

Delegate Assembly

May 6-7, 2022 • Edmond, OK

Hilton Garden Inn and Edmond Convention Center

*Our students
are "Worth It!"*



Oklahoma Education Association
putting education first™

Are benefits increasing your employee's quality of life or sitting in the corner collecting dust?

Partner with us for plans made with your people in mind.

- ✓ Customized Benefits
- ✓ Employee Education
- ✓ Enrollment Administration

We provide individualized benefits education to help ensure employees only select the benefits they really need and can use. With 60 years working alongside education professionals, we're committed to your profession and employee's well-being.

American Fidelity internal data as of 7/31/2020.

Scan to find out
how we can help!

americanfidelity.com/experience



We can help!
Contact us today.

Lawton Branch Office **580-248-0011**
Oklahoma City Branch Office **405-416-8810**
Tulsa Branch Office **918-622-6994**

AMERICAN FIDELITY 
a different opinion

Welcome, Delegates!

Congratulations on your selection as a delegate to the 2022 Delegate Assembly of the Oklahoma Education Association!

This is the first OEA in-person delegate assembly after two years of dealing with a global pandemic, which for many have been the hardest years of their professional and personal journeys.

It is also the first delegate assembly overseen by your new president, vice president and executive director. While we ask for some grace as we navigate this new experience together, we also ask that you join us in our excitement for the new opportunities to be considered. It is a time for hope and a new beginning.

Delegates to this year's assembly will get to vote on a budget that is based on an increase of more than 400 members! Last year's delegate assembly contemplated a budget based on a decrease of more than 400 members. The 2022 budget proposed by the OEA Board of Directors shows an investment in tactics and strategies designed to continue our growth and meet the challenges before us. You will also be considering policy proposals and strategies aimed at jump-starting OEA's progress into the near and distant future.

No pressure, but you are about to participate in the largest decision-making body of your state organization. As you contemplate these decisions, please reflect on OEA's mission to, **"...advocate for education professionals and to unite our members and the people of Oklahoma to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world."**

Our world never needed this any more than it does right now.



From left, Executive Director Carolyn Crowder, President Katherine Bishop, and Vice President Cari Elledge. (Photo by A.J. Stegall.)

Table of Contents

2022 Delegate Assembly • May 6-7

OEA Board of Directors.....	3
OEA Staff.....	4
2022 Agenda.....	5
OEA Awards.....	8
Minutes of 2021 Delegate Assembly.....	9
Standing Rules.....	13
Parliamentary Procedure.....	16
Committee Reports.....	17
Affiliate Relations.....	17
Collective Bargaining.....	17
Communications.....	17
Constitution.....	18
Education Support Professionals.....	18
Elections.....	19
Forces on Education.....	19
Human & Civil Rights.....	20
Instruction & Professional Development.....	20
Legal & Corporate Services.....	21
Legislative.....	21
Member Benefits.....	22
Resolutions.....	23
Proposed Amendments to the OEA Resolutions.....	24
Resolutions Index.....	25
OEA Resolutions.....	28
Constitution and Bylaws Index.....	50
OEA Constitution.....	51
OEA Bylaws.....	53
OEA Proposed Budget.....	67
2021 OEA Audit.....	85
2023 Legislative Goals.....	102
Affirmative Action Policy Report.....	104
Officers and Staff Salaries.....	105
Seating Chart.....	106
Hilton Garden Inn and Edmond Convention Center Map.....	107
Notes.....	108

OEA Board of Directors

Leadership

Katherine Bishop, President
kbishop@okea.org
Cari Elledge, Vice President
celledge@okea.org
Zach Grimm, NEA Director
president@teamoore.org

Southeast

Sharon Reese, SE-A
mtneerchick@gmail.com
Lawrence Lane, SE-B
llane7777@aol.com
Sharon Hill-Wooten, SE-C
iamlaka.08@gmail.com

Oklahoma City Metro

Kamber Clark, OKC-A
clarkkamber@yahoo.com
Amber Taylor, OKC-B
ataylor3472@gmail.com
Chelsea Foo, OKC-C
cecfoo@cox.net
Kelly Craig, OKC-D
mrskellycraig@gmail.com

Southwest

Laura Nicholas SW-A
lorlor3680@hotmail.com
Brittany Arnold, SW-B
arnold6337@gmail.com
Wilma Dudley, SW-C
wdudley45@gmail.com

Northeast

Angelia Franke, NE-A
steve_angelia@sbcglobal.net
Jennifer Esau, NE-B
jenarra24@gmail.com
Sharica Cole, NE-C
sharica.cole05@gmail.com

Tulsa Metro

Kelli Roberts, TM-A
roberke57@gmail.com
LeeAnne Jimenez, TM-B
jimenma2@gmail.com
Dr. Dustin Devore, TM-C
dustindevoreoea@gmail.com
Frank Brazwell, TM-D
newbethelfb@yahoo.com
Michael Horn TM-E
michaelhornlaw@aol.com

Northwest

Jennie Scott, NW-A
jennie_butler@hotmail.com
Zach Murray, NW-B
zachmurray3@gmail.com
Mark Webb, NW-C
ouwebby31@gmail.com

At-Large

Dr. Anthony Rose, Administrator
anthony.rose@alumni.oc.edu
Polly Christian, Retired Educators
pollygc26@gmail.com
Jacie Lackey, OAEA
jacierdoyle@gmail.com

OEA Staff

Carolyn Crowder, Executive Director

Rheta Kennedy, Administrative Assistant

Maureen Peters, Administrative Assistant

Center for Advocacy

Richard Wilkinson, General Counsel

Heath W. Merchen, Associate General Counsel

Tim Melton, Associate General Counsel

Advocacy Specialists:

Kate Baker, Tulsa Metro (TCTA)

Sheri Childress, Southwest

Carnie Cullen, OKC Metro

Annetta Hein, OKC Metro

Melissa Kaltenbaugh, Northeast

Jackie McFarland, Northwest

Cal Ware, Southeast

Jon Marie Piguert, Tulsa Metro

Center for Business and Finance

Robin Bennett, Associate Executive Director

Kevin Winstead, Accounting Specialist

Mary Robison, Membership Consultant

Brenda Snider, Membership Consultant

Center for Communications

Carolyn Crowder, Executive Director

Communications Specialists:

Joe DuVall

Doug Folks

Sergio Martinez, Center Assistant

Center for Facilities

John Stapleton, Facilities and Maintenance Specialist

Rheta Kennedy, Administrative Assistant

Center for Legal & Corporate Services

Richard Wilkinson, General Counsel

Heath W. Merchen, Associate General Counsel

Tim Melton, Associate General Counsel

Melanie Engh, Administrative Assistant

Center for Legislative & Political Organizing

Ivy Riggs, Associate Executive Director

LPO Specialists:

Tyler Outlaw, West Oklahoma

Ellen Pogemiller, East Oklahoma

Research/Campaign Organizing Specialist:

Scout Anvar

Sergio Martinez, Center Assistant

Center for Organizing and Leadership Development

Rhonda Harlow, Associate Executive Director

Organizing Specialists:

Brendan Jarvis, Tulsa Metro

Brian Johnson, Southeast

Jeff Savage, Northeast

Patti Serio, Northwest

Amber Spradlin, OKC Metro

Bruce Treadaway, Southwest

Melia Melton, Center Assistant

Team Assistants:

Kim Holley, Southeast & OKC Metro

Lilia Ocampo, Southwest & Northwest

Tina Townsend, Tulsa Metro & Northeast

Center for Teaching and Learning

Rhonda Harlow, Associate Executive Director

Teaching and Learning Specialists:

Heather Cody, Aspiring Educator Organizer

Mary Dikes, West Oklahoma

Josh Frazier, Early Career Organizer

Kim Littrell, East Oklahoma

Melia Melton, Center Assistant

Center for Technology

Heath W. Merchen, Associate General Counsel

John Stapleton, Network Administrator and

Maintenance Specialist

Debbie Moore, Computer Tech Assistant

Delegate Assembly At A Glance

Thursday, May 5, 2022

11:30 – 12:30 p.m.	Board of Directors Lunch	Hilton Garden Inn, Edmond Meeting Room 2
12:30 p.m.	Board of Directors Meeting	Hilton Garden Inn, Edmond Meeting Room 2

Friday, May 6, 2022

8:00 a.m. – 4:30 p.m.	Registration (Coffee/Tea/Soda)	Convention Center Lobby (Pre-Function 1)
7:00 a.m. – 8:00 a.m.	Credentials Committee Breakfast Meeting	Meeting Room 3C
7:30 a.m. – 9:00 a.m.	ESP Breakfast Meeting	Meeting Room 3A
8:00 a.m. – 9:00 a.m.	Standing Rules Committee Breakfast Meeting Resolutions Breakfast Meeting	Meeting Room 2 Meeting Room 3B
8:00 a.m. – 4:30 p.m.	Credentials Committee	Convention Center Lobby (Pre-Function 1)
9:30 a.m. – 11:45 a.m.	Delegate Assembly First Business Session	Ballroom 1 & 2
11:45 a.m. – 1:00 p.m.	OEA Zone Caucus Luncheons	<i>See Page 6 for Zone Room Assignments</i>
1:00 p.m. – 3:00 p.m.	Delegate Assembly Second Business Session	Ballroom 1 & 2
3:30 p.m. – 5:00 p.m.	Delegate Assembly Third Business Session	Ballroom 1 & 2
5:00 p.m. – 6:00 p.m.	Special Interest Caucus Meetings	Breakout Rooms

Dinner on your own

Saturday, May 7, 2022

7:30 a.m. – 8:30 a.m.	Special Interest Caucus Meetings	TBA
8:00 a.m. – 9:00 a.m.	Registration (Coffee/Tea/Soda)	
9:00 a.m. – 1:00 p.m.	Delegate Assembly Final Business Session	Ballroom 1 & 2

Watch for posts on Facebook, Twitter and Instagram. (Use the hashtag #oeada22 if you tweet or post about Delegate Assembly).



