. School districts should have policies and procedures for the prevention of abduction.

The Association also believes that the voluntary fingerprinting of children by law enforcement professionals

should be conducted in a nonthreatening environment and that completed fingerprint cards should be given to the parent/guardian. (18)

VI-25 Missing Children

The Oklahoma Education Association believes that all available means must be utilized to locate missing children. The Association also believes that local and state affiliates should work cooperatively with local programs and/or authorities to raise the public’s consciousness about the missing-children crisis. (18)

VI-26 Adolescent Pregnancy and Parenting

The Oklahoma Education Association believes that school districts must meet the needs of pregnant adolescents and adolescent parents. The Association believes that adolescent parents must have equal educational opportunities.

The Association believes that pregnant adolescents and adolescent parents must have every opportunity to complete their education through the assistance of programs, policies, and services that accommodate the diverse needs of these students. (03,18)

VI-27 Student Stress and Anger

The Oklahoma Education Association believes that increasing mental, emotional, and environmental pressures can significantly impact students’ health and success, resulting in drug and alcohol abuse, violence, vandalism, school dropouts, self-injuring behaviors, and suicide among children and youth.

The Association also believes stress and anger management programs, including follow-up support, that address the needs of children within both school and community settings, should be provided. Professional development to prepare education employees and training for parents/guardians are necessary to help students deal with stress and anger.

The Association further believes that schools must work collaboratively with the community, local, state, and national agencies to ensure that these children and young adults receive comprehensive interventions and services that support their physical and psychological well-being, and that these interventions and services should be made available to all children and young adults beginning at Pre-K.

The Association also believes that the exploitation of youth in media creates undue peer pressure and stress to conform to a projected ideal. The Association, therefore, urges the media and its advertisers to exercise care in the manner youth are portrayed and in the subtlety of messages delivered in advertisements. (85,93,03,18)

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VI-29 Reduction of Gang-Related Crime

The Oklahoma Education Association believes that families, schools, communities, businesses, and law enforcement agencies have critical roles in reducing youth or gang-related crime. The Association supports collaboration among these groups in an effort to reduce such crime.

The Association also supports educational programs that promote positive self-image and academic success – such as dropout prevention/intervention, before- and after-school programs, and job training – particularly for at-risk students in areas where there is a high degree of gang activity.

The Association also believes that federal, state, and local governments, including but not limited to business and law enforcement agencies, should collaborate with local school districts to develop and implement education and youth employment programs in helping to reduce illegal activities by gangs. (89,95,03,18)

VI-30 Juvenile Offender Education

The Oklahoma Education Association believes that juvenile offenders who are convicted of serious crimes and who are contained in detention centers should be provided a healthy environment conducive to positive social change.

The Association further believes that these children, while in this environment, should be provided with educational programs that will enable them to become contributing members of society. Youthful offenders currently receiving service in community based treatment facilities should be provided education in alternative settings. (18)

Goal Area VII Changes

VII-6 Drug and Alcohol Screening

The OEA Oklahoma Education Association opposes mandatory mass screening procedures, which intrude upon personal and civil liberties.

The ~~Oklahoma Education~~ Association believes that drug and alcohol testing of employees and job applicants without probable cause is an unwarranted and unconstitutional invasion of privacy.

The Association urges its affiliates to develop guidelines that protect employee rights. (91,03,18)

VII-8 School Safety

The OEA Oklahoma Education Association believes that schools and school activities are environments for learning free from any form of violence, hatred, or persecution.

The Association urges its affiliates to develop guidelines that create safe learning environments. (00,07,13,18)

5. Adoption of the 2021 OEA Legislative Goals

MOTION: Lawrence Lane, Chair; OEA Legislative Committee. I move adoption of the 2021 OEA Legislative Goals as recommended by the OEA Legislative Committee on page 114-115.

CARRIED

Delegates – 195, Observers – 8 for a total of 203.

The Virtual 2020 OEA Delegate Assembly Adjourned at 11:25 a.m.

Standing Rules

SECTION 1. ORDER OF BUSINESS AND DEBATE

1.01 The order of business of the Delegate Assembly shall be the next item of business following the report of the Credentials Committee at the opening session of the assembly.

1.02 The annual meeting of the Delegate Assembly shall be conducted in accordance with provisions of the OEA Constitution and Bylaws, the Standing Rules, and special rules incorporated herewith. Cases not specifically covered otherwise shall be governed by the latest edition of “Roberts Rules of Order, Newly Revised.”

1.03 There shall be an official parliamentarian to whom questions may be directed through the presiding officer.

1.04 Resolutions are defined as expressions of philosophy or policy governing the Association.

a. Resolutions to be printed in the Delegate Assembly agenda must be submitted to the Resolutions Committee or the OEA office by the deadline date set by the Resolutions Committee.

b. Resolutions offered after that date must be presented to the Resolutions Committee at the open hearing for resolutions. The author(s) of resolutions are responsible for providing the resolutions printed in sufficient quantities for distribution to the Assembly.

c. The Delegate Assembly, by a two-thirds (2/3) majority vote, shall determine whether a resolution presented at the open hearing shall be placed on the floor for consideration by the Assembly.

d. Proposed amendments to the resolutions must be submitted in writing to the Resolutions Committee prior to the end of the first general session. Forms will be available at the Resolutions or Standing Rules table.

1.05 Items of new business are defined as all matters other than resolutions.

a. Items of new business may be introduced at any session except the final session.

b. Items of new business introduced at one session shall be printed for distribution or electronically published to the delegates and acted upon at the following session unless unanimous consent is given for immediate action.

c. Items of new business which require the expenditure of funds must indicate the pertinent division or divisions and the line item or items to be amended in order to maintain a balanced budget.

d. Items of new business are for one year in duration and will terminate with application or implementation.

e. Items of new business shall include rationale detailing the reason for the new business item to be considered by the assembly.

1.06 The Standing Rules Committee shall determine whether an item presented by a delegate is a resolution or an item of new business. The chairperson of the committee shall so inform the delegate presenting the item of the committee’s decision.

1.07 An amendment to an item of new business must be submitted to the chairperson of the Standing Rules Committee on the form provided designating the maker and the seconder. Forms are available at the table of the Standing Rules Committee.

1.08 A delegate may address the assembly after being recognized by the chairperson.

a. A delegate will be recognized to speak under the color-coded cards.

b. A delegate may speak twice on any one motion or subsidiary motion. In order to speak again on the same motion or subsidiary motions, majority consent must be given. Each speaker shall be limited to three minutes on the first presentation and one minute on any subsequent presentation.

c. To allow makers of New Business Items one minute to speak in favor or against grouping the item with other NBIs for referral to committee.

d. The Standing Rules Committee shall be in charge of timing all speakers. Each speaker shall be given a one-minute warning before his/her time has elapsed, and the timekeeper shall stand at the end of the allotted time.

1.09 The results of any physical count of votes for any matter will be announced to the body at the conclusion of the vote.

1.10 A roll call vote by zones shall be taken if declared by the presiding officer or requested by one-third (1/3) of the delegates present. The supervision and administration of roll call votes shall be the responsibility of the Standing Rules Committee.

a. Roll call votes will be by weighted voting according to the procedure outlined in Section 2.

b. When a roll call vote is called, the auditorium doors will be closed to the admittance or egress of delegates during the vote. To be counted, delegates must remain in their seats.

Standing Rules continued

SECTION 2. WEIGHTED VOTING

2.01 A weighted vote may be declared by the presiding officer or by a vote of a minimum of one-third (1/3) of the delegates. Without a request for weighted voting, voting is by voice or standing, if the result is so obvious that the chair has no doubt that his/her rule is unchallenged.

a. Each voting delegate upon registration at the assembly, receives a packet of computer cards. Each card bears the zone number, number of weighted votes, number of the ballot, and two options from which to choose.

b. On a roll call vote, the voting delegate will fill in the appropriate rectangle provided under the two options with the No. 2 lead pencil. After the cards are marked, they will be collected in each zone by the Zone Director or his/her designee.

c. Ballots will be processed through the computer which will calculate the weighted vote.

d. Improperly marked ballots will be declared invalid.

2.02 Credentials Committee shall designate the number of delegates for each unit and shall determine the weighted vote of each delegate.

a. The number of delegates per local unit shall be determined by the following formula:

- 1 delegate for 6-60 members
- 2 delegates for 61-120 members
- 3 delegates for 121-180 members
- 4 delegates for 181-240 members
- 5 delegates for 241-300 members
-
- 10 delegates for 541-600 members
-
- 20 delegates for 1,141-1,200 members
-
-
- 40 delegates for 2,341-2,400 members

b. Each delegate's weighted vote shall be determined by dividing the unit's total membership by the number of delegates. (Uneven numbers would be assigned as follows: Example: 61 member unit, two delegates, one with 30 votes and one with 31 votes.)

c. Zone Directors have a weighted vote of one (1).

d. Retired teachers/delegates will have a weight of six (6) votes each.

e. Student members will have two (2) delegates with a weight of six (6) votes each.

f. Delegates-at-large (minority) shall have a weighted vote of 10.

SECTION 3. AMENDMENT OR SUSPENSION OF STANDING RULES

3.01 Standing Rules of the Delegate Assembly may be amended by a majority vote of the Delegate Assembly at the time the Standing Rules report is considered.

3.02 Standing Rules of the Delegate Assembly may be suspended by a two-thirds (2/3) vote of the Delegate Assembly.

SECTION 4. REGISTRATION

4.01 Registration procedure and delegate certification at the Delegate Assembly shall be under the direction of the Credentials Committee.

SECTION 5. SEATING ARRANGEMENTS

5.01 Delegates shall be seated in a designated area. Admittance to this area shall be by official delegate badge.

5.02 Delegates shall wear their OEA delegate badges during the Delegate Assembly sessions.

5.03 Meetings of the Delegate Assembly shall be open to non-delegate members of the Association who shall be seated in a designated area insofar as seating arrangements permit.

5.04 Members of the press shall be given an appropriate badge and admitted to the area reserved for their use.

5.05 OEA staff and committee members who need access to the delegate area of the Assembly shall wear an appropriate badge or identification.

SECTION 6. DISTRIBUTION OF MATERIALS

6.01 Proper identification as to the source and sponsorship must appear on any printed materials distributed to delegates during the convention and must first be approved by the Standing Rules Committee before distribution.

SECTION 7. MEETING DECORUM

7.01 Smoking and use of other tobacco products including e-cigarettes is prohibited.

7.02 Use of cell phones in the Delegate Assembly Room shall be prohibited unless conducting Assembly business.

SECTION 8. INTERPRETATION

8.01 The Standing Rules Committee, within its advisory capacity, shall have the power to interpret the Standing Rules. (4/18)

Standing Rules continued

Criteria for Resolutions and Items of New Business

Both resolutions and items of new business deal with issues that are (a) of current importance to the teaching profession and (b) educational in nature. However, resolutions and items of new business differ in the following respects:

RESOLUTIONS

- * Resolutions are compound in structure and include a statement of basic OEA beliefs.
- * Resolutions are ongoing in their application. They remain in effect until the policy stated therein is officially changed.
- * Resolutions express policies that determine program.
- * Resolutions may not directly mandate the expenditure of funds. Resolutions that carry budget implications must be referred to the OEA Board of Directors for program development and processing through the regular budgetary channels. They become effective only when budgeted.

NEW BUSINESS ITEMS

- * Items of new business are simple in structure, calling for or committing OEA to a particular action or course of action on a specific issue.
- * Items of new business are terminal in application for one year in duration. Once the issue dealt with therein has been resolved, the new business item no longer continues in effect.
- * Items of new business impact the operation, implementation, and administration of program.
- * Items of new business may impact the implementation of ongoing or new programs of OEA and may mandate the expenditure of funds as stated in Standing Rule 1.05c.

Committees

Reports to the 2021 Delegate Assembly

AFFILIATE RELATIONS COMMITTEE

Chair: Krista Farris, Shawnee, SE-A

Board Liaison: Amber Taylor, Putnam City, OC-B

Darla Tresner, Bartlesville, NE-B

Claire Clark, Stillwater, NW-B

Debra Wood, Edmond, OC-C

Tera Cagle, Norman, SW-B

Kyle Woods, Marlow, SW-C

Darla Ryan, Retired

Staff Liaison: Stacy Bullard, Associate Executive Dir.

CHARGES:

1. Recommend strategies to increase OEA membership in all categories.
2. Review and evaluate OEA's strategies to strengthen local associations, develop strong leaders, and recommend changes if necessary.
3. Monitor zone alignment to assure one person – one vote for state board of directors.
4. Provide input to staff regarding potential content for the Organizing Conference.
5. Address where your committee can help create organizing strategies around affiliate relations issues.
6. Address how your committee is working to include New and Early Career members throughout your work.

ACTIVITIES:

The committee met virtually on Nov. 7, 2020, and Feb. 6, 2021, to review and discuss charges assigned. Conversations centered around the daily struggles that members faced in 2020-21 due to COVID 19. As a result, the Affiliate Relations Committee identified organizing strategies to respond to affiliate relations issues at the local level. Additionally, the Affiliate Relations Committee determined that the OEA is not in compliance with NEA's "one person, one vote" provision. In 2019, the committee was introduced to a strategic three-year organizing plan committed to membership growth. The plan resulted in a net membership gain for the first time in 10 years. Therefore, the Affiliate Relations Committee has agreed to re-evaluate NEA's "one person, one vote" provision at the conclusion of the three-year plan and discuss a possible zone realignment in the fall of 2023. Other committee discussions included the 2021 Organizing Conference, the organization promoting locally sponsored mentorship programs, engaging the Early Career Educators (ECE) in local and state affiliate

leadership roles, as well as promoting local affiliates applying for NEA Center for Organizing and Great Public Schools grants available at to local affiliates.

COLLECTIVE BARGAINING COMMITTEE

Chair: Lori Burriss, Mid-Del, OC-D

Board Liaison: Zack Grimm, Moore, OC-A

Patsy Wilhelm, Grove, NE-A

Rhachelle Haynes, McAlester, SE-C

Erin Place, Waynoka, NW-A

Alexa Hudak, Norman, SW-B

Patricia Mott, Tulsa, TM-B

Staff Liaison: Melissa Kaltenbaugh, Advocacy Specialist

CHARGES:

1. Monitor developments in collective bargaining with particular attention to bargaining successes and problems of OEA affiliate organizations.
2. Provide input to staff regarding potential content for OEA Organizing Conference and other major bargaining program events.
3. Make recommendations to the Legislative Committee regarding legislation relevant to issues that impact Collective Bargaining.
4. Promote, review nominations and recommend to the Board of Directors an individual and/or a group for the OEA Collective Bargaining Award.
5. Develop a strategy to activate all recognized bargaining locals.
6. Research and develop an annual report about the top issues facing districts in collective bargaining including sample contract language.
7. Recommend strategies to increase salary and benefits of education employees. May work in conjunction with ESP and Legislative committees for this charge.
8. Address where your committee can help create organizing strategies around collective bargaining issues.
9. Address how your committee is working to include New and Early Career members throughout your work.
10. Investigate Collective Bargaining information (literature, tool kits, pamphlets, websites...) that are provided by NEA and recommend strategies to communicate the availability of these items to our members.
11. Compile a list of what has been bargained in districts about COVID issues and ideas of best practice

Committees continued

language that could be bargained or put in district policy as it relates to issues brought to the forefront due to the pandemic.

ACTIVITIES:

The Collective Bargaining Committee has developed a newsletter – The Bargaining Edge – that concentrates on bargaining issues, items, language, wins and ideas. The first issue will be published in the Spring 2021.

RECOMMENDATIONS:

The Committee believes it is important to continue sharing information relevant to bargaining and will add a newsletter “The Bargaining Edge” to the plethora of OEA bargaining resources.

The Committee encourages each bargaining local to have their 2020-2021 contract on the OEA website.

COMMUNICATIONS COMMITTEE

Chair: Cari Elledge, Norman, SW-B

Board Liaison: Joan Gabelmann, Lawton, SW-A

Judy Cells, Bartlesville, NE-B

Teranne Williams, Putnam City, OC-B

Amber Spradlin, Choctaw-Nicom Park, OC-D

Trina Waller, Shawnee, SE-A

Priscilla Griggs, Tulsa, TM-B

Victoria Vargas-Huston, Jenks, TM-E

Staff Liaison: Doug Folks, Communications Specialist

CHARGES:

1. Recommend strategies to enhance the public image of OEA and public education.
2. Promote the Marshall Gregory Awards and the Golden Apple Awards to increase the number of entries by local associations.
3. Promote and review nominations and recommend to the Board of Directors recipients for the Communications Awards.
4. Review OEA policies on communications and recommend appropriate changes.
5. Review education websites, blogs and social media. Compile a list of reputable, helpful sources for OEA use.
6. Research communication platforms that would benefit communications between members and from member to student (i.e. helpful in lesson planning, newsletter writing, online note taking...)
7. Develop strategy to highlight Read Across America including helpful websites and activities that can be communicated to members.

8. Investigate communications initiatives from NEA and state affiliates and make recommendations.
9. Address where your committee can help create organizing strategies around communications issues.
10. Address how your committee is working to include New and Early Career members throughout your work.

ACTIVITIES:

The Communications Committee met twice virtually: Nov. 7, 2020, and Feb. 6, 2021. During the first meeting, the committee discussed different forms of online award nominations and judging in preparation for needing to meet virtually to judge entries in the communications awards program. The group decided to have entries for this year sent via email to Staff Liaison Doug Folks. Print entries could be attached as PDFs and audio/video nominations could be sent as files attached to the message or with a link to see and hear the entry online.

To help improve participation in the awards programs, the committee suggested a Hustle campaign in early December to target local leaders, encouraging them to remind journalism teachers to encourage their student to enter the Marshall Gregory Awards and for locals to submit Golden Apple entries.

The committee chose “Zoom Into a Good Book” as the 2021 Read Across America theme, to be used on the official poster and for the poster contest.

Participation in the professional division of the Marshall Gregory Awards this year was the strongest in several years with 12 entries submitted by four different media outlets. Unfortunately, no student entries were submitted and, for the second year in a row, there were no entries in the Golden Apple Awards program.

In the days leading up to the Feb. 6 Committee Saturday meeting, committee members were paired up to judge award submissions. After discussing the entries and comparing judging scores, the committee recommended five Awards of Excellence and four Awards of Merit.

RECOMMENDATIONS:

The committee discussed the viability of continuing the communications awards since professional participation has been minimal for years, only two school districts have consistently entered the student division for the last few years (and none this year); and no Golden Apple entries were submitted for the second consecutive year. But the committee felt like 2020-21 has been an abnormal year due to the pandemic. Thus, the committee made two recommendations:

Committees continued

1. The Communications Committee should re-evaluate the awards program next year, including exploring awards for digital student categories, such as social media communications and podcasts.

2. OEA should poll state journalism teachers and local leaders in a format similar to the OEA Budget Survey to gauge interest in the program moving forward and for ideas for new categories.

CONSTITUTION COMMITTEE

Chair: Lynn Stockley, Retired

Board Liaison: Sharon Reese, Shawnee, SE-A

Angelia Franke, Nowata, NE-A

Victor Gonzalez, Stillwater, NW-B

Melissa Lau, Piedmont, NW-C

Judith Kula, Choctaw-Nicomma Park, OC-D

Terrie Keck, Marlow, SW-C

Staff Liaison: Heath Merchen, Associate Gen. Counsel

CHARGES:

1. Review the Constitution and Bylaws and recommend appropriate amendments to the Board of Directors for Delegate Assembly action.
2. Receive and review suggested amendments submitted by members, check for conflicts with Association policies and/or other constitutional provisions, and make appropriate recommendations to the Board of Directors.
3. Prepare amendments as directed by the Board of Directors.

CREDENTIALS COMMITTEE

Chair: Deborah Schovanec, Edmond, OC-C

Board Liaison: Kelly Craig, Mid-Del, OC-D

Sue Lamb, Claremore, NE-B

Jeanne Swinney, Shawnee, SE-A

Jill Sandberg, Sand Springs, TM-D

Jenny Prather, Mustang, Retired

Staff Liaison: Stacy Bullard, Associate Executive Director

CHARGES:

1. Supervise the accreditation of delegates and alternates to the Delegate Assembly.
2. Supervise the seating of delegates and members at the Delegate Assembly.
3. Perform other appropriate duties as specified in the Standing Rules or assigned by the President.
4. Research how other state affiliates encourage diverse (years of service, ethnic minority, gender...) attendance at their state Delegate/Representative assemblies. Report to the OEA Board of Directors.

EDUCATION SUPPORT

PROFESSIONALS COMMITTEE

Chair: Wilma Bunting, Moore, OC-A

Board Liaison: Wilma Dudley, Chickasha, SW-C

Julie Butler, Okemah, SE-B

Margaret Brown, Mustang, NW-C

Candis Ryczkowski, Mustang, NW-C

Jeff McVicker, Edmond, OC-C

Frank Brazwell, Union, TM-D

Staff Liaison: Annetta Hein, Advocacy Specialist

CHARGES:

1. Recommend strategies to increase ESP membership by gathering trend data on current ESP membership. Create a strategic plan specific to ESP needs including a target membership goal.
2. Review and make recommendations to increase the integration of education support concerns into Association policies and recommend workshops of interest to ESP members for inclusion in Association trainings.
3. Provide input to staff regarding potential content for the Organizing Conference.
4. Plan for increased awareness about the OEA ESP Award. Review nominations and recommend to the Board of Directors a recipient for the OEA ESP award.
5. Promote the importance of and encourage ESP participation in all levels of the Association, including governance, workshops, programs and activities.
6. Monitor, research and report on the privatization of support professional positions in local Oklahoma districts.
7. Recommend strategies to increase salaries and benefits for support professionals. Work in conjunction with the Collective Bargaining and Legislative Committees for this charge.
8. Address where your committee can help create organizing strategies around ESP issues.
9. Address how your committee is working to include New and Early Career members throughout your work.
10. Compile a list of issues that are relative to job needs that have arisen due to the pandemic. List possible solutions to those issues and how the OEA can help address those issues.
11. Work with the Legislative Committee to create a legislative strategy that will add Education Support Professionals to the protected and paid employees list during a declared health emergency.

Committees continued

ACTIVITIES:

The ESP committee met on Nov. 7, 2020, and again on Feb. 6, 2021. During the November meeting the ESP committee discussed all charges and wanted to make sure that ESP members had sessions to attend at the Organizing Conference. The committee also discussed why the ESP committee was given the charge of discussing New and Early Career Educators when ESP's are not categorized as New and Early Career. During the February meeting, the ESP committee discussed different ways of communicating with ESP members at the state level. The committee shared concerns about ESP statewide membership numbers and how raising state and national dues makes it harder to recruit members. The committee discussed that OEA board of director, Wilma Dudley, will bring to the board the ESP committee's recommendation to award the 2021 OEA ESP of the year to Jake Harris from Edmond ESP.

RECOMMENDATIONS:

1. Recommend 2021 ESP of the Year Nomination- Jake Harris- Edmond ESP
2. Recommend the OEA ESP award nomination form be updated to gather information that will closely align to the NEA ESP nomination form.
3. Recommend the OEA ESP award allowed to be complete and submitted electronically.
4. Recommend OEA hire a person with an ESP background to advocate for ESP members statewide.
5. Recommend OEA create a page just for ESP members to locate information related to ESP members only.

ELECTIONS COMMITTEE

Chair: Teri Gray, Retired

Board Liaison: Michael Horn, Jenks, TM-E

Mandi Jordan, Tahlequah, NE-C

Michelle Redus, Guthrie, NW-B

Terri Story, Mustang, NW-C

Brenda Wilcox, Seminole, SE-A

Adrienne Hall, Norman, SW-B

Staff Liaison: Carolyn Crowder, Interim Executive Director

CHARGES:

1. Conduct all elections of the Association. (Prepare ballots, supervise voting, act as judge of the elections, and perform other appropriate duties.)
2. Study the elections procedures and, if needed, bring recommendations to the Board of Directors to correct any problems in the current system.
3. Determine the number of NEA RA Delegates for each zone based on membership figures as of Jan. 15.

4. Discuss and recommend strategies to increase member participation in online voting.
5. Review the July-October statewide filing period and make recommendations.

ACTIVITIES:

The Elections Committee met by virtual meeting on Dec. 14, 2020, Jan. 11, 2021, and Feb. 20, 2021.

Filing forms were verified, approved and ballot positions were drawn. The committee conducted OEA elections in accordance with the OEA Guidelines and Procedures Governing Elections, for the following positions:

- OEA Zone Director(s)/OEA Board of Directors (Three-year term which expires in 2024) (NEA Delegate in 2022 and 2023). Zones: Northeast A, Northeast C, Northwest A, Northwest B, Oklahoma City Metro A, Oklahoma City Metro C, Tulsa Metro A and Tulsa Metro E.

- OEA Zone Director(s)/OEA Board of Directors (Two-year unexpired term, expires in 2023) (NEA Delegate at the end of the first year of the unexpired two-year term in 2022). Zone: Tulsa Metro D.

- OEA Board position is for a three-year term which expires in 2024 (this position does not serve as an NEA Delegate). Administrator-at-Large/OEA Board of Directors.

- OEA Delegate Assembly positions: Administrator Delegate(s)-at-Large, OEA/NEA Retired Delegate(s)-at-Large and Ethnic Minority Delegate(s)-at Large. (Should the Bylaws requirement in this election category be met by local Associations, no OEA Ethnic Minority Delegates-at-Large will be seated).

- NEA Representative Assembly positions: NEA Retired Delegate(s)-at-Large to the NEA/RA (successor delegates only).

- Category I Delegate(s)-at-Large, 2021 NEA Representative Assembly.

Regions: One open position for the Northeast Region, Northwest Region and Tulsa Metro Region.

(There are no Category I positions open in the Southeast, Southwest, and OKC Metro Regions).

RECOMMENDATIONS:

Recommended to the Board March 30, 2021, as the Official OEA Election Day.

FORCES ON EDUCATION COMMITTEE

Chair: Jennifer Seal, Putnam City Schools Foundation, OC-B

Board Liaison: Chelsea Foo, Edmond, OC-D
Derek Voth, Pryor, NE-A
Katie Lack, Mountain View-Gotebo, SW-A
Nadine Gallagher, Crooked Oak, OC-A

Committees continued

Candice Boesch, Piedmont, NW-C

Staff Liaison: Rhonda Harlow, Advocacy Specialist

CHARGES:

1. Identify groups and individuals that oppose public education and/or the goals of the Oklahoma Education Association and recommend strategies to the Board of Directors for effectively combating such opposition. Develop a list of said groups with description of their activity with links providing resources.
2. Promote and review nominations and recommend to the Board of Directors a recipient for the OEA Advocate for Academic Freedom Award.
3. Research, monitor, and report on the effects of charter schools, vouchers/education savings plans/tuition scholarships, virtual schools, and other privatization issues that threaten Oklahoma public schools.
4. Research and report on the impact of privatization, reform movement, and anti-union messages that impact the teacher shortage in OK.
5. Make recommendations to the Legislative Committee regarding legislation relevant to the research completed by the Forces on Education Committee.
6. Identify strategies to recruit and retain educators in Oklahoma.
7. Address where your committee can help create organizing strategies around issues discussed in the Forces on Education Committee.
8. Address how your committee is working to include New and Early Career members throughout your work.

ACTIVITIES:

To complete the work of the committee charges, the Forces on Education Committee met twice in Oklahoma City, first on Nov. 7, 2020, and next on Feb. 6, 2021 In order to address the charges the activities included:

1. Research & Maintain a Google folder with the following topics:

- a. Anti-Union Messaging
- b. Charter Schools
- c. Other Privatization Issues
- d. Reform Movement
- e. Virtual Schools
- f. Vouchers/Education Savings Plans/Tuition Scholarships
- g. Legislative Committee Recommendations
- h. Watch List
- i. Strategies to Recruit and Retain

Committee members researched and uploaded relevant information to these folders. This information can be used by OEA to create and disseminate materials to members.

2. There were no nominations for the Academic Freedom Award.

RECOMMENDATIONS:

- Encourage OEA to utilize a variety of methods to promote nominations and recommendations of OEA Awards and recognition of award recipients.
- Encourage OEA to create an easy to understand media campaign that educates members on the history of the union movement, Oklahoma's Populist history, and OEA.
- Encourage OEA to continue creating talking points and/or presentations based on the committee's research and findings for the membership.
- Encourage OEA to offer a statewide book study focused on systemic racism.