2022 Delegate Assembly Agenda

Hilton Garden Inn & Edmond Conference Center

Friday, May 6, 2022

9:30 a.m. / First Business Session

OEA President Katherine Bishop, Presiding

Call to Order

Invocation – Rev. Frank Brazwell, Board of Director, Union, TM-D

Flag Salutes – Retired Maj. Robert Whetsel, U.S. Air Force, Yukon, NW-C

Native Land Acknowledgement – Theresa Mosier, Moore, OKC-A

Introduction of Standing Rules – Cheryl Dowell and Lynn Stockley, Standing Rules Co-Chairs

Adoption of Standing Rules

Adoption of Agenda

Adoption of Minutes of 2021 Virtual OEA Delegate Assembly

Preliminary Report from Credentials Committee – Deborah Schovanec, Credentials Committee Chair, OC-C

Introduction of OEA President – Cari Elledge, OEA Vice President

President’s Address – Katherine Bishop, OEA President

Introduction of New Business

Committee Reports

- Affiliate Relations, Krista Farris, SE-A
- Budget, Cari Elledge, OEA Vice President
- Collective Bargaining, Jenny Bobo, NW-B
- Communications, Rachel Brown, NW-C
- Constitution, Becki Munholland, Retired
- Education Support Professional, Wilma Dudley, SW-C
- Elections, Adrienne Hall, SW-B
- Forces on Education, Chelsea Foo, OC-C
- Human & Civil Rights, Sharica Cole, NE-C
- Instruction & Professional Development, Tiffany Johnson, SE-A
- Legal & Corporate Services, Denise Rhodes, NE-A
- Legislative, Shawna Mott-Wright, TM-B
- Member Benefits, Cathy Sabo, NW-C
- Resolutions, LeeAnne Jimenez, TM-B

OEA Fund for Children and Public Education – Katherine Bishop, OEA President

11:45 a.m. – 1:00 p.m. / Lunch Break

(See Page 107 for a map of Hilton Garden Inn & Edmond Conference Center meeting rooms)

Oklahoma City Metro – Ballroom 3A & 3B

Southwest Region – Meeting Room 3C

Northwest Region – Meeting Room 3B

Tulsa Metro Region – Meeting Room 2

Southeast Region – Meeting Room 1

Northeast Region – Meeting Room 3A

1:00 - 3:00 p.m. / Second Business Session

OEA President Katherine Bishop, Presiding

Award Presentations

- Stan R. Bryant Political Action Award
- Education Support Professional Award
- Collective Bargaining Award
- Kate Frank Award
- Advocate for Academic Freedom Award

Action on New Business

OAEA Presentation – Jacie Lackey, OAEA President

Open Hearings

- Proposed 2022-23 OEA Budget, Cari Elledge, OEA Vice President
- Proposed Resolutions, LeeAnne Jimenez, Chair

Introduction of New Business

3:30 - 5:00 p.m. / Third Business Session

OEA President Katherine Bishop, Presiding

Award Presentations

- OEA Friend of Education Award
- OEA Outstanding Legislator Award
- Award for Teaching Excellence (ATE)

Legislative Issues, Ivy Riggs, OEA Associate Executive Director

Action on New Business

NEA Report, Zach Grimm, NEA Director

Introduction of Additional New Business

Recess

Dinner on your own – enjoy!

Saturday, May 7, 2022

9:00 a.m. - 1:00 p.m. / Closing Business Session

OEA President Katherine Bishop, Presiding

Action on Legislative Goals

Award Presentations

- Marshall Gregory Awards, Professional Division
- Golden Apple Award

State of the Association Address, Carolyn Crowder, OEA Executive Director

Action on Resolutions

Action on New Business

Action on Budget

Final Report of the Credentials Committee, Debra Schovanec, Chair

Final Report of OEA Fund for Children and Public Education – Katherine Bishop, OEA President

Adjournment

OEA Awards

OEA Friend of Education Award

Presented by the OEA Board of Directors to honor a person who has made significant contribution to the betterment of public education.

Dr. Mary Clarke, President of the Oklahoma State Medical Association

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.

Jessica Eschbach, Norman Public Schools

Education Support Professional Award

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

Amanda Lee, Education Support Professional of Moore

Collective Bargaining Award

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

Rhonda Hover, Perkins-Tryon Schools and Perkins-Tryon EA

Human & Civil Rights Awards

Kate Frank Award

Presented to the OEA member and/or local association rendering outstanding and significant service to advancing the cause of member welfare, rights and professionalism.

Amanda Kordeliski, Norman Public Schools

OEA Advocate for Academic Freedom Award

Presented by the OEA Board of Directors, the award honors a person or organization whose contribution to the safeguarding of academic freedom has had a significant impact on the public schools in Oklahoma and in the nation.

Sen. Carri Hicks

OEA Outstanding Legislator Award

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

Rep. Melissa Provenzano

Stan R. Bryant Political Action Award

Presented annually by the Board of Directors to the OEA Zone with the largest per member contribution level to the OEA Fund for Children and Public Education. Zone Tulsa Metro A/B won the award by contributing \$4.56 per member.

TM-A/B Zone Directors, Kelli Roberts and LeeAnne Jimenez

TM-A/B Fund Representatives, Shawna Mott-Wright and Angela Statum

Marshall Gregory Awards – Professional Division

Print Series

Award of Excellence – Kim McConnell, The Lawton Constitution

Broadcast, News Story

Award of Excellence – “Mr. Abercrombie Goes Viral,” by Burt Mummolo, KTUL, Tulsa

Golden Apple Awards

Internal Communications

PEN Weekly Correspondence, Professional Educators of Norman

2021 Virtual Delegate Assembly Official Minutes

FIRST BUSINESS SESSION

Convened at 5:00 p.m. Friday, April 30, 2021

1. Adoption of Standing Rules

MOTION: Cheryl Dowell, Co-Chair, Retired; Standing Rules Committee. I move to suspend the Standing Rules for the 2021 Virtual OEA Delegate Assembly and conduct the protocols printed on page 6 for an abbreviated virtual Delegate Assembly as recommended by the OEA Board of Directors.

CARRIED

2. Adoption of minutes of the 2020 OEA Virtual Delegate Assembly

MOTION: Sherri Callahan, NE-A; Betty Collins, TM-D. I move adoption of the 2020 OEA virtual Delegate Assembly minutes as printed on page 9-14.

CARRIED

3. NEW BUSINESS ITEM #1

MOTION: Leonor Massura, OKC-A; Victor Gonzalez, NW-B. I move that OEA use existing channels to call on educators to refrain from discouraging or explicitly telling students to not speak a language other than English at school. OEA should include information about:

- The benefits of being multilingual
- How linguistic oppression is traumatic to children and stifles their academic achievement
- The white supremacy culture associated with "English only" movements
- The history of violence inflicted on children for speaking a language other than English at school.

CARRIED

4. NEW BUSINESS ITEM #2

MOTION: Victor Gonzalez, NW-B; Leonor Massura, OKC-A. I move that OEA promote Hispanic Heritage Month starting on September 15th, 2021, by compiling existing resources in an online toolkit for members and using existing channels, which will offer resources for educating students, educators, and families on Latino history and culture.

CARRIED

5. NEW BUSINESS ITEM #3

MOTION: Kelli Roberts, TM-A/B; Sharica Cole, NE-C. I move that OEA will work to establish placement of

a Clara Luper exhibit at the National Museum of African American History and Culture in Washington, D.C.

CARRIED

6. NEW BUSINESS ITEM #4

MOTION: Kelli Roberts, TM-A/B; Sharica Cole, NE-C. I move that OEA will stand against any voter suppression laws written and passed to disenfranchise voters, particularly the votes by people of color cast. They, the OEA will actively fight to combat any measures taken by the Oklahoma legislature to suppress the vote of the citizens of Oklahoma.

CARRIED

7. NEW BUSINESS ITEM #5

MOTION: Lori Burris, OKC-D; Kelly Craig, OKC-D. I move that OEA be required to reach out to the maker and seconder of any approved New Business Item BEFORE implementation to acquire their intention and vision of said NBI and to follow their lead in implementing any action and that once the NBI is completed, the maker and seconder need to be informed of that completion.

RULED OUT OF ORDER

8. NEW BUSINESS ITEM #6

MOTION: Lori Burris, OKC-D; Kelly Craig, OKC-D. I move that OEA, in the event that a submitted NBI be referred to committee, that the mover and the seconder have input into which committee would be appropriate to implement their NBI, and to provide an opportunity for the maker and seconder to share with the chosen committee so that they can share their true intent and vision.

CARRIED

9. Preliminary Credentials Committee Report, Dr.

Deborah Schovanec, Credentials Committee Chair; Credentials Committee. Delegates – 170.

10. NEW BUSINESS ITEM #7

MOTION: Lori Burris, OKC-D; Kelly Craig, OKC-D. I move that OEA give committees the opportunity to develop their own charges that they will be responsible for addressing.

RULED OUT OF ORDER

2021 Minutes continued

11. NEW BUSINESS ITEM #8

MOTION: Lori Burris, OKC-D; Kelly Craig, OKC-D. I move that OEA develop a fund that is accessible to locals that they can use to hold organizing trainings, such as Labor Notes "Secrets of a Successful Organizer."

RULED OUT OF ORDER

12. NEW BUSINESS ITEM #9

MOTION: Terri Curtis, SW-B; Lindsey Grotheer, SW-B. I move that OEA shall lobby the Oklahoma State Legislature to add school librarians to the instructional cost portion of the state funding formula.

CARRIED

13. NEW BUSINESS ITEM #10

MOTION: Tiffany Roland, OKC-A; Abby McCracken, OKC-A. I move that OEA will endorse the Black Lives Matter at School Week of Action during Black History Month in 2022. Specifically, in supporting the four demands of Black Lives Matter in School Week of Action:

1. Ending zero tolerance discipline policies and replacing them with restorative justice practices.
2. Hiring and mentoring Black educators.
3. Mandating ethnic studies be taught in PK-12 schools in age-appropriate ways.
4. Funding counselors, not cops.

CARRIED

14. NEW BUSINESS ITEM #11

MOTION: Zach Grimm, OKC-A; Kamber Clark, OKC-A. I move that OEA will show support for our LGBTQ+ students and educators through advocacy efforts such as (but not limited to) marching in local PRIDE parades, flying the PRIDE flag in the month of June at all OEA offices, and developing an electronic toolkit that's available for educators to access through the OEA website.

CARRIED

15. NEW BUSINESS ITEM #12

MOTION: Tiffany Roland, OKC-A; Elizabeth Shadid, OAEA. I move that OEA will include pronouns representative of all gender expressions to include he/him, she/her, they/them, and opportunities for people to self-identify pronouns, for all OEA official documentation or registrations (membership forms and name tags, for example).

CARRIED

16. NEW BUSINESS ITEM #13

MOTION: Theresa Mosier, OKC-A; Zach Grimm, OKC-A. I move the OEA to support, in ways it finds appropriate and within the budget, the removal of the names of Confederate leaders from public schools.

CARRIED

17. 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 pages 28-53.

CARRIED

The Resolutions Committee recommend the following amendments:

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

2021 Minutes continued

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)

18. Adoption of the 2022 OEA Legislative Goals

MOTION: Lawrence Lane, Chair; OEA Legislative Committee. I move adoption of the 2022 OEA Legislative Goals as recommended by the OEA Legislative Committee on page 105-106.

CARRIED

First Business Session adjourned at 8:00 p.m.

SECOND BUSINESS SESSION

Convened at 9:00 a.m. Saturday, May 1, 2021

19. NEW BUSINESS ITEM #14

MOTION: Theresa Mosier, OKC-A; Tami King, OKC-A. I move the OEA to support, in ways it finds appropriate and within the budget, the removal of stereotypical and racist mascots from public schools. Including (not limited to), the removal of mascots such as, “R-skins, Braves, Indians, Chiefs, Tomahawks, Savages, and Warriors.”

CARRIED

20. NEW BUSINESS ITEM #15

MOTION: Zach Grimm, OKC-A; Susan Boyd, SW-B. I move that OEA will encourage local associations to advocate for voter registration to take place at all public high schools.

CARRIED

21. NEW BUSINESS ITEM #16

MOTION: Tiffany Roland, OKC-A; Kamber Clark, OKC-A. I move that OEA through its current communication and social media platforms, will address the statewide need to recruit, develop, and retain diverse and culturally responsive community based educators of color (especially males and people of diverse gender expressions) to help advance the achievement of all students. For example, OEA could implement a Task Force on Recruitment of Educators of Color, creating a task force that consists of Aspiring Educators from HBCUs, HSIs, MSIs, Tribal Colleges, Asian American and Native American and Pacific Islander-serving institutions to make recommendations to the Board of Directors regarding the recruitment of edu-

2021 Minutes continued

cators of color and the resources they need to become lifelong active educators and union leaders.

CARRIED

22. NEW BUSINESS ITEM #17

MOTION: Elizabeth Shadid, OAEA; Breanna Baker, OAEA. I move that OEA in ways that it finds appropriate and within the budget, create an electronic cultural competency toolkit that educates and informs our members about how to help their students of color excel in school and in their future careers, including why and how students of color can become educators.

CARRIED

23. NEW BUSINESS ITEM #18

MOTION: Zach Grimm, OKC-A; Kamber Clark, OKC-A I move that OEA will incorporate (using existing resources) the concept of "White Fragility" into OEA trainings/staff development, literature, and other existing communications on social and racial justice whenever and wherever context and expense allows.

CARRIED

24. NEW BUSINESS ITEM #19

MOTION: Sharica Cole, NE-C; Kelli Roberts, TM-A/B. I move that OEA establish a Clara Luper Activist Award. This would be bestowed on a member, or group of members that continues the goal of seeking equability in policies that affect our schools and community.

CARRIED

25. Adoption of the OEA 2021-22 Proposed Budget

MOTION: Katherine Bishop, Chair; OEA Board of Directors. I move adoption of the OEA 2021-22 Proposed Budget as recommended by the OEA Board of Directors.

CARRIED

26. Final Credentials Committee Report

Dr. Deborah Schovanec, Credentials Committee Chair; Credentials Committee. Delegates – 172.

The Virtual 2021 OEA Delegate Assembly Adjourned at 12:00 p.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

- * **New Business Items** are simple in structure, calling for or committing OEA to a particular action or course of action on a specific issue.
- * **New Business Items** 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.
- * **New Business Items** impact the operation, implementation, and administration of program.
- * **New Business Items** 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.

STANDING RULES COMMITTEE:

Board Liaison: Dustin DeVore, Owasso EA, TM-C
Co-Chair: Cheryl Dowell, Retired
Co-Chair: Lynn Stockley, Retired
Stephen Smallwood, Rattan ACT, SE-C
Danna Senkowski, Retired
Mattie Smith-Broom, Retired
Linda Long, 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.

CREDENTIALS COMMITTEE

Board Liaison: Laura Nicholas, Professional Educators' Association of Lawton, SW-A
Chair: Deborah Schovanec, Edmond ACT, OC-C
Jan Sands, Putnam City ACT, OC-B
Jenny Prather, Retired
Patti Ferguson-Palmer, Retired
Staff Liaison: Rhonda Harlow, Associate Executive Dir.

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.

Rules of Parliamentary Procedure

REQUIRE VOTE	DEBATABLE	AMENDABLE	VOTE
Use the RED or GREEN card for the following motions.			
8 Call the question (close debate)	No	No	2/3
7 Limit or extend limits of debate	No	Yes	2/3
6 Postpone to a certain time	Yes	Yes	Majority
5 Refer to committee	Yes	Yes	Majority
4 Amend the amendment	Yes	Yes	Majority
3 Amend or substitute	Yes	Yes	Majority
2 Postpone indefinitely	Yes	Yes	Majority
1 Resolution or NBI (main motion)	Yes	Yes	Majority
Use the YELLOW card for motions that deal with the general conduct of the meeting.			
Parliamentary inquiry	No	No	None
Point of order	No	No	None
Division of the assembly	No	No	None
Divide a motion	No	Yes	Majority
Appeal the decision of the Chair	Yes	No	Majority

Procedures

Before any business is debated or discussed, it must be presented in the form of a motion or resolution. Motions two (2) through eight (8) are motions that deal with the main motion.

**Use the RED
or GREEN card.**

The above motions should be sufficient for you to express your opinion on an issue before the Assembly or to raise a question concerning the procedure of the Assembly. Additional parliamentary motions are available using the **WHITE card**.

WHITE card:
Withdraw a motion
Take from table
Object to consideration
Questions of privilege
Suspend the rules
Call for orders of the day
Reconsider
Recess
Rescind
Adjourn
Table

You are urged to consult the parliamentarian if you have any questions concerning parliamentary procedure. Debate shall alternate between pro and con. When no delegate wishes to speak for one side of the question, a maximum of two speakers will be allowed for the other side before debate is closed.

A speaker may not speak to a motion and then move the vote to be taken immediately (previous question) without first yielding the floor.

PARLIAMENTARY PROCEDURE

A Guide to the Card System for Floor Debate:

RED – To speak against

GREEN – To speak for

YELLOW –

- * Deal with general conduct of the meeting
- * Parliamentary inquiry
- * Point of order
- * Call for a division of the house
- * Appeal from the decision of the chair
- * Divide a motion

WHITE –

- * Point of information (Question - not to give information)
- * Suspend the rules
- * Reconsider
- * Withdraw a motion

Committees

Reports to the 2022 Delegate Assembly

AFFILIATE RELATIONS COMMITTEE

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

Chair: Krista Farris, Shawnee ACT, SE-A

Rena Grissom, Bartlesville EA, NE-B

Eric Malloy, Lawton PEAL, SW-A

Brian Berg, Union CTA, TM-D

Autumn Focht, Perkins-Tryon EA, NW-B

Staff Liaison: Rhonda Harlow, Associate Executive Director

CHARGES:

1. Give input on what worked during back-to-school events and ideas for follow up in the future
2. Discuss ways to encourage collaboration within locals, locals to locals and to the state and national level.
3. Monitor zone alignment to assure one person – one vote for state board of directors.

ACTIVITIES:

Met virtually on Nov. 6, 2021 and Feb. 19, 2022.

Discussed the following:

- Utilization of the OEA Leader Resource Guide as a resource/tool for training local leaders and emerging leaders
 - Focused trainings for building/association reps and local leaders that highlight the back-to-school best practices checklist & follow-up activities
 - Continuation and possible expansion of the Local Incentive Rebate Program implemented in the 2021-2022 school year
 - Ideas for back-to-school/new hire events
 - Ideas for follow-up after the initial back-to-school/new hire events
 - Mentoring of new leaders by established leaders – within the local and across locals
 - Highlighting the variety of communication options locals may use with members/potential members
- Presented the zone alignment process and tests to assure one person-one vote for OEA board of directors
- Concerns expressed regarding potential educator exodus and possible impact on membership and zones
 - Discussed need for focus on membership retention and reasonable growth

COLLECTIVE BARGAINING COMMITTEE

Board Liaison: Michael Horn, Jenks CTA, TM-E

Chair: Jenny Bobo, Stillwater EA, NW-B

Theresa Wilson, Jay Prof. ACT, NE-A

Nadine Gallagher, Crooked Oak ACT, OC-A

Doris King, Idabel City EA, SE-C

Tiffany Toquinto, Prof. Educators of Norman, SW-B

Catherine Cox, Tulsa CTA, TM-B

Staff Liaison: Melissa Kaltenbaugh, Advocacy Specialist

CHARGES:

1. Discuss the developments in collective bargaining with particular attention to bargaining successes and challenges of OEA affiliate organizations.
2. Promote, review nominations, and recommend to the Board of Directors an individual and/or a group for the OEA Collective Bargaining Award.
3. Review Collective Bargaining information that are provided by NEA and recommend strategies to communicate the availability of these items to our members.

ACTIVITIES:

The Collective Bargaining Committee has developed a private Facebook page – Gain a Bargaining Edge – for bargaining chairs and/or presidents. This is a safe place for our members to share ideas and ask questions concerning bargaining ideas, topics, concerns and issues. They also are in the process of creating a flyer that can be used both digitally and on paper to encourage locals to share their negotiated agreements with OEA to post on the OEA website.

In the February committee meeting, they reviewed the applications for the Collective Bargaining Award and voted to recommend one of the applicants to the Board of Directors for the award.

COMMUNICATIONS COMMITTEE

Board Liaison: Kamber Clark, The Education Association of Moore, OC-A

Chair: Rachel Brown, Yukon Prof. EA, NW-C

Alana Murphy, Bartlesville EA, NE-B

Mallory Cheatwood, Shawnee ACT, SE-A

Hannah Fernandez, Tulsa CTA, TM-B

Meagan Barth, Professional Educators of Glenpool, TM-C

Matthew Baker, Noble ACT, SW-B

Staff Liaison: Doug Folks, Communications Specialist

Committees continued

CHARGES:

1. Review the “News 9 Student of the Week” and provide input to increase member participation and review other OEA communication initiatives of interest to the committee.
2. Re-evaluate the Marshall Gregory Awards and the Golden Apple Awards program and make recommendations to increase the number of entries by local associations.
3. Review nominations and recommend to the Board of Directors recipients for the Communications Awards.
4. Identify communication strategies that local leaders could utilize for ongoing communication with members.

ACTIVITIES:

The Communications Committee met twice virtually – Nov. 6, 2021, and Feb. 19, 2022. During the November meeting, the committee reviewed all charges and held general discussions about each. It was suggested that OEA share weekly results of the News9 Student of the Week on our social media platforms. That suggestion was followed by OEA staff and the engagement from those posts proved to be very positive. In an effort to encourage more entries in the Marshall Gregory student awards division, it was suggested that OEA staff collect a list of journalism teachers from the State Department of Education. However, the SDE does not have such a list. The committee suggested during the February meeting that staff and the committee work together to build our own database of journalism teachers in the future.

The committee received seven award entries to consider during the February meeting: six professional entries (four broadcast and two print) in the Marshall Gregory Awards program and one for Golden Apple Awards. After judging all entries, the committee recommended three award winners to the OEA Board of Directors.

CONSTITUTION COMMITTEE

Board Liaison: Sharon Reese, Shawnee ACT, SE-A

Chair: Becki Munholland, Retired

Patsy Wilhelm, Grove CTA, NE-A

Trena Rogers, Mustang EA, NW-C

Theresa Mosier, The Education Association of Moore, OC-A

Molly Miller, Tulsa CTA, TM-B

Staff Liaison: Heath Merchen, Associate General Counsel

CHARGES:

1. Receive and review suggested amendments submitted by members, check for conflicts with Association poli-

- cies and/or other constitutional provisions, and make appropriate recommendations to the Board of Directors.
2. Prepare amendments as directed by the Board of Directors.
3. Research other state affiliates who currently have an Ally Membership category as part of the first committee meeting to inform Board of Directors.

EDUCATION SUPPORT

PROFESSIONALS COMMITTEE

Board Liaison: Frank Brazwell, Union SPA, TM-D

Chair: Wilma Dudley, Chickasha ASE, SW-C

Candis Ryczkowski, Mustang ESP, NW-C

Wilma Bunting, ESP Moore, OC-A

Kathy Hale, Putnam City ESP, OC-B

Kathy Connell, Checotah ESP, SE-B

Co-Staff Liaison: Annetta Hein, Advocacy Specialist

Co-Staff Liaison: Brendan Jarvis, Organizing Specialist

CHARGES:

1. Identify and discuss best practices in ESP recruitment and involvement. Discuss recommendations on how to provide ESP locals the opportunity to collaborate.
2. Review NEA’s ESP Professional Growth Continuum (PGC) and provide input how it can be used to support the professional growth of ESPs.
3. Review nominations and recommend to the Board of Directors a recipient for the OEA ESP award.
4. Promote the importance of and encourage ESP participation in all levels of the Association, including governance, workshops, programs and activities.
5. Give input as to current challenges and opportunities being faced by ESP locals and their members.

ACTIVITIES:

The ESP committee met on Nov. 6, 2021, Feb. 19, 2022. The committee discussed effective ways to communicate with members, including off-campus meetings, social media groups and 10 Minute Meetings. The committee also reviewed NEA’s Professional Growth Continuum and discussed ways to share it with members, including at the ESP Conference. The committee discussed the need for more professional development options for ESPs, and what sessions and actions would be needed in OEA’s first ESP Conference, which took place in April. OEA zone director, Frank Brazwell, will bring to the board the ESP committee’s recommendation to award the 2022 OEA ESP of the year to Amanda Lee from Moore ESP.