HUMAN AND CIVIL RIGHTS COMMITTEE

Chair: Sharica Cole, Muskogee, NE-C

Board Liaison: Mattie Smith-Broom, Sapulpa, TM-C

Renee Ross, Watonga, NW-C

Aaron Baker, Putnam City, OC-B

Brittany Arnold, Norman, SW-B

Kelli Roberts, Tulsa, TM-B

Fatima Waheed, University of Oklahoma, OAEA

Debbie Hogue-Downing, Retired

Staff Liaison: Joe DuVall, Communications Specialist

CHARGES:

1. Utilizing the information from the ethnic minority rosters and other data, recommend strategies to increase the number of minority educators. Report to the OEA Board of Directors about the usefulness of the ethnic minority roster and how local leaders could utilize such information.
2. Recommend strategies to increase member awareness of human and civil rights – emphasizing the rights of students and school employees.
3. Recommend strategies to increase the participation of minority members at all levels of the Association.
4. Promote and review nominations and recommend to the Board of Directors the recipients of the Human and Civil Rights Awards.
5. Review the plan and recommend strategies to assist OEA in meeting its 3-1(g) goal at NEA RA.
6. Recommend strategies to expand minority recruitment of students into the education professions.
7. Recommend strategies to encourage people/locals to nominate potential recipients for OEA and NEA H&CR awards.

Committees continued

8. Provide input to staff regarding potential content for the Organizing Conference and other OEA events.
9. Assist the President in responding to Human and Civil Rights issues that affect our members and their students.
10. Create a document of materials that teach/report on best practices regarding Human and Civil Rights issues in the classroom.
11. Address where your committee can help create organizing strategies around human and civil rights issues, including advising OEA to march in pertinent events with registration deadlines and rationale on getting involved.
12. Address how your committee is working to include New and Early Career members throughout your work.
13. Review OEA governing documents for ethnic and/or minority bias. Recommend changes.
14. Review the NEA Resolutions on racial and social justice and our current resolutions on racial and social justice. Work with the resolutions committee to suggest changes.
15. Review any item(s) that were sent through the process set up due to the Virtual Delegate Assembly and make recommendations on the item(s). (There are several items that are attached and assigned to H&CR.)

ACTIVITIES:

Nov. 11, 2020

1. Would like to look more in depth at minority rosters and other data.
2. Create a document of materials that teach/report on best practices regarding Human and Civil Rights issues in the classroom.
 - “Reinventing the wheel.” Aaron Baker
 - Promote okea.org/justice
3. Debbie Hogue-Downing said she appreciated having caucuses spread throughout the day at the last Organizing Conference.
4. Discussion about doing more promotion of our okea.org/justice and okea.org/blackhistory pages for best practices and materials for the classroom on Human and Civil Rights.

Feb. 6, 2021

5. Discussed two submissions for H&CR awards.
6. Reviewed submitted material that was distributed electronically and shared via staff liaison screen during the meeting.
7. Kelli Roberts discussed role in Organizing Conference session involving bias training.

8. NEA 3-1(g) discussion on there not being enough Black representation and a reliance on Native American members.

9. Staff liaison set up Zoom meeting for March for the committee to discuss a potential NBI at Delegate Assembly. The committee would like the breakdown of OEA staff demographics by that time.

RECOMMENDATIONS:

1. Approve both Human & Civil Rights Awards nominations, including any monetary prizes.
2. Request any information and data related to the demographics of OEA staff.
3. Request more mandatory options to attend H&CR trainings. When it's optional like the Organizing Conference, you see the same faces every time and they are not the people we need to be reaching.

INSTRUCTION AND PROFESSIONAL DEVELOPMENT COMMITTEE

Chair: Amy Castro Braun, Moore, OC-A

Board Liaison: Heather Boyle, Bartlesville, NE-B

Michelle Koehn, Putnam City, OC-B

Nina Coerver, University of Central Oklahoma, OC-C

Tiffany Johnson, Shawnee, SE-A

Catherine Hopper, Poteau, SE-C

Kama Wilson, Sand Springs, TM-D

Torie Johnson, Cameron University, OAEA

Staff Liaison: Laura Miller, Teaching & Learning Specialist

CHARGES:

1. Research and create a report on the use of the Professional Development (PD) trainings available to members.
2. Promote and review nominations and recommend to the Board of Directors the recipients of the IPD Awards.
3. Review legislative mandates and SDE rule changes and other influences that may cause a need for PD. Make recommendations for the areas where OEA will offer training in regard to PD. Research and monitor the implementation Every Student Succeeds Act (ESSA) and IDEA.
4. Develop a TLE virtual PD training to be used by local affiliates.
5. Make recommendations to the Legislative committee regarding legislation relevant to the IPD committee research and discussion.
6. Address where your committee can help create organizing strategies around instruction and professional development.

Committees continued

7. Review recommendations for Professional Development as informed via the survey of Early Career Ad Hoc Committee and the New Ed Campaign. Address how your committee is working to include New and Early Career members throughout your work.

ACTIVITIES:

Held two meetings: Nov. 7, 2020, and Feb. 6, 2021.

Discussed the need for an updated professional development form. Discussed the need for more personal professional development offerings similar to Tips and Tricks and Wind Down Wednesday.

Discussed the need for adding a slide to the beginning of the TLE virtual training that would bring the current training up to date.

No recipients were nominated for the “Teachers Teaching Students” Excellence in Education award because no applications were received. Discussion about the need for an easy online form and example of the previous award winners.

Discussed professional development needs related to the current needs of our members. Test scores, RTI and dyslexia were also discussed.

Discussion related to concern of RTI for virtual students.

RECOMMENDATIONS:

Recommended the creation of a survey for members to go out in late summer or early fall. The survey would help determine the current needs of members to help guide the work of the Teaching and Learning center throughout the year. These results would ensure that the T&L center is providing relevant trainings throughout the year.

Recommended that locals continue to provide professional development opportunities for ECEs.

LEGAL AND CORPORATE SERVICES COMMITTEE

Chair: Todd Richards, Comanche, SW-C

Board Liaison: Shawna Mott-Wright, Tulsa, TM-B

Denise Rhodes, Quapaw, NE-A

Eric Winkle, Putnam City, OC-B

Kandee Almgren, Alva, NW-A

Christle Wells, Henryetta, SE-B

Pamela Martin, Anadarko, SW-A

Jessica Jernegan, Bixby, TM-E

Breanna Baker, East Central University, OAEA

Polly Christian, Retired

Staff Liaison: Richard B. Wilkinson, OEA General Counsel

CHARGES:

1. Review, consider and act upon requests for legal assistance in accordance with the Legal and Corporate Services Committee Guidelines.
2. Review, authorize and monitor expenditures made in accordance with the Legal and Corporate Services Committee Guidelines under the Unified Legal Services Program (ULSP).
3. Develop, when appropriate, legislative recommendations for submission to the Legislative Committee for the purpose of assuring committee input into the legislation that impacts member rights.
4. Participate in those activities that will promote understanding of the rights of members and protection afforded members including, but not limited to, developing members’ understanding of employment rights, constitutional and civil rights.
5. Periodically review the Legal and Corporate Services Division for the purpose of evaluating the general operation of the program and recommending alterations or additions that will assist the OEA in the delivery of quality legal services at a reasonable cost to the Association and the member.
6. Periodically review the guidelines for the Personal Legal Services Program (PLSP) and make recommendations for changes in the guidelines to the Board of Directors.
7. Review recommendations on non-funding of an application under the Personal Legal Services Program at the request of the Executive Director.

SUMMARY OF RESPONSIBILITIES:

The Legal and Corporate Services Committee is charged with the primary responsibility of assuring that members of the OEA receive appropriate legal assistance in matters relating to their educational employment.

The responsibility and obligation of the Legal and Corporate Services Committee is a continuing commitment to the professional and legal needs of the OEA’s membership. The nature of Public Employment and the public interest associated with education has underscored the importance of a legal program that guarantees that members confronted with termination, suspension, demotion, loss of pay or fringe benefits shall receive appropriate legal assistance in dealing with an employer. The public interest in a sound education system in Oklahoma also requires a legal program that asserts the importance of public education and the interest of OEA members in legal matters of statewide concern. These are and remain the primary goals of the Committee.

Policy recommendations: None

Committees continued

Action Recommendation: Continue when possible the dedicated fund of earmarked dues to be used for crises that arise and affect public education.

LEGISLATIVE COMMITTEE

Chair: Lawrence Lane, Checotah, SE-B

Board Liaison: Jennie Scott, Enid, NW-A

Jennifer Esau, Claremore, NE-B

Heather Davis, Bartlesville, NE-B

Rachel Brown, Yukon, NW-C

Stephanie Bailey, Mid-Del, OC-D

Patti Green, Ardmore, SW-C

Betty Collins, Jenks, TM-B

Yesenie Cano, Okla. Panhandle State University, OAEA

Staff Liaison: Amanda Ewing, Associate Exec. Dir.

CHARGES:

1. Recommend to the Board of Directors the annual legislative agenda.
2. Review and respond to legislative recommendations that come from other OEA Standing Committees.
3. Correlate OEA and NEA legislative goals.
4. Study and recommend positions on state questions.
5. Recommend to the Board of Directors and the Delegate Assembly the annual OEA Legislative Goals.
6. Make recommendations on how OEA can support a living wage and advocate and support legislation that raises the minimum wage for all workers to ease the effects of poverty on our students, their families, and our communities.
7. Address where your committee can help create organizing strategies around legislative issues.
8. Work with the ESP Committee to create a legislative strategy that will add Education Support Professionals to the protected and paid employees list during a declared health emergency.
9. Address how your committee is working to include New and Early Career members throughout your work.

ACTIVITIES:

Charge 3 – Motion by Heather Davis and Second by Betty Collins to table this charge

Charge 6 – LPO Commits to send a letter to select bill authors that support charge 6 and is to be signed by and edited by the OEA Legislative Committee

Charge 7 – LPO will organize and send out toolkits and other materials both physical and digital to foster communication between members and legislators.

Charge 8 – LPO commits to reach out to ESP Committee staff liaison to discuss working together on legislation to protect ESP pay during an epidemic or

pandemic. LPO also commits to sending a letter both pre and post OEA Presidential election to urge sitting President to appoint an ESP member to this committee.

Charge 9 – LPO commits to organizing with NEON coordinators to increase legislative engagement. LPO and Communications will do research on and begin the process of using the platform TikTok for outreach and social media campaigns.

RECOMMENDATIONS:

Charge 8 – Committee recommends that an ESP member be appointed to the empty position on the committee.

MEMBER BENEFITS COMMITTEE

Chair: Cathy Sabo, Mustang, NW-C

Board Liaison: Sherri Callahan, Vinita, NE-A

Angela Cochran, Putnam City, OC-B

Jayci Harris, Byng, SE-A

Katherine Maloney-Jacobs, Tulsa, TM-B

Kylie Irvin, Northeastern State University, OAEA

Staff Liaison: Jeff Savage, Organizing Specialist

NEA Member Benefits: David Glenn, Affiliate Relations Specialist

Program Administrator: Stacy Bullard, Associate Executive Director

CHARGES:

1. Oversee all Association endorsements of products and services.
2. Re-evaluate the currently endorsed products or services where necessary and recommend changes to the Board of Directors.
3. Evaluate and recommend new products or services for endorsement by the Board of Directors.
4. Review current materials promoting Member Benefits.
5. Monitor the relationship between NEA and OEA Member Benefits.
6. Address where your committee can help create organizing strategies around the Members Benefits programs.
7. Address how your committee is working to include New and Early Career members throughout your work.
8. Develop a communications strategy to improve knowledge and usage of Member Benefits. (How can we get the word out about our Member Benefits?)

ACTIVITIES:

The OEA Member Benefits Committee met on November 7, 2020, virtually to address the Committee charges. The Committee reviewed the charges, guidelines and current OEA sponsored products. The Committee reviewed NEA Product updates.

Committees continued

The Committee met again virtually on February 6, 2021, to review product updates and reports submitted by representatives from companies marketing the sponsored products.

OEA/NEA Member Benefits were featured on the OEA/NEAMB websites, OEA Facebook, in the Education Focus magazine, OEA conferences, Delegate Assembly, OEA e-newsletters, membership folders, flyers, membership material, and OEA Staff.

OEA/NEA Member Benefits Programs

Credit Cards

NEA® Cash Rewards Card
The NEA RateSmart® Card

NEA Personal Loan®
Savings, CD & Money Market Accounts
NEA® Online Savings Account
NEA® Money Market Account
NEA® Certificate of Deposit

First National Bank of Omaha Home Mortgage Program

Student Loans

NEA Undergraduate Loan Program
NEA Parent Loan Program
NEA Graduate Loan Program

Student Loan Forgiveness & Refinancing

Retirement Accounts

NEA Retirement Program
NEA® IRA Certificate of Deposit

Life & Accidental Death Insurance

NEA® Group Term Life Insurance Plan
NEA® Level Premium Group Term Life Insurance Plan
NEA® Complimentary Life Insurance

Auto and Home Coverage

NEA Auto & Home Insurance Program
NEA Condominium Insurance
NEA Mobile Home Insurance
NEA Flood Insurance
NEA Earthquake Insurance
NEA Personal Umbrella Insurance
NEA® Dental and Vision Insurance Program
NEA® Retiree Health Program

Hospital, Disability and Long-Term Care

NEA® Income Protection Insurance Plan
NEA Long-Term Care Program
NEA® Group Hospital Income Insurance Plan
NEA® CarePlus Hospital Insurance Plan

Sport & Leisure Vehicle Insurance
NEA Antique & Classic Auto Insurance
NEA Motorcycle Insurance
NEA Recreational Vehicle Insurance
NEA Boat and Personal Watercraft Insurance
NEA Snowmobile Insurance

NEA® Pet Insurance Program
NEA Renters Insurance
Everyday Savings
NEA Discount Marketplace
NEA Easy Pay powered by Square Deal Market
NEA Office Depot / OfficeMax Discount Program
Flowers & Gourmet Gifts
Costco Membership
AT&T
NEA Magazine Service
NEA Hearing Aid Discount
GE Appliances Store
NEA® Auto Buying Program
NEA Travel
Car Rental
Hotels
Airfare
Resorts
Cruises
Guided Tours

OEA American Fidelity Assurance Company
OEA Horace Mann Insurance Company

OEA Discount Programs

Flowers USA
Journey House Travel
LaQuinta Hotel
Oklahoma Today Magazine
Six Flags Amusement parks
Tickets At Work
Vantage Deluxe World Travel

Legal Services Programs

Kate Frank/Dushane Unified Legal Services Program (ULSP)

Committees continued

Educators Employment Liability (EEL) Program
OEA Personal Legal Services (PLSP)
Attorney Referral Program (ARP)

Publications and Online Services

NEA Today Magazine
NEA Today for NEA-Retired Members
NEA Today for Aspiring Educators
NEA Higher Education Advocate
OEA The Education Focus
OEA Education Edge
OEA Legislative Updates & Alerts

Web Sites

okea.org
nea.org
neamb.com

Social Media

twitter.com/okea
facebook.com/Oklahoma.Education.Association
facebook.com/OklaAEA/
instagram.com/insta_okea/
pinterest.com/oeaedupins
youtube.com/user/oeahq

RESOLUTIONS COMMITTEE

Chair: Sharon Hill-Wooten, Idabel, SE-C
Board Liaison: LeeAnne Jimenez, Tulsa, TM-B
Blane Burge, Muskogee, NE-C
Chrystal Reis, Choctaw-Nicomma Park, OC-D
Laura Nicholas, Lawton, SW-A
Becki Munholland, Retired
Jodee Jacobsen, Tulsa, TM-B
Staff Liaison: Carnie Cullen, Organizing Specialist

CHARGES:

1. Complete a comprehensive review of all OEA Resolutions, at least one-third per year to be completed in a 3-year period. Electronic meetings may be necessary to accomplish this task.
2. Prepare and present to the Delegate Assembly proposed resolutions for adoption.
3. Edit resolutions and amendments to resolutions submitted by members and present to the Board of Directors and to the Delegate Assembly with or without recommendations.
4. Review any item(s) that Delegate Assembly referred to committee and make recommendations on the item(s).

5. Work with H&CR committee to review current NEA resolutions and develop new resolutions on racial and social justice.

ACTIVITIES:

1. Reviewed and/or revised Goal Areas I and IV.
2. No new resolutions proposed at this time. (*See Proposed Resolutions on Page 28 for editorial changes.*)
3. Verified resolutions and amendments passed by Delegate Assembly 2019.
4. None at this time.
5. Completed the 3rd year of the cycle.

STANDING RULES COMMITTEE:

Co-Chair: Cheryl Dowell, Retired
Co-Chair: Glenda Mahaffey, Lawton, SW-A
Board Liaison: Dustin DeVore, Owasso, TM-C
Stephen Smallwood, Rattan, SE-C
Jerrie Goforth, Retired
Kim Morris, Mannford, TM-C
Danna Senkowski, Retired
Fred Aresco, Retired
Staff Liaison: Tim Melton, Associate General Counsel

CHARGES:

1. Supervise the submission and processing of new business during the Delegate Assembly.
2. Supervise and count roll call votes during the Delegate Assembly.
3. Perform all other duties as specified in the Rules or requested by the President.
4. Study the Standing Rules and make recommendations for changes where necessary.

Proposed Amendments to the OEA Resolutions

Goal Area I

I-20 Educator Stress

The OEA Oklahoma Education Association urges that the harmful effects of stress on teachers and other school personnel be recognized. The Association further recognizes stress can occur during personal, local, state, and national emergencies and can be physical, emotional, or health related. The OEA Association demands procedures that will ensure confidentiality and treatment without personal/professional jeopardy and/or retaliation.

Goal Area III

III-34 Vaccinations

The Oklahoma Education Association believes that vaccines are essential medical tools in preventing infectious diseases. The Association acknowledges that vaccines must be pervasive to be effective.

The Association also believes that parents/guardians should follow vaccination guidelines from the American Academy of Pediatrics and Centers for Disease Control and Prevention. The Association further believes that the state legislature should establish clear guidelines for waivers that minimize the numbers of unvaccinated students individuals to those necessary dues to documented medical conditions. Evidenced-based vaccination campaigns are integral in maintaining student and community health. (17)

Goal Area IV

IV-1 Government Support of Public Education

(Leave first sentence as is). Change second sentence to read: The OEA Association also believes that the Governor and the Oklahoma Legislature have a responsibility to make education a top priority and to honor their annual funding commitment of state aid by having reasonably predictable amounts for both long range and year to year planning.

The Association believes that all students deserve the benefits from a program of quality instruction provided by adequately, ~~properly~~ maintained facilities, sufficient equipment, safe transportation, ample materials and qualified teachers. The Association further believes that the state government must ensure for students a

quality education by providing the funding needed to enable all students to achieve educational excellence. (89,02,16,19,20)

IV-2 Tax Reform

D. remove the second “that” and change safeguards to safeguard

E. remove “that”

IV-3 Diversion of Public School Monies

2nd paragraph: The Association believes its local associations must inform educators and the public about harmful effects to equality in education of any legislation that would utilize public dollars for non-public education and must work to defeat such measures.

IV-4 Privatization of Public Schools

Remove “that” on second line

IV-5 Mandated Legislative Programs

Remove “that”

IV-6 Extracurricular Funding

Remove “that”

IV-7 Public School Buildings

The Oklahoma Education Association believes that public school buildings which are closed should be sold or leased only to those organizations ~~that are~~ not in direct competition with public schools. (16)

IV-8 Aid to Impacted Areas

Remove “that”

Goal Area VII

VII-9 Health and Employment

The Oklahoma Education Association believes that education employees shall not be subjected to any adverse employment action due to a medical condition, regardless of the origin of said condition.

The Association further believes in the event of a personal, local, state, or national emergency that the health and safety of education employees shall be held as a priority and employment should not be negatively impacted. (94,18)

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OEA Resolutions

Oklahoma Education Association (as approved by OEA Delegate Assembly 2020)

GOAL AREA I: Full Professional Rights and Economic Security for All Educators

I-1 Support of Public Education

The Oklahoma Education Association believes all educators should support public education by sending their children to public Pre-K through post-secondary educational institutions. (19)

I-2 Educational Competency

The Oklahoma Education Association (OEA) believes that the measurement of teacher competency should not be based on a standardized test. The OEA further believes that no written or verbal examination measures the quality performance of certified personnel in public institutions of learning.

The OEA opposes the utilization of a national, state-wide, or local examination to test certified personnel as a condition for job retention, probationary/career status, promotion, or salary increments. (85,92,98,01,16)

I-3 Evaluation of Educators

The OEA believes that it is a major responsibility of educators to participate in the evaluation of the quality of their services. To enable educators to meet this responsibility more effectively, the OEA calls for continued research and experimentation to develop means of objective evaluation of the performance of all educators including, but not limited to, the identification of:

- A. factors that determine professional competence;
- B. factors that determine the effectiveness of competent professionals;
- C. methods of evaluating effective professional service.

The OEA also believes that teachers and other educational professionals should participate in the evaluation of supervisory and administrative personnel and governing board members.

The OEA further believes that evaluations should be conducted for the purposes of improving the performance and quality of instruction offered to students, based upon written criteria and following procedures mutually developed by and acceptable to the Association, the administration, and the governing board. Under no circumstances

does the OEA believe it is appropriate to make teacher certification or recertification dependent upon individual professional performance evaluations.

The OEA believes that the evaluation process must recognize the rights of the educator. These include the right to have:

- A. information concerning the evaluation criteria and procedure of the governing board upon application of employment and when changes are made in the criteria and procedures;
- B. open evaluation without subterfuge and with advance notice of evaluation visits with discussion of the teacher's goals and methods. A standardized observation and evaluation form will be used district wide;
- C. consultation in a timely manner and an opportunity to respond in writing to any formal evaluation report prior to placement in a personnel file;
- D. access to all items in his/her personnel file; opportunity to attach a written response; and a procedure to remove inappropriate, derogatory, or unsubstantiated material. All records to be included in the personnel file must be signed by the administrator and educator in accordance with due process of law;
- E. evaluation reports that assess strengths, note progress, indicate areas for improvement and suggest specific measures for improvement;
- F. participation in a professional development program, including such activities as appropriate counseling and supportive services, released time for professional development, and opportunity to observe and seek or give assistance to other educators in classroom settings other than one's own;
- G. supervision that is constructive, provides an opportunity for improvement, takes into account the variety of learning and teaching environmental factors and emphasizes career development of the professional educator;
- H. a trained evaluator with the skills necessary to make both sound judgments about teaching quality and appropriate recommendations for improvement;

The OEA opposes any plan to rank educators. Recognizing non-school related variables and individual student variables, the OEA further opposes the use of student

Resolutions continued

progress and student assessment tests for purposes of teacher evaluation, advancement on the salary schedule, continuation of employment, achievement of career status, or ranking of schools or school systems. (86,89,90,01,16)

I-4 Teachers as Mentors

The OEA believes that entry-year teacher mentoring is a process that facilitates the transition of new teachers into the profession. The Association also believes that an effective mentoring process is based upon exemplary teaching practices, an understanding of adult and student learning, and a professional environment that supports collaboration and inquiry. The Association further believes that the mentoring process enhances teaching skills and promotes professional development.

The Association, therefore, believes that educators should be involved in the development of standards for teacher mentors and in the design and implementation of the process. (00)

I-5 Peer Assistance Program

The OEA believes that high standards within the teaching profession and continuous improvement in professional practice are cornerstones of the profession. Local associations may conclude that, under certain circumstances, a peer assistance program is an appropriate mechanism for achieving these objectives. The primary purpose of any such program should be to provide “assistance” – to improve professional practice, retain promising teachers, and build professional knowledge to improve student success.

The Association also believes that peer assistance programs are a means of enhancing the professional expertise of employees. Planning, implementation, and evaluation of such programs must be negotiated or cooperatively developed and maintained by the school district and the local affiliate.

The Association further believes the duties and responsibilities of all parties must be clearly defined and uniformly administered. Peer assistants must be selected through a defined process with articulated criteria, be properly trained and compensated, and be provided with adequate time to fulfill their responsibilities. The state or local authority has the obligation to provide hold-harmless protection.

The Association further believes that any documentation that results from this process must be confidential and the sole property of the person assisted and must not be included in the participant’s personnel file. (99,16)

I-6 Educational Support Professional Evaluation

The OEA advocates performance-based and formative evaluations, in accordance with due process of law, as the appropriate way to assure as well as to assess the competency of educational support professionals in their respective fields.

An effective evaluation procedure supported by well-developed, continuing professional growth programs will enable all educational support professionals to keep abreast of developments in their areas of specialization. Such procedures can also help identify areas for improvement and provide options such as counseling, training programs, and sufficient resources to help ensure job competency.

The evaluation procedure should be tied to the professional growth program which has been developed and maintained in conjunction with representatives selected by the local association and should include:

- A. clear performance expectations based upon detailed job descriptions;
- B. regular observations of job performance;
- C. consultation in a timely manner to address areas of concern;
- D. a written evaluation report to be provided to the person being evaluated;
- E. opportunity for a written response prior to the placement of the evaluation in the personnel file.

By participating in an evaluation process, an education employee shall not waive his/her right to due process in any subsequent contractual or legal proceeding. (93,16)

I-7 Written Personnel Policies

The OEA urges that personnel policies be written and developed cooperatively by local Associations and boards of education. The OEA further urges a cooperative annual review of improvement of the personnel policies.

I-8 Right to Privacy

The OEA believes that school personnel should be guaranteed rights of privacy equivalent to those afforded students and parents under state and federal legislation. These rights must include:

- A. a guarantee that only one personnel file exists.
- B. access to materials in personnel files, including a list of all electronic and hard copy records maintained by an educational institution.
- C. the authority to inspect, review, and obtain copies of such records, explanations and interpretations of such records, and a record of past access.
- D. written notification within 10 working days of any placement of materials in the employee’s personnel file.

Resolutions continued

- E. an opportunity to respond to and challenge any materials and purge those that are inaccurate, misleading, and distorted.
- F. a provision to consent to or deny release of such records, including the right to receive copies of released materials.
- G. freedom from audio or video surveillance without prior written permission of the individual.
- H. protection from exploitation via telephone and the Internet.
- I. computer access in a private and secure setting.
- J. security of computer files, passwords, and user codes from inappropriate or unauthorized access. (84,86,00,16)

I-9 Political Responsibility

The OEA recognizes the importance of political action in promoting educational issues. The OEA urges the members of the profession to accept their individual responsibilities of citizenship, to become active in political campaigns, to stay informed about education-related legislation, and to educate their communities and elected officials about needed legislation in the area of education.

Since educators are potentially the most powerful influence upon legislators from their communities and because local financial support and action is essential to make the education profession a visible force in political campaigns, the OEA urges its members to make political contributions through The Fund for Children and Public Education. The purpose of the Fund is to select, finance, and work pro-actively for the education of candidates who support quality education. (96,98,09,16)

I-10 Participation in Professional Associations

The OEA believes that every educator has the right and obligation to participate fully in professional associations. The OEA further believes school policies should provide release time without loss of pay to educators who are fulfilling leadership responsibilities or attending professional meetings. Release time should be equitably provided to all education employees, without harassment and without preference given to educational position.

The Association supports and encourages, whenever possible, policies and practices such as affordable child care services so that educators with children may have improved opportunities to participate in Association activities. (87,16,19)

I-11 Payroll Deduction

The OEA believes that members have the right to have payroll deduction of both membership dues and voluntary political contributions. (12)

I-12 Professional Leave

The OEA believes that participating in activities for professional growth and improvement contributes to the success of the overall educational program and to the improvement of the profession. The OEA urges each school district to develop policies which will make it possible for school personnel to be provided with professional leave for this purpose without loss of pay or other leave time. (87)

I-13 Collective Bargaining

The OEA believes that collective bargaining, as the statutory method of administering employer-employee relations through the establishment of an orderly process of communications between education employees and the school district, is the most effective method to institute change and improvement in the work place.

The OEA affirms that all education employees have the right established by statute to form associations and to engage in the practice and procedure of collective bargaining.

The OEA strongly urges the school personnel in every school system where no collective bargaining agreement exists to obtain statutory recognition.

The OEA believes that an effective collective bargaining agreement is a mutually agreed upon written document that is signed by both the representative of the local affiliate and the local board of education and includes provisions for wages, hours, fringe benefits, and other terms and conditions of employment.

The OEA urges its local affiliates to engage in orderly process of communication with a local school board for wages, hours, fringe benefits, and other terms and conditions of employment.