Committees continued

ELECTIONS COMMITTEE

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

Chair: Adrienne Hall, Prof. Educators of Norman, SW-B
Mandi Jordan, Tahlequah EA, NE-C

Terri Story, Mustang EA, NW-C

Jena Nelson, Deer Creek ACT, OC-D

Robert Yadon, Tulsa CTA, TM-B

Staff Liaison: Carolyn Crowder, OEA 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. Complete a thorough review of the election's guidelines and bring recommendations to the Board of Directors.
3. Determine the number of NEA-RA Delegates for each zone based on membership figures as of January 15.
4. Research voting participation trend data for both state-wide and zone elections and recommend strategies to increase member participation in online voting.

ACTIVITIES:

Elections Committee met by virtual meeting on Oct. 25, 2021, and Feb. 5, 2022.

There were discussions on which guidelines may need some adjustments and language changes. The committee discussed having a follow-up zoom call to go over more of the guidelines sometime after the first of the year.

Filing forms were verified, approved and certified. The results of the uncontested elections were certified. All open seats had candidates but no contested elections so there is no need for an election.

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 2025) (NEA Delegate in 2023 and 2024). Zones: Northeast B, Northwest C, Southeast A, Southwest A, Southwest C and Tulsa Metro C.

- OEA Zone Director(s) / OEA Board of Directors (Two-year unexpired term expires 2024) (NEA Delegate at the end of the first year of the unexpired two-year term in 2023). Zone: Oklahoma City Metro A.

- OEA Board position is for a two-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: There were no applicants for the following positions: Administrator Delegate-at-Large, OEA/NEA Retired Delegates-at-Large

2022 Delegate Assembly

and OEA Ethnic Minority Delegates-at-Large.

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

- Category I Delegate(s)-at-Large, 2022 NEA Representative Assembly. Regions: one open position for the Northwest Region, Southeast Region, and Southwest Region. There are no Category I positions open in the Northeast, Oklahoma City Metro and Tulsa Metro Regions.)

FORCES ON EDUCATION COMMITTEE

Board Liaison: Angelia Franke, Nowata CTA, NE-A

Chair: Chelsea Foo, Edmond ACT, OC-C

Alison Black, Stillwater ESP, NW-B

Leslie Staley, Checotah CTA, SE-B

Keri Weston, Duncan ESP, SW-C

Katrina Morrison, Skiatook EA, TM-C

Staff Liaison: Cal Ware, Advocacy Specialist

CHARGES:

1. Review the goals of the Oklahoma Education Association and recommend strategies to the Board of Directors for effectively combating opposition to public education.
2. Promote and review nominations and recommend to the Board of Directors a recipient for the OEA Advocate for Academic Freedom Award.

ACTIVITIES:

We have continued to discuss both good and bad forces on public education with an emphasis on those that are negative. In the Fall meeting, we discussed the items last year's Forces on Education Committee listed as threats to public ed. Our discussions centered around how charter schools and vouchers pull badly needed public funds away from public schools and which people and entities are behind it. We also discussed so-called "School Reform" groups, the nefarious agenda behind those groups, and the rise in their prevalence, largely due to various parent groups – rising up through the fear and chaos brought on by the pandemic. We discussed how misinformation is wielded by those groups to effectively incite fear in the general public, which is more susceptible to fear mongering in times like this. We see the evidence of this in our observance of various school board meeting protests across the state, gaining momentum with every passionate, albeit misguided, cry from the leaders of these groups.

A majority of the committee's time was spent suggesting and thinking about nominations for the Advocate for Academic Freedom Award. Names of people and entities were discussed and assigned to different

Committees continued

committee members to research further.

By the second Committee Saturday, the committee had three very impressive nominations. The discussion around the nominees was uplifting and positive. After a long discussion and a vote, Sen. Carri Hicks was recommended by the committee to the OEA Board of Directors as the recipient of the Advocate for Academic Freedom Award.

The committee members also discussed possible changes/additions to already existing charges.

HUMAN & CIVIL RIGHTS COMMITTEE

Board Liaison: Kelli Roberts, Tulsa CTA, TM-A

Chair: Sharica Cole, Muskogee EA, NE-C

Victor Gonzalez, Stillwater EA, NW-B

Tiffany Roland, The Education Association of Moore, OC-A

Siomara Davis, Edmond ACT, OC-C

Breanna Baker, Wewoka EA, SE-A

Angela Baumann, Prof. Educators' Association of Lawton, SW-A

Staff Liaison: Kate Baker, Advocacy Specialist (TCTA)

CHARGES:

1. Review the “Langston project” and provide input to increase member participation and opportunities for similar projects.
2. Recommend strategies to increase the participation of minority members at all levels of the Association.
3. Review nominations and recommend to the Board of Directors the recipients of the Human and Civil Rights Awards.
4. Review the plan and recommend strategies to assist OEA in meeting its 3-1 (g) goal at NEA-RA.
5. Recommend strategies to expand minority recruitment of students into the education profession.

ACTIVITIES:

The Human and Civil Rights Committee met virtually twice, Nov. 6, 2021, and Feb. 19, 2022. The committee discussed methods to increase engagement of members from minority groups. The committee brainstormed different types of engagement opportunities to attract more diverse membership and leadership within the association. There was discussion of the potential to develop social activities for current teachers and education students, such as block parties and/or regional gatherings.

The committee discussed the potential for a mentorship program between OEA locals and OAEA members. The idea for this mentorship program would be to foster a mentoring relationship between a current teacher and

education student that could grow into the student’s transition into the classroom. The committee believes this could increase membership, member engagement and the number of leaders from minority groups by attracting more college students into the field of education and helping to retain more teachers from minority groups.

The committee discussed the importance of having diverse representation at all levels of the association in both governance and staffing. As well as the importance of helping education students and current teachers from minority groups find job opportunities in a larger variety of districts, so the students in Oklahoma can see themselves represented in their schools.

The committee discussed OEA having met the NEA 3-1(g) goal for the 2021 NEA Representative Assembly.

The committee discussed in November getting nominations for the committee’s Awards, and which OEA awards were under the review of the Human and Civil Rights Committee. In February, the committee reviewed the nomination and made a recommendation to the OEA Board. Additionally, the committee discussed updated information from the 2021 OEA DA NBI concerning Clara Luper.

INSTRUCTION AND PROFESSIONAL DEVELOPMENT COMMITTEE

Board Liaison: Jennifer Esau, Claremore CTA, NE-B

Chair: Tiffany Johnson, Shawnee ACT, SE-A

Joshua Frazier, Mustang EA, NW-C

Samantha VanOsdol, Putnam City ACT, OC-B

Tabitha Christie, Prof. Educators of Norman, SW-B

Carrie Hawks, Tulsa CTA, TM-B

Blake Martin, Union CTA, TM-D

Staff Liaison: Heather Cody, Teaching & Learning Specialist

CHARGES:

1. Review nominations and recommend to the Board of Directors the recipients of the IPD Awards.
2. 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.
3. Discuss ways to create organizing strategies around instruction and professional development.

ACTIVITIES:

1. The IPD Committee did not receive any nominations. They discussed ways to make submissions easier and less intrusive to the members submitting and being nominated.

Committees continued

2. The IPD Committee has asked the OEA T&L center to discuss ways to bring dyslexia training to our members with the help of the SDE.

3. The IPD Committee has suggested short (TikTok/IG Reel style) PD tips to be available to members. This has also been discussed with management and the T&L Center.

LEGAL COMMITTEE

Board Liaison: Zach Grimm, The Education Association of Moore, NEA Director

Chair: Denise Rhodes, Quapaw EA, NE-A

Shaila West, Stillwater EA, NW-B

Lori Burris, Mid-Del ACT, OC-D

Polly Christian, Retired

Patricia Mott, Tulsa CTA, TM-B

Jessica Jernegan, Bixby EA, TM-E

Stacie Warner, Oklahoma City Community College, OC-A

Douglas Cardy, East Central University, OAEA

Staff Liaison: Richard Wilkinson, OEA General Counsel

CHARGES:

1. Review, consider and act upon requests for legal assistance in accordance with the Legal and Corporate Service 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

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

LEGISLATIVE COMMITTEE

Board Liaison: Lawrence Lane, Checotah CTA, SE-B

Chair: Shawna Mott-Wright, Tulsa CTA, TM-B

Heather Davis, Bartlesville EA, NE-B

Margaret Brown, Mustang ESP, NW-C

Leonor Massura, The Education Association of Moore, OC-A

Stephanie Bailey, Mid-Del ACT, OC-D

Rowdy Washburn, Prof. Educators of Norman, SW-B

Betty Collins, Union CTA, TM-D

Staff Liaison: Ivy Riggs, Associate Executive Director

CHARGES:

1. Recommend to the Board of Directors the annual legislative agenda that reflects the current issues impacting Oklahoma educators, students, and schools.
2. Review the OEA Legislative Goals and gather feedback from OEA members and leaders. Provide recommended modifications to the OEA Board of Directors and present for approval at the annual Delegate Assembly.
3. Provide input to increase participation in lobbying at the Capitol and back-home lobbying visits with legislators.

Committees continued

ACTIVITIES:

Provided positive feedback from legislative dinners and Civication at the Capitol.

Went through priority legislation with the committee and discussed talking points.

Emphasized the need to contact moderate legislators about voucher bills SB1647 and SB1583 by Greg Treat.

Talked about union busting bills: Julie Daniel's SB1380 and SB1404 (bargaining) and Greg Treat's SB1592 and Lonnie Paxton's SB1579.

MEMBER BENEFITS COMMITTEE

Board Liaison: Jennie Scott, Enid EA, NW-A

Chair: Cathy Sabo, Mustang EA, NW-C

Jordann Hardin, Putnam City ACT, OC-B

Sherri Callahan, Vinita CTA, NE-A

Rosemarie Bushong, Shawnee ACT, SE-A

Katherine Maloney-Jacobs, Tulsa CTA, TM-B

Stephan Sargent, Northeastern State University, NE-C

Staff Liaison: Jeff Savage, Organizing Specialist

NEA Member Benefits: David Glenn, Affiliate Relations Specialist

Program Administrator: Rhonda Harlow, 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 review any proposed new products or services for endorsements.
3. Review current materials promoting Member Benefits.
4. Discuss possible organizing strategies around the Member Benefits programs.
5. Give input on strategies to improve knowledge and usage of Member Benefits.

ACTIVITIES:

The OEA Member Benefits Committee met on Nov. 6, 2021, virtually to address the committee charges. The committee reviewed the charges, guidelines and current OEA sponsored products. The committee reviewed NEA Product updates.

The committee met again virtually on Feb. 19, 2022, to review product updates or reports submitted by representatives from companies marketing the sponsored products.

OEA/NEA Member Benefits were featured on the OEA/NEAMB websites, OEA Facebook page, in the Educa-

tion Focus magazine, at OEA conferences and Delegate Assembly, in OEA e-newsletters, membership folders, flyers, and membership material and by OEA staff.

OEA/NEA Member Benefits Programs

Credit Cards

NEA® Customized Cash Rewards Card

The NEA RateSmart® Card

NEA Personal Loan®

NEA Personal Banking Account

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

NEA Student Debt Navigator powered by Savi

NEA Student Loan Refinance Program

Retirement Accounts

Life & Accidental Death Insurance

NEA® Group Term Life Insurance Plan

NEA® Level Premium Group Term Life Insurance Plan

NEA® Complimentary Life Insurance

NEA Auto & Home Insurance Program

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

NEA Discount Marketplace

NEA Easy Pay powered by Square Deal Market

NEA Discount Tickets Program

NEA Office Depot / OfficeMax Discount Program

NEA® Auto Buying Program

Costco Membership

AT&T

NEA Magazine Service

NEA Hearing Aid Discount

NEA Mental Health Program

NEA Travel

Committees continued

Car Rental
Hotels
Airfare
Resorts
Cruises
Guided Tours
OEA American Fidelity Assurance Company
OEA Horace Mann Insurance Company

OEA Discount Programs

Access
Riversport
Six Flags Amusement Parks
The Oklahoma Observer
Tickets At Work
Legal Services Programs
Kate Frank/Dushane Unified Legal Services Program
(ULSP)
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

Board Liaison: Sharon Hill-Wooten, Idabel City EA, SE-C

Chair: LeeAnne Jimenez, Tulsa CTA, TM-B

Katy June, Hulbert CTA, NE-C

Mary Sloat, Garber EA, NW-A

Chrystal Reis, Choctaw-Nicoma PK, OC-D

Jodee Jacobsen, Tulsa CTA, TM-B

Staff Liaison: Carnie Cullen, Advocacy Specialist

CHARGES:

1. Prepare and present to the Delegate Assembly proposed resolutions for adoption.
2. 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.
3. Review any item(s) that Delegate Assembly referred to committee and make recommendations on the item(s).

ACTIVITIES:

The committee met on two occasions to review and discuss any necessary changes.

The committee is recommending modification to Goal Area III-10 Hiring Policies and Practices for Teaching Positions.

Proposed Amendments to the OEA Resolutions

Goal Area III

III-10 Hiring Policies and Practices for Teaching Positions

The Oklahoma Education Association believes that nondiscriminatory hiring policies and practices that actively recruit and retain 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 the Council for the Accreditation of Educator Preparation (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.

When highly qualified diverse teaching staff is not available, the Oklahoma Education Association believes policies and practices should be put in place to support emergency and/or alternatively certified staff.

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)

Resolutions Index

Goal Area I — Full Professional Rights and Economic Security For All Educators.....	Page 28
Goal Area II — Secure Professional Autonomy.....	Page 35
Goal Area III — Standards and Curriculum.....	Page 35
Goal Area IV — Adequate Financing For Public Education.....	Page 42
Goal Area V — An Independent United Education Profession.....	Page 43
Goal Area VI — Advance The Cause Of Education For All Individuals.....	Page 44
Goal Area VII — Human and Civil Rights.....	Page 48

Resolution	Goal Area #.....	Page
Academic Freedom	VI-5.....	44
Academic Success.....	VI-7.....	45
Accountability.....	III-12.....	38
Accreditation of Teacher Preparation Institutions	II-2.....	35
Adolescent Pregnancy and Parenting.....	VI-26.....	47
Aid to Impacted Areas	IV-8.....	43
Career Education.....	III-21.....	39
Career Type Programs-Student Training Organizations for Aspiring Educators.....	V-4.....	44
Certification of Teachers	III-11.....	37
Charter Schools.....	III-38.....	42
Child Abuse.....	VI-23.....	46
Class Size.....	III-20.....	39
Collective Bargaining	I-13.....	30
Communicable Disease Prevention	III-35.....	42
Communication Using Social Media and Technology	III-36.....	42
Community Education	III-32.....	41
Community Involvement	VI-2.....	44
Consideration for Educators With Disabilities	I-33.....	34
Conversion to the Metric System.....	III-30.....	41
Discriminatory Academic Tracking	VI-18.....	46
Disabilities Awareness	VII-3.....	48
Diversion of Public School Monies	IV-3.....	42
Drug and Alcohol Screening.....	VII-6.....	48
Early Childhood Education.....	VI-12.....	45
Early Childhood Screening.....	VI-13.....	45
Education for Children Who are Homeless	VI-16.....	46
Education for Persons Incarcerated	VI-31.....	48
Education for the Children of Migrant Workers	VI-15.....	46
Educational Competency	I-2.....	28
Educational Programs for English Language Learners	VI-14.....	45
Education Reform.....	III-17.....	38
Educational Research.....	III-16.....	38

Resolutions Index continued

Resolution	Goal Area #	Page
Educational Support Professional Evaluation	I-6	29
Educator Stress	I-20	32
Employee Rights Pending Court Action	I-25	33
English as the Official Language	VII-4	48
Environmental Education	III-29	41
Equal Opportunity	I-29	33
Ethnic Minority Participation in Associations	I-32	34
Evaluation of Educators	I-3	28
Exchange Programs	III-31	41
Exploitation of Students	VI-21	46
Extended School Day/Year	I-14	31
Extracurricular Funding	IV-6	43
Extremist Groups	VII-10	49
Fringe Benefits	I-15	31
Government Support of Public Education	IV-1	42
Health and Employment	VII-9	49
Health Education	III-26	40
Health of Children	VI-22	46
Health Services in Schools	I-31	34
Higher Education	I-26	33
Higher Education Research and Study Grants	I-27	33
Hiring Policies and Practices for Teaching Positions	III-10	37
Historic Preservation	VII-5	48
HIV/AIDS Education	III-28	41
Homebound Instruction	VI-17	46
Home Schooling	VI-19	46
Illegal/Controlled Substances	VI-28	47
Instructional Excellence	VI-4	44
Interactive Distance Learning	III-22	39
Job Sharing	III-14	38
Junior Reserve Officer Training Corps	III-27	41
Juvenile Offender Education	VI-30	47
Mandated Legislative Programs	IV-5	43
Mandated Programs	VI-6	45
Members Injured on the Job	I-24	32
Merger	V-1	44
Missing Children	VI-25	47
National Certification	II-3	35
Non-continuing Contracts	I-18	32
Optimizing Students' Time To Learn	VI-11	45
Organization of Faculties of Higher Education	I-28	33
Participation in Professional Associations	I-10	30
Payroll Deduction	I-11	30
Peer Assistance Program	I-5	29
Physical Education	III-39	42
Placement of Students with Disabilities	VI-10	45
Political Responsibility	I-9	30
Positive Discipline	III-13	38
Prevention of Child Abduction	VI-24	47
Private Prisons	VII-7	48

Resolutions Index continued ---

Resolution	Goal Area #.....	Page
Privatization of Public Schools	IV-4.....	43
Professional Development and Teacher Preparation	III-9.....	37
Professional Development/Teacher Preparation for Education Support Professionals	III-8.....	37
Professional Leave	I-12.....	30
Professional Salaries	I-16.....	31
Professional Staff to OEA Member Ratio	V-3.....	44
Programs for Students At-Risk and/or with Disabilities	III-2.....	35
Promote and Protect Human & Civil Rights	VII-1.....	48
Protection of Individuals in Clinical Practice/Student Teaching Programs	I-22.....	32
Protection of Education Employees	I-23.....	32
Public School Buildings	IV-7.....	43
Public Television	III-24.....	40
Reduction in Force	I-17.....	31
Reduction of Gang-Related Crime	VI-29.....	47
Restructuring the Public Schools in Oklahoma	III-1.....	35
Retired Members	I-35.....	34
Right to Disseminate Information	I-21.....	32
Right to Privacy	I-8.....	29
Safe School Environment	III-5.....	36
School Counseling Services	VI-8.....	45
School Facilities: Design, Construction, and Function	III-4.....	36
School Safety	VII-8.....	48
Science Education	III-33.....	41
Secure Professional Autonomy	II-1.....	35
Sex Education	III-25.....	40
Site Based Decision Making	III-3.....	36
Standards and Curriculum	III-6.....	36
Statewide Accreditation System	III-7.....	36
Statewide Student Assessment System	III-18.....	38
Student Records	VI-9.....	45
Student Retention	VI-20.....	46
Student Stress and Anger	VI-27.....	47
Student Teaching Programs	III-15.....	38
Student Use of Electronic Social Media	III-37.....	42
Subcontracting/Contracting Out	I-19.....	32
Support of Public Education	I-1.....	28
Support Professionals in the Educational Process	I-30.....	34
Supporting Locals in Jeopardy	V-2.....	42
Tax Reform	IV-2.....	43
Teachers as Mentors	I-4.....	29
Teacher Retirement	I-34.....	34
Technology in the Educational Process	III-23.....	40
The Culture of White Supremacy	VII-2.....	48
Time To Teach	III-19.....	39
Understanding and Support of Public Education	VI-1.....	43
Vaccinations	III-34.....	41
Volunteers in Public Schools	VI-3.....	44
Written Personnel Policies	I-7.....	29

OEA Resolutions

Oklahoma Education Association (as approved by OEA Delegate Assembly 2021)

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 progress and student assessment tests for purposes

Resolutions continued

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.

Resolutions continued

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 Non-continuing 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 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, and national emergencies and can be physical, emotional, or health related. The Association 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. (86,98,01,21)

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)

Resolutions continued

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)

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

Resolutions continued

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 popula-

tion. 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 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.

Resolutions continued

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 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

Resolutions continued

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.

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.

Resolutions continued

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)

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,

Resolutions continued

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.

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

Resolutions continued

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 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)

Resolutions continued

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 partici-

pants 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 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 vaccines are essential medical tools in preventing infectious diseases. The Association acknowledges vaccines must be pervasive to be effective.

The Association also believes parents/guardians should follow vaccination guidelines from the American Academy of Pediatrics and Centers for Disease Control and Prevention. The Association further believes the state legislature should establish clear guidelines for waivers that minimize

Resolutions continued

the numbers of unvaccinated individuals to those necessary due to documented medical conditions. Evidenced-based vaccination campaigns are integral in maintaining student and community health. (17,21)

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)

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 annual funding commitment of state aid by having reasonably predictable amounts for both long-range year-to-year planning.

The Association believes that all students deserve the benefits from a program of quality instruction provided by adequately maintained facilities, sufficient equipment,

Resolutions continued

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, 21)

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 safeguards family subsistence;
- E. assure 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. (86,90,02,16,21)

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 must work to defeat such measures. (84,93,97,16,20,21)

IV-4 Privatization of Public Schools

The Oklahoma Education Association opposes the privatization of public schools and believes 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. (93,01,02,21)

IV-5 Mandated Legislative Programs

The Oklahoma Education Association believes 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. (93,21)

IV-6 Extracurricular Funding

The Oklahoma Education Association believes 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 the necessary funds for transportation, facilities, equipment, and remuneration of staff be provided for all school-sanctioned extracurricular activities. The Association further believes extracurricular fund-raising should not be used as a substitute for district funding of school-sanctioned, extracurricular activities. (84,97,98,02,16,21)

IV-7 Public School Buildings

The Oklahoma Education Association believes public school buildings which are closed should be sold or leased only to those organizations not in direct competition with public schools. (16,21)

IV-8 Aid to Impacted Areas

The Oklahoma Education Association believes 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 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. (02,16,21)

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)

Resolutions continued

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)

nership 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.

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

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 part-

Resolutions continued

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)

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.

Resolutions continued

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)

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

Resolutions continued

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 undo 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)

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

Resolutions continued

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 Associa-

tion 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.