The OEA urges the members and affiliates to notify the OEA of any alleged violation of the Collective Bargaining Law. Education employees have the right to participate in the collective bargaining process free from discrimination in hiring, tenure, promotion and other conditions of employment. The OEA is committed to protect the rights of members and affiliates under the Oklahoma Collective Bargaining statute.

The OEA urges that each local affiliate practice and insist on good faith bargaining procedures in all phases of the collective bargaining process and urges its affiliates to seek every avenue of resolution when good faith does not exist.

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The OEA believes that the current statute should be strengthened to provide final and binding impasse or the right to strike. (89)

I-14 Extended School Day/Year

The OEA opposes any attempt to lengthen the school day or the school year until the following prior conditions are met:

- A. Oklahoma's average teacher's salary must equal or exceed the regional average;
- B. each education employee whose working day or contract year will be lengthened must be adequately compensated for the additional time. This increased compensation must be in addition to that specified in Section "A" of this resolution.

Until these two conditions have been fully met, the OEA will oppose any effort to lengthen either the school day or the school year. (89,98)

I-15 Fringe Benefits

The OEA believes that to attract and retain competent staff, the State of Oklahoma and individual school systems must provide fringe benefits comparable to those of other professionals and occupations requiring similar preparation and responsibility.

The OEA further believes that retired education employees should receive 100% state paid single premium health insurance coverage. (05)

I-16 Professional Salaries

The OEA maintains that the following factors must be considered in providing salaries that will retain competent education employees, attract individuals of outstanding ability to the profession, and encourage improved competence and performance.

- A. Salaries must be based on preparation and educational experience.
- B. Salaries must be adequate to attract capable educators, as well as to retain experienced educators.
- C. The salary schedule must compare favorably with income in other professions and occupations requiring similar preparation and responsibility.
- D. Placement on the salary schedule must reflect total years experience as an education employee both in and out of the state.
- E. The salary schedule must include a cost of living index fully funded by the state.
- F. The salary schedule must provide annual increments of not less than 5% of the bachelor's degree minimum that are sufficiently cumulative to double the minimum within ten years.

- G. The salary schedule must provide a range of continuing scheduled salary increases for all education employees and guarantee further increases for additional preparation, including the doctorate degree. It should not, however, be a tiered compensation system that places entry-year employees on a salary and/or benefits schedule that differs from that of career employees.
- H. Legislation governing educators' salaries must be developed that will raise the Oklahoma minimum salary schedule and maintain it within the top 10 percent of the national ranking. Such legislation must not permit discrimination of any kind toward any individual or professional group.
- I. Salary increases should be stated in percentages and/or monthly amounts in media news releases.
- J. The calculation of average classroom teacher salary shall be based only on teachers' salaries and shall not include administrators' salaries, extra duty compensation, retirement, insurance, or other fringe benefits.
- K. The salary schedule must provide a cost of living index and annual increment for every year experience and this be fully funded by the state.
- L. Assure that salary paid for summer employment, continuing education programs, extended contracts, conducting employee training or workshops, and extra duty is not less than the rate for regular pay.
- M. Provide additional compensation for national certification.
- N. Provide at a minimum a living wage for education support professionals.

The OEA urges the Oklahoma legislature to consider these factors and to enact legislation properly addressing compensation for Oklahoma educators. (84,86,87,89,92,98,02,05,16)

I-17 Reduction in Force

The OEA believes that one of its basic responsibilities is job security for employees in education and urges its local associations to bargain in master contract criteria to be utilized should reduction in force (RIF) occur. Criteria should include seniority, objectivity, nondiscrimination, uniformity of application and affirmative action. Should RIF become necessary, the number of administrators should be reduced at least in proportion to the number of teachers being reduced. Contracts should establish recall procedures that provide priority job opportunities on a seniority basis to all school personnel unemployed because of reductions in force. Neighboring districts are encouraged to establish jointly such procedures on a regional

Resolutions continued

basis that would provide hiring for all RIFed personnel including both certified and support professionals.

Reduction in force includes, but is not limited to, reduction of supportive staff, special staff, administrative staff, and non-replacement of retiring and other resigning personnel.

The OEA urges local associations to bargain RIF policies which exclude performance evaluation from consideration in the RIF process. (84,01)

I-18 Noncontinuing Contracts

The OEA believes that all educators employed in Oklahoma public schools deserve due process protection provided under law and an opportunity to achieve the benefits of career status. The OEA urges the Oklahoma Legislature to adopt legislation that declares “non-continuing” contracts illegal in the state of Oklahoma. (98,16)

I-19 Subcontracting/Contracting Out

The OEA recognizes that all education employees share the same community of interest. The Association believes that greater emphasis must be placed upon securing and retaining the most capable employees. The Association believes that employees should not be displaced by private service providers or by temporary or part-time workers.

The Association further believes that school districts should not enter into subcontracting agreements that transfer education employees or that abrogate previously contracted benefits, reduce compensation, deny fringe benefits, and/or reduce or eliminate accumulated retirement experience and benefits. (93)

I-20 Educator Stress

The OEA urges that the harmful effects of stress on teachers and other school personnel be recognized. The OEA demands procedures that will ensure confidentiality and treatment without personal/professional jeopardy and/or retaliation.

The OEA further urges local professional development committees to offer stress management programs which facilitate the recognition and prevention of stress related problems. (86,98,01)

I-21 Right to Disseminate Information

The OEA insists that local governing boards and administrations respect the right of Association members to use school property, such as school personnel mail boxes, electronic communications, telephones, and meeting rooms, for communication without interference, censorship, or prior restraint. (05)

I-22 Protection of Individuals In Clinical Practice/ Student Teaching Programs

The OEA believes that individuals participating in student teaching programs should be provided with legal status and liability protection by the appropriate teacher preparation institution and should be encouraged to join the Student Oklahoma Education Association.

The Association further believes that higher education institutions and cooperating school districts should supply any and all instructional materials that student teachers would require during their student teaching terms. Students who are implicitly or explicitly discouraged from outside employment during their student teaching experience should be provided financial assistance or tuition waivers by the appropriate teacher preparation institution.

The Association encourages its and other appropriate bodies to formulate standards for student teaching programs. Supervision or cooperating teachers in a student teaching program should have reduced teaching loads and be given a minimum established compensation. Acceptance of student teachers, interns, or residents by pre-K through 12 classroom practitioners should be voluntary. (00,16)

I-23 Protection of Education Employees

The OEA urges the strengthening and vigorous enforcement of laws which serve as a deterrent to verbal and physical abuse by students or others upon education employees both on and off school premises. In no event shall time lost due to injury caused by such attacks be deducted from the educational employee’s available sick leave.

The OEA believes when educational employees are the victims of such attack or theft, they should receive the full support of the employer in pursuing legal and other remedies pursuant to Oklahoma law.

The OEA further believes the local Association has the right to reflect the concerns of the education employee at a student suspension, expulsion or disciplinary hearing resulting from such incidents. (89,16)

I-24 Members Injured on the Job

The OEA believes the legal rights of members injured on the job need to be protected. The OEA encourages its affiliates to assist members injured on the job. Members must have access to information regarding employment related injuries. (16)

Resolutions continued

I-25 Employee Rights Pending Court Action

The OEA believes when criminal charges or civil lawsuits are filed against an education employee, the right of due process must be guaranteed. If an employee is removed from student contact or suspended from a position due to pending court action, all employment rights of the employee shall remain in force, including full compensation and job security.

The OEA urges local affiliates to negotiate contract provisions covering procedures to be followed until final disposition of the case. (87,16)

I-26 Higher Education

The OEA recognizes the importance of state institutions of higher education:

- A. Salaries – The OEA urges the Oklahoma Legislature to provide adequate funds for support of higher education and for improved salaries that will attract and retain faculties of academic excellence. Salaries will be nondiscriminatory when qualifications are equal regardless of the type of higher level instruction. Such salaries should equal those paid by similar institutions in this region of the nation.
- B. Evaluation and Promotion – The OEA affirms the importance of teaching in institutions of higher education and that research and publication should not to be the only criteria on which higher education faculty are evaluated and/or promoted.
- C. Retirement – The OEA urges the development of a uniform retirement program for school personnel in all higher education institutions which is comparable to neighboring states.
- D. Teaching Load – The OEA believes that the advisement load, committee assignments, research and service activities of college and universities justify the teaching load as recommended by the appropriate accreditation association.
- E. Collective bargaining – The OEA believes that through collective bargaining orderly procedures may be developed for the identification, discussion, and agreement of matters concerning faculty welfare. The OEA urges each college and university to develop such an agreement.
- F. Representation – The OEA further endorses the recommendation to the Oklahoma State Board of Regents that provisions be made for at least one faculty member to be included on each board of regents to represent legitimate faculty concerns. Such a representative should be democratically elected by the appropriate faculty senates and be given full voting rights.

- G. Employment and Dismissal – The OEA urges action be initiated to secure compliance by all state institutions of higher education with Department of Education guidelines for affirmative action, fair employment and dismissal. The OEA further believes that if a criminal records check is to occur, it should be made prior to the first employment within the state or upon probable cause. Uniform guidelines should be established which apply to all employees of these institutions. (88,89,16)

I-27 Higher Education Research and Study Grants

The OEA believes that both the governmental and private sectors should provide research and study grants to higher education faculties in all academic areas. Such grants should be awarded on the basis of scholarship and quality research. The dissemination of grants should not be used to influence university decisions and policies.

The OEA believes that the process of study and research grants provided should influence neither undergraduate nor graduate curricula until such time as the research is completed and systematically integrated into the curricula.

The OEA further believes that academic freedom applies to research and the dissemination of research results. (87,16)

I-28 Organization of Faculties of Higher Education

The OEA urges the faculties of institutions of higher learning of the State of Oklahoma to organize under the auspices of the Oklahoma Education Association.

I-29 Equal Opportunity

The OEA believes that all persons be given equal opportunity for employment, promotion, compensation, including equal pay for comparable worth, and leadership in all activities.

The OEA supports an equal rights amendment to the United States Constitution which guarantees that equality of rights under the law shall not be denied or abridged by the United States or any state to any persons.

The OEA also supports the enactment of full funding of the Women's Educational Equity Act.

The OEA urges governing boards and education associations to eliminate any discriminatory practices in employment, promotion and compensation.

The OEA further urges governing boards and education associations of all levels to adopt policies and practices that enable and ensure equal access for all persons to elective, appointive, and staff positions. (84,86,87,95,98,01,16)

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I-30 Support Professionals in the Educational Process

The OEA believes education employees are essential to the learning environment. The Association recognizes educational support professionals promote positive role models which enhance the educational process.

The OEA believes greater emphasis must be placed upon securing and maintaining the most capable educational support staff possible. The OEA further believes that if a criminal records check is to occur, it must be made prior to the first employment within the state or upon probable cause. The OEA recognizes that the salaries and benefits for the non-instructional staff should be competitive with those of similar positions in private industry and business within the geographic area.

The OEA believes support professionals should enroll as members of the OEA. (91,16)

I-31 Health Services in Schools

The OEA recognizes the role school nurses play in maintaining a safe and healthy environment within the schools. The OEA believes a greater emphasis must be placed upon securing and maintaining school nurses at every school site.

The OEA believes all educators must have regular and immediate access to a school nurse or physician in dealing with health problems of students. The OEA urges local associations to work with local administrators to provide a comprehensive school based health clinic, which involves personnel qualified to offer services and short-range treatment to students and to assist students in arrangements for extended treatment at community based treatment centers.

The clinic will also administer all student medications. Procedures for administering medication must include appropriate records of medication administered, a physician's written order for prescription medication, written permission of the parent or guardian for administering any medication, delivery of medication in a container properly labeled with the name and strength of medication, name of the patient, directions for use, and proper storage of the medication, and, when appropriate, the name of the physician and the date of the original prescription.

The OEA believes school personnel have the right to refuse without fear of disciplinary repercussion to administer medication and/or medical services for which school personnel feel unqualified or unequipped. (91,93,16)

I-32 Ethnic Minority Participation in Associations

The OEA supports ethnic minority participation at every phase of governance and on all decision making levels of the united Association.

Ethnic minority members should be encouraged to file as candidates for governance positions, to participate in program development and to apply for staff positions. The OEA should promote minority participation in program development and should employ minorities in staff positions. (83)

I-33 Consideration for Educators With Disabilities

The OEA believes that educators with disabilities have a legitimate and contributory place in public education. The OEA urges that meetings be held at sites which accommodate persons with disabilities. (89,93)

I-34 Teacher Retirement

The OEA believes properly planned and adequately financed state retirement plans are essential to meet the requirements of the education profession.

- A. The OEA urges the Oklahoma Teacher Retirement System (OTRS) to provide an improved formula for calculating retirement benefits for present and future retirees.
- B. The OEA urges the Oklahoma legislature to allocate adequate revenue to provide full retirement benefits as a defined benefit plan.
- C. The OEA urges the Oklahoma legislature to provide adequate revenue to finance the retirement benefits and the administration of the program as provided by law.
- D. The OEA adamantly opposes any movement to divert monies from the Teacher Retirement System of Oklahoma to any other state fund.
- E. The OEA adamantly opposes any movement to divert individual education employees' contributions and interest from their personal accounts to make the (OTRS) self-supporting.
- F. The OEA adamantly opposes any retirement program which does not equalize benefits for all educational employees according to years of service.
- G. The OEA adamantly opposes the inclusion of Federal Social Security as part of (OTRS). Social Security must be wholly in addition to and not in place of teacher retirement benefits guaranteed by law. (86,16)

Resolutions continued

I-35 Retired Members

The Oklahoma Education Association believes that its unified retired members have the opportunity to gain information about and to provide input into Association programs and activities through representation in governance at the national, state, and local levels. (89,16)

GOAL AREA II: Secure Professional Autonomy

II-1 Secure Professional Autonomy

The Oklahoma Education Association believes the profession must govern itself. The Association also believes that a majority of the commissioners of the Oklahoma Office of Education Quality and Accountability should be practicing public school teachers. The Association further believes that the Office should have the legal responsibility for determining policy and procedures for teacher certification, approval of teacher certification, approval of teacher preparation programs, recognition of national accreditation of preparation programs, and programs designed to improve education. (85,86,98,16)

II-2 Accreditation of Teacher Preparation Institutions

The Oklahoma Education Association believes that teacher education programs should be approved at two levels: at the state level through the Oklahoma Office of Education Quality and Accountability (OEQA) and at the national level through the Council for the Accreditation of Educator Preparation (CAEP). The Association also believes that CAEP and its governing boards must include representatives of all levels of the teaching profession as well as Aspiring Educators.

While the Association recognizes alternative pathways to teacher preparation, we believe that these pathways should also meet the approval of OEQA and CAEP. (93,98,16,20)

II-3 National Certification

The Oklahoma Education Association supports voluntary national certification for all education employees from professional organizations that establish appropriate assessment and qualification standards. (03,16)

GOAL AREA III: Standards and Curriculum

III-1 Restructuring the Public Schools in Oklahoma

The Oklahoma Education Association believes that the school as an institution of learning must be willing to adapt to the changing needs and demands of its population. Therefore, the Association supports innovation in public education that improves learning.

The Association supports school restructuring efforts as an ongoing process when the following criteria are present:

- A. research by practitioners before implementation;
- B. teacher involvement in the development of the restructuring plans, during implementation and through evaluation of the plans;
- C. restructuring efforts introduced in an appropriate sequence based on the school site and its particular circumstances;
- D. provisions for adequate, sustaining support that include funding clerical support, technological support, time, and compensation;
- E. assurance that funds are not diverted from regular public school programs;
- F. adequate safeguards covering contract and employment provisions for all employees, voluntary participation, and health and safety standards for all students and employees;
- G. plans including appropriate procedures for regular periodic assessments and evaluations. (92,93,98,03,17)

III-2 Programs for Students At-Risk and/or with Disabilities

The Oklahoma Education Association believes there must be increased development and maintenance of alternative programs to meet the needs of students at-risk and/or with disabilities, pre-kindergarten through adult. The Association recommends early and appropriate identification and placement of these students. Teachers, education support professionals and administrators should receive necessary training in diagnostic processes and alternative methods of teaching and learning. Programs should emphasize a broad range of activities for responding to students' differing behavioral patterns, interests, needs, and learning styles. These programs must be evaluated on stated objectives. Teachers in these programs must have a major role in designing the objectives and evaluations

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and in working with appropriate school and community personnel to execute these objectives and evaluations.

The Association urges its affiliates to seek adequate compensation, planning time, materials, and facilities for teachers, education support professionals, and counselors in these programs.

The Association supports the efforts of its affiliates to negotiate and advocate for the training of teachers seeking additional certification and for the hiring of an appropriate number of teachers with specialized certifications.

In higher education settings, faculty and education support professionals working with special needs students at-risk and/or with disabilities should receive appropriate resources to accommodate their individual needs.

The Association supports legislation that would require any person offering services that address the individual needs of the learner in reading, speech, language, behavioral, emotional or learning disabilities, and/or related problems to be licensed or certified under regulations of the appropriate agency. The Association further supports legislation that protects school personnel from all liability when following the adopted individualized education program. (98,03,17,18)

III-3 Site-Based Decision Making

The Oklahoma Education Association supports site-based decision making processes that are based on contractual/formal agreements between districts and local Associations. The Association believes that the scope of local site-based decision making should be limited only by the contractual/formal agreement. The Association further believes that such agreements must include the following elements:

- A. voluntary participation by local sites;
- B. a district-association structure for processing conflict resolution;
- C. an agreement on the scope of decision making authority available to sites;
- D. constituent representation appropriate to the site and selected by each constituency;
- E. compensated planning and training time for staff and governance bodies as well as additional resources necessary for successful implementation;
- F. compensation and/or released time for participating staff members. (17)

III-4 School Facilities: Design, Construction, and Function

The Oklahoma Education Association recognizes that all school facilities must be well constructed, energy-efficient, aesthetically pleasing, functional, and designed

specifically for their intended purposes. The physical environment must allow for a variety of needs, including the growth in the number of students, changes in teaching methods, presentation of instruction, adequate technological infrastructure, and an increased use of school facilities.

The community, parents, teachers, education support professionals, and students must be involved through site-based decision making in designing these facilities. Construction designs should incorporate original art.

Stable and sufficient funding must be provided for the design, construction, maintenance, and operation of the school facility. Funding for custodial, maintenance, and secretarial staff and resources should be provided in every facility in order to maintain a safe, healthful, attractive, aesthetic, and clean environment for both students and staff. (93,17)

III-5 Safe School Environment

The Oklahoma Education Association believes that all educational facilities must be safe from all environmental, chemical, and physical hazards. The Association urges the establishment and vigorous enforcement of stringent standards equal to or greater than the private sector OSHA standards to ensure these health and safety standards.

The Association supports ongoing standardized training and certification of education employees working with potentially hazardous school equipment and in hazardous facilities. The Association believes that such training must include the proper handling, storage and disposal of hazardous materials and instruction on Material Safety Data Sheets (MSDS). Material Safety Data Sheets should be on file in each school building and available to employees upon request.

The Association believes that all educational facilities must provide adequate safe rooms that meet Federal Emergency Management Association (FEMA) guidelines.

The Association believes that school personnel, students, and their families should be notified of potential hazards and the action plan for corrections. The Association urges that when facilities are altered or repaired these activities do not create additional health hazards. The Association further believes that affected local districts have a responsibility to post immediate notices of these hazards through the public media. (93,02,17)

III-6 Standards and Curriculum

The Oklahoma Education Association believes that education professionals possess the knowledge, skills, and expertise to make curricular decisions. Therefore, the process of designing standards and curriculum should

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include educational professionals and all other stakeholders at the site, district, state, and national level.

The Association believes that the education professionals are the experts in making all decisions when implementing the curriculum to reflect the needs of the learner and the community. (17)

III-7 Statewide Accreditation System

The Oklahoma Education Association believes a statewide accreditation system should be developed with significant involvement of stakeholders, with a primary purpose of educational excellence for all students. The system should:

- A. focus on continuous improvement;
- B. contain a balance of indicators of student performance and school processes;
- C. be driven by relevant data and include pertinent information from multiple sources;
- D. contain clearly stated objectives, while giving districts and schools flexibility in determining how to achieve those expectations;
- E. implement an accreditation procedure which would include a team of practitioners thoroughly trained in the assessment process. Teams would conduct unbiased assessments at all school sites once every four years;
- F. hold each publicly funded school to the same standards;
- G. minimize the required time and paperwork to the greatest extent possible;
- H. provide adequate state resources to support the time and materials necessary to fund the system. (00,17)

III-8 Professional Development/ Teacher Preparation for Education Support Professionals

The Oklahoma Education Association believes that professional development programs should provide equal opportunities for education support professionals to gain and to improve the knowledge and skills important to their position and job performance throughout their professional career. The Association further believes that educational support professionals should have an active role at every stage of planning, implementation, and evaluation of their professional development programs.

The Association believes that affiliates should encourage and act as a support system for those education support professionals pursuing a college degree and/or fulfilling the requirements necessary to become certified classroom teachers. (99,00,17)

III-9 Professional Development and Teacher Preparation

The Oklahoma Education Association recognizes the importance of preparation and the continuing professional development of educators and believes that the Association has the responsibility for continuing to make recommendations to the Oklahoma Office of Education Quality and Accountability and the State Board of Education relative to teacher preparation and meaningful professional development programs. (85,91,98,02,17)

III-10 Hiring Policies and Practices for Teaching Positions

The Oklahoma Education Association believes that nondiscriminatory hiring policies and practices that actively recruit a highly qualified, diverse teaching staff provide the highest quality of education for students.

The Association also believes candidates for teaching positions must have completed a teacher education program meeting CAEP standards and be certified in the field of the specific teaching assignment. In addition to candidate qualifications, selection criteria for all teaching positions should be based on the needs of the students and faculty, the goals of the school district, and the philosophy of the school.

The Association further believes teachers should have an active role in the development of selection criteria, job descriptions, and interview instruments and should participate in the interview and selection process. (00,02,17,18)

III-11 Certification of Teachers

The Oklahoma Education Association believes teachers are qualified, trained professionals and that state-mandated standards for teacher certification should be broad, general curricular guidelines and should not be based on student achievement and/or the results of mandated student testing.

The Association believes in establishing and maintaining high standards of certification and supports the limited use of provisional and emergency certification.

The Association believes in working cooperatively with the State Department of Education and the Oklahoma Office of Education Quality and Accountability in the re-evaluation of the types and requirements of teaching certificates.

The Association believes that the Oklahoma State Department of Education should honor the certification credentials previously issued according to the high standards recommended by the Oklahoma Office of Education Quality and Accountability and approved by the Oklahoma State Board of Education.

Resolutions continued

The Association believes that education employees should be reimbursed by the state for any continuing education that may be required to maintain their existing standard certification or to continue in the assignment for which they hold standard certification.

The Association believes that teachers serving on committees responsible for making recommendations about the certification of entry year teachers should be protected from the costs associated with possible litigation.

The Association believes in national reciprocity of certification standards of educators in the United States. (86,89,90,91,98,02,17)

III-12 Accountability

The Oklahoma Education Association believes that educators can be accountable only to the degree that they share responsibility in educational decision making providing that all stakeholders at the school, district, state, and national levels share the responsibility and accountability for establishing clear goals, adopting high expectations for student learning, demonstrating multiple methods of student success, and providing adequate and equitable funding and support systems. The Association believes that the goal of an education system is to provide educational excellence for each child. (02,17)

III-13 Positive Discipline

The Oklahoma Education Association believes that discipline is essential in promoting optimum learning. The Association also believes that well defined expectations and effective instruction promote self-control and responsible behavior in students. Boards of Education and local affiliates should develop policies and set standards that would provide the necessary administrative support to school employees for the maintenance of a positive school environment.

The Association further believes its local affiliates should develop guidelines based on research for effective discipline techniques. The Association urges local affiliates to negotiate a process whereby administrators, teachers, other school personnel, parents and students will be involved in identifying disruptive behavior and prescribing, implementing, and evaluating procedures that will reduce and correct disruptive behavior.

The Association supports discipline policies that not only protect the student's rights to a fair hearing, but will also provide the education employee with the authority to maintain internal and external classroom management. (86,98,02,17)

III-14 Job Sharing

The Oklahoma Education Association supports the concept of voluntary job sharing as a means of providing a flexible employment opportunity to help meet the varying needs of school employees. The Association believes that there must be fair and equitable distribution of work between both job sharers in terms of the total number of hours of work and the work load.

The Association asserts that job sharing conditions of work must be subject to collective bargaining and that they require the following minimum conditions for successful implementation:

- A. pro-rated application of the salary schedule with full recognition of years of experience;
- B. an equitable share of all fringe benefits;
- C. the right to revert to full-time status;
- D. no loss of rights gained through years of service;
- E. proportional credit toward seniority and retirement. (90,97,17)

III-15 Student Teaching Programs

The Oklahoma Education Association believes that student teaching providing actual classroom experience is an essential phase of teacher preparation.

The Association recognizes the obligation and privilege of the profession in assisting with the training of teacher candidates as they prepare to enter the teaching profession and encourages its certified members with at least three years of experience and a minimum of one year in their respective districts to accept student teachers into their classrooms whenever possible.

The Association feels that teacher candidates are in training and should not be expected or required to assume the role of substitute teacher in the classroom of an absent teacher.

The Association opposes any incident or practice that allows the use of student teachers in place of regular substitute teachers and urges local school boards and administrators to fill any classroom vacancy only with qualified substitute teachers. (17)

III-16 Educational Research

The Oklahoma Education Association believes that well designed and executed research on educational issues is essential in the continuing development and implementation of education reform.

The Association, therefore, pledges its support and available resources in the pursuit of such sound educational research. (02,17)

Resolutions continued

III-17 Education Reform

The Oklahoma Education Association recognizes that the world is ever changing. As a result, the OEA believes that education must also be an ever changing process.

The Association further believes that the OEA should be instrumental in the development and implementation of any education policies and/or reforms in Oklahoma. (02,17)

III-18 Statewide Student Assessment System

The Oklahoma Education Association believes that student achievement should be determined by an ongoing, comprehensive, and developmentally appropriate student assessment which includes, but is not limited to, results from standardized tests, teacher-made assessment materials, portfolios, group projects, and/or class work.

The Association further believes that an appropriate statewide student assessment system must include the following criteria:

- A. the system should be fair to all students and minimize any biases;
- B. the system should be based on clearly defined standards, which are developed with significant involvement of all stakeholders;
- C. assessment at all levels should be meaningful, valid, and reliable to all stakeholders;
- D. results should be reported to all stakeholders in a timely fashion and in a form that is clear and understandable. These results should be used for developing teaching strategies, diagnoses or remediation;
- E. results should, over time, indicate the academic growth for each student consistent with his or her abilities within a total curricular framework;
- F. a statewide system should be developed and implemented to monitor a student's academic growth from year to year and/or from district to district.

The Oklahoma Education Association further believes that a statewide student assessment system must be only one of several indicators used for determining school accreditation. Results must not be used to make teacher-to-teacher, student-to-student, or district-to-district comparisons. (00,02,17)

III-19 Time To Teach

The Oklahoma Education Association believes that "time to teach" refers not only to those hours during which an educator is actually teaching but also applies to those conditions that contribute to the student-teacher relationship. These include a reasonable, carefully defined workload which must include the following:

- A. a daily duty-free lunch period of no less than thirty (30) minutes;
- B. a daily time for planning during the regular contract day;
- C. an additional common planning time during the contract day for educators to meet and to confer with other educators;
- D. a time for implementation of federal and state legislative requirements;
- E. and the elimination of the non-instructional tasks required of a teacher.

The Association urges districts to employ additional personnel and/or establish programs that utilize screened and trained parent volunteers in public schools to perform non-teaching duties which allow educators the adequate time to educate all students. (17)

III-20 Class Size

The Oklahoma Education Association believes that excellence in the classroom can best be attained by small class size.

Class size maximums must be based on the type of students, grade level, subject area content, and physical facilities. The Association also believes in optimal class sizes in regular programs and a proportionately lower number in programs for students with exceptional needs. Weighted class size formulas should be implemented to reflect the inclusion of exceptional students. The Association further believes in establishing workload maximums for all curricular areas, not to exceed the recommendations of their respective national organizations.