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)

Resolutions continued

VII-9 Health and Employment

The Oklahoma Education Association believes 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 not be negatively impacted. (94,18, 21)

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

Listing of Articles

OEA CONSTITUTIONPage 51	OEA BYLAWSPage 53
PreamblePage 51	Article I.....Page 53 Name, Goals, and Authorities for Governance
Article I.....Page 51 Name, Goals, and Authorities for Governance	Article II.....Page 53 Membership, Eligibility, Provisions, and Limitations
Article II.....Page 51 Membership, Eligibility, Provisions, and Limitations	Article IIIPage 54 Affiliation
Article IIIPage 51 Affiliation	Article IVPage 55 Structure
Article IVPage 51 Structure	Article V.....Page 55 Governance, Officers, Board of Directors, Delegate Assembly and Review Board
Article V.....Page 51 Governance, Officers, Board of Directors, Delegate Assembly, and Review Board	Article VIPage 63 Committees
Article VIPage 51 Committees	Article VII.....Page 63 Administration
Article VII.....Page 52 Administration	Article VIII.....Page 64 Finance
Article VIII.....Page 52 Finance	Article IXPage 64 Amendments to the Constitution and Bylaws
Article IXPage 52 Amendments to the Constitution and Bylaws	Article X.....Page 65 Interpretation
Article X.....Page 52 Interpretation	Definitions.....Page 65

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 2022-23 Proposed Budget

The proposed 2022-23 OEA budget provides for programs to accomplish association goals that relate to Organizing for Power, Relationships and Leadership:

Power

- Develop and implement strategies to build legislative power for OEA
- Develop and implement strategies to build electoral/political power for OEA
- Develop and implement strategies to build bargaining power for OEA
- Develop and implement strategies to build awareness of OEA and its Mission, Vision and Core Values

Relationships

- Develop and implement strategies to build sustainable external partnerships with people who have power and influence over public education in Oklahoma
 - With pro-public education organizations
 - With the Oklahoma Education Coalition
 - With legislators and political leaders
 - With business and community leaders
- Develop and implement strategies to strengthen relationships with members and future members

Leadership

- Develop and implement strategies to strengthen local associations
- Develop and implement strategies to identify, recruit, engage and train future association leaders
- Develop and implement strategies to build a leadership pipeline within OEA and local associations

The goal area strategies that will be employed to accomplish OEA programs are stated at the beginning of each OEA center budget.

OEA historically starts the budget process each year by surveying our members. We were pleased last year when the number of 21-22 survey respondents rose 270% over the previous year. The trend of increased member engagement in the budget process continued this year when the number of 22-23 survey respondents went up an additional 300%! This is an important development because information gleaned from the survey guides the budget preparation process as well as planning processes throughout the year as we implement the budget.

Survey participants demonstrated broad member support to continue budgeting established association programs. Other analysis of results show support for the enhancement of various existing programs and consideration of new ideas that would involve both new and

veteran teachers; education support professionals and administrators.

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 multiplied by .00877. The beginning salary for this proposed budget remains at \$36,601. Under that SMSS, the calculation establishes a continuation of our current dues amount for 2022-2023 of \$321 for certified and \$139 for support professional membership. The dues formula does not mandate an OEA dues increase for this coming budget year.

NEA Support

On the first page of the budget you will find significant NEA revenue support that includes uniserv grants, the Frank/Dushane fund and NEA Member Benefits. NEA is also working with us on various project grants that when finalized will be funded in addition to our operation budget. The project grants will help fund strategies in the following areas: media/communications; member organizing; legislative/political organizing; research and teaching and learning – specifically in the areas of equity training and working with early career and aspiring educators.

Expenditures

The tactics employed during our current budget year to invest in our organization have resulted in a significant membership increase of more than 400 members. This membership growth will allow OEA to address rising costs as well as survey respondent priorities to enhance current program areas and add additional investments into membership engagement and membership recruitment.

Some examples of those investments are:

Enhancement of existing programs:

- The proposed budget shows we were able to more than triple the amount of money in a line item in the LPO Center budget that funds expenses in member engagement in political activity.
- Travel and meeting expenses were reduced in the 21-22 budget because of meeting virtually during the pandemic. We have learned over the past two years that meeting virtually can be done effectively and efficiently. Therefore, the 22-23 proposed budget contains a balance of virtual and in-person meetings which will help us navigate continuing pandemic conditions and

22-23 Proposed Budget continued

also free up funding in order to focus on new member engagement activities. In addition, the 22-23 budget pertaining to travel and meeting costs reflects some increases as travel costs have risen.

New line items in the budget:

- A line item for an Early Career Educator Convening is included in the Teaching and Learning Center area of the proposed budget.
- The Center for Organizing and Leadership Development section includes two new line items:
 - o ESP Organizing/Leadership Conference
 - o Continuation of the OEA New Member Incentive Program – with a noted increase to \$50 for both certified and ESP members.
- Each of the items listed above were funded this past year through NEA grants. In order to demonstrate our desire to continue and enhance these NEA funded project grants, our proposed budget reflects the OEA's commitment to sharing the investment with the NEA moving forward.

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

BUDGET COMMITTEE

Chair: Cari Elledge, OEA Vice President

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

Chuck Pack, Tahlequah EA, NE-C

Mark Webb, Mustang EA, NW-C

Catherine Hopper, Poteau OEA, SE-C

Brittany Arnold, Prof. Educators of Norman, SW-B

Matthew Trosper, Tulsa CTA, TM-B

Dr. Anthony Rose, Edmond ACT, OC-C

Torie Ortiz-Jones, Cameron University, OAEA

Staff Liaison: Carolyn Crowder, OEA Executive Director

CHARGES:

1. Provide opportunity for member input on the budget.
2. Review the annual audit of the Association.
3. Study the immediate and long-range financial needs of the Association.
4. Review the Budget to make sure that it is reflective of our Association Goals.
5. Prepare the annual budget for submission to the OEA Board of Directors.

ACTIVITIES:

- Budget Survey – The Budget Committee reviewed and discussed the budget survey that was conducted on Nov. 29 – Dec. 12, 2021.
 - a. 1,347 completed surveys.
 - b. 186 locals were represented.
 - c. Overwhelming support to continue budgeting established OEA Programs.
- On January 15, Executive Director Carolyn Crowder (assisted by former comptroller James Gilkerson and Comptroller Robin Bennett) presented the 2020-21 OEA Audit to the committee – highlighting key areas, which was followed with questions and discussion.
- Committee members also heard from OEA Executive Director Carolyn Crowder as she discussed the executive director memo and how the proposed budget is tied to our association goals and mission. The committee discussed the financial future of the association through savings, grant opportunities, investments and expenditures.

During the meeting, the committee was presented with the 2022-23 Proposed Budget. After discussion, the proposed budget was adopted to be presented to the OEA Board of Directors on February 5.
- The budget presentation to the OEA Board of Directors was held on February 5.
- On February 19, the 2022-23 Proposed Budget was presented to the OEA Board of Directors. The Board approved the proposed budget by unanimous vote.

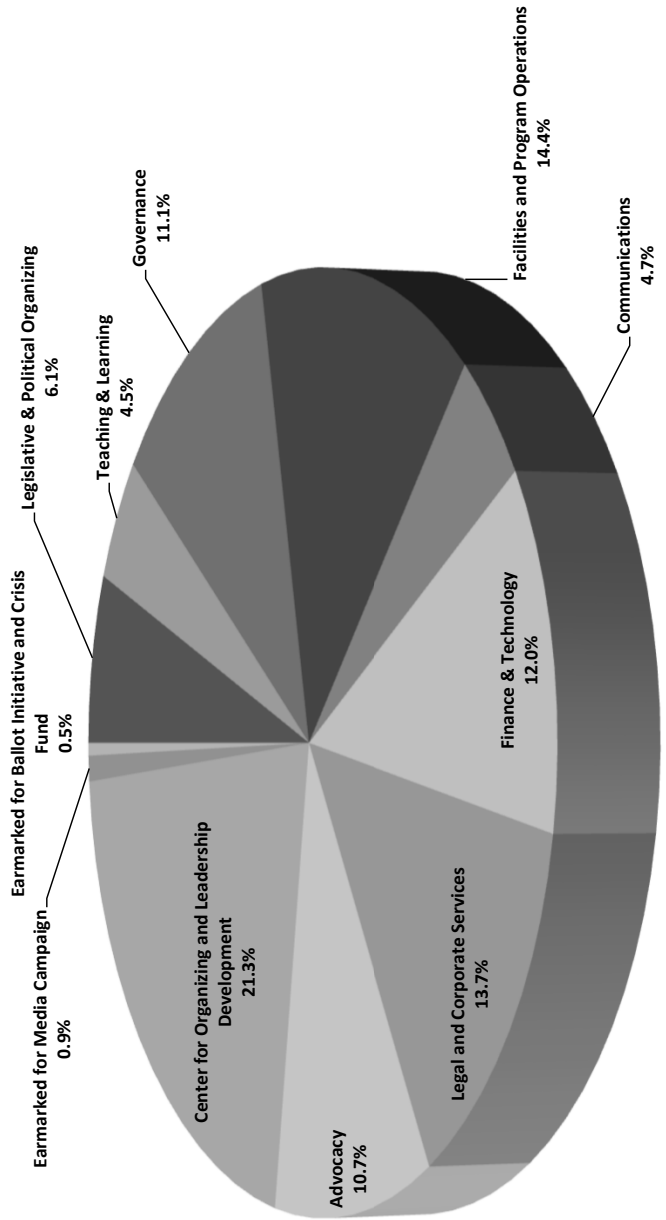
GENERAL OPERATIONS BUDGET

REVENUES	Actual 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Membership:				
Certified Membership	\$4,428,531	\$4,491,753	\$4,554,348	14,188 members as of 12/17/21 @ \$321 (dues amount based on current SMSS)*.
Support Membership	252,601	267,853	285,228	2,052 members as of 12/17/21 @ \$139.
Retired Membership	58,047	55,995	54,025	10,805 members as of 12/31/21 @ \$5.
OAEA	2,520	3,890	2,520	252 members prior year @ \$10.
Total Membership Revenues	4,741,699	4,819,491	4,896,121	
NEA Support:				
NEA UniServ Grants	913,682	890,582	924,682	NEA grants to support UniServ program. 22 UniServ Directors @ \$42,031 (Est.) each.
NEA Member Benefits Frank/Dushane Fund	17,146 192,999	18,000 300,000	18,000 270,000	NEA support of the OEA-NEA member benefits program. Reimbursement from NEA for legal expenses in defense of rights of members.
Total	1,123,827	1,208,582	1,212,682	
Other Revenues:				
Focus Advertising	12,000	8,000	12,000	Income from Focus advertising.
Investment Income	1,021,323	231,000	224,000	Income from interest, realized and unrealized gain/loss on investments.
Other Income	236,839	115,000	155,000	Income from other sources, including attorney fees awarded to OEA and personal mileage reimbursements from staff.
OAEA other income	1,010	2,500	2,500	OAEA's NEA dues rebate and any other income for OAEA.
Total	1,271,172	356,500	393,500	
Total Revenues	\$7,136,698	\$6,384,573	\$6,502,303	