The Association believes that Oklahoma Department of Education should, on a yearly basis, collect and report class size data that reflect the class size experienced by most students. (17)

III-21 Career Education

The Oklahoma Education Association believes that a goal of public education is to provide all individuals, preschool through adulthood, opportunities to become effective, productive citizens. To achieve this goal, the career education concept must be interwoven into the total educational system and needs to include programs in gender-free career awareness and exploration to aid students in career course selection.

The Association believes that educational programs for all students should be developed that will enhance self-esteem, will assure equal opportunity for career development, and will offer exploratory experiences in a variety of careers.

Resolutions continued

The Association believes that teachers should be provided professional development experiences and released time for curriculum development in career education.

The Association urges its affiliates to work cooperatively with business and industry agencies in the development of career education programs. (96,02,17)

III-22 Interactive Distance Learning

The Oklahoma Education Association believes that distance learning can create or extend learning opportunities not otherwise available to all students.

The Association also believes that courses offered by public schools utilizing live interactive distance learning should be developed and must be instructed by a certified teacher. Receiving sites must have a qualified education employee responsible for classroom management. Training for instructing in interactive distance learning environments is essential.

The Association further believes that class size should be determined by combining the number of students in participating classes at all sites. Class size should conform to district policy of the instructing teacher and should not exceed the limits set by state statute.

The Association also believes that students who take distance education courses should receive the preparation and support necessary to enable them to function effectively in an online environment, which at a minimum should include –

- A. appropriate equipment, technical support, libraries, and laboratories
- B. appropriate services for elementary/secondary students, including on-site education employees to monitor student performance and act as a liaison to the distance education instructor
- 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. courses that are as rigorous as similar courses delivered by more traditional means
- G. courses that meet accreditation standards. In addition, the Association believes that interactive distance learning should not be used as a way to reduce the number of teachers employed by individual school districts. (98,02,17)

III-23 Technology in the Educational Process

The Oklahoma Education Association believes that technology in the educational process improves learning

opportunities for students, quality of instruction, effectiveness of education employees, and provides opportunities to reduce educational inequities.

The Association also believes that –

- A. educators in such schools be involved in the initial planning, introduction, and use of such technology;
- B. educators monitor changes in content and format of instruction curriculum coordination;
- C. educators be involved in the decision making as related to changes in the work load and the responsibilities of educators as a result of the introduction of such technology;
- D. educators be involved in designing appropriate research, graduated integration, and professional development activities related to all aspects of any new instructional technology;
- E. educators be provided with adequate professional development activities that provide training, encouragement, time, and resources to experiment with and to research applications of technology in order to integrate technology into all curricula as a regular part of the instructional day;
- F. continual evaluation of the services by educators to determine its effectiveness and continued application. (84,02,03,17)

III-24 Public Television

The Oklahoma Education Association believes in the development of audiovisual materials and media for educational purposes. The Association, therefore, encourages its membership to be involved in supporting the efforts, programs and fund-raising activities of public radio and television. (02,17)

III-25 Sex Education

The Oklahoma Education Association believes that, to facilitate the realization of human potential, it is the right of every individual to live in an environment of freely available information about sexuality. The Association recognizes that sex education can be a positive force in promoting physical, mental, and social health and that the public school must assume an increasingly prominent role in providing this instruction.

The Association believes that formal sex education should include parent orientation and be planned and implemented with careful attention to developmental needs, appropriateness to community settings and values, and respect for individual differences.

The Association urges its local affiliates to work cooperatively with their districts in developing, implementing, and updating comprehensive sex education programs

Resolutions continued

which should include, but not be limited to, information on family planning, incest, sexual abuse, sexually transmitted diseases, HIV/AIDS and problems resulting from pre-teen and teenage pregnancies. (02,17)

III-26 Health Education

The Oklahoma Education Association supports the goals and objectives of the National Association of School Nurses, an affiliate of the National Education Association, about issues.

The Association further urges local affiliates to assist in implementing a curriculum which will enable students to make intelligent decisions about personal health. (17)

III-27 Junior Reserve Officer Training Corps

The Oklahoma Education Association believes that the Junior Reserve Officer Training Corps programs in the public schools must meet all local and state educational standards and policies, including the employment of fully certified teaching personnel. Such programs shall be subject to and conform to the provisions of the collective bargaining agreement. Any programs that currently do not meet said conditions should be brought into compliance. (98,17)

III-28 HIV/AIDS Education

The Oklahoma Education Association recommends that educational institutions implement, improve, and update comprehensive age appropriate HIV/AIDS education programs.

The Association also believes that proper implementation of these programs requires education employee training and input. These programs should be presented by properly licensed/trained personnel and should be planned with the input of parents/guardians and other stakeholders. (89,94,02,17)

III-29 Environmental Education

The Oklahoma Education Association believes that the environment must be protected and recognizes the importance of environmental education as a means of conserving our natural resources and preserving an optimum, environmental quality for the future. The Association further acknowledges the responsibility educators have in developing student skills that promote wise and informed decision making.

The Association supports programs that will promote environmental awareness, develop intelligent decision making processes, foster environmental stewardship, and ensure an optimum, environmental quality for future generations. (92,17)

III-30 Conversion to the Metric System

The Oklahoma Education Association believes that a carefully planned effort to adapt to the International System of Units, "SI Metric System," is essential to the future of American industrial and technological development.

The Association urges that the SI system be taught at all education levels.

III-31 Exchange Programs

The Oklahoma Education Association believes that education benefits when teachers and students participate in exchange programs that expose participants to various cultural, linguistic, educational, and geographic environments.

The Association encourages its affiliates to cooperate with governing boards to develop voluntary teacher and student exchange programs, within and among states, with schools under the direction of U.S. federal agencies and with schools of foreign countries. (85,02,17)

III-32 Community Education

The Oklahoma Education Association believes that community education encourages schools to provide leadership in solving community problems. The Association believes in community education that:

- A. encourages expanded utilization of school facilities by total community;
- B. encompasses and strengthens adult, vocational, and technical education programs;
- C. increases awareness and heightens public responsiveness to the education system;
- D. promotes interagency and interpersonal cooperation;
- E. creates a better learning environment for the community.

The Association urges its local affiliates to become involved in the promotion, expansion, and implementation of such programs in their areas. (02,17)

III-33 Science Education

The Oklahoma Education Association believes that the content in science education must be based on empirical evidence derived from scientific inquiry using the science and engineering practices. The Association also believes that the content and curriculum must be based on the Next Generation Science Standards of the National Research Council (NRC) and/or the Benchmarks for Science Literacy of the American Association for the Advancement of Science (AAAS).

The Association also believes that proper implementation of these standards requires education employee

Resolutions continued

training and input. These standards should be presented by properly licensed and/or trained personnel. (13,18,19)

III-34 Vaccinations

The Oklahoma Education Association believes that vaccines are essential medical tools in preventing infectious diseases. The Association acknowledges that vaccines must be pervasive to be effective.

The Association also believes that parents/guardians should follow vaccination guidelines from the American Academy of Pediatrics and Centers for Disease Control and Prevention. The Association further believes that the state legislature should establish clear guidelines for waivers that minimize the numbers of unvaccinated students to those necessary due to documented medical conditions. Evidenced-based vaccination campaigns are integral in maintaining student and community health. (17)

III-35 Communicable Disease Prevention

The Oklahoma Education Association believes that, for all employees, school districts and educational institutions, working in collaboration with school nurses and local health authorities, should initiate professional development about communicable diseases and their prevention. This information should be disseminated to all stakeholders by the school district. (17)

III-36 Communication Using Social Media and Technology

The Oklahoma Education Association believes that guidelines for the use of social media and technology for communications related to school activities should be collaboratively developed by school employees and employers. Communication between education employees and parents/students should be limited to district-sanctioned means of communication. Such guidelines should promote professionalism, safety, respect for privacy, intellectual integrity, and a positive learning environment. (17)

III-37 Student Use of Electronic Social Media

The Oklahoma Education Association recognizes the popularity and accessibility of electronic social media, including personal websites, blogs, text messages and social networking sites. The Association believes that students should be informed of the possible dangers of posting personal information electronically. Students should be encouraged to report incidents of cyberbullying and other inappropriate communications received using electronic social media. (17)

III-38 Charter Schools

The Oklahoma Education Association supports innovation in public education. The Association believes that acceptable charter schools and other nontraditional public school options, which comply with Association criteria, including, but not limited to, collective bargaining efforts and the full participation of the association, can provide educational alternatives for students.

The Association also believes that, when concepts such as charter schools and other nontraditional school options are proposed, affected public education employees should be directly involved in the design, implementation, and governance of these programs.

The Association further believes that plans should not negatively impact the regular public school program and must include adequate safeguards covering contract and employment provisions for all employees, voluntary participation, health and safety standards for all students and employees, nondiscrimination and equal educational opportunity, staffing by licensed education professionals, and financial responsibility.

The Association believes that programs must be adequately funded, must comply with all standards for academic assessment applicable to regular public schools, must include start-up resources, must not divert current funds from the regular public school programs, and must contain appropriate procedures for regular periodic assessment and evaluation, as well as adequate attendance and record keeping procedures. (18)

III-39 Physical Education

The Oklahoma Education Association believes that physical activity and exercise are essential for good health and must be encouraged during the developmental years of students. The Association also believes that a comprehensive program of physical education should be provided for a minimum of 30 minutes of physical education daily in grades pre-K through adult in or on facilities designed for that purpose.

The Association believes that physical education programs and curricula should follow national and state standards as set forth by the appropriate professional organizations; should be developmentally appropriate, sequential, cooperative in nature, and culturally and gender sensitive. (18)

Resolutions continued

GOAL AREA IV: Adequate Financing for Public Education

IV-1 Government Support of Public Education

The Oklahoma Education Association believes that the local, state, and federal governments share a responsibility in supporting public education. The Association also believes that the Governor and the Oklahoma Legislature have a responsibility to make education a top priority and to honor their funding commitment by having the amount of aid generally predictable for long range planning and specifically predictable for year to year planning.

The Association believes that all students deserve the benefits from a program of quality instruction provided by adequate, properly maintained facilities, sufficient equipment, safe transportation, ample materials and qualified teachers. The Association further believes that the state government must ensure for students a quality education by providing the funding needed to enable all students to achieve educational excellence. (89,02,16,19)

IV-2 Tax Reform

The Oklahoma Education Association supports tax reform at the local, state, and national levels. The Association believes tax reform must be designed to:

- A. prevent opportunistic exploitation of any inflationary situation or loss of general revenue;
- B. increase tax fairness and raise revenue necessary to finance public education and public services;
- C. reflect the finding of comprehensive studies of the total individual and corporate tax burden;
- D. assure a tax burden distribution that reflects the ability to pay and that safeguards family subsistence;
- E. assure that statewide uniformity in property tax effort be mandated.
- F. provide funding for public education that ensures adequacy and equity of resources.

The Association opposes any move to lower the ratio applied to the valuation of public service property. (86,90,02,16)

IV-3 Diversion of Public School Monies

The Oklahoma Education Association believes that voucher plans, tuition tax credits, or any funding formulas under which Pre-K through 12 non-public education is subsidized by tax monies undermine public education, reduce support needed to adequately fund public education, and have the potential for racial,

economic, and social segregation of children. Therefore, the Association opposes all attempts to establish and/or implement such plans.

The Association believes its local associations must inform educators and the public about the harmful effects to equality in education of any legislation that would utilize public dollars for non-public education and to work to defeat such measures. (84,93,97,16,20)

IV-4 Privatization of Public Schools

The Oklahoma Education Association opposes the privatization of public schools and believes that state and local governments must provide their respective school systems with the necessary financial, legal, and technical assistance to prevent attempts by private corporations and/or individuals to establish privately controlled public schools. (93,01,02)

IV-5 Mandated Legislative Programs

The Oklahoma Education Association believes that legislatively mandated programs must be fully funded by the mandating body. The Association further believes that when these programs are no longer fully funded, they should no longer be mandated. (93)

IV-6 Extracurricular Funding

The Oklahoma Education Association believes that every public school student must have an opportunity to participate in school sanctioned and funded extracurricular programs, provided students meet the established academic criteria for eligibility in the student's school district.

The Association believes that the necessary funds for transportation, facilities, equipment, and remuneration of staff be provided for all school-sanctioned extracurricular activities. The Association further believes that extracurricular fund-raising should not be used as a substitute for district funding of school-sanctioned, extracurricular activities. (84,97,98,02,16)

IV-7 Public School Buildings

The Oklahoma Education Association believes that public school buildings which are closed should be sold or leased only to those organizations that are not in direct competition with public schools. (16)

IV-8 Aid to Impacted Areas

The Oklahoma Education Association believes that school districts impacted by federal activities and installations must receive the federal funding necessary to maintain a quality education for their students. The Association opposes the phasing out of any federal aid to

Resolutions continued

impacted school districts and urges the federal government to honor its original financial commitment to these school districts.

The Association believes the federal government must develop a long-range solution to the financial problems of impacted school districts. (02,16)

GOAL AREA V: An Independent United Education Association

V-1 Merger

The Oklahoma Education Association believes that any merger on the local or state level should follow specific guidelines as developed by the NEA in order to ensure a national consistency and compliance with the existing philosophy. (99,03,16)

V-2 Supporting Locals in Jeopardy

The Oklahoma Education Association believes in providing assistance to affiliates that have been targeted for take-over and/or elimination efforts. The Association also believes that its affiliates should initiate and support programs that strengthen and enhance the local organizational structure and promote membership growth. The OEA further believes that continuous communications and cooperation of local, state, and national bodies are keys to the success of the local affiliates in building solid professional organizations. (87,03,16)

V-3 Professional Staff to OEA Member Ratio

The Oklahoma Education Association is a service organization with the understanding that Professional Staff are the delivery system for those services. The Association reaffirms the goal to provide a Professional Staff to OEA member ratio consistent with the NEA recommendation. (03,20)

V-4 Career Type Programs - Student Training Organizations for Aspiring Educators

The Oklahoma Education Association believes its affiliates should promote and support organizations of high school and/or college students interested in the professional field of education.

The Association also urges its members to serve as advisors to these organizations. (83,03,16,20)

GOAL AREA VI: Advance the Cause of Education for All Individuals

VI-1 Understanding and Support of Public Education

The Oklahoma Education Association recognizes its responsibility to promote understanding and support of public education and educators. Further, the Association encourages community and parental participation in achieving and maintaining educational excellence.

The Association also recognizes American Education Week as an important positive observance to focus attention on the contributions of public education and education employees. (95,98,18)

VI-2 Community Involvement

The Oklahoma Education Association believes that an engaged community is vital to the future of public education. The Association also believes that a collaborative partnership must be formed among stakeholders to address the interests of the community and to promote success. (18)

VI-3 Volunteers in Public Schools

The Oklahoma Education Association believes that parents and community volunteers play a vital role in preserving quality educational programs in public schools. Volunteers must meet local school board regulations and state statutes. Training for volunteers should include age appropriate activities and sensitivity to diverse learning environments.

The Association supports the use of volunteers without compromising the number of full or part-time instructional positions, the number of full or part-time education support professionals or instructional budgets.

The Association also believes that educators and education support professionals are vital in the decision making process to determine the use of volunteers. (99,03,18)

VI-4 Instructional Excellence

The Oklahoma Education Association believes in continuously improving the education process. The Association encourages professional development activities by the state and its local affiliates to assist in this process. The Association encourages local affiliates to collaborate in the process of researching, developing, and implementing instructional methods, materials, and professional development.

Resolutions continued

The Association also believes that instructional methods and materials must be accessible to all learners. (94,98,03,18)

VI-5 Academic Freedom

The Oklahoma Education Association believes that academic and professional freedoms are essential to the teaching profession; moreover, controversial issues should be a part of instructional programs when judgment of the professional staff member deems the issue appropriate to the curriculum and to the maturity level of the student.

Academic freedom is the right of educators and learners to explore, present, and discuss divergent points of view in the quest for knowledge and truth. Professional freedom includes the educator's right to evaluate, to criticize, and to advocate personal points of view concerning topics of discussion.

The Association further believes that quality teaching depends on the freedom to select materials and techniques without censorship or legislative interference. Challenges on the choice of instructional materials and techniques must be orderly and objective under procedures mutually adopted by local associations and school boards. Affiliates are encouraged to assist colleagues when their academic or professional freedoms are violated. (86,98,03,18,20)

VI-6 Mandated Programs

The Oklahoma Education Association believes that any state standards should describe clear expectations for what students should know and be able to demonstrate.

The Association supports legislation that require local school boards to provide competently trained professionals to qualify current personnel in any legislatively mandated program. Further, when a federal, state, or district mandate requires a teacher to receive training, it is the responsibility of the mandating agency to provide released time for training, to compensate the teacher at the teacher's hourly rate of pay, and to provide for the cost of tuition, textbooks, and travel. (03,18)

VI-7 Academic Success

The Oklahoma Education Association believes each student should be encouraged to complete an appropriate academic program and urges all stakeholders to set the successful completion of an academic program as the first priority for all students.

The Association urges local school districts to establish uniform standards for student participation in extra-curricular activities. (85,87,03,18)

VI-8 School Counseling Services

The Oklahoma Education Association believes guidance and counseling services should be integrated into the entire education system, beginning at the pre-kindergarten level.

The Association further believes guidance and counseling services should be provided through a counselor to student ratio that best supports students in realizing their full potential in all areas of growth and achievement. (18,20)

VI-9 Student Records

The Oklahoma Education Association believes individual students school records for all students in Oklahoma schools must show fairly and accurately the programs, exact course titles and academic levels of achievement. The Association supports the elimination of statutes which prohibit the recording of this information. (85,03,18)

VI-10 Placement of Students with Disabilities

The Oklahoma Education Association supports a free, appropriate public education for all students with disabilities in a least restrictive environment, which is determined by teacher, administration, parent/guardian, and when appropriate, student involvement. There must be a full continuum of placement options and services/delivery models available to students with disabilities based on individual needs instead of availability. (18)

VI-11 Optimizing Students' Time to Learn

The Oklahoma Education Association believes consistent student attendance in school is vital to academic success. The Association supports the ongoing efforts of schools and educators to minimize tardiness, truancy, and other attendance issues.

The Association further believes while work experiences enhance a student's learning, excessive or unusual working hours are detrimental to a student's attention span, academic success, and learning. The child labor laws, as structured by the Fair Labor Standards Act, must be monitored, enforced, and strengthened by local, state, and national governing bodies. (18)

VI-12 Early Childhood Education

The Oklahoma Education Association believes education begins at birth and supports early childhood education.

The Association believes all early childhood education providers must have adequate facilities, proper supervision, developmentally appropriate programs, and qualified, screened, and trained personnel and they should be licensed and monitored by the state on a continuous basis in order to maintain an optimum educational environment. (93,03,18)

Resolutions continued

VI-13 Early Childhood Screening

The Oklahoma Education Association believes all children can learn and deserve the right to learn in a developmentally appropriate manner.

The Association further believes developmentally appropriate screening instruments can provide valuable information in making placement or special service decisions.

The Association recommends early childhood screening instruments be developmentally appropriate and considered as a factor in determining placement of students in the early childhood program. (00,03,18)

VI-14 Educational Programs for English Language Learners

The Oklahoma Education Association believes English Language Learner (ELL) students must have available to them programs that address their unique needs and that provide equal opportunity to all students regardless of their primary language.

The Association believes that these programs should emphasize, as a primary goal, a functional level of English proficiency in school and society for these ELL students.

The Association also believes federal and state legislation must provide funds to develop such programs, including those for teacher preparation. (03,18)

VI-15 Education for the Children of Migrant Workers

The Oklahoma Education Association encourages local school districts to work within their local community to ensure that all children of migrant workers have access to public schools.

The Association supports legislation that ensures the necessary funding to provide equal educational opportunities for migrant children. (03,18)

VI-16 Education for Children Who Are Homeless

The Oklahoma Education Association believes that education must be provided for all children, including those without a permanent legal address.

The Association advocates the right of all students to an appropriate education, adequate housing, and health care.

The Association recognizes the necessity for cooperation between school and community groups in meeting the needs of children who are homeless. (03,18)

VI-17 Homebound Instruction

The Oklahoma Education Association believes public schools must meet the diverse educational needs of all students. Homebound students must have programs and

curriculum developed and maintained by state or local education entities. These programs must be implemented, documented, and monitored by licensed education professionals. Such approved courses must be transferable as graduation requirements for the participants. (89,18,20)

VI-18 Discriminatory Academic Tracking

The Oklahoma Education Association believes that the use of discriminatory academic tracking of any kind must be eliminated in all public school settings. The Association urges its local affiliates to oppose these practices. (89,98)

VI-19 Home Schooling

The Oklahoma Education Association believes home schooling programs cannot provide the child with a comprehensive educational experience.

The Association believes that if parental preference home schooling occurs, students enrolled must meet all state requirements. Instruction should be by persons licensed by the state education licensure agency. The curriculum and a system for monitoring the academic progress of those students participating in home schooling programs must be approved by the State Department of Education.

The Association believes local public school systems have the authority to determine grade placement and/or credits earned toward graduation for students entering or re-entering the public schools from a home school setting.

The Association further believes such home schooling programs should be limited to the children of the immediate family, with all expenses being borne by the parents. (95,03,18)

VI-20 Student Retention

The Oklahoma Education Association believes students should be placed at the appropriate grade level based on academic, social, and emotional criteria established by the local school district. The Association believes that an education program should provide for continuous progress of students.

The Association recommends that “red shirting” for athletic retention in the public schools be prohibited and students be retained only for unsatisfactory achievement of appropriate academic, social, and emotional standards.

The Association believes students should be promoted after mastering established standards and providing alternative programs to help all students to learn.

The Association believes decisions on retention or promotion of a student must include the teacher, administration, and parent/guardian. The teacher shall be held harmless. (98,03,18)

Resolutions continued

VI-21 Exploitation of Students

The Oklahoma Education Association urges all educational institutions to accept their responsibilities in preventing exploitation of students for economic and/or personal gain.

The Association further believes students be protected from exploitation via multimedia and other electronic avenues. (85,92,03,18,20)

VI-22 Health of Children

The Oklahoma Education Association believes every child should have direct and confidential access to comprehensive health care.

The Association also believes such health care should be provided by properly licensed physicians and by other properly licensed health professionals.

The Association further believes legislation should be adopted to maintain and expand comprehensive health care for all children. (18)

VI-23 Child Abuse

The Oklahoma Education Association believes all children must be protected from child abuse and educators and education support personnel have a moral and legal obligation to report any abuse.

The Association supports the strengthening and enforcement of child abuse laws. (86,95,03,18)

VI-24 Prevention of Child Abduction

The Oklahoma Education Association believes all children should be protected from abduction and its consequences. School districts should have policies and procedures for the prevention of abduction.

The Association also believes that voluntary fingerprinting of children by law enforcement professionals should be conducted in a nonthreatening environment and completed fingerprint cards should be given to the parent/guardian. (18)

VI-25 Missing Children

The Oklahoma Education Association believes all available means must be utilized to locate missing children. The Association also believes local and state affiliates should work cooperatively with local programs and/or authorities to raise the public's consciousness about the missing-children crisis. (18)

VI-26 Adolescent Pregnancy and Parenting

The Oklahoma Education Association believes school districts must meet the needs of pregnant adolescents and

adolescent parents. The Association believes adolescent parents must have equal educational opportunities.

The Association believes pregnant adolescents and adolescent parents must have every opportunity to complete their education through the assistance of programs, policies, and services that accommodate the diverse needs of these students. (03,18)

VI-27 Student Stress and Anger

The Oklahoma Education Association believes that increasing mental, emotional, and environmental pressures can significantly impact students' health and success, resulting in drug and alcohol abuse, violence, vandalism, school dropouts, self-injuring behaviors, and suicide among children and youth.

The Association also believes stress and anger management programs, including follow-up support, that address the needs of children within both school and community settings, should be provided. Professional development to prepare education employees and training for parents/guardians are necessary to help students deal with stress and anger.

The Association further believes schools must work collaboratively with the community, local, state, and national agencies to ensure that these children and young adults receive comprehensive interventions and services that support their physical and psychological well-being, and these interventions and services should be made available to all children and young adults beginning at Pre-K.

The Association also believes the exploitation of youth in media creates undue peer pressure and stress to conform to a projected ideal. The Association, therefore, urges the media and its advertisers to exercise care in the manner youth are portrayed and in the subtlety of messages delivered in advertisements. (85,93,03,18)

VI-28 Illegal/Controlled Substances

The Oklahoma Education Association supports efforts that improve drug prevention and rehabilitation programs to address drug, tobacco, and alcohol abuse among students.

The Association encourages the development of educational programs that alert students and parents to the hazards and consequences of the use of these substances and calls for strengthening school policies prohibiting the possession and use of these substances.

The Association supports the enforcement of laws governing the sale or furnishing of alcoholic beverages and tobacco products to minors.

The Association opposes the use of illegal drugs and supports laws that render severe penalties for their production, distribution, and sale. (87,91,92,03,18)

Resolutions continued

VI-29 Reduction of Gang-Related Crime

The Oklahoma Education Association believes families, schools, communities, businesses, and law enforcement agencies have critical roles in reducing youth or gang-related crime. The Association supports collaboration among these groups in an effort to reduce such crime.

The Association also supports educational programs that promote positive self-image and academic success – such as dropout prevention/intervention, before- and after-school programs, and job training – particularly for at-risk students in areas where there is a high degree of gang activity.

The Association also believes federal, state, and local governments, including but not limited to business and law enforcement agencies, should collaborate with local school districts to develop and implement education and youth employment programs in helping to reduce illegal activities by gangs. (89,95,03,18)

VI-30 Juvenile Offender Education

The Oklahoma Education Association believes juvenile offenders who are convicted of serious crimes and who are contained in detention centers should be provided a healthy environment conducive to positive social change.

The Association further believes these children, while in this environment, should be provided with educational programs that will enable them to become contributing members of society. Youthful offenders currently receiving service in community based treatment facilities should be provided education in alternative settings. (18)

VI-31 Education for Persons Incarcerated

The Oklahoma Education Association believes that it is the right of all incarcerated persons to have access to educational programs through the correctional system. (18)

GOAL AREA VII: Human and Civil Rights

VII-1 Promote and Protect Human and Civil Rights

The Oklahoma Education Association believes that improved human relations are essential to the school and community environment. The Association urges the elimination of discriminatory statutes and practices that limit the rights of the individual. (85,93,95,98,18)

VII-2 The Culture of White Supremacy

The Oklahoma Education Association believes that, in order to achieve racial and social justice, educators must acknowledge the existence of White supremacy culture as a primary root cause of institutional racism, structural racism, and White privilege. Additionally, the Association believes that the norms, standards, and organizational structures manifested in White supremacy culture perpetually exploit and oppress people of color and serve as detriments to racial justice. Further, the invisible racial benefits of White privilege, which are automatically conferred irrespective of wealth, gender, and other factors, severely limit opportunities for people of color and impede full achievement of racial and social justice. Therefore, the Association believes in actively advocating for social and educational strategies fostering the eradication of institutional racism and White privilege perpetuated by White supremacy culture. (19)

VII-3 Disabilities Awareness

The Oklahoma Education Association believes in protecting the human and civil rights of students, staff, and community members with disabilities. The Association encourages its affiliates to educate the school and community about disability issues. (00,03,18)

VII-4 English as the Official Language

The Oklahoma Education Association recognizes the importance of an individual's primary language. The Association believes in promoting and preserving primary languages through instruction, public service, and all other forms of communication.

The Association further believes that English is the language of political, social, and economic communication in the United States. The efforts to establish English as the official language deprives non-English language speakers access to education, social services, and employment. (89,18)

VII-5 Historic Preservation

The Oklahoma Education Association believes in the preservation of historically significant lands, structures and cultures for the purpose of education. (89,18)

VII-6 Drug and Alcohol Screening

The Oklahoma Education Association opposes mandatory mass screening procedures, which intrude upon personal and civil liberties.

The Association believes that drug and alcohol testing of employees and job applicants without probable cause is an unwarranted and unconstitutional invasion of privacy.

Resolutions continued

The Association urges its affiliates to develop guidelines that protect employee rights. (91,03,18)

VII-7 Private Prisons

The Oklahoma Education Association believes that profiting from incarceration is in direct conflict with the objective to rehabilitate those who have committed crimes. Additionally, private prison practices such as maintaining high occupancy rates and unsafe staff-to-inmate ratios, lobbying for harsh sentences, and providing inadequate services undermine restorative justice practices and disproportionately affects women and people of color. Therefore, the Association believes that incarcerated individuals should be held in publicly operated institutions. (19)

VII-8 School Safety

The Oklahoma Education Association believes that schools and school activities are environments for learning free from any form of violence, hatred, or persecution.

The Association urges its affiliates to develop guidelines that create safe learning environments. (00,07,13,18)

VII-9 Health and Employment

The Oklahoma Education Association believes that education employees shall not be subjected to any adverse employment action due to a medical condition. (94,18)

VII-10 Extremist Groups

The Oklahoma Education Association believes that education is the means to counteract the philosophies and practices of extremist groups.

Further, the Association recognizes the danger of any group that marginalizes anyone based on their differences from the extremist group.

The Association strongly urges that affiliates and members actively oppose any movements by extremist groups. Further we believe in the necessity of taking a significant role in countering the effects of such speech, actions, and racism on our students, families and communities. (85,18,19)

Constitution and Bylaws

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OEA Constitution

Last amended 2005

Preamble

We, the members of the Oklahoma Education Association, in order that the OEA may speak for education in the State of Oklahoma, advance the cause of education, secure professional autonomy, contribute to and gain recognition for professional excellence, promote and protect human and civil rights, and further the interests and welfare of educational employees, do hereby establish this Constitution of the Oklahoma Education Association.

Article I. Name, Goals, and Authorities for Governance

- 1.1 The name of this organization shall be the Oklahoma Education Association (OEA).
- 1.2 The goals of the OEA shall be as stated in the Preamble. The OEA shall have all power necessary and proper to take action for the attainment of these goals. Nothing in this Constitution or in the Bylaws shall be construed to prevent the OEA from pursuing other objectives which are consistent with the stated goals of the OEA.
- 1.3 The OEA shall receive, hold, and administer funds and property as a non-profit organization under Oklahoma law.
- 1.4 The OEA shall be governed by this Constitution and Bylaws and such other actions as the Delegate Assembly and the Board of Directors may make consistent therewith.

Article II. Membership, Eligibility, Provisions, and Limitations

- 2.1 Membership in the OEA shall comprise a class of active members and such other classes as may be provided in the Bylaws.
- 2.2 Membership as provided in the Bylaws shall be open to all persons actively engaged in the profession or in other educational work or to persons interested in advancing the cause of public education who shall agree to subscribe to the goals and objectives of the OEA and to abide by its Constitution and Bylaws.
 - A. *An application for membership* shall be subject to review and class placement by the Board of Directors as provided in the Constitution and Bylaws.
 - B. *The OEA shall not deny membership* to individuals on the basis of race, creed, national origin, religion, or gender, nor shall any organization which so denies membership be affiliated with the OEA.
 - C. *Members shall adhere to the Code of Ethics* of the Education Profession.

- 2.3 The right to vote and to hold office shall be limited to active members except as otherwise provided in the Constitution and Bylaws.
- 2.4 Membership shall pay to the OEA such annual united membership dues, where applicable, as may be established by the Delegate Assembly through procedures set forth in the Bylaws.
- 2.5 All rights, titles, and interests, both legal and equitable, of a member in and to the property of the OEA shall end upon the termination of the individual's membership.

Article III. Affiliation

- 3.1 Affiliation shall mean a relationship based on a mutual agreement between the OEA and an organization involved with or interested in education.
- 3.2 The OEA shall be affiliated with the National Education Association (NEA).

Article IV. Structure

- 4.1 The OEA shall be composed of zones and local affiliates.

Article V. Governance, Officers, Board of Directors, Delegate Assembly, and Review Board

- 5.1 The Executive Officers of the OEA shall be the President and the Vice President.
- 5.2 The Board of Directors shall consist of the Executive Officers, the NEA Directors, Executive Committee member(s) of the National Education Association from Oklahoma who shall serve as non-voting ex-officio director(s), the Zone Directors, and the Directors-at-Large.
- 5.3 The Delegate Assembly shall be the governing body of the OEA and shall consist of members elected from its local affiliates, the Board of Directors of the OEA, and such other members as provided in the Bylaws.
 - A. *The duties of the Delegate Assembly* shall be described in the Bylaws.
 - B. *The Delegate Assembly* shall meet annually as described in the Bylaws.
- 5.4 The judicial powers of the OEA shall be vested in a Review Board.

Article VI. Committees

- 6.1 The OEA shall have standing committees and ad hoc committees as necessary to carry on the work of the Association.

Constitution continued

Article VII. Administration

- 7.1 The Board of Directors shall employ an Executive Director who shall be responsible to the Board of Directors.
- 7.2 The Executive Director shall be the chief administrator of the OEA staff.

Article VIII. Finance

- 8.1 The OEA fiscal year shall be as provided in the Bylaws.
- 8.2 The OEA shall establish a General Fund as provided in the Bylaws.
- 8.3 The OEA shall establish a Capital Improvement Fund as provided in the Bylaws.
- 8.4 Investment policies for the General Fund and for the Capital Improvement Fund shall be established as provided in the Bylaws.
- 8.5 The Executive Director shall be responsible for preparing a report of the General Fund and the Capital Improvement Fund as provided in the Bylaws.

Article IX. Amendments to the Constitution and Bylaws

- 9.1 The Constitution may be amended by a two-thirds (2/3) vote of the ballots cast at a Delegate Assembly in a procedure prescribed in the Bylaws or by a majority of the membership voting in a procedure prescribed in the Bylaws.
- 9.2 Bylaws consistent with the Constitution may be adopted or amended by a majority vote of the delegates present and voting at any regular meeting or a special called meeting of the Delegate Assembly. All delegates shall be notified of any proposed amendment thirty (30) days in advance of the meeting.

Article X. Interpretation

- 10.1 The Board of Directors shall have the authority to interpret the Constitution and Bylaws.

OEA Bylaws

Last amended 2019

Article I. Name, Goals, and Authorities for Governance

1.1 The name of this organization shall be the Oklahoma Education Association, hereinafter referred to as the OEA.

1.2 The specific objectives directed toward the achievement of the stated goals of the OEA shall be, but not limited to:

- A. *Providing a structure* for the OEA to ensure the full and effective participation of all members, thereby establishing and maintaining an independent, self-governing organization;
- B. *Developing and maintaining systems* designed to prevent violations of the human and civil rights of school personnel;
- C. *Developing and maintaining systems* for protecting the substantive and procedural due process rights of school personnel;
- D. *Assuring that every local* affiliate has the opportunity to engage in good faith collective bargaining;
- E. *Maintaining* state and local programs designed to improve personal economic benefits for members;
- F. *Promoting* the participation of school personnel in educational decision-making at all levels;
- G. *Assisting students* in realizing their potential;
- H. *Promoting continuous improvement* of instruction and of curriculum;
- I. *Removing inequities* in taxation through equalization of assessment;
- J. *Seeking increased revenue* to place Oklahoma at the national average in revenue per pupil;
- K. *Expanding membership* in the Association;
- L. *Building and maintaining* a system of local affiliates.

1.3 A quorum of all meetings of all official bodies of the Association shall be a majority of those certified to vote at such meeting.

1.4 The OEA shall be governed by this Constitution and Bylaws and such other actions the Delegate Assembly and the Board of Directors may make consistent therewith.

Article II. Membership, Eligibility, Provisions, and Limitations.

2.1 Classes of membership in the OEA shall consist of six (6) classes: Active, Staff, Student, Retired, Reserve, and Substitute.

- A. *Active membership* shall be open to any person who is professionally engaged in the work of education or is a non-certified person who is employed by

the school district or other educational institution. Active membership is limited to persons who support the principles and goals of OEA and maintain membership in the National Education Association and local affiliates where eligible.

- B. *Staff membership* shall be open to any person employed by the OEA or its affiliates.
- C. *Student members* must maintain membership in the National Education Student Program and local chapters where eligible.
- D. *Retired membership* shall be open to:
 - 1. a. Any person drawing benefits from the Teachers' Retirement System of Oklahoma prior to June 1, 2003; or
 - b. Any person who began drawing benefits from the Teacher's Retirement System of Oklahoma after June 1, 2003 and who was an OEA-NEA member at the time of their retirement, must continue to maintain a unified membership. Any person not a member of NEA at the time of retirement will have the option of NEA-R membership;
 - 2. Any person living in Oklahoma who retired from educational work in another state, and who is receiving benefits from the teacher retirement system in that state, provided the qualifications set forth in number 1.a or 1.b are met;
 - 3. a. Any person who is no longer actively teaching or employed in the public education system of Oklahoma and a member of the Teacher Retirement System of Oklahoma who has attained the age of 45; or
 - b. Any person who is actively teaching or employed in the public education system of Oklahoma who has attained the age of 45 and who maintains an active OEA/NEA membership, may join as a pre-retired OREA member.
- E. *Reserve membership* shall be open to any person who is on leave of absence of at least six (6) months from the employment that qualifies that individual for Active membership or who has held Active membership in the Association but whose employment status no longer qualifies that individual for such membership.
- F. *Substitute membership* shall be open to any person employed in the public education system of

Bylaws continued

Oklahoma on a day-to-day basis as a substitute and who is not eligible for Active Membership.

G. *A member may appeal* the assigned class of membership to the Board of Directors.

2.2 Eligibility, Provisions, and Limitations.

- A. *Membership* in the local affiliate shall be determined by the affiliate.
- B. *The membership year* shall be from September 1 through August 31. Membership shall be continuous unless terminated for cause.
- C. *The Executive Director* under the direction of the Board of Directors shall issue a certificate of membership.
- D. *Active life members* at the time of adoption of this Constitution and Bylaws shall continue to hold active membership for life.
- E. *Applications for Life Membership* shall not be accepted. The Board of Directors may award honorary memberships.
- F. *Classes of memberships* other than active shall receive those rights and privileges designated by the Board of Directors.
- G. *All active members* shall be eligible to receive special services, assistance in the protection of professional and civil rights, and reports and publications of OEA.
- H. *Any member*, other than a life member, who changes profession or occupational position shall be transferred to the class of membership applicable to this new position and shall not remain in a class of membership for which the member is no longer eligible. Members receiving legal assistance shall be required to maintain their membership in the same class as when legal services were requested until the litigation has been resolved.

2.3 The right to vote and to hold office shall be limited to active members, except as otherwise provided for in the Bylaws.

2.4 Membership Dues.

- A. *Dues of all classes* of membership shall be set by the Delegate Assembly and shall remain the same until changed by subsequent Delegate Assemblies.
- B. *The OEA dues* shall be part of the unified membership dues (NEA, OEA, and local, where eligible).
- C. *Nothing herein* should be interpreted as prohibiting a local affiliate from levying dues.
- D. *Each zone* which qualifies (Article IV.1.B) shall receive one dollar and twenty-five cents (\$1.25) for each active certified member and sixty-five cents (\$.65) for each educational support professional.

E. *Local affiliates* shall have the full responsibility for transmitting state and national dues on a contractual basis. Standards and contracts for transmitting dues shall be developed between the state affiliate and each local affiliate.

Article III. Affiliation

3.1 Affiliation shall mean a relationship based on mutual agreement between the OEA and an organization involved with or interested in education and shall continue until the affiliate withdraws or is disaffiliated.

3.2 Affiliates of the OEA shall take all reasonable steps to assure their elective and appointive bodies shall have ethnic minority representation proportionate to the ethnic minority membership of the affiliate.

3.3 Affiliates shall be governance or non-governance.

A. *The governance affiliates* shall be composed exclusively of local affiliates and shall:

1. Apply the one-person/one-vote principle for representation on its governing bodies except that the affiliate shall provide ethnic minority representation at least proportionate to its ethnic minority membership;
2. Provide proportional representation between classroom teachers, non-certified members, and administrative members where an all inclusive affiliate exists;
3. Guarantee its active members an open nomination procedure and voting by secret ballot except as otherwise provided in this Constitution or in the Bylaws. No governance affiliate shall discriminate against its active members in their right to vote, seek office, or otherwise participate in the affairs of the affiliate or the OEA, except as otherwise provided in this Constitution and Bylaws;
4. Be subject to censure or suspension upon two-thirds (2/3) vote of the Board of Directors when failing to comply with standards and procedures in the governing documents including the Constitution and Bylaws.

B. *The non-governance affiliates* shall be composed of all other affiliated organizations. An organization with a common interest or occupation may form a special interest group with no delegate rights but may send recommendations to the Board of Directors.

3.4 The rights of an affiliate shall be to:

A. *Conduct* its own affairs by forming its own organization, electing officers and establishing

Bylaws continued

a program provided none of these activities are inconsistent with the program or the Constitution and Bylaws of the OEA;

- B. *Determine* its own membership dues;
- C. *Set goals* and establish a budget;
- D. *Be represented* where eligible in the governance bodies of the OEA;
- E. *Receive rebates* where eligible as provided in the Bylaws.

3.5 The responsibilities of an affiliate shall be to:

- A. *Adopt and file* a written Constitution and/or Bylaws with the OEA. Such a document shall comply with the Constitution and Bylaws of OEA and NEA;
- B. *Support and keep* its membership informed of the program and activities of the Association;
- C. *Provide credentials* and documentation of election for delegates to governance bodies as required in the Bylaws;
- D. *Refuse membership* to any person who does not meet the membership requirements of the Association.

3.6 The OEA shall be affiliated with the National Education Association (NEA).

Article IV. Structure

4.1 The OEA shall be affiliated with and composed of zones and local affiliates.

- A. *A zone shall be that part* of the OEA composed of membership population as established by the Board of Directors.
- B. *In order for a zone to qualify for its rebate*, zones must have a zone Executive Board which includes the Zone Director to determine zone activities. Guidelines will be established by the OEA Board of Directors.

4.2 A local affiliate shall be composed of members of a single school district, a higher education institution, the state department, multiple school districts, multiple higher education institutions, or other educational groups. If the local affiliate has fewer members than that required to qualify for one delegate to the Delegate Assembly, the affiliate must cluster with other/another like affiliate(s) to achieve the number of members to qualify for a delegate.

- A. *A local affiliate* must comply with the following:
 - 1. File a copy of its Constitution and/or Bylaws with the OEA office;
 - 2. Hold at least two (2) meetings a year;
 - 3. Enact regulations governing the time of electing its officers, provided that such elections shall be held prior to June 1 of each year. The names

of the officers must be sent to the OEA office within thirty (30) days of the election;

- 4. Conduct all elections with open nominations and voting by secret ballot;
- 5. File a written report of local affiliate activities with the OEA office on or before July 1.

Article V. Governance, Officers, Board of Directors, Delegate Assembly, and Review Board

5.1 Officers

The Executive Officers of the OEA shall be the President and the Vice President.

- A. *Qualifications*. All candidates for the office of President or Vice President shall be active members of the OEA.
- B. *Filing*. Any active members of the OEA may file for office. Filing forms must be received at the OEA Headquarters in Oklahoma City during a filing period which begins on July 15 and ends the first Friday in October.
- C. *Election*. The President and Vice President shall be elected by a secret ballot vote of the membership. The procedure for the election of the President and Vice President shall be established by the Board of Directors.
 - 1. A majority vote of those voting shall be required for election.
 - 2. If more than two (2) candidates are nominated and no candidate receives a majority, a run-off election shall be held between the top two candidates.
- D. *Term of Office*. The term of the elected officers shall begin at the close of the National Education Association Representative Assembly. In the event the National Education Association Representative Assembly does not meet, the terms of office shall begin July 15.

The President and Vice President shall serve a three (3) year term with a two (2) term limit. Upon election the President and Vice President shall serve as non-voting members of the Board of Directors. They shall become voting members when their term begins as stated in the Article.
- E. *Powers and duties of the President*. The President shall be the chief executive officer of the OEA and its policy leader. The President shall:
 - 1. Serve full time at a salary recommended by the Board of Directors and approved through the budgetary process at the Delegate Assembly;

Bylaws continued

2. Represent the OEA on matters of policy or assign, at the President's discretion, responsibility for such representation;
 3. Review OEA policies and make recommendations to be considered by the Board of Directors and the Delegate Assembly;
 4. Co-sign with the Executive Director all authorizations for disbursement of OEA funds;
 5. Sign all contracts and other documents approved by the Board of Directors;
 6. Call special meetings of the Delegate Assembly as approved by the Board of Directors;
 7. Preside at all meetings of the Delegate Assembly, the Board of Directors, and the NEA Representative Assembly State Delegate meetings;
 8. Call regular and special meetings of the Board of Directors;
 9. Prepare the agenda for the governing bodies of the OEA and the program for the annual meetings;
 10. Appoint all committees and chairpersons, and fill committee vacancies with the advice and consent of the Board of Directors;
 11. Coordinate activities and serve as an ex-officio member of all committees authorized by the governing bodies except for any committee dealing with the compensation of the President;
 12. Serve as State Delegate to the NEA Representative Assembly during the tenure of office;
 13. Serve as first alternate to the NEA Directors;
 14. Fulfill such other duties as the office requires and as consistent with the Constitution and Bylaws.
- F. *Powers and duties* of the Vice President. The Vice President shall:
1. Serve full time at a salary recommended by the Board of Directors and approved through the budgetary process at the Delegate Assembly;
 2. In the absence of the President, perform the duties and exercise the powers of that office as directed by the President;
 3. Serve as acting President when the President is unable to perform the duties of the office;
 4. Assume the office of President in case of vacancy;
 5. Serve as State Delegate to the NEA Representative Assembly during the term of office;
 6. Serve as second alternate to the NEA Directors;
 7. Perform such other duties as are stipulated by the Constitution, by the Bylaws, and by the President.
- G. *Vacancy in the Office of Vice President*. In case of vacancy in the office of Vice President, the OEA Board of Directors shall have the authority to appoint a successor to serve until the next regularly scheduled election. At that time the unexpired term will be filled according to regular election procedures.
- H. *Impeachment*. Executive officers of the OEA may be removed from office for violation of the Code of Ethics of the Education Profession, and for misfeasance, malfeasance, or nonfeasance in office.
1. Impeachment proceedings against an executive officer shall be initiated by written permission submitted to the Review Board by at least fifteen percent (15%) of the certified delegates of the OEA Delegate Assembly.
 2. If, after a due process hearing, a two-thirds (2/3) vote of the Review Board shall sustain the charge or charges the office shall become vacant.
 3. The office may appeal the decision to the OEA Board of Directors. A two-thirds (2/3) vote of the Board shall be necessary to overturn the decision of the Review Board.

5.2 Board of Directors

The Board of Directors shall consist of the Executive Officers, the NEA Directors, Executive Committee member(s) of the National Education Association from Oklahoma who shall serve as non-voting ex-officio director(s), the Zone Directors, and the Directors-at-Large.

A. *NEA Directors*.

1. *Qualifications/Election*. NEA State Directors for which the OEA is qualified under terms of the NEA Constitution and Bylaws shall be elected by a secret ballot vote of the active membership in the year in which a term expires. The election shall comply with the provisions of the NEA Bylaws.
2. *Filing*. Filing forms must be received at the OEA headquarters in Oklahoma City during the filing period which begins on July 15 and ends the first Friday in October.
 - a. A majority vote is required for election.
 - b. If more than two (2) candidates are nominated for an office and no candidate receives a majority, a run-off election shall be held between the top two (2) candidates.
3. *Term*. The NEA Director shall assume office and serve a term or terms in accordance with the NEA Constitution, Bylaws, and Standing Rules.

Bylaws continued

4. Vacancies. Vacancies arising in the office of the State NEA Directors shall be filled upon recommendation of the OEA Board of Directors by the NEA Board of Directors when in session, or when not in session, by the NEA Executive Committee. The individuals(s) appointed shall serve until the first opportunity that a successor director may be elected in accordance with the regular election procedure. An NEA Director shall immediately relinquish the position on the NEA Board when employment ceases in the category represented.
- B. *Zone Director*
1. Qualifications.
 - a. Allocations of Zone Director seats shall be based on the number of active OEA members as of January 15 of the calendar year in which the election is held.
 - b. A candidate for a Zone Director position shall be an active member of that zone, provided such person does not serve in an administrative capacity.
 2. Filing. Filing forms must be received at the OEA headquarters in Oklahoma City during a filing period from February 1 through 5:00 p.m. on the third Friday in February.
 3. Election. Election shall be by a secret ballot vote of the active membership in the zone, provided such person does not serve in an administrative capacity. The procedure for the election of Zone Directors shall be established by the Board of Directors.
 - a. A majority vote is required for election.
 - b. If more than two (2) candidates are nominated and no candidate receives a majority, a run-off election shall be held between the top two candidates.
 4. Term.
 - a. The Zone and the Administrator Director-at-large shall serve for a three (3) year term. A Director who serves a full term shall be eligible to succeed himself/herself for one full term. A Director who has served two consecutive terms will be eligible to serve again after said Director has not served for a full term (3 years). The term shall begin immediately following the close of the NEA Representative Assembly for the year in which he / she was elected. In the event the NEA Representative Assembly does not meet, the term of office shall begin on July 15.
 - b. When any Director ceases to be actively engaged in educational work or ceases to be employed in the category the Director represents, the position shall become vacant.
 - c. The Directors shall serve as delegates-at-large of the Delegate Assembly.
 5. Vacancy. In case of a Zone Director vacancy, the Board of Directors, upon recommendations of the local presidents from within the zone, within sixty (60) days will fill the vacancy by appointment effective until the next regularly scheduled OEA election. At that time, the unexpired term will be filled according to zone election procedures. In the event no eligible OEA member files, the OEA President shall call a meeting of the local association presidents of that zone to prepare a slate of candidates.
- C. *Members-at-Large*
1. Administrator Directors-at-Large.
 - a. Administrators shall be represented on the Board of Directors in proportion to their membership in the OEA.
 - b. Filing for administrator director-at-large positions must be received at the OEA headquarters during a filing period from February 1 through 5:00 p.m. on the third Friday in February.
 - c. Election shall be by a secret ballot vote of the active administrator membership. The procedure for the election of Administrator Director-at-Large shall be established by the Board of Directors.
 - 1) A majority vote shall be required for election.
 - 2) If more than two (2) candidates are nominated and no candidate receives a majority, a runoff election shall be held between the top two (2) candidates.
 2. Ethnic Minority Directors-at-Large. Members of ethnic minorities shall comprise a proportion of the Board of Directors equal to their proportion of OEA membership. If the number of ethnic minority members elected to the Board of Directors fails to achieve the necessary proportion, the President shall appoint, with the approval of the Board of Directors, as many ethnic minority directors-at-large as appropriate. Such appointments shall be of one year duration beginning July 15. Persons so appointed may be reappointed.

Bylaws continued

3. Oklahoma Aspiring Educators Association (OAEA) Member Director-at-Large.
 - a. The President of the Oklahoma Aspiring Educators Association shall represent the student membership on the Board of Directors.
 - b. The OAEA President shall be elected by secret ballot vote of OAEA members in accordance with the OAEA Constitution and Bylaws.
 - c. Term of office shall be one (1) year beginning July 15. The OAEA President shall be eligible to succeed himself /herself for one (1) term according to the OAEA Constitution and Bylaws.

4. Educational Support Director(s)-at-Large. Education support professional members shall comprise a proportion of the Board of Directors equal to their proportion of OEA membership. If the number of education support professional members on the Board of Directors fails to achieve the necessary proportion, the OEA President shall appoint, with the advice and consent of the Board of Directors, the number of at-large members required to assure such representation. Such appointments shall be of one year duration beginning July 15. Persons so appointed may be reappointed.

5. Retired Director-at-Large.
 - a. The highest ranking officer of the OREA who is an NEA-R member shall represent the retired membership on the OEA Board of Directors. The OREA officer shall be elected by secret ballot vote.
 - b. If no officer of OREA is an NEA-R member, a NEA-R representative on the OEA Board of Directors will be selected by a secret ballot vote of NEA-R members.
 - c. The term of office shall be one (1) year commencing on July 15. A member shall serve no more than six (6) consecutive years.

6. Vacancy.

In case of a Director-at-Large vacancy on the Board of Directors the following procedure shall be used.

 - a. If the vacant position is an administrator director-at-large, the Board of Directors shall fill the vacancy by appointment effective until the next regularly scheduled OEA election. At that time, the unexpired term shall be filled according to the election guidelines;

- b. If the vacant position is an ex-officio director-at-large, the same process used to fill the vacancy for the unexpired term shall be followed as was used for the initial appointment.

D. Removal of Directors

A Zone Director, Director-at-Large, and NEA Director may be removed from office for violation of the Code of Ethics of the Education Profession, and for misfeasance, malfeasance, and nonfeasance in office.

1. Impeachment proceedings against a Zone Director may be initiated by written petition submitted to the Review Board signed by at least fifty (50) OEA members from that zone.
2. Removal proceedings against a director-at-large may be initiated by written petition submitted to the Review Board signed by at least fifty (50) OEA members from the director's-at-large constituent group.
3. Removal proceedings against an NEA Director may be initiated by written petition submitted to the Review Board signed by at least one thousand (1,000) OEA members.
4. If after a due process hearing a two-thirds (2/3) vote of the Review Board shall sustain the charge, the position shall become vacant.
5. The Zone Directors may appeal the decision to the general membership of the zone. Directors-at-Large and NEA directors may appeal to the Delegate Assembly.

- E. *Meetings.* The Board of Directors shall meet on the call of the President of the OEA or the call of a majority of its members. Three consecutive unexcused absences from regularly called meetings of the Board of Directors may result in a declaration of vacancy by the Board of Directors. A director so removed shall have the right to appeal the action of the Board of Directors to the Review Board.

F. Powers and Duties.

1. The Board of Directors shall have the power to make decisions consistent with the provisions of the OEA Constitution and Bylaws and actions of the Delegate Assembly.
2. The Board of Directors shall:
 - a. Study needs and develop recommendations to submit to the Delegate Assembly regarding the welfare of the organization and of education;
 - b. Prescribe qualifications, fix salaries, outline duties of all employees and to develop

Bylaws continued

- recommendations on policy affecting the welfare of the OEA Staff;
 - c. Have a budget prepared to be submitted to the Delegate Assembly;
 - d. Supervise the expenditure of funds in accordance with the approved budget;
 - e. Cause an annual audit of OEA funds and investments to be made by a licensed public accountant;
 - f. Bond, in a sufficient amount, officers and employees of the OEA;
 - g. Report to the membership important actions and decisions affecting the OEA and public education;
 - h. Accept and/or approve reports of duly constituted committees of the OEA;
 - i. Review reports of applications for affiliation;
 - j. Create governance zones of OEA for the election of Directors in accordance with NEA guidelines;
 - k. Select the Executive Director of the OEA and issue a contract for a period not to exceed three (3) years and act upon the recommendation of the Executive Director concerning staff of the OEA;
 - l. Hear an appeal of a decision made by the Review Board concerning the impeachment of an executive officer, two-thirds (2/3) vote of the Board shall be necessary to overturn the decision of the Review Board;
 - m. Rule on matters of impeachment of Review Board members:
 - 1) A majority vote of the Board of Directors shall be required to order an impeachment hearing on specified charges made by the Delegate Assembly or a local affiliate;
 - 2) A majority vote of at least two-thirds (2/3) of the Board of Directors shall be required to sustain a charge following a due process hearing;
 - n. Approve or reject for cause applications for membership and make assignments to membership classes;
 - o. Censure, suspend, or expel an affiliate pursuant to procedures adopted by the Delegate Assembly. A local affiliate may appeal such decision to the Delegate Assembly;
 - p. Reinstate an affiliate pursuant to procedures adopted by the Delegate Assembly;
 - q. Act upon applications of units applying to cluster to meet the requirements for representation;
 - r. Discharge such other necessary fiscal responsibilities;
 - s. Prepare and submit OEA Constitution and Bylaws amendments to the Constitution Committee for Delegate Assembly action;
 - t. Provide for expenditure of revenue collected in excess of budgeted amounts;
 - u. Establish ad hoc committees;
 - v. Have the power to interpret the Constitution and Bylaws; and
 - w. Determine when the President is unable to perform the duties of his/her office.
- 5.3 Delegate Assembly.
- The Delegate Assembly shall be the governing body of the OEA.
- A. *Local Affiliate.*
- 1. Allocation of delegate and alternate credentials to a local affiliate shall be based on the number of active OEA members as of January 15 of the calendar year in which the Delegate Assembly convenes.
 - a. Each local affiliate shall be entitled to one (1) delegate and one (1) alternate for each six (6) to sixty (60) classroom teacher and/or education support professional members and one (1) delegate and one (1) alternate for each six (6) to sixty (60) administrator members of that local.
 - b. Each delegation shall be permitted to cast a vote equal in weight to the number of active members represented provided that no individual delegate may cast fewer than six (6) votes nor more than sixty (60) votes provided that votes shall be distributed equally within each local affiliate by membership type.
 - c. Each affiliate having fewer than six (6) members must cluster with other local affiliates of like membership to be represented. Application for cluster approval should be submitted to the Board of Directors not later than February 1. An approved cluster affiliate shall receive its allocation by February 20. The delegates and alternates shall be elected and certified by the OEA by March 15 in accordance with election procedures as prescribed by these Bylaws.