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

GENERAL OPERATIONS BUDGET

EXPENDITURES	Actual 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Legislative & Political Organizing	\$371,063	\$394,678	\$400,355	
Teaching & Learning	270,223	\$290,849	\$297,009	
Governance	737,916	\$745,748	\$737,059	
Facilities and Program Operations	861,796	\$975,603	\$953,900	
Communications	312,491	\$310,799	\$313,183	
Finance & Technology	755,254	\$754,831	\$795,326	
Legal and Corporate Services	803,398	\$879,470	\$908,836	
Advocacy	657,921	\$675,762	\$708,620	
Center for Organizing and Leadership Development	1,297,717	\$1,341,792	\$1,406,320	
Earmarked for Capital Improvements	121,555	\$103,000	\$78,148	Cash transferred to purchase fixed assets.
Earmarked for Media Campaign	34,906	\$59,826	\$60,856	Designated for use of all media resources in order to implement strategic communications plan.
Earmarked for Ballot Initiative and Crisis Fund	-	\$29,913	\$30,428	Designated for developing, initiating or defending ballot initiatives or referendums and for other crises or threats to the organization or its mission.
Total	6,224,240	6,562,271	6,690,040	
Less Non-Cash Expenses: Depreciation	(187,964)	(177,699)	(187,737)	Non-cash flow item. Decline in value of fixed assets in one year.
Total Expenditures	\$6,036,276	\$6,384,572	\$6,502,303	



MEDIA CAMPAIGN FUND

	Budget 2021-22	Proposed Budget 2022-23	
Revenue			
\$4 designated for Media Campaign	\$55,972	\$56,752	Active Certified (same as previous year).
\$2 designated for Media Campaign	3,854	4,104	Active Support (same as previous year).
Total Revenue	\$59,826	\$60,856	
Expenses			
Media Campaign	\$34,906	\$60,856	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.
	\$34,906	\$60,856	

Cash Balance as of 11/30/21 \$303,535

BALLOT INITIATIVE AND CRISIS FUND

	Budget 2021-22	Proposed Budget 2022-23	
Revenue			
\$2 designated for Ballot Initiative Crisis	\$27,986	\$28,376	Active Certified (same as previous year).
\$1 designated for Ballot Initiative Crisis	1,927	2,052	Active Support (same as previous year).
Total Revenue	\$29,913	\$30,428	
Expenses			
	-	30,428	Developing, initiating or defending ballot initiatives or referendums or other crises or threats to the organization or its mission.
	\$0	\$30,428	Cash balance in fund will carry over and remain designated for Ballot Initiative Crisis Fund.

Cash Balance as of 11/30/21 \$876,127

CAPITAL IMPROVEMENTS BUDGET

	Actual 2020-21	Budget 2021-22	Proposed Budget 2022-23	
Beginning Cash Balance 9/1	\$0	\$0	\$31,952	
Transfer Cash from General Operations	121,555	103,000	78,148	Cash transferred from General Operations Budget to Capital Improvements Budget.
Transfer Cash from NEA Special Projects Fund				
Sale of fixed assets				
Total Cash Available	121,555	103,000	110,100	
Purchase of Fixed Assets:				
Furniture and Other Equipment	-	(5,000)	(5,000)	Furniture, equipment, and building improvements.
Computers	(12,699)	(20,000)	(7,500)	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	(17,104)	(78,000)	(97,600)	4 new autos.
Building Improvements	0	0	0	
Total Cash Expended	(29,803)	(103,000)	(110,100)	
Ending Cash Balance 8/31	\$91,752	\$0	\$0	
 NON-CASH CAPITAL IMPROVEMENT EXPENSES:				
Depreciation (The amount of usefulness expended in value of the fixed asset in one year.)				
Automobiles	99,204	89,653	99,991	
Furniture and Equipment	23,214	22,500	22,200	
Building	65,546	65,546	65,546	
Total Depreciation	\$187,964	\$177,699	\$187,737	(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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	650,923	568,765	564,481	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	39,503	58,333	54,777	In and out-of-state travel and expenses.
Total	690,426	627,098	619,259	
Office Expenses:				
Photocopy	3,398	4,800	4,500	
Postage	285	500	500	
Office Supplies	796	800	800	
Total	4,479	6,100	5,800	
Governance Program:				
Board Of Directors	23,757	21,000	21,000	Travel and related costs to attend Board meetings and other Board expenses.
Committees:				
Affiliate Relations	28	550	550	Travel and related costs for standing committees to meet and conduct business.
Budget Committee	172	550	550	Travel expenses for an individual standing committee may vary from year to year depending on the geographic make up of the committee and the number of meetings required to meet their charges.
Collective Bargaining Comm.	98	550	550	
Communications Committee	269	550	550	
ESP Committee	98	550	550	
Human & Civil Rights Comm.	98	550	550	
IPD Committee	0	550	550	
Legal & Corp Serv. Comm.	0	550	550	
Legislative Committee	17	550	550	
Member Benefits Committee	0	550	550	
Constitution Committee	0	550	550	
Forces on Education	0	550	550	
Elections Committee	0	550	550	
Special Ad Hoc	0	550	550	Travel and related costs for special committees appointed to complete specific short-term tasks.
Other Committee Expense	0	550	550	Includes AD&D for members and other expenses related to committee meetings.
Total	780	8,800	8,250	

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Other Governance Expense:				
Dues & Subscriptions	185	500	500	Officers' and Executive Director's subscriptions and dues to various organizations.
NEA Rep. Assembly	(16,698)	10,000	10,000	Expenses for state delegates to NEA Representative Assembly, as well as caucus and other costs of delegation (net cost). 2022 Chicago, 2023 Orlando (2021 virtual).
Election Expenses	12,744	13,000	13,000	Payment to Vendor for online and telephone election process.
Zone Rebates-Active	11,401	14,000	14,000	Rebates to Zone Councils to fund zone budgets to be used for purposes established by the councils.
Zone Rebates-ESP	596	850	850	
Human and Civil Rights	250	250	250	For Glenn Snider Award if issued
Misc. Expenses	5,738	5,000	5,000	Various miscellaneous expenses of the executive office not budgeted elsewhere.
Total	14,216	43,600	43,600	

Delegate Assembly: 4,257 39,150 39,150 Funding for delegates-at-large, and annual OEA business meeting (DA virtual in 2021).

Governance Total	737,916	\$745,748	\$737,059
-------------------------	----------------	------------------	------------------

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	\$590,660	\$597,676	\$619,313	Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for 8 Advocacy Specialists.
Travel and Vehicle Expenses	64,498	73,286	83,708	In and out-of-state travel and expenses.
Total	655,158	670,962	703,020	
Office Expenses:				
Postage	73	100	100	
Office Supplies	394	100	500	
Photocopy	1,996	2500	2900	
Total	2,463	2,700	3,500	
Center for Advocacy Programs:				
Training and Development	300	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	300	2,100	2,100	
Advocacy Total	\$657,921	\$675,762	\$708,620	

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	\$253,387	\$255,214	\$258,718	Salaries and fringe benefits (employer taxes and employee life, medical and disability insurance) for 3 Communications Specialists (1/2 Unfunded Center Associate Staff) .
Travel and Vehicle Expenses	6,351	12,160	10,440	In and out-of-state travel and expenses.
Total	259,738	267,374	269,158	
Office Expenses:				
Equipment	0	50	50	
Postage	56	100	100	
Office Supplies	28	250	250	
Photocopy	1,419	1,500	2,100	
Total	1,503	1,900	2,500	
Center for Communications Programs:				
Training and Development	0	525	525	National Conferences and courses and training to enhance staff skills.
Dues & Subscriptions	11,688	4,000	4,000	Dues and subscriptions and promotions for online involvement.
Membership Materials	8,604	12,000	12,000	Production of membership materials.
OEA Publications	30,958	25,000	25,000	Production, printing, and distribution of materials and other communication tools such as podcasts, text messaging and OEA forums.
Total	51,250	41,525	41,525	
Communications Total	\$312,491	\$310,799	\$313,183	

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 2020-21	Budget 2021-22	Proposed		Description
			Budget 2021-22	Budget 2022-23	
Personnel:					
Salaries and Fringes	\$335,309	\$346,543	\$344,247		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 and 1 NEA ARPA Grant funded Research Campaign Organizer).
Travel and Vehicle Expenses	24,195	32,585	37,508		In and out-of-state travel and expenses.
Total	359,504	379,128	381,755		

Office Expenses:

Postage	50	150	150	
Office Supplies	122	500	500	
Photocopy	808	3,200	1,150	
Total	980	3,850	1,800	

Center for Legislative/Political Organizing Program:

Dues and Subscriptions	6,086	7,000	7,000		Cost of enhanced computerized daily legislative information, electronic bill tracking, lobbyist registration fees, professional dues, and professional journals.
Lobbying	1,197	1,800	1,800		Lobbying expenses.
Member Engagement (previously Member Involvement)	0	2,400	7,500		Expenses used for member engagement related to political organizing.

Political Education 3,296 500 500 Member education for political action, voter projects, and Fund fundraising.

Total	10,579	11,700	16,800	
--------------	---------------	---------------	---------------	--

Legislative & Political Organizing

Total	\$371,063	\$394,678	\$400,355	
--------------	------------------	------------------	------------------	--

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	\$228,083	\$230,412	\$228,777	Salary and fringe benefits (employer taxes and employee life, medical and disability insurance) for 2 Teaching & Learning Specialists and 1 Student Organizer (1 <i>Unfunded Associate Executive Director</i> , 2 <i>Unfunded Specialist</i> , 1 <i>unfunded administrative assistant</i> ; and 1/2 <i>Unfunded Center Associate Staff</i>).
Travel and Vehicle Expenses	25,596	34,637	38,233	In and out-of-state travel and expenses.
Total	253,679	265,049	267,009	
Office Expenses:				
Postage	0	100	100	
Office Supplies	0	300	300	
Photocopy	30	900	100	
Total	30	1,300	500	
Center for Teaching and Learning Program:				
Dues & Subscriptions	199	1,000	1,000	Dues to professional organizations and subscriptions.
Professional Development	832	1,500	1,500	Expenses related to new teacher activities, Read Across America, PDI, mentoring and the development of training opportunities (net cost).
Early Career Educator Convening	0	0	5,000	Expenses related to a statewide convening of early career educators with 0 – 7 years of experience. The New Educator Oklahoma Network (NEON) group will be involved in planning the event. Participants will be encouraged to join NEON after participating in the event in order to become more engaged and active with colleagues in a similar experience level within OEA.
OAEA	4,542	12,000	12,000	Student OEA programs including Outreach to Teach.
1st Yr Teacher Rebates/OAEA Advisor dues	10,941	10,000	10,000	OAEA rebates for first year teachers, dues for OAEA advisors.
Total	16,514	24,500	29,500	
Teaching and Learning Total	\$270,223	\$290,849	\$297,009	

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	855,726	828,242	868,450	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	64,959	76,431	80,607	In and out-of-state travel and expenses.
Total	920,685	904,673	949,057	
Center for Organizing and Leadership Development Programs:				
Organizing Conference	7,245	10,000	10,000	The net cost of Organizing Conference.
Leadership Trainings	765	9,000	9,000	The net cost of Leadership Trainings.
ESP Organizing/Leadership Conference	0	0	5,000	The net cost of holding an ESP conference.
New Member Incentive Program	0	0	40,000	This covers the state budget portion of continuing OEA's successful new member incentive program. It includes an additional \$25 for the ESP incentive to match the \$50 certified incentive. The increase helps show OEA honors ESP membership as much as certified. The funds for continuing the program and enhancing the ESP portion are funded by the return on our investment (ROI) resulting from the incentive program implemented in 2021-22
Total	8,010	19,000	64,000	
Field Operations:				
Tulsa Regional Office				
Equipment	0	100	100	
Photocopy	2,275	3,500	3,000	
Postage	3,426	4,000	4,000	
Office Supplies	1,657	3,000	3,000	
Coffee/soft drinks	0	250	250	
Telephone	13,648	12,000	12,000	
Building Rent	52,986	53,209	54,803	Rent and cleaning services for Tulsa office.
Tulsa Metro Team				
Local Incentive Rebates	109,479	126,000	115,000	
NE Team				
Local Incentive Rebates	10,481	15,000	12,000	
Total	193,952	217,059	204,153	