Bylaws continued

- d. Newly formed local affiliates applying before February 1 shall, upon approval, elect delegates and alternates to the current year Delegate Assembly.
 - e. All delegates and alternates shall be elected and certified to the OEA by March 15 in accordance with election procedures as prescribed by these Bylaws.
2. Delegates and alternates to the Delegate Assembly shall be elected by local affiliates. Alternates must be of the same educational position as the delegate.
- a. Delegates and alternates shall be nominated and elected through provisions of the local affiliate's constitution and bylaws which include open nominations, secret ballot vote, and one-person/one-vote principle. Representation shall be on the basis of proportional representation by ethnic minorities proportional to membership in the local. Representation from local affiliates which provide all-inclusive membership shall be on the basis of proportional representation by educational position.
 - b. The local affiliate president, secretary, and election committee chairperson shall certify to the OEA office in writing the election of delegates and alternates. Certification shall be on a form provided by the OEA and shall include:
 - 1) Date of election;
 - 2) Number participating in election;
 - 3) Statement that voting was by secret ballot;
 - 4) Statement of compliance with all pertinent regulations;
 - 5) Name, address, professional position and ethnic designation of each delegate and alternate. Any change in local delegates and/or alternates should be accompanied by a letter of certification from the local president to the Credentials Committee at Delegate Assembly Registration.
 - c. When any delegate or alternate ceases to be actively engaged in education work, or ceases to be employed in the category the member represents, the position shall be declared vacant by the affiliate to which the member belongs.
 - d. Delegates shall be elected from each local affiliate of the OEA for such terms as provided by the local affiliate's constitution, but in no event shall terms exceed three (3) years. An individual elected to a multi-year term shall serve if the delegate and the affiliate continue to qualify for the local position.
- e. The official term of an annual Delegate Assembly shall be from one day prior to the opening session until one day prior to the subsequent opening session. Delegates' terms shall coincide with the annual Delegate Assembly term(s).
- B. *The Board of Directors, Delegates-at-Large, NEA-R members, Student Education and Ex-Officio members.*
- 1. The Board of Directors of the OEA shall be members of the Delegate Assembly with full privileges. Each Zone Director shall have one (1) vote.
 - 2. Delegates-at-Large with full privileges including voting shall be:
 - a. Administrator delegates who are not eligible for membership in a local or from locals with fewer than six (6) administrator members. Administrator members-at-large shall be entitled to one (1) delegate and one (1) alternate for each six (6) to sixty (60) members statewide.
 - 1) These administrator members will file and vote for delegates on a statewide administrator-only ballot.
 - 2) Each administrator delegate-at-large shall be permitted to cast a vote equal in weight to the number of active members represented provided that no individual delegate may cast fewer than six (6) nor more than sixty (60) votes and provided that votes shall be distributed equally among the delegates.
 - b. Ethnic minority delegates to achieve proportional representation. Each Ethnic Minority Delegate-at-Large shall have ten (10) votes.
 - c. NEA-R members shall be entitled to one (1) delegate and one (1) alternate for the first sixty (60) members. Additional delegates and alternates shall be allotted for every 400 members thereafter.
 - 1) These NEA-R members will file and vote for delegates on a statewide NEA-R only ballot.
 - 2) Each NEA-R delegate shall be permitted to cast a weighted vote of six (6) each.
 - d. Student members shall be allocated two (2) delegates with a weighted vote of six (6) each.

Bylaws continued

3. Ex-officio members with full privileges except voting shall be:
 - a. A representative elected by the OEA Past President's organization;
 - b. Every local affiliate president, who is not an elected delegate, may serve as an ex-officio member.
 4. All members of the OEA, delegate or non-delegate, shall be entitled to a voice from the floor of the Delegate Assembly upon recognition by the presiding officer and approval of the Delegate Assembly.
- C. *Duties of the Delegate Assembly* shall be to:
1. Enact a program and to establish policies and objectives to be implemented by the Board of Directors;
 2. Have an annual meeting;
 3. Adopt the standing rules and the agenda for its meetings;
 4. Consider the minutes of its most recent meetings;
 5. Consider the approval of the reports of all committees and to act upon any specific recommendations that are not under resolutions or new business;
 6. Act on Resolutions;
 7. Act on New Business items;
 8. Adopt a budget and establish OEA dues;
 9. Amend the Constitution and Bylaws of the OEA;
 10. Decide on the seating of delegates when the Credentials Committee is challenged;
 11. Adopt legislative goals;
 12. Adopt bargaining goals;
 13. Enact such other measures as are necessary to achieve the goals and objectives of the OEA which are not in conflict with the Constitution and Bylaws;
 14. Establish and abolish standing and ad hoc committees as needed;
 15. Initiate impeachment proceedings against Executive officers. A written petition signed by at least fifteen percent (15%) of the certified delegates of the Delegate Assembly shall be necessary to initiate the proceedings and shall be submitted to the Review Board;
 16. Initiate impeachment proceedings against members of the Review Board. Impeachment proceedings against a member of the Review Board shall be initiated by action of the Delegate Assembly or upon petition of fifteen percent (15%) of the certified delegates under rules determined by the Delegate Assembly;
 17. Hear an appeal of a decision made by the Review Board concerning either the impeachment of a Director-at-large or the impeachment of an NEA Director. A two-thirds (2/3) vote of the Delegate Assembly is required to overturn a decision of the Review Board;
 18. Hear an appeal of a decision made by the Board of Directors concerning the impeachment of a member of the Review Board;
 19. Receive the report of the President;
 20. Receive the report of the Executive Director;
 21. Have special meetings as needed. Special meetings may be called by:
 - a. The President;
 - b. The Board of Directors upon a three-fourths (3/4) vote;
 - c. A petition signed by ten percent (10%) of the active members of the OEA (based on the number of active OEA members as of January 15th of the calendar year in which the petition is submitted.)
- D. *Expenses of the Delegates.*
The expenses of the delegates to the Delegate Assembly elected by local affiliates are to be paid by the local affiliates.
- E. *The latest edition of Robert's Rules of Order* shall be the parliamentary authority where the Constitution, Bylaws, and Standing Rules do not rule.
- F. *Committees for the Delegate Assembly* shall be listed in an OEA handbook.
- ## 5.4 Review Board
- The judicial powers of OEA shall be vested in a Review Board.
- A. *Jurisdiction.*
The Review Board shall have original jurisdiction in the following cases:
1. Impeachment of an executive officer;
 2. Impeachment of a Zone Director, Director-at-Large, or NEA Director;
 3. Alleged violations of recognized professional standards, including the provisions of the Code of Ethics of the Education Profession;
 4. Censure, suspension, or expulsion of a member;
 5. Review, upon request, an action of the OEA Board of Directors or Delegate Assembly regarding consistent application of the OEA Constitution or Bylaws.
- B. *Composition and Structure.*
1. The Review Board shall be comprised of nine (9) members, at least one (1) of whom shall be a member of an ethnic minority group,

Bylaws continued

appointed for three year terms. No person shall be eligible to appointment to more than two (2) consecutive terms.

2. Members of the Review Board shall have been active members of the OEA for three (3) consecutive years immediately prior to appointment. Members of the Review Board shall maintain active or retired membership.
3. The Review Board shall be appointed by the President with the advice and consent of the Board of Directors.
4. A member of the Review Board shall hold no other elective office or appointive position of the OEA or in its affiliates during the period of appointment to the Review Board.
5. No executive officer or member of the OEA Board of Directors shall be appointed to the Review Board within two (2) years following separation from the office.
6. Expenses, including any loss of salary, incurred by Review Board members while on official business of the Board shall be reimbursed by the OEA. Except as provided above, a member of the Review Board shall not accept any honorarium or any other payment from any source at the local, state and national level of the Association.
7. The Review Board may assign less than a majority, but no less than three (3) of its members to hear cases unless otherwise specified herein; however, a member so assigned shall not participate in any appellate proceedings related to the case on appeal.
8. The President shall annually select the chairperson with the advice and consent of the Board of Directors.
9. The Review Board shall establish its rules of procedure with the approval of the Board of Directors. Due process must be guaranteed in all its proceedings.

C. Powers.

The Review Board shall have the following powers subject to the conditions herein outlined:

1. To impeach an executive officer. The executive officer shall have the right to appeal a decision of the Review Board to the OEA Board of Directors. A two-thirds (2/3) vote of the Board of Directors is required to overturn a decision of the Review Board.
2. To impeach a Zone Director, Director-at-Large or an NEA Director.
 - a. An NEA Director and Director-at-Large shall have the right to appeal to the Delegate Assembly. A two-thirds (2/3) vote of the Delegate Assembly is required to overturn a decision of the Review Board.
 - b. A Zone Director shall have the right to appeal to the general membership of the zone. A two-thirds (2/3) vote of the general membership of the zone is required to overturn a decision of the Review Board.
3. To censure, suspend, or expel a member for:
 - a. Flagrant or continued violation of recognized professional standards, including the provisions of the Code of Ethics of the Education Profession;
 - b. Personal advocacy or membership in an organization which advocates the changing of the form of government of the United States by force;
 - c. Conviction of a felony. The member shall have the right to appeal to the Board of Directors on procedural grounds only;
4. To vacate, censure, lift suspension or reinstate a member;
5. To review an action of the Board of Directors or Delegate Assembly on grounds of consistence with the Constitution and Bylaws and to recommend to the appropriate governing body remedial action, if necessary. Requests for review may be made only by the Board of Directors, Delegate Assembly, a local affiliate (by official action) or upon petition of ten percent (10%) of the certified delegates of the Delegate Assembly.

D. Impeachments.

1. Members of the Review Board may be impeached for violation of the Code of Ethics of the Education Profession, and for malfeasance, misfeasance, or nonfeasance in office.
2. The process for impeachment of Review Board members shall be as follows:
 - a. Proceedings against a member of the Review Board shall be initiated by action of the Delegate Assembly or by official action of a local affiliate or upon petition of fifteen percent (15%) of the certified delegates of the Delegate Assembly under the rules determined by the Delegate Assembly;
 - b. A majority vote of the Board of Directors shall be required to order a hearing on specified charges;

Bylaws continued

- c. A two-thirds (2/3) vote of the members of the Board of Directors shall be required to sustain a charge related to the removal of a member of the Review Board. Upon the removal of a member of the Review Board, the position shall become vacant. Appointment to fill a vacancy shall be in accordance with Article VI;
- d. A Review Board member may appeal an adverse decision of the Board of Directors to the Delegate Assembly. A two-thirds (2/3) vote of the Delegate Assembly is required to overturn a decision of the Board of Directors.

Article VI. Committees

- 6.1 Standing and Ad Hoc committees shall be established by the Delegate Assembly.
- 6.2 Ad Hoc committees may be established by the President with approval of the Board of Directors.
- 6.3 The Association shall have the following standing committees: Affiliate Relations, Budget, Collective Bargaining, Communications, Constitution, Credentials, Education Support Professional, Elections, Forces on Education, Human and Civil Rights, Instruction and Professional Development, Legal and Corporate, Legislative, Resolutions, Member Benefits, and Standing Rules.
- 6.4 The duties, terms of office, composition, method of appointment, and method of filling vacancies shall be stated in an OEA handbook.
- 6.5 Committees for the Delegate Assembly shall be listed in an OEA handbook.
- 6.6 All committees shall be appointed by the President with the approval of the Board of Directors.
- 6.7 The President shall serve as an ex-officio member of all committees.
- 6.8 The OEA shall take all reasonable and legally permissible steps to achieve on its appointed committees ethnic-minority representation that is at least proportional to the ethnic-minority membership.

Article VII. Administration

- 7.1 The Board of Directors shall employ an Executive Director who shall be chief administrator of the OEA. The Executive Director's salary shall be established by the Board of Directors.
- 7.2 The Executive Director shall be responsible to the Board of Directors to execute policies as established by the Board of Directors and the Delegate Assembly and shall:

- A. *Employ, assign, terminate, supervise, and evaluate* all OEA staff in accordance with OEA policies;
 - B. *Meet periodically* with the President, Vice President, and appropriate staff to confer on OEA policies and procedures.
 - C. *Represent the OEA* on matters of established policy at the discretion of the President;
 - D. *Advise the officers* and governing bodies on all policy matters through appropriate reports and recommendations;
 - E. *Serve as a consultant* to the governing bodies of the OEA;
 - F. *Be responsible* for developing and implementing programs consistent with the policies of the OEA;
 - G. *Notify state and local affiliates* and other qualified organizations of the number of Delegate Assembly delegates to which they are entitled;
 - H. *Be responsible* for receiving the member credentials and for preparing records of all official meetings and for distributing the minutes of all such meetings;
 - I. *Furnish each member* appropriate evidence of membership;
 - J. *Advise and assist* the Budget Committee in preparing a budget and administer the budget authorized by the Delegate Assembly;
 - K. *Receive all funds* and be responsible for their being deposited to the credit of the OEA for safe-keeping and accounting;
 - L. *Co-sign* with the President all authorizations for disbursement of OEA funds;
 - M. *Make financial reports* as required by the Board of Directors;
 - N. *Furnish evidence* to the Board of Directors of the amount of bond on officers and employees of the OEA;
 - O. *Recommend* an independent auditing firm to the Board of Directors;
 - P. *Perform such other duties* as may be assigned by the Board of Directors.
- 7.3 Staff. The following principles shall govern employment and functions of the staff as agents of the OEA:
- A. *Local and state staff* shall be eligible only for staff membership in the Association and shall not hold elective or appointive positions at any level;
 - B. *The OEA shall be an equal opportunity employer*;
 - C. *The OEA shall recognize* the rights of its employees to organize for the purpose of collective bargaining.

Bylaws continued

Article VIII. Finance

8.1 Fiscal year. The fiscal year of the OEA shall be September 1 through August 31.

8.2 General Fund.

- A. *The General Fund* of the OEA shall comprise all income received in the form of dues, interest, fees, earnings from advertising, income from exhibits, grants from NEA, payments for services, and funds received by gift, bequest, or transfer to the OEA which are not specifically designated for deposit in the Capitol Improvement Fund.
- B. *All operating accounts* and debt service shall be paid out of the General Fund.
- C. *Disbursements* from the General Fund shall be by check, co-signed by the Executive Director and the President.
- D. *The OEA Board of Directors* shall have the authority to transfer funds within the approved budget.

8.3 Capital Improvement Fund

- A. *The Capital Improvement Fund* shall comprise the properties and permanent investments of the OEA, payments from the sale of OEA properties, and other funds or properties received by gift, bequest, or transfer for deposit in this fund.
- B. *Disbursement* from the Capital Improvement Fund to acquire new properties or to provide for major long-term improvements in existing properties shall be authorized by a two-thirds (2/3) vote of the Board of Directors. Expenditures from this fund for any other purpose shall be authorized by a two-thirds (2/3) vote of the Delegate Assembly.
- C. Disbursements from the Capital Improvement Fund shall be by check, co-signed by the Executive Director and the President.

8.4 Investment Policies. The Investment Policies for the General Fund and for the Capital Improvement Fund shall be established by the Board of Directors.

8.5 Financial Reports. The Executive Director shall prepare an annual report of the General Fund and the Capital Improvement Fund, including income and expenditures for the fiscal year. The audit report received by the Board of Directors shall be printed in the annual financial report to the Delegate Assembly. A summary of the audit shall be printed in a publication distributed to all members.

Article IX. Amendments to the Constitution and Bylaws.

9.1 All proposed amendments to this Constitution and Bylaws shall be in writing with rationale attached and shall:

- A. *Be prepared* by the Board of Directors or

- B. *Be signed by* at least twenty-five (25) members of the OEA, one of whom shall be designated as the contact person;
 1. List the name, mailing address and school in which each petitioner works;
 2. Be submitted by certified mail to the Executive Director of the OEA during the period which begins on July 15 and ends the second (2nd) Friday in November.

9.2 Upon receipt of amendments to the Constitution and Bylaws proposed by petition, the Executive Director shall:

- A. *Direct the OEA staff* to verify and report the requirements set in 9.1;
- B. *Within two working days notify* the contact person by certified mail return receipt requested the disposition of the proposed amendment;
- C. *Mail copies* of proposed amendments and verification reports to each member of the Constitution Committee no later than the first (1st) Friday in December.

9.3 The Constitution Committee shall:

- A. *Meet to consider* all proposed amendments submitted to the committee;
- B. *Confer* with contact persons for approval of any grammatical and/or technical corrections;
- C. *Report all proposed amendments* submitted to the committee to the Board of Directors, with or without recommendations, no later than seventy (70) days prior to the annual Delegate Assembly.

9.4 The Board of Directors shall:

- A. *Review* at the next meeting the proposed amendment(s) for presentation with or without recommendation to the annual Delegate Assembly;
- B. *Provide* each delegate a copy of all proposed amendments no later than thirty (30) days before the annual Delegate Assembly;
- C. *Publish* the proposed amendments in a publication to be mailed to all members at least thirty (30) days prior to the meeting of the annual Delegate Assembly.

9.5 A proposed Bylaws amendment shall be declared adopted if it receives a majority vote of delegates present and voting unless it is contingent upon the adoption of a constitutional amendment.

9.6 A proposed constitutional amendment shall be declared adopted if it receives a two-thirds (2/3) vote of the delegates present and voting.

9.7 Withdrawal of Amendments.

- A. *Amendments* prepared by the Board of Directors may be withdrawn by the Board of Directors.

Bylaws continued

- B. *Requests for withdrawal* of amendment submitted by petition shall be submitted in writing to the Constitution Committee. The request shall be signed by at least two-thirds (2/3) of the members signing the originally proposed amendment. Such withdrawal shall be effective when approved by the Board of Directors.

9.8 Referendum.

In addition to the method of proposing amendments to the Constitution and Bylaws as previously stated, amendments may be proposed by the initiative petition method as herein prescribed:

- A. *A petition signed by ten percent* (10%) of the active members of the OEA shall constitute an initiative petition to propose an amendment to this Constitution and Bylaws. The members who sign such petition shall sign their names, addresses and school where they are working. Any initiative petition shall be filed by registered mail with the Board of Directors during the school year in which signatures are obtained;
- B. *Within sixty (60) days* after the petition has been filed, the Board of Directors shall publish the constitutional amendment in an official publication of the OEA and within forty-five (45) days after said publication shall submit the proposed amendment to the entire active membership of the OEA for their approval or rejection, provided that the ballot must be submitted during the school year. Such proposed amendment shall become effective when approved by a majority of the active members voting.

- 9.9 Request for withdrawal of an initiative petition to propose any amendment to this Constitution and Bylaws shall be submitted to the Board of Directors. The request shall be signed by at least two-thirds (2/3) of the members signing the originally proposed amendment. Such withdrawal shall be effective when approved by the Board of Directors.

Article X. Interpretation

The Board of Directors shall have the power to interpret the Constitution and Bylaws.

Definitions

Administrator and Supervisor shall mean any person who has continuing authority to hire, transfer, discipline, dismiss, or otherwise direct employees or to effectively recommend any of the aforesaid actions.

Appellate jurisdiction is the power and authority to take charge of a cause and proceed to its determination, not in its initial stage but only after it has been decided by another body.

Cause as used with reference to the Constitution and Bylaws means a just, not arbitrary cause; one relating to a material matter, or affecting the Association's interest. Conduct indicating unworthy or illegal motives or improper administration of power such as misfeasance or nonfeasance may be considered legal cause or just cause.

Classroom Teacher shall mean any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary schedule for teachers.

Education Support Professional shall mean any non-certified employee of a public school district in the state.

Ethnic Minority shall mean those persons designated as ethnic minority by statistics published by the United States Bureau of Census. This designation shall specifically include Black, Mexican-American (Chicano), other Spanish-speaking groups, Asian-American, and American Indian.

Impeachment is a proceeding against an Association officer before the Review Board instituted by the filing of a petition with the Review Board, or if involving a Review Board member, the Delegate Assembly.

Local affiliates may be a single school district, a higher education institution, the state department of education, multiple school districts, multiple higher education institutions, or other education groups.

Malfeasance is a comprehensive term which includes any wrongful conduct that affects, interrupts or interferes with the performance of official duties. Malfeasance generally connotes the commission of some act which is positively unlawful or the doing of an act which is wrongful and unlawful.

Bylaws continued

Misfeasance is the improper performance of some act which a person may lawfully be required to do.

Nonfeasance is the omission of an act which a person ought to do.

One-person/one-vote principle shall mean a voting procedure by which the vote of each member of the constituency has equal weight, so that in the elected governing body, each delegate represents approximately the same number of constituents as each and every other delegate.

Original jurisdiction is the authority to hear or decide in the first instance as distinguished from appellate jurisdiction.

Resolutions are an expression of philosophy or policy governing the OEA and determining the program.(5/03)
(8/03) (8/04) (4/05) (4/09) (4/10)

OEA 2021-22 Proposed Budget

The OEA budget is the financial road map of the Association. It outlines how we intend to spend the available revenue to implement our programs, maintain our focus, remain faithful to our mission, and achieve our organizational goals.

In developing the 2021-22 budget the OEA Budget Committee reviewed OEA governance documents, conducted a member online budget survey and reviewed member surveys.

This proposed budget continues our effort to align the expenditure of Association funds with the vision articulated by the Association's Mission, Vision and Core Values.

Revenue

OEA dues proposed in this budget recommended by the OEA Board of Directors are based on a formula that calculates the dues based on the current year beginning salary on the State Minimum Salary Schedule (SMSS) as of September 1 times .00877. As of February, the beginning salary for this budget proposal is \$36,601. Under that SMSS, the calculation establishes a dues amount for 2020-21 of \$321 for certified and \$139 for support professional membership. If the legislature enacts a change in the State Minimum Salary Schedule for the 2021-22 membership year, the dues amount for certified members would change consistent with the formula.

NEA Support

NEA dollars account for 19 percent of the total estimated revenues in the proposed OEA budget. Unified Services Grants to support the OEA delivery of services in the field are estimated to be \$890,582 next year.

The Kate Frank/DuShane Fund (named for Oklahoman Kate Frank) will provide \$300,000 reimbursement for legal expenses in defense of the rights of OEA members.

NEA will also provide \$18,000 to support the OEA/NEA Member Benefits program. In addition to budgeted revenue, NEA funds special projects which do not appear in the budget.

Expenditures

The proposed 2021-22 OEA budget provides for programs to accomplish the Association Goals. The strategies that will be employed to accomplish these programs are stated at the beginning of each OEA center budget.

It is not easy to enhance or even maintain established programs in a year in which we have experienced membership revenue loss. However, the 2021-22 budget does maintain and, in some ways, enhance operations. Some of the strategies that helped us accomplish this are listed below.

Savings

- Travel and meeting expenses were reduced during the current year because of meeting virtually during the pandemic. We hope the pandemic diminishes to the extent that we will not need as many virtual meetings this coming budget year, however we learned that some virtual meetings can be more effective than face to face events. Therefore, we budgeted for less meeting and travel expenses throughout the budget by going for a combination of face to face and virtual meetings.

Grant Opportunities

- NEA is working with us on some significant grants that will help us fund our strategies without having to use as much OEA funding as in the past. Some examples of this are in member organizing, legislative crisis funding, and our teaching and learning program.

Expanded External and Internal Partnerships

- External Partnerships: As mentioned above, budget survey respondents suggested we increase our external partnerships and coalitions. OEA is in the process to do just that as we face another round of pro-voucher bills and other bad ideas from the state legislature. These partnerships will help us accomplish our goals by increasing the number of people organizing with us without necessarily having to spend additional money.

- Internal Partnerships: OEA's teaching and learning center is working on the development of a program that partners active locals with OAEA locals. Once implemented, this program will create partnerships that can enhance opportunities for OAEA members, NEON members and veteran OEA members. This concept will start with one or two pilots during the 2021-22 budget year to learn what works well in order to build upon it in subsequent years.

This proposed budget reduces the earmark for the Media Campaign Fund to \$4 per certified and \$2 per support professional member and retains the earmark for the Ballot Initiative/Crisis Fund as \$2 per certified and \$1 per support professional member.

21-22 Proposed Budget continued

BUDGET COMMITTEE

Chair: Katherine Bishop, OEA Vice President

Board Liaison: Zach Murray, Ponca City, NW-B

Lyndal Caddell, Noble, Retired

Alan Montgomery, Henryetta, SE-B

Chuck Pack, Tahlequah, NE-C

Matthew Trosper, Tulsa, TM-B

Mark Webb, Mustang, NW-C

Lorna Williams, Edmond, OC-C

Elizabeth Shadid, OAEA President

Staff Liaison: Carolyn Crowder, Interim Executive Director

- The Budget Presentation to the OEA Board of Directors was held on Feb. 6.

- On Feb. 20, the 2021-22 Proposed Budget was presented to the OEA Board of Directors. The Board of Directors approved the proposed budget.

CHARGES:

1. Provide opportunity for member input on the budget.
2. Study the immediate and long-range financial needs of the Association.
3. Review the Budget to make sure that it is reflective of our Association Goals.
4. Review budget proposals, policies, and mandates of the Association.
5. Prepare the annual budget for submission to the OEA Board of Directors.
6. Review the annual audit of the Association.
7. Address how your committee is working to include New and Early Career members throughout your work.

ACTIVITIES

- Budget Survey – Budget committee reviewed and discussed the Budget Survey that was conducted on Dec. 7–18, 2020.

- o 423 survey were completed
- o 114 locals were represented
- o The electronic survey was redesigned to provide members a more cohesive view of the budget process. Video segments were embedded to member to watch before giving input on each of the centers.

- Interim Executive Director, Managers, and Leadership met on Jan. 7 to review survey data and develop draft of the 2021-22 proposed budget.

- On Jan. 16, the Budget Committee met to review charges, the 2019-20 OEA audit, the OEA Association Goals and the Memorandum from Interim Executive Director, Carolyn Crowder. During the meeting, the committee was presented with the 2021-22 Proposed Budget. Each area of the budget was discussed in depth to explain any variance from previous years and the proposed amounts. The committee took action to approve the 2021-22 Proposed Budget.

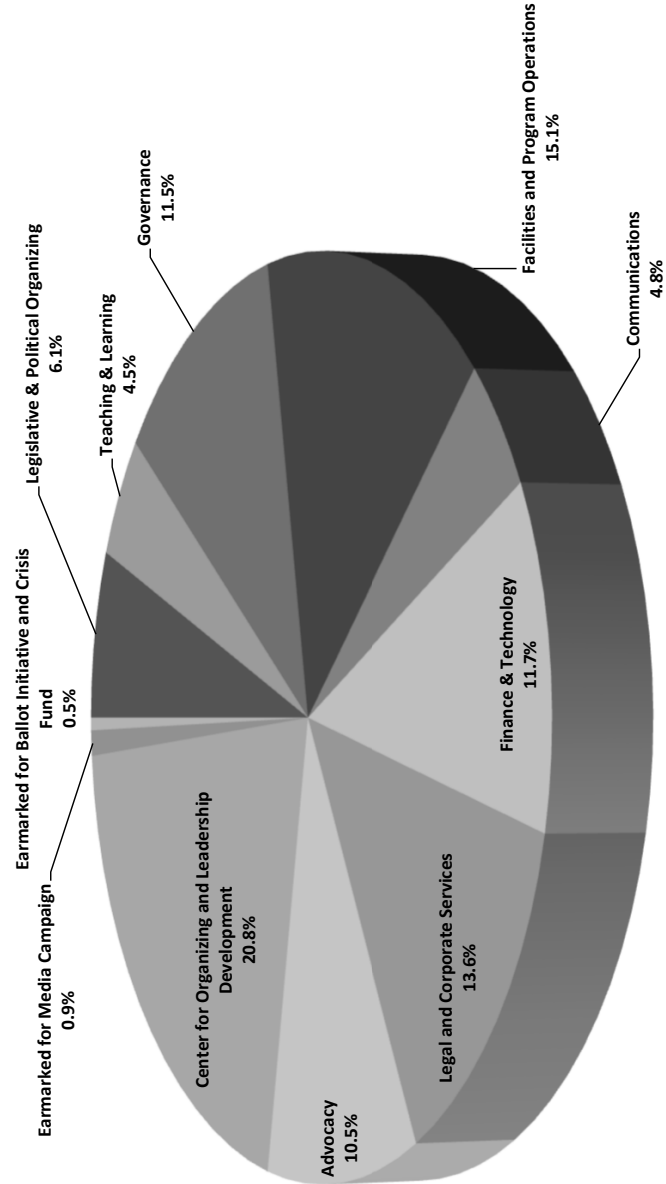
GENERAL OPERATIONS BUDGET

REVENUES	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Membership:				
Certified Membership	\$4,583,822	\$4,611,486	\$4,491,753	13,993 members as of 12/04/20 @ \$321 (includes projected loss and dues amount based on current SMSS).*
Support Membership	254,429	262,432	267,853	1,927 members as of 12/04/20 @ \$139.
Retired Membership	58,289	56,555	55,995	11,199 members as of 12/31/20 @ \$5.
OAEA	3,890	3,080	3,890	389 members prior year @ \$10.
Total Membership Revenues	4,900,430	4,933,553	4,819,491	
NEA Support:				
NEA UniServ Grants	894,344	878,130	890,582	NEA grants to support UniServ program. 22 UniServ Directors @ \$40,481 (Est.) each.
NEA Member Benefits	18,305	18,000	18,000	NEA support of the OEA-NEA member benefits program.
Frank/Dushane Fund	297,904	300,000	300,000	Reimbursement from NEA for legal expenses in defense of rights of members.
Total	1,210,553	1,196,130	1,208,582	
Other Revenues:				
Focus Advertising	4,800	8,000	8,000	Income from Focus advertising.
Investment Income	376,408	216,000	231,000	Income from interest, realized and unrealized gain/loss on investments.
Other Income	126,896	75,000	115,000	Income from other sources, including attorney fees awarded to OEA and personal mileage reimbursements from staff.
OAEA other income	2,582	2,000	2,500	OAEA's NEA dues rebate and any other income for OAEA.
Total	510,686	301,000	356,500	
Total Revenues	\$6,621,669	\$6,430,683	\$6,384,573	

*Note: Actual certified dues will be beg salary on SMSS: as of 9/1 times .00877

GENERAL OPERATIONS BUDGET

EXPENDITURES	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
CENTER FOR:				
Legislative & Political Organizing	\$369,683	\$389,261	\$394,678	
Teaching & Learning	281,952	\$222,744	\$290,849	
Governance	688,416	\$783,384	\$745,748	
Facilities and Program Operations	1,485,669	\$1,077,487	\$975,603	
Communications	296,023	\$306,746	\$310,799	
Finance & Technology	813,427	\$736,881	\$754,831	
Legal and Corporate Services	908,982	\$875,426	\$879,470	
Advocacy	659,946	\$671,958	\$675,762	
Center for Organizing and Leadership Development	1,337,207	\$1,333,003	\$1,341,792	
Earmarked for Capital Improvements	126,321	\$121,555	\$103,000	Cash transferred to purchase fixed assets.
Earmarked for Media Campaign	13,820	\$77,494	\$59,826	Designated for use of all media resources in order to implement strategic communications plan.
Earmarked for Ballot Initiative and Crisis Fund	-	\$30,620	\$29,913	Designated for developing, initiating or defending ballot initiatives or referendums and for other crises or threats to the organization or its mission.
Total	6,981,444	6,626,558	6,562,272	
Less Non-Cash Expenses:				
Depreciation	(189,706)	(195,876)	(177,699)	Non-cash flow item. Decline in value of fixed assets in one year.
Total Expenditures	\$6,791,738	\$6,430,682	\$6,384,573	



**Proposed
Budget**

MEDIA CAMPAIGN FUND

	Budget 2020-21	Proposed Budget 2021-22	
Revenue			
\$4 designated for Media Campaign	\$71,830	\$55,972	Active Certified (Going from \$5 to \$4 in 2021-22).
\$2 designated for Media Campaign	5,664	3,854	Active Support (Going from \$3 to \$2 in 2021-22).
Total Revenue	\$77,494	\$59,826	
Expenses			
Media Campaign	\$13,820	\$59,826	Public & media relations through television, radio, print and the web. We will utilize a broad array of technology and market to a range of communities. Public relations work should build our business and effectively communicate our core message. In addition, we have a new generation of teachers we hope to connect with and get involved in the Association.
	\$13,820	\$59,826	
Cash Balance as of 11/30/20 \$277,602			

BALLOT INITIATIVE AND CRISIS FUND

	Budget 2020-21	Proposed Budget 2021-22	
Revenue			
\$2 designated for Ballot Initiative Crisis	\$28,732	\$27,986	Active Certified.
\$1 designated for Ballot Initiative Crisis	1,888	1,927	Active Support.
Total Revenue	\$30,620	\$29,913	
Expenses			
	-	29,913	Developing, initiating or defending ballot initiatives or referendums or other crises or threats to the organization or its mission.
	\$0	\$29,913	Cash balance in fund will carry over and remain designated for Ballot Initiative Crisis Fund.
Cash Balance as of 11/30/20 \$866,686			

CAPITAL IMPROVEMENTS BUDGET

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	
Beginning Cash Balance 9/1	\$0	\$0	\$0	
Transfer Cash from General Operations	126,321	121,555	103,000	Cash transferred from General Operations Budget to Capital Improvements Budget.
Transfer Cash from NEA Special Projects Fund				
Sale of fixed assets	14,607			
Total Cash Available	140,928	121,555	103,000	
Purchase of Fixed Assets:				
Furniture and Other Equipment	-	(5,000)	(5,000)	Furniture, equipment, and building improvements.
Computers	(22,880)	(20,000)	(20,000)	OEA computers used to maintain technology for full participation in NEA electronic information system for membership records, educational research, bargaining and financial data, legal records, political tracking, communications, and support for all Association programs.
Autos	(118,048)	(96,555)	(78,000)	4 new autos.
Building Improvements	0	0	0	
Total Cash Expended	(140,928)	(121,555)	(103,000)	
Ending Cash Balance 8/31	\$0	\$0	\$0	
NON-CASH CAPITAL IMPROVEMENT EXPENSES:				
Depreciation (The amount of usefulness expended in value of the fixed asset in one year.)				
Automobiles	102,450	102,330	89,653	
Furniture and Equipment	21,710	28,000	22,500	
Building	65,546	65,546	65,546	
Total Depreciation	\$189,706	\$195,876	\$177,699	(See also General Operations Budget.)

CENTER FOR GOVERNANCE

Develop and implement strategies to:

- * Build sustainable external partnerships with people who have power and influence over public education in Oklahoma.
- * Strengthen relationships with members and future members.
- * Strengthen local associations.
- * Identify, recruit, engage, and train future association leaders.
- * Build a leadership pipeline within OEA and local associations.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Personnel:				
Salaries and Fringes	561,386	581,130	568,765	Salaries and fringe benefits (employer taxes, employee life, medical and disability insurance) for President, Vice President, Executive Director and 2 Administrative Assistants. Includes retirement for President and Vice President.
Travel and Vehicle Expenses	48,531	63,254	58,333	In and out-of-state travel and expenses.
Total	609,917	644,384	627,098	
Office Expenses:				
Photocopy	4,226	4,500	4,800	
Postage	103	500	500	
Office Supplies	512	800	800	
Total	4,841	5,800	6,100	
Governance Program:				
Board Of Directors	15,918	31,000	21,000	Travel and related costs to attend Board meetings and other Board expenses.
Committees:				
Affiliate Relations	1,089	1,000	550	Travel and related costs for standing committees to meet and conduct business.
Budget Committee	795	1,000	550	Travel expenses for an individual standing committee may vary from year to year
Collective Bargaining Comm.	977	1,250	550	depending on the geographic make up of the committee and the number of
Communications Committee	1,026	1,750	550	meetings required to meet their charges.
ESP Committee	569	950	550	
Human & Civil Rights Comm.	1,954	1,250	550	
IPD Committee	1,224	1,000	550	
Legal & Corp Serv. Comm.	2,182	1,250	550	
Legislative Committee	1,447	750	550	
Member Benefits Committee	1,548	1,000	550	
Constitution Committee	0	250	550	
Forces on Education	632	1,250	550	
Elections Committee	299	500	550	
Special Ad Hoc	0	1,000	550	Travel and related costs for special committees appointed to complete specific short-term tasks.
Other Committee Expense	67	750	550	Includes AD&D for members and other expenses related to committee meetings.
Total	13,809	14,950	8,800	

CENTER FOR GOVERNANCE

Develop and implement strategies to:

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- * Build a leadership pipeline within OEA and local associations.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Other Governance Expense:				
Dues & Subscriptions	150	500	500	Officers' and Executive Director's subscriptions and dues to various organizations.
NEA Rep. Assembly	0	10,000	10,000	Expenses for state delegates to NEA Representative Assembly, as well as caucus and other costs of delegation. 2020 Atlanta, 2021 Denver and 2022 Dallas (2020 and 2021 virtual).
Election Expenses	13,485	19,000	13,000	Payment to Vendor for online and telephone election process.
Zone Rebates-Active	16,299	12,500	14,000	Rebates to Zone Councils to fund zone budgets to be used for purposes established by the councils.
Zone Rebates-ESP	1,009	850	850	
Human and Civil Rights	0	250	250	For Glenn Snider Award if issued
Misc. Expenses	5,771	5,000	5,000	Various miscellaneous expenses of the executive office not budgeted elsewhere.
Total	36,714	48,100	43,600	
Delegate Assembly:	7,217	39,150	39,150	Funding for delegates-at-large, and annual OEA business meeting (DA virtual in 2020 and 2021).
Governance Total	688,416	\$783,384	\$745,748	

CENTER FOR ADVOCACY

Develop and implement strategies to:

- * Build bargaining power for OEA.
- * Strengthen relationships with members and future members.
- * Identify, recruit, engage, and train future association leaders.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Personnel:				
Salaries and Fringes	\$592,354	\$586,498	\$597,676	Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for 8 Advocacy Specialists.
Travel and Vehicle Expenses	65,612	79,560	73,286	In and out-of-state travel and expenses.
Total	657,966	666,058	670,962	
Office Expenses:				
Postage	53	100	100	
Office Supplies	83	100	100	
Photocopy	1,844	3,600	2,500	
Total	1,980	3,800	2,700	
Center for Advocacy Programs:				
Training and Development	0	500	500	Courses and training to enhance staff skills.
Research Support Programs	0	100	100	Research publications including salary studies, personnel records, SDE School District and Personnel Reports, and training packages.
Local Barg. Support/Training	0	1,500	1,500	Support for local bargaining activities, including impasse assistance.
Total	0	2,100	2,100	
Advocacy Total	\$659,946	\$671,958	\$675,762	

CENTER FOR COMMUNICATIONS

Develop and implement strategies to:

- * Build awareness of OEA and its Mission, Vision, and Core Values.
- * Strengthen relationships with members and future members.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Personnel:				
Salaries and Fringes	\$242,974	\$253,061	\$255,214	Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for 3 Communications Specialists (1/2 <i>Unfunded Center Associate Staff</i>).
Travel and Vehicle Expenses	6,143	12,160	12,160	In and out-of-state travel and expenses.
Total	249,116	265,221	267,374	
Office Expenses:				
Equipment	416	50	50	
Postage	22	100	100	
Office Supplies	293	250	250	
Photocopy	905	2,600	1,500	
Total	1,636	3,000	1,900	
Center for Communications Programs:				
Training and Development	184	525	525	National Conferences and courses and training to enhance staff skills.
Dues & Subscriptions	4,946	4,000	4,000	Dues and subscriptions and promotions for online involvement.
Membership Materials	12,481	12,000	12,000	Production of membership materials.
Community/Local Organizing	200	0	0	Expenses for community organizing and increasing membership information.
OEA Publications	27,460	22,000	25,000	Production, printing, and distribution of materials and other communication tools such as podcasts, text messaging and OEA forums.
Total	45,271	38,525	41,525	
Communications Total	\$296,023	\$306,746	\$310,799	

CENTER FOR LEGISLATIVE AND POLITICAL ORGANIZING

Develop and implement strategies to:

- * Build legislative power for OEA.
- * Build electoral/political power for OEA.
- * Build sustainable external partnerships with people who have power and influence over public education in Oklahoma.

	Actual 2019-20	Budget 2020-21	Proposed		Description
			Budget 2021-22	Budget 2021-22	
Personnel:					
Salaries and Fringes	\$326,295	\$331,945	\$346,543		Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for 1 Associate Executive Director, 2 Political Organizing Specialists and 1 Center Associate Staff (2 unfunded Political Organizing Specialists).
Travel and Vehicle Expenses	29,770	42,166	32,585		In and out-of-state travel and expenses.
Total	356,065	374,111	379,128		
Office Expenses:					
Postage	317	150	150		
Office Supplies	80	500	500		
Photocopy	2,837	2,800	3,200		
Total	3,234	3,450	3,850		
Center for Legislative/Political Organizing Program:					
Dues and Subscriptions	7,099	7,000	7,000		Cost of enhanced computerized daily legislative information, electronic bill tracking, lobbyist registration fees, professional dues, and professional journals.
Lobbying	1,894	1,800	1,800		Lobbying expenses.
Member Involvement	749	2,400	2,400		Expenses to encourage and assist local associations in legislative organizing, Agency oversight and other center programs.
Political Education	642	500	500		Member education for political action, voter projects, and Fund fundraising.
Total	10,384	11,700	11,700		
Legislative & Political Organizing Total	\$369,683	\$389,261	\$394,678		

CENTER FOR TEACHING AND LEARNING

Develop and implement strategies to:

- * Build awareness of OEA and its Mission, Vision, and Core Values.
- * Build sustainable external partnerships.
- * Strengthen relationships with members and future members.
- * Identify, recruit, engage, and retain future association leaders.
- * Build a leadership pipeline within OEA and local associations.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Personnel:				
Salaries and Fringes	\$221,185	\$156,188	\$230,412	Salary and fringe benefits (employer taxes and employee life, medical and disability insurance) for 2 Teaching & Learning Specialists and 1 Student Organizer (1 Unfunded Associate Executive Director, 2 Unfunded Specialist, 1 unfunded administrative assistant, and 1/2 Unfunded Center Associate Staff).
Travel and Vehicle Expenses	33,918	40,106	34,637	In and out-of-state travel and expenses.
Total	255,103	196,294	265,049	
Office Expenses:				
Postage	0	100	100	
Office Supplies	239	300	300	
Photocopy	448	1,550	900	
Rent	665	0	0	
Total	1,352	1,950	1,300	

Center for Teaching and Learning Program:

Dues & Subscriptions	945	1,000	1,000	Dues to professional organizations and subscriptions.
Professional Development	1,702	1,500	1,500	Expenses related to new teacher activities, Read Across America, PDI, mentoring and the development of training opportunities.
OAEA	10,919	12,000	12,000	Student OEA programs including Outreach to Teach.
1st Yr Teacher Rebates/OAEA Advisor dues	11,931	10,000	10,000	OAEA rebates for first year teachers, dues for OAEA advisors.
Total	25,497	24,500	24,500	

Teaching and Learning

Total	\$281,952	\$222,744	\$290,849
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CENTER FOR ORGANIZING AND LEADERSHIP DEVELOPMENT

Develop and implement strategies to:

- * Strengthen local associations.
- * Identify, recruit, engage, and train future association leaders.
- * Build a leadership pipeline within OEA and local associations.
- * Strengthen relationships with members and future members.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Personnel:				
Salaries and Fringes	828,258	830,344	828,242	Salaries and fringe benefits (employer taxes, employee life, medical and disability insurance) for 1 Associate Executive Director, 6 Organizing Specialists and 4 Associate Staff (1 <i>Unfunded Associate Staff</i>).
Travel and Vehicle Expenses	69,977	86,804	76,431	In and out-of-state travel and expenses.
Total	898,236	917,148	904,673	
Center for Organizing and Leadership Development Programs:				
Organizing Conference	12,138	10,000	10,000	The net cost of Organizing Conference. Will be virtual in 2021.
Leadership Trainings	675	9,000	9,000	The net cost of Leadership Trainings.
Total	12,813	19,000	19,000	
Field Operations:				
Tulsa Regional Office				
Equipment	0	100	100	
Photocopy	3,044	3,600	3,500	
Postage	4,902	4,000	4,000	
Office Supplies	2,737	3,000	3,000	
Coffee/soft drinks	195	250	250	
Telephone	15,729	12,000	12,000	
Building Rent	52,047	48,840	53,209	Rent and cleaning services for Tulsa office.
Tulsa Metro Team				
Local Incentive Rebates	124,884	126,000	126,000	
NE Team				
Local Incentive Rebates	15,056	11,000	15,000	
Total	218,594	208,790	217,059	
SE Team				
Photocopy	3,630	3,600	4,000	
Postage	746	1,000	1,000	
Office Supplies	213	400	400	
Building Rent	1,140	1,140	1,140	Home office stipend for SE team
Local Incentive Rebate	7,489	7,700	7,700	
Total	13,218	13,840	14,240	

CENTER FOR ORGANIZING AND LEADERSHIP DEVELOPMENT

Develop and implement strategies to:

- * Strengthen local associations.
- * Identify, recruit, engage, and train future association leaders.
- * Build a leadership pipeline within OEA and local associations.
- * Strengthen relationships with members and future members.

	Proposed		Description
	Actual 2019-20	Budget 2020-21	
NW Team			
Photocopy	873	2,600	1,400
Postage	386	500	500
Office Supplies	271	400	400
Building Rent	2,660	3,420	3,420
Local Incentive Rebate	15,977	11,555	15,500
Total	20,167	18,475	21,220
			Home office stipend for NW team
SW Team			
Photocopy	1,694	850	2,200
Postage	693	800	800
Office Supplies	166	500	500
Local Incentive Rebates	35,508	37,000	36,000
Total	38,061	39,150	39,500
Okla City Metro Team			
Photocopy	1,084	1,100	1,600
Postage	17	250	250
Office Supplies	192	250	250
Local Incentive Rebates	134,825	115,000	124,000
Total	136,118	116,600	126,100
Field Operations			
Total	\$1,337,207	\$1,333,003	\$1,341,792

CENTER FOR LEGAL AND CORPORATE SERVICES

Develop and implement strategies to:

- * Build sustainable external partnerships with people who have power and influence over public education in Oklahoma.
- * Strengthen relationships with members and future members.

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	
Personnel:				Description
Salaries and Fringes	\$496,557	\$511,446	\$514,690	Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for General Counsel, 2 Attorneys, 1 Paralegal/Administrative Assistant, and 1 Associate Staff (1 Unfunded Administrative Assistant).
Travel and Vehicle Expenses	28,354	25,980	26,780	In and out-of-state travel and expenses.
Total	524,911	537,426	541,470	
Office Expenses:				
Equipment	-	100	100	
Photocopy	3,552	3,000	4,000	
Postage	640	800	800	
Office Supplies	2,692	4,000	3,000	
Total	6,884	7,900	7,900	
Legal and Corporate Services Program:				
Training and Development	1,035	600	600	Courses and training to enhance staff skills.
Professional Dues	3,580	3,000	3,000	Dues to professional organizations.
Publications and Subscriptions	24,012	18,000	18,000	Books, periodicals and annual supplements to Law Library.
Assoc. Prof. Liability Insurance	2,779	3,000	3,000	Liability coverage for OEA and its affiliates.
Human Resources	105	500	500	Expenses for hiring new employees and H/R compliance.
Outside Counsel	180,498	150,000	150,000	Fees paid to non-staff attorneys. Part will be reimbursed 100% by EEL insurance (work-related criminal charges and investigations.)
Litigation Costs	25,452	25,000	25,000	Costs (filing fees, transcripts, exhibits, etc.) relating to lawsuits filed and other funded litigation.
Personal Legal Services Program	139,726	130,000	130,000	Attorney fees and costs for funded services under the PLSP. Costs (filing fees, transcripts, exhibits, etc.) relating to lawsuits filed and other funded litigation.
Total	377,187	330,100	330,100	
Legal and Corporate Services Total	\$908,982	\$875,426	\$879,470	

CENTER FOR FACILITIES AND PROGRAM OPERATIONS

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Office Expenses:				
Photocopy	234	300	300	
Copy Machine Costs	24,098	32,500	30,200	Cost of photocopy equipment & supplies at headquarters.
Photocopy Recharge to Depts	(24,098)	(32,500)	(30,200)	Charges to divisions for photocopy supplies and lease payments.
Postage	5,239	5,800	5,800	Adm & Empl Relations Postage Expense.
Office Supplies	1,021	800	800	Includes office & data processing supplies.
Telephone	44,147	48,000	45,000	Telephone expenses at OEA headquarters including 800 service.
Coffee/Soft Drinks	2,007	3,200	3,200	Coffee service and refreshments for meetings held in OEA offices.
Utilities	30,240	33,000	33,000	Electricity, gas and water expenses.
Building, Furniture & Equipment	50,090	63,000	55,000	Service and maintenance for building, furniture and equipment.
Retirement	1,352,374	921,387	830,503	Staff pension plans. Estimated annual defined benefit cost and 401(k) plan match of \$80,000 est.
Contract Labor	317	2,000	2,000	Temporary part-time help for special needs.

Facilities and Program Operations

Total

\$1,485,669	\$1,077,487	\$975,603
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CENTER FOR FINANCE AND TECHNOLOGY

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Personnel:				
Salaries and Fringes	\$435,691	\$450,218	\$460,446	Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for 1 Assoc Exec Director/Comptroller, 1 Network Administrator, 3 Associate Staff (1 <i>Unfunded Associate Staff</i>) and .5 Temporary Part-time Associate In and out-of-state travel and expenses.
Travel and Vehicle Expenses	13,164	8,816	13,639	
Total	448,855	459,034	474,085	
Office Expenses:				
Equipment	0	100	100	
Photocopy	3,254	6,000	3,800	
Postage	1,372	1,200	1,200	
Office Supplies	991	1,200	1,200	Includes office & data processing supplies
Payroll Processing	3,777	3,900	3,900	Cost of Paycom payroll processing.
Total	9,394	12,400	10,200	
Finance Program:				
Training and Development	450	1,000	1,000	Courses and training to enhance staff skills.
Dues and Subscriptions	3,604	4,000	4,000	NCSEA dues, professional dues and professional subscriptions.
Membership Processing	6,588	5,500	6,500	Membership processing materials printed in house.
Accrued Sick Leave Expense	232	1,000	1,000	Earned sick leave for OEA staff.
Accrued Vacation Expense	80,706	2,000	(10,000)	Earned vacation leave for OEA staff.
Professional Services	19,560	12,500	20,000	Administration of defined benefit pension plan for OEA staff.
Audit	13,500	14,000	14,500	Annual audit of OEA financial statements and preparation of tax returns.
Bad Debt Expense	0	500	500	Write-off of uncollectible receivables.
Bank Service Charges	4,553	3,500	4,600	Bank service charges.
Building Depreciation	65,546	65,546	65,546	Building depreciation. (Non-cash expense. See Capital Improvements Budget.)
Building Insurance	31,843	27,000	32,000	All risk coverage on OEA headquarters and regional offices.
Building Taxes (property)	20,326	20,000	20,000	Property taxes on OEA headquarters and regional offices.
Furniture & Equipment Deprec.	21,710	28,000	22,500	Furniture and equipment depreciation expenses. (Non-cash expense. See Capital Improvements Budget.)
Insurance (other)	38,632	36,500	38,000	Miscellaneous insurance including pension plan coverage.
Workers' Compensation	8,853	7,500	8,500	Insurance for on-the-job injury and disability of OEA staff.
Federal Unemployment Insurance	2,067	2,000	2,000	Federal Unemployment Insurance on OEA staff.
State Unemployment Insurance	906	1,000	1,000	State Unemployment Insurance on OEA staff.
Misc. Assoc.Gifts,Donations & Expenses	600	800	800	Costs of non-recurring or low-cost items, such as employment ads, audit adjustments, business card printing.
Total	319,676	232,346	232,446	

CENTER FOR FINANCE AND TECHNOLOGY

	Actual 2019-20	Budget 2020-21	Proposed Budget 2021-22	Description
Technology Services:				
Training and Development	0	500	500	Technology courses and training to enhance staff skills.
Computer Supplies	3,215	4,000	4,000	Cost of computer supplies.
Equipment Repair	550	2,600	2,600	Computer repairs and maintenance.
Software Upgrades	31,737	26,000	31,000	Software purchases & upgrades (including licenses) for OEA computers and local area network (LAN).
Total	35,502	33,100	38,100	
Finance and Technology				
Total	\$813,427	\$736,881	\$754,831	

Luton & Co., PLLC

Certified Public Accountants

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(405)848-7313 FAX (405)848-7316

Bruce L. Van Huisen
David R. Brady

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Oklahoma Education Association

We have audited the accompanying financial statements of Oklahoma Education Association (an Oklahoma not-for-profit corporation) which comprise the statement of financial position as of August 31, 2020, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Members of American Institute of Certified Public Accountants.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Oklahoma Education Association as of August 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Luton & Co., PLLC

Oklahoma City, Oklahoma
October 20, 2020

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF FINANCIAL POSITION

August 31, 2020

ASSETS

Current Assets:

Cash and cash equivalents	\$ 850,537
Time deposits	52,000
Marketable securities	4,624,691
Accounts receivable	
Members	116,619
Other	34,417
Prepaid expenses	41,007
Total current assets	<u>5,719,271</u>

Fixed Assets:

Land	115,489
Building	2,436,261
Furniture and office equipment	525,124
Automobiles	439,389
	<u>3,516,263</u>
Less accumulated depreciation	<u>2,136,675</u>
	<u>1,379,588</u>

Other Assets:

Employee travel advances	<u>5,100</u>
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\$ 7,103,959

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable	
Trade	\$ 302,180
Due to NEA	136,008
Other	7,214
Accrued vacation and sick pay	186,478
Deferred revenue	18,026
Total current liabilities	<u>649,906</u>

Accrued pension obligation 1,799,652

Additional pension liability included
in net assets 4,133,123

Net Assets:

Net assets without donor restrictions	
Undesignated	(3,079,335)
Designated for building related expenses	848,948
Invested in fixed assets	1,379,588
Total net assets without donor restrictions	<u>(850,799)</u>
Net assets with donor restrictions	<u>1,372,077</u>
	<u>521,278</u>

\$ 7,103,959

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
Year Ended August 31, 2020

	General Operating Fund	Capital Improvements Fund	Total Without Donor Restrictions	NEA Special Projects Fund	Media Campaign Fund	Ballot Initiative & Crisis Fund	Total With Donor Restrictions	Total
Revenues								
Memberships	\$ 4,746,650	\$ -	\$ 4,746,650	\$ -	\$ 76,890	\$ 76,890	\$ 153,780	\$ 4,900,430
NEA support	1,210,553	-	1,210,553	158,000	-	-	158,000	1,368,553
Other revenues:								
Focus advertising	4,800	-	4,800	-	-	-	-	4,800
Investment income	376,408	-	376,408	-	-	-	-	376,408
Other income	126,896	5,628	132,524	-	-	-	-	132,524
OAEA other income	2,582	-	2,582	-	-	-	-	2,582
Net assets released from restriction	131,076	-	131,076	(117,256)	(13,820)	-	(131,076)	-
Total revenues	6,598,965	5,628	6,604,593	40,744	63,070	76,890	180,704	6,785,297
Expenses								
Legislation and political organizing	354,765	14,918	369,683	-	-	-	-	369,683
Teaching and learning	268,046	13,906	281,952	-	-	-	-	281,952
Government	667,899	20,517	688,416	-	-	-	-	688,416
Facilities and program operations	1,485,669	-	1,485,669	-	-	-	-	1,485,669
Communications	296,023	-	296,023	-	-	-	-	296,023
Finance and technology	726,171	87,256	813,427	-	-	-	-	813,427
Legal and corporate services	908,982	-	908,982	-	-	-	-	908,982
Advocacy	637,092	22,854	659,946	-	-	-	-	659,946
Organizing and leadership development	1,306,952	30,255	1,337,207	-	-	-	-	1,337,207
NEA special projects	117,256	-	117,256	-	-	-	-	117,256
Media campaign	13,820	-	13,820	-	-	-	-	13,820
Ballot initiative & crisis	-	-	-	-	-	-	-	-
Total expenses	6,782,675	189,706	6,972,381	-	-	-	-	6,972,381
Transfers	(183,710)	(184,078)	(367,788)	40,744	63,070	76,890	180,704	(187,084)
	(126,321)	126,321	-	-	-	-	-	-
Change in net assets before pension related changes other than net periodic pension cost	(310,031)	(57,757)	(367,788)	40,744	63,070	76,890	180,704	(187,084)
Pension related changes other than net periodic pension cost	1,132,211	-	1,132,211	-	-	-	-	1,132,211
Change in net assets	822,180	(57,757)	764,423	40,744	63,070	76,890	180,704	945,127
Net assets, beginning	(3,052,567)	1,437,345	(1,615,222)	213,652	195,458	782,263	1,191,373	(423,849)
Net assets, ending	\$ (2,230,387)	\$ 1,379,588	\$ (850,799)	\$ 254,396	\$ 258,528	\$ 859,153	\$ 1,372,077	\$ 521,278

The accompanying notes are an integral part of this statement.

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF FUNCTIONAL EXPENSES
Year ended August 31, 2020

	Legislation and Political Organizing	Teaching and Learning	Governance	Facilities and Program Operations	Communications	Finance and Technology
Salaries	\$ 245,019	\$ 157,371	\$ 439,539	\$ -	\$ 169,100	\$ 317,058
Payroll taxes	19,132	12,239	32,585	-	12,780	27,439
Employee benefits	62,144	51,575	89,262	1,352,374	61,093	94,167
Travel and vehicle expense	12,152	17,737	22,503	-	3,803	10,164
Depreciation	14,918	13,906	20,517	-	-	87,256
Office and supplies	3,234	687	4,841	8,501	1,636	5,617
Telephone and utilities	2,700	2,275	5,511	74,387	2,340	3,000
Repair and maintenance	-	-	-	50,090	-	550
Dues and subscriptions	7,099	945	150	-	5,146	3,604
Data processing	-	-	-	-	-	34,952
Incentive, zone and student rebates	-	11,931	17,308	-	-	-
Rent	-	665	-	-	-	-
Conferences, meetings, events and professional development	-	12,621	36,944	-	184	450
Professional fees	-	-	13,485	-	-	36,837
Insurance	-	-	-	-	-	79,328
Property taxes	-	-	-	-	-	20,326
Membership processing and recruiting	749	-	-	-	12,481	6,588
Publications	-	-	-	-	27,460	-
Other expenses	2,536	-	5,771	317	-	86,091
	<u>\$ 369,683</u>	<u>\$ 281,952</u>	<u>\$ 688,416</u>	<u>\$ 1,485,669</u>	<u>\$ 296,023</u>	<u>\$ 813,427</u>

The Notes to Financial Statements are an integral part of this statement.

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF FUNCTIONAL EXPENSES, continued
Year ended August 31, 2020

	Legal and Corporate Services	Advocacy	Organizing and Leadership Development	NEA Special Projects Fund	Media Campaign Fund	Ballot Initiative and Crisis Fund	Total
Salaries	\$ 372,842	\$ 447,586	\$ 613,440	\$ -	\$ -	\$ -	\$ 2,761,955
Payroll taxes	30,249	35,281	48,788	-	-	-	218,493
Employee benefits	93,466	109,487	166,031	-	-	-	2,079,599
Travel and vehicle expense	24,874	36,388	33,212	-	-	-	160,833
Depreciation	-	22,854	30,255	-	-	-	189,706
Office and supplies	6,884	1,980	20,843	578	-	-	54,801
Telephone and utilities	3,480	6,370	22,239	-	-	-	122,302
Repair and maintenance	-	-	-	-	-	-	50,640
Dues and subscriptions	27,592	-	-	11,100	-	-	55,636
Data processing	-	-	-	-	-	-	34,952
Incentive, zone and student rebates	-	-	333,739	-	-	-	362,978
Rent	-	-	55,847	-	-	-	56,512
Conferences, meetings, events and professional development	1,035	-	12,813	95,110	-	-	159,157
Professional fees	345,676	-	-	-	13,820	-	409,818
Insurance	2,779	-	-	-	-	-	82,107
Property taxes	-	-	-	-	-	-	20,326
Membership processing and recruiting	-	-	-	3,889	-	-	23,707
Publications	-	-	-	6,579	-	-	34,039
Other expenses	105	-	-	-	-	-	94,820
	<u>\$ 908,982</u>	<u>\$ 659,946</u>	<u>\$ 1,337,207</u>	<u>\$ 117,256</u>	<u>\$ 13,820</u>	<u>\$ -</u>	<u>\$ 6,972,381</u>

The Notes to Financial Statements are an integral part of this statement.

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF CASH FLOWS
Year Ended August 31, 2020

Cash flows from operating activities	
Cash received from members	\$ 4,951,262
Cash paid to vendors and employees	(5,313,569)
Cash paid to pension and 401(k) plans	(870,966)
Investment income received	116,669
Other operating cash receipts	<u>1,596,558</u>
Net cash provided by (used in) operating activities	<u>479,954</u>
Cash flows from investing activities	
Capital expenditures	(140,928)
Proceeds from disposition of fixed assets	14,607
Sales of marketable securities	800,210
Purchases of marketable securities	<u>(709,492)</u>
Net cash provided by (used in) investing activities	<u>(35,603)</u>
Net increase (decrease) in cash and cash equivalents	444,351
Cash and cash equivalents, beginning of year	<u>406,186</u>
Cash and cash equivalents, end of year	<u>\$ 850,537</u>
Reconciliation of change in net assets to net cash provided by (used in) operating activities	
Change in net assets	\$ 945,127
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities	
Depreciation	189,706
(Increase) decrease in employee travel advances	(900)
Unrealized (gains) losses	(288,880)
Realized (gains) losses	29,140
(Gain) loss on disposition of fixed assets	(5,628)
(Increase) decrease in	
Accounts receivable	144,919
Prepaid expenses	(80)
Increase (decrease) in	
Accounts payable	36,775
Accrued liabilities	80,938
Deferred revenue	(360)
Accrued pension obligation	<u>(650,803)</u>
Net cash provided by (used in) operating activities	<u>\$ 479,954</u>

The accompanying notes are an integral part of this statement.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 1. Summary of Significant Accounting Policies

The Oklahoma Education Association, "OEA", is a non-profit entity organized to pursue the goals of educational excellence, promote professional growth, and protect the individual and collective rights of its members.

The financial statements of OEA have been prepared on the accrual basis. The significant accounting policies followed are described below.

A. Financial Statement Presentation

Under generally accepted accounting principles OEA is required to report information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Due to its constitution and budgetary practices, OEA has continued to use different funds to reflect its financial position and activities. These funds and how they are classified are described below.

General Operating Fund - This fund reflects the general operations of OEA. The resources are available for use by OEA at the discretion of the Board of Directors. This fund is in the without donor restrictions category.

Capital Improvements Fund - This fund represents OEA's net investment in all fixed assets in addition to certain other resources designated by the Board for capital improvements. This fund is in the without donor restrictions category.

NEA Special Projects Fund - This fund accounts for resources received from the National Education Association, "NEA", that is restricted for a certain purpose. This fund is in the with donor restrictions category.

Media Campaign Fund - This fund is being used to account for the OEA Media Campaign, an advertising campaign which involves the production and airing of various commercials promoting public education and the OEA. This fund is in the with donor restrictions category.

Ballot Initiative & Crisis Fund - This fund accounts for developing, initiating, or defending ballot initiatives or referendums or other crises or threats to OEA or its mission. This fund is in the with donor restrictions category.

B. Cash and Cash Equivalents

For purposes of the statement of cash flows, OEA considers all highly liquid investments with a maturity of three months or less to be cash equivalents.

C. Accounts Receivable

Accounts receivable are considered to be fully collectible. Accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible they will be charged to operations when that determination is made.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 1. Summary of Significant Accounting Policies, continued

D. Fixed Assets

Property, plant and equipment are stated at cost. Assets with a useful life in excess of one year and with a cost of more than \$500 are capitalized. Depreciation is provided on the straight-line basis over the estimated useful lives of the respective assets.

E. Vacation and Sick Pay

Unused vacation and sick time has been accrued in the accompanying statements. Unused vacation is due to an employee at termination based on the employee's rate of pay at that time. Unused sick leave is payable at the rate of \$10 per day accumulated up to a maximum of 100 days.

F. Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

G. Income Tax Status

OEA qualifies as a tax-exempt organization under Section 501(c)(6) of the Internal Revenue Code and, therefore, is not subject to regular income taxes. OEA is subject to unrelated business income tax on its advertising and NEA member benefits activities, although the amount is not significant.

H. Estimates

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Accordingly, actual results could differ from the estimates.

I. Marketable Securities

OEA accounts for investments at fair value in accordance with generally accepted accounting principles. Unrealized gains and losses are reflected in the statement of activities. Current standards now require enhanced disclosures about assets and liabilities carried at fair value. These standards establish a fair value hierarchy that prioritizes the inputs used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurement) and the lowest priority to unobservable inputs (level 3 measurement). All of OEA's marketable securities are valued under level 1 of the hierarchy.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 2. Marketable Securities

Marketable securities at August 31, 2020, consisted of the following:

	Amortized Cost	Fair Value	Unrealized Gain (Loss)
Equity mutual funds	\$ 2,509,858	\$2,841,374	\$331,516
Fixed income mutual funds	<u>1,661,063</u>	<u>1,783,317</u>	<u>122,254</u>
	<u>\$4,170,921</u>	<u>\$4,624,691</u>	<u>\$453,770</u>

Investment income in the statement of activities totals \$376,408. It includes interest and dividends from the above investments as well as interest from time deposits and bank accounts. Also included in investment income are realized and unrealized gains on securities of \$259,740. Total proceeds from security sales were \$800,210. The mutual funds are considered level 1 in the fair value hierarchy.

Note 3. Accounts Receivable - Other

A detail of accounts receivable - other at August 31, 2020 is as follows:

Due from NEA – Frank/Dushane fund	\$18,065
Accrued investment income	1,477
OREA	6,672
Other	<u>8,203</u>
	<u>\$34,417</u>

Note 4. Fixed Assets

A summary of property, plant and equipment and accumulated depreciation at August 31, 2020 is as follows:

Description	Cost	Accumulated Depreciation	Net	Estimated Useful Lives
Land	\$ 115,489	\$ -	\$ 115,489	-
Building	2,436,261	1,471,367	964,894	40 years
Furniture and office equipment	525,124	463,255	61,869	5 years
Automobiles	<u>439,389</u>	<u>202,053</u>	<u>237,336</u>	4 years
	<u>\$3,516,263</u>	<u>\$2,136,675</u>	<u>\$1,379,588</u>	

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 5. Changes in Net Assets with Donor Restrictions - NEA Special Projects

An analysis of the changes in the net assets with donor restrictions of the NEA Special Projects fund for the year ended August 31, 2020 is as follows:

	Beginning of Year	Additions	Expenditures And Transfers	End of Year
NBCT Activities	\$ 4,929	\$ -	\$ (1,455)	\$ 3,474
BIC	241	-	-	241
Minority Leadership Training	29,318	-	(1,906)	27,412
NFIE Planning	4,454	-	-	4,454
Priority Schools	9,733	-	(5,232)	4,501
Member to Member 802	-	40,000	(6,055)	33,945
Close Achievement Gaps	6,402	-	(904)	5,498
Special Membership Project	4,522	-	(68)	4,454
Legislative Crisis	4,106	-	(2,098)	2,008
Member to Member Organizing	6,776	-	(5,672)	1,104
Crisis Fund	8,907	-	(2,664)	6,243
SOEA Membership	-	2,250	(250)	2,000
Western Organizing	28,920	-	(67)	28,853
Testing Grant	24,076	-	(3,500)	20,576
GPS-Member Cadre/Trauma	-	50,000	(20,257)	29,743
Educator Voice Academy	9,905	-	(3,049)	6,856
Early Career Educator	7,720	-	(4,815)	2,905
Winter Worksite	4,285	27,500	(4,682)	27,103
OCUEA Schools for Students	11,324	-	(1,799)	9,525
YRO New Ed	48,034	38,250	(52,783)	33,501
	<u>\$213,652</u>	<u>\$158,000</u>	<u>\$(117,256)</u>	<u>\$254,396</u>

Note 6. 401(k) Retirement Plan

Effective April 1, 2000, OEA implemented a 401(k) retirement plan. Employees are eligible to participate in the plan upon completion of one hour of service and are 100% vested in their own contributions. OEA matches the employee contributions dollar for dollar up to \$1,900 per year. Employees vest in the matching contribution at the rate of 20% after two years of service, increasing by 20% with each succeeding year until 100% vested after six years of service. OEA's matching contribution for the year ended August 31, 2020 was \$70,966.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 7. Pension Plan

OEA has a non-contributory pension plan covering all of its full-time employees who were members of the plan as of September 1, 1981, and other employees who have completed six months of service after September 1, 1981. The plan provides for benefits to be paid to covered employees at retirement based upon years of service multiplied by a percentage of the employee's average compensation during the five highest consecutive years of employment. This percentage is 2.00% for the current year. Contributions are intended to provide not only for benefits attributed to service to date but also for those expected to be earned in the future.

The expected long-term return on plan assets assumption was developed as a weighted average rate based on the target asset allocation of the plan and the long-term capital market assumptions. The overall return for each asset class was developed by combining a long-term inflation component and the associated expected real rates. The development of the capital market assumptions utilized a variety of methodologies, including, but not limited to, historical analysis, stock valuation models such as dividend discount models and earnings yields' models, expected economic growth outlook, and market yields analysis.

The following table sets forth the plan's funded status and other plan information required to be disclosed under generally accepting accounting principles:

Year ended August 31	2020	2019
Change in benefit obligation -		
Benefit obligation at beginning of year	\$17,023,006	\$14,869,175
Service cost	380,740	386,221
Interest cost	491,936	566,065
Actuarial (gain) loss	237,306	2,132,148
Benefits paid	(577,796)	(930,603)
Settlement adjustment	<u>(1,130,558)</u>	<u>-</u>
Projected Benefit Obligation at end of year	16,424,634	17,023,006
Change in plan assets -		
Fair value of plan assets at beginning of year	10,439,428	10,470,004
Actual return on plan assets	960,785	100,027
Employer contribution	800,000	800,000
Benefits paid	(577,796)	(930,603)
Settlement adjustment	<u>(1,130,558)</u>	<u>-</u>
Fair value of plan assets at end of year	10,491,859	10,439,428
Funded status at end of fiscal year	<u>\$ (5,932,775)</u>	<u>\$ (6,583,578)</u>

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 7. Pension Plan, continued

	2020	2019
Amounts recognized in statement of financial position		
Noncurrent liabilities	(5,932,775)	(6,583,578)
Amounts not yet recognized as components of net periodic benefit cost		
Net loss (gain)	4,132,236	5,263,976
Prior service cost	887	1,358
	<u>4,133,123</u>	<u>5,265,334</u>
<u>Accumulated Benefit Obligation</u>	15,729,766	16,386,934
Weighted average assumptions		
Discount rate		
Net periodic pension cost	3.20%	4.25%
Benefit obligations	2.75%	3.20%
Expected return on plan assets		
Beginning of fiscal year	6.25%	6.25%
Rate of compensation increase		
Beginning of fiscal year	3.00%	3.00%
End of fiscal year	2.25%	3.00%
Census date	09/01/19	09/01/18
Measurement date	08/31/20	08/31/19
Components of net periodic pension cost		
Service cost	380,740	386,221
Interest cost	491,936	566,065
Expected return on plan assets	(504,334)	(519,249)
Amortization of net actuarial loss (gain)	628,161	254,292
Amortization of prior service cost	471	471
Effect of special events	284,434	-
Net periodic pension cost	<u>1,281,408</u>	<u>687,800</u>

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 7. Pension Plan, continued

	2020	2019
Other changes in plan assets and benefit obligations recognized in net assets		
Net loss (gain)	(219,145)	2,551,370
Amortization of net loss (gain)	(628,161)	(254,292)
Amortization of prior service cost	(471)	(471)
Special event	(284,434)	-
Total recognized in net assets	<u>(1,132,211)</u>	<u>2,296,607</u>
Total recognized in net periodic pension cost and net assets	149,197	2,984,407
Amounts expected to be recognized from net assets in next fiscal year		
Amortization of net loss (gain)	311,222	628,161
Plan asset allocation at fiscal year end		
Cash	1%	1%
Equity securities	65%	60%
Debt securities	34%	39%
Total	<u>100%</u>	<u>100%</u>
Estimated future benefit payments		
Next fiscal year (Year 1)	830,000	3,300,000
Year 2	980,000	870,000
Year 3	1,020,000	1,070,000
Year 4	1,220,000	1,160,000
Year 5	970,000	1,200,000
Year 6 - 10	4,960,000	4,350,000
Expected contributions in next fiscal year	800,000	800,000

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 8. Commitments

Operating leases

OEA has various lease agreements for postage, communications and duplicating equipment. The leases have been treated as operating leases in these financial statements. Rent expense of \$62,621 related to these leases is included in these financial statements. Future minimum lease payments due under these leases are as follows:

Year ended August 31,	
2021	\$ 60,618
2022	48,468
2023	<u>17,465</u>
	<u>\$126,551</u>

OEA also leases office space in Tulsa. The lease on the Tulsa office expires March 31, 2025. This lease is subject to landlord operating cost increases up to a maximum of five percent per year and the base rent increases three percent per year beginning April 1, 2020. Current lease payments are \$4,251 per month. Rent expense of \$49,745 related to this lease is included in these financial statements. Future minimum rental payments due under the above office lease are as follows:

Year ended August 31,	
2021	\$ 51,654
2022	53,209
2023	54,803
2024	56,438
2025	<u>33,485</u>
	<u>\$249,589</u>

Capital improvements

OEA has formally adopted a capital improvements budget for fiscal year 2021 indicating budgeted fixed asset purchases of \$121,555. This includes \$20,000 for computers and \$5,000 for furniture and other office equipment. The budget also includes \$96,555 for new auto purchases.

Note 9. Media Campaign

OEA membership had previously approved an advertising campaign to promote public education and the OEA. Dues have been designated to fund these efforts. A balance of \$195,458 designated for the media campaign was available as of August 31, 2019. Dues of \$5 for active certified members and \$3 for ESP members were designated for the campaign in the 2020 fiscal year. Dues revenue amounted to \$76,890 for 2020. A total of \$13,820 was spent from the media campaign fund in fiscal year 2020, leaving net assets of \$258,528 at August 31, 2020.

Note 10. Ballot Initiative and Crisis Fund

OEA membership had previously approved earmarking active member dues and ESP member dues in prior fiscal years to provide monies for this fund. A balance of \$782,263 designated for this fund was available as of August 31, 2019. The fiscal year 2020 budget included earmarked dues of \$5 for active members and \$3 for ESP members. Total dues revenue was \$76,890. Nothing was spent from this fund in fiscal year 2020, leaving net assets of \$859,153 as of August 31, 2020.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2020

Note 11. Designated Net Assets

OEA received a bequest of \$338,225 in 2001. The Board designated this amount and all associated investment income, gains and losses for building related expenses. A reconciliation of the designated net asset balance is as follows:

Balance at August 31, 2019	\$694,389
Investment income	58,158
Other income	96,401
Expenses	<u>-</u>
Balances at August 31, 2020	<u>\$848,948</u>

Note 12. Liquidity and Availability

Financial assets available for general expenditure, that is without restriction limiting their use, within one year of the statement of financial position, comprise the following:

Cash and cash equivalents	\$ 850,537
Time deposits	52,000
Marketable securities	3,252,614
Accounts receivable	<u>151,036</u>
	<u>\$4,306,187</u>

Note 13. Subsequent Events

Management has evaluated subsequent events through the report date of October 20, 2020, the date the report was available to be issued, and has determined no disclosures are necessary, except as noted below.

The Coronavirus pandemic has had a significant impact on the economy locally, across the nation, and globally. The situation is rapidly evolving, so the magnitude and duration of the economic disruption is not known at this date. This pandemic could have a material impact on the Association's financial condition and future operations.

2022 OEA Legislative Goals

The Oklahoma Education Association believes that quality schools are places where learning is a priority, quality teachers and other school employees are educational leaders, quality kids come ready to learn and behave appropriately, and quality education is the shared responsibility of all the members of a community.

Based on these beliefs, OEA adopts the following goals for the 2022 legislative session:

I. HIGH STANDARDS

A. Increase funding from local, state and federal sources for all public education programs, including common schools (PreK-12), vocational-technical education, higher education, alternative education, and adult and other community education services.

B. Increase state funding for general school operations, enrollment growth, technology acquisition and training, alternative education programs, and professional development for teachers and education support professionals.

C. Increase local support for schools by permitting the patrons of a school district to gain new revenue through approval of additional millage on real property for the purpose of acquiring educational technology, with the new revenue not to be charged against state aid.

D. Permit the registered voters of a school district to approve capital bond issues by a simple majority of those voting, rather than by a sixty-percent super majority.

E. All school board members at a minimum shall be high school graduates or equivalent. Permit the registered voters of a school district to elect a member to their school board with full rights who is an employee within the school district.

F. Provide state assistance to local school districts for the purpose of funding new construction or retrofitting sites to provide safe environments against the impacts of tornadoes, earthquakes or other natural forces.

G. Support efforts to prevent existing school district boundaries from serving as a hindrance to any student seeking his/her choice of educational programs in Oklahoma public schools.

H. Provide funding and other support for the establishment and operation of alternative education facilities.

I. Provide incentives for all students to aspire to good citizenship by emphasizing service to school and community.

J. Require all students to meet academic standards regardless of educational setting, through participation in ongoing, comprehensive, developmentally appropriate student assessment, which includes the essential elements required by state and federal rules and regulations.

K. Permit parents to opt their students out of high stakes testing and allow students to demonstrate competency in subject areas outside of state mandated tests.

II. RESPECT FOR THE PROFESSION

A. Increase funding for professional development training programs for teachers and education support professionals, designed in whole or in part by employees themselves, with additional pay for satisfactory completion of the training. Such trainings should enhance the knowledge and skills of the educator and be voluntary and accessible to all. Any remuneration earned shall be in addition to the regular experience increment.

B. Empower teachers and education support professionals with expanded decision-making authority in relevant matters such as staffing, site-based financial decisions, curriculum development, classroom management, student discipline, and parental relations.

C. Provide duty-free planning periods and duty-free meal periods for the purpose of preparation, collaboration, and reflection.

D. Adopt a living wage as a minimum wage for all Oklahomans in an effort to ease the effects of poverty and build a more sustainable environment for learning. A living wage is the amount that an employee must earn in order to enjoy an equitable standard of living within a specified area or region.

E. Improve the salaries and fringe benefits of teachers and education support professionals, making their compensation comparable to education employees in other states and to other professions and occupations in the private economic sector.

F. Review different educational positions within today's school districts to determine if additional salary increments are warranted. All restrictions on state/local salary

2022 Legislative Goals

schedule placement for teachers who have taught in an accredited school in-state, out-of-state, or out-of-country should be eliminated.

G. Protect and improve the Oklahoma Teachers' Retirement System through a commitment to adequate funding, preserving the defined benefit feature of the retirement plan design, preventing increased required contributions by active TRS members, providing additional funding to the system from new sources, and granting periodic benefits increases to current and future retirees when actuarially prudent.

H. Eliminate the potential for lost or reduced individual retirement benefits by providing in-state law appropriate safeguards ensuring the timely collection of mandatory contributions for each active Teacher's Retirement System member.

I. Preserve or expand on the partial state payment of teacher retirement contributions for all school employees participating in the Oklahoma Teachers' Retirement System.

J. Ensure access for all school employees and their families to quality, affordable health insurance, provided as a fully paid benefit by the State of Oklahoma. This benefit will not be considered part of the total compensation for the purposes of achieving the State Minimum Salary Schedule.

K. Support funding for state payment of the single insurance premium for retired educators.

L. Oppose any efforts to link a teacher's performance evaluation, continuing employment and compensation to student performance on standardized tests. Support the implementation of a student growth model testing system.

M. Establish reasonable restraints on local school district employers so as to minimize privatization of school support services.

N. Establish procedures setting minimum school district standards assuring employees the right of redress of workplace concerns, such procedures not to be in conflict with any existing collective bargaining agreement.

O. Ensure due process for teachers through legislation prohibiting the use of temporary contracts.

P. Support tax policies that produce sufficient revenue to fund common education and all other essential services.

Q. Provide opportunities to local school districts to seek – using current deregulation procedures if necessary – educational improvement by means of innovative approaches to instruction and curriculum, enhanced student-teacher-parent partnerships, school site-based decision-making, and increased community involvement, provided that teachers teaching in deregulated schools shall remain employees of the local board of education, entitled to all rights and privileges normally accorded to other teachers in the school district.

R. Achieve equity between school districts and employee organizations in the collective bargaining process.

S. Improve public awareness of school district financial operations through enhanced financial reporting procedures.

III. EDUCATOR QUALITY

A. Ensure safe and healthy school environments for students and school employees through financial assistance to school districts without resources to help themselves. Promote healthy lifestyles for students.

B. Maintain professional teaching standards by opposing the liberalization of statutes, rules and regulations governing the extent of employment of non-certified substitute teachers.

C. Allow teachers to rely upon a wide range of student products in the accomplishment of a school district's accreditation plan.

D. Provide that school districts shall grant release time and position reinstatement without discrimination to teachers and other school employees elected or appointed to local, state or national educational organization offices or positions.

E. Maintain professional teaching standards by opposing the liberalization of statutes, rules and regulations governing alternative or emergency certification.

F. Support funding the full costs of attaining or renewing National Board Certification and a full \$5,000 stipend for NBCTs.

OEA Affirmative Action Policy

April 2021 Report to OEA Delegate Assembly

The Oklahoma Education Association is committed to an Affirmative Action Plan that includes methods for recruitment, programs designed to facilitate promotion and more valid procedures for the assessment of performance and potential with respect to minorities, women and persons with disabilities.

A major objective of the Association's Affirmative Action Plan will be to employ minorities and women in the employment categories of Executive/Managerial, Confidential, Professional, and Associate/Support Staff, at least proportional to their representation in the state population within a five year period.

Under this objective, the percentage of minorities and women to be employed by the Association are as follows:

Ethnic Minority Report, April 2021

	Goal	Percent Employed	Percent Achieved
American Indian/Alaska Native	10.4%	16.3%	+5.9%
Asian/Pacific Islander	1.5%	0.0%	-1.5%
Black	7.5%	2.3%	-5.2%
Hispanic	5.2%	4.7%	-0.5%
Other		2.3%	
Women	50.9%	69.8%	+18.9%

	Current Total	Women	Men	Minority	Vacancies
Executive/Managerial Staff	5	3	2	1 (20.0%)	0
Confidential Staff	6	3	3	2 (33.3%)	0
Professional Staff	22	15	7	3 (13.6%)	0
Associate Staff/Part-time Retired	10	9	1	5 (50.0%)	2

OEA Officer & Staff Salaries

Officers

The Internal Concerns Committee shall review annually salaries and fringes of executive officers and submit recommendations to the Board of Directors no later than the December Board meeting.

The President's salary shall be set at \$103,615 at the beginning of their first term. The Vice President's salary shall be set at \$71, 871 at the beginning of their first term.

Salary increases for each following year shall correlate with the amounts approved for OEA managers.

The President and Vice President may avail themselves of the option of a deferred compensation plan. The salaries for the President and Vice President shall never be less than the salary of the first year of each term of office.

Executive Director, Managerial and Confidential Personnel

The OEA Board of Directors establishes the salaries of the Executive Director and other management and confidential staff. The OEA provides \$146,390 in salary to the Executive Director.

The salary for the four management positions – Associate Executive Director for Legislative and Political Organizing, Associate Executive Director for Organizing and Leadership Development, Associate Executive Director

for Business and Finance, and General Counsel – is \$109,807.

OEA employs six confidential staff – three administrative assistants, one computer network administrator, and two associate general counsels. The salary range for confidential employees is \$52,761 - \$95,736 and is dependent upon experience, responsibilities and job classification.

Professional and Associate Staff

Salaries for unionized staff are determined by bargaining with OPSO, the professional staff union, and ASO, the associate staff union. The salaries for OPSO staff range from \$49,201 to \$75,558, depending upon experience. ASO staff are hourly employees with a range from \$14.09 to \$23.09 per hour, depending upon experience.

The OEA provides a wide range of fringe benefits for its employees including: fully paid health insurance (single to family coverage), life insurance, disability insurance, retirement, and a 401K plan.

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