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
SE Team				
Photocopy	2,557	4,000	3,600	
Postage	642	1,000	1,000	
Office Supplies	127	400	400	
Building Rent	1,140	1,140	1,140	Home office stipend for SE team
Local Incentive Rebate	3,741	7,700	5,000	
Total	8,207	14,240	11,140	
NW Team				
Photocopy	204	1,400	300	
Postage	16	500	500	
Office Supplies	402	400	400	
Building Rent	3,325	3,420	3,420	Home office stipend for NW team
Local Incentive Rebate	9,855	15,500	13,000	
Total	13,802	21,220	17,620	
SW Team				
Photocopy	839	2,200	1,200	
Postage	209	800	800	
Office Supplies	136	500	500	
Local Incentive Rebates	35,825	36,000	38,000	
Total	37,009	39,500	40,500	
Okla City Metro Team				
Photocopy	925	1,600	1,350	
Postage	149	250	250	
Office Supplies	1,008	250	250	
Local Incentive Rebates	113,970	124,000	118,000	
Total	116,052	126,100	119,850	
Field Operations				
Total	\$1,297,717	\$1,341,792	\$1,406,320	

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 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	\$508,510	\$514,690	\$538,236	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	20,672	26,780	29,600	In and out-of-state travel and expenses.
Total	529,182	541,470	567,836	
Office Expenses:				
Equipment	-	100	100	
Photocopy	2,691	4,000	4,000	
Postage	357	800	800	
Office Supplies	6,390	3,000	6,000	
Total	9,438	7,900	10,900	
Legal and Corporate Services Program:				
Training and Development	269	600	600	Courses and training to enhance staff skills.
Professional Dues	3,295	3,000	3,000	Dues to professional organizations.
Publications and Subscriptions	24,740	18,000	18,000	Books, periodicals and annual supplements to Law Library.
Assoc. Prof. Liability Insurance	2,737	3,000	3,000	Liability coverage for OEA and its affiliates.
Human Resources	15	500	500	Expenses for hiring new employees and H/R compliance.
Outside Counsel	95,187	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	14,314	25,000	25,000	Costs (filing fees, transcripts, exhibits, etc.) relating to lawsuits filed and other funded litigation.
Personal Legal Services Program	124,221	130,000	130,000	Attorney fees and costs for funded services under the PLSP.
Total	264,778	330,100	330,100	Costs (filing fees, transcripts, exhibits, etc.) relating to lawsuits filed and other funded litigation.
Legal and Corporate Services Total	\$803,398	\$879,470	\$908,836	

CENTER FOR FACILITIES AND PROGRAM OPERATIONS

	Actual 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Office Expenses:				
Photocopy	33	300	100	
Copy Machine Costs	18,172	30,200	26,000	Cost of photocopy equipment & supplies at headquarters.
Photocopy Recharge to Depts	(18,172)	(30,200)	(26,000)	Charges to divisions for photocopy supplies and lease payments.
Postage	5,018	5,800	5,800	Adm & Empl Relations Postage Expense.
Office Supplies	1,116	800	800	Includes office & data processing supplies.
Telephone	52,693	45,000	54,000	Telephone expenses at OEA headquarters including 800 service.
Coffee/Soft Drinks	1,168	3,200	3,200	Coffee service and refreshments for meetings held in OEA offices.
Utilities	30,335	33,000	33,000	Electricity, gas and water expenses.
Building, Furniture & Equipment	51,187	55,000	55,000	Service and maintenance for building, furniture and equipment.
Retirement	720,246	830,503	800,000	Staff pension plans. Estimated annual defined benefit cost and 401(k) plan match of \$80,000 est.
Contract Labor	0	2,000	2,000	Temporary part-time help for special needs.

Facilities and Program Operations

Total

\$861,796	\$975,603	\$953,900
------------------	------------------	------------------

CENTER FOR FINANCE AND TECHNOLOGY

	Actual 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Personnel:				
Salaries and Fringes	\$447,356	\$460,446	\$459,601	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 Staff.
Travel and Vehicle Expenses	12,710	13,639	12,079	In and out-of-state travel and expenses.
Total	460,066	474,085	471,680	
Office Expenses:				
Equipment	0	100	100	
Photocopy	3,281	3,800	4,700	
Postage	1,147	1,200	1,200	
Office Supplies	2,045	1,200	1,800	Includes office & data processing supplies
Payroll Processing	3,911	3,900	3,900	Cost of Paycom payroll processing.
Total	10,384	10,200	11,700	
Finance Program:				
Training and Development	1,240	1,000	1,200	Courses and training to enhance staff skills.
Dues and Subscriptions	3,923	4,000	4,000	NCSEA dues, professional dues and professional subscriptions.
Membership Processing	7,108	6,500	7,000	Membership processing materials printed in house.
Accrued Sick Leave Expense	1,265	1,000	1,000	Earned sick leave for OEA staff.
Accrued Vacation Expense	(14,464)	(10,000)	(6,000)	Earned vacation leave for OEA staff.
Professional Services	14,540	20,000	20,000	Administration of defined benefit pension plan for OEA staff.
Audit	14,000	14,500	15,000	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	4,336	4,600	4,600	Bank service charges.
Building Depreciation	65,546	65,546	65,546	Building depreciation. (Non-cash expense. See Capital Improvements Budget.)
Building Insurance	33,273	32,000	33,500	All risk coverage on OEA headquarters and regional offices.
Building Taxes (property)	21,313	20,000	21,500	Property taxes on OEA headquarters and regional offices.
Furniture & Equipment Deprec.	23,214	22,500	22,200	Furniture and equipment depreciation expenses. (Non-cash expense. See Capital Improvements Budget.)
Insurance (other)	42,615	38,000	43,000	Miscellaneous insurance including pension plan coverage.
Workers' Compensation	8,938	8,500	9,000	Insurance for on-the-job injury and disability of OEA staff.
Federal Unemployment Insurance	2,102	2,000	2,500	Federal Unemployment Insurance on OEA staff.
State Unemployment Insurance	3,322	1,000	3,500	State Unemployment Insurance on OEA staff.
Misc. Assoc. Gifts, Donations & Expenses	486	800	800	Costs of non-recurring or low-cost items, such as employment ads, audit adjustments, business card printing.
Total	232,757	232,446	248,846	

CENTER FOR FINANCE AND TECHNOLOGY

	Actual 2020-21	Budget 2021-22	Proposed Budget 2022-23	Description
Technology Services:				
Training and Development	0	500	500	Technology courses and training to enhance staff skills.
Computers and Supplies	10,454	4,000	25,000	Cost of computers and supplies beneath capital improvement threshold.
Equipment Repair	0	2,600	2,600	Computer repairs and maintenance.
Software Upgrades	41,593	31,000	35,000	Software purchases & upgrades (including licenses) for OEA computers and local area network (LAN).
Total	52,047	38,100	63,100	
Finance and Technology				
Total	\$755,254	\$754,831	\$795,326	

Luton & Co., PLLC

Certified Public Accountants

2615 Kelley Pointe Parkway
Edmond, Oklahoma 73013
PO Box 5440
Edmond, Oklahoma 73083
(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, 2021, 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.

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, 2021, 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

Edmond, Oklahoma
October 14, 2021

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF FINANCIAL POSITION

August 31, 2021

ASSETS

Current Assets:

Cash and cash equivalents	\$ 934,327
Time deposits	52,000
Marketable securities	5,638,154
Accounts receivable	
Members	269,048
Other	50,586
Prepaid expenses	37,602
Total current assets	<u>6,981,717</u>

Fixed Assets:

Land	115,489
Building	2,436,261
Furniture and office equipment	513,218
Automobiles	435,416
	<u>3,500,384</u>
Less accumulated depreciation	<u>2,278,956</u>
	<u>1,221,428</u>

Other Assets:

Employee travel advances	<u>3,900</u>
	<u>\$ 8,207,045</u>

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable	
Trade	\$ 268,970
Due to NEA	110,290
Other	4,622
Accrued vacation and sick pay	173,279
Deferred revenue	9,233
Total current liabilities	<u>566,394</u>

Accrued pension obligation	1,641,387
Additional pension liability included in net assets	2,233,988

Net Assets:

Net assets without donor restrictions	
Undesignated	(525,109)
Designated for building related expenses	1,225,344
Invested in and designated for fixed assets	1,313,179
Total net assets without donor restrictions	<u>2,013,414</u>
Net assets with donor restrictions	<u>1,751,862</u>
	<u>3,765,276</u>
	<u>\$ 8,207,045</u>

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
Year Ended August 31, 2021

	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	\$ 4,637,858	-	\$ 4,637,858	\$ -	74,432	\$ 29,409	\$ 103,841	\$ 4,741,699
NEA support	1,123,827	-	1,123,827	721,170	-	-	721,170	1,844,997
Other revenues:								
Focus advertising	12,000	-	12,000	-	-	-	-	12,000
Investment income	1,021,323	-	1,021,323	-	-	-	-	1,021,323
Other income	236,839	-	236,839	-	-	-	-	236,839
OAEA other income	1,010	-	1,010	-	-	-	-	1,010
Net assets released from restriction	445,226	-	445,226	(410,320)	(34,906)	-	(445,226)	-
Total revenues	7,478,083	-	7,478,083	310,850	39,526	29,409	379,785	7,857,868
Expenses								
Legislation and political organizing	358,780	12,283	371,063	-	-	-	-	371,063
Teaching and learning	256,439	13,784	270,223	-	-	-	-	270,223
Governance	717,662	20,254	737,916	-	-	-	-	737,916
Facilities and program operations	861,796	-	861,796	-	-	-	-	861,796
Communications	312,491	-	312,491	-	-	-	-	312,491
Finance and technology	666,494	88,760	755,254	-	-	-	-	755,254
Legal and corporate services	803,398	-	803,398	-	-	-	-	803,398
Advocacy	632,120	25,801	657,921	-	-	-	-	657,921
Organizing and leadership development	1,270,635	27,082	1,297,717	-	-	-	-	1,297,717
NEA special projects	410,320	-	410,320	-	-	-	-	410,320
Media campaign	34,906	-	34,906	-	-	-	-	34,906
Ballot initiative & crisis	-	-	-	-	-	-	-	-
Total expenses	6,325,041	187,964	6,513,005	-	-	-	-	6,513,005
Transfers	1,153,042	(187,964)	965,078	310,850	39,526	29,409	379,785	1,344,863
	(121,555)	121,555	-	-	-	-	-	-
Change in net assets before pension related changes other than net periodic pension cost	1,031,487	(66,409)	965,078	310,850	39,526	29,409	379,785	1,344,863
Pension related changes other than net periodic pension cost	1,899,135	-	1,899,135	-	-	-	-	1,899,135
Change in net assets	2,930,622	(66,409)	2,864,213	310,850	39,526	29,409	379,785	3,243,998
Net assets, beginning	(2,230,387)	1,379,588	(850,799)	254,396	258,528	859,153	1,372,077	521,278
Net assets, ending	\$ 700,235	\$ 1,313,179	\$ 2,013,414	\$ 565,246	\$ 298,054	\$ 888,562	\$ 1,751,862	\$ 3,765,276

The accompanying notes are an integral part of this statement.

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF FUNCTIONAL EXPENSES
Year ended August 31, 2021

	Legislation and Political Organizing	Teaching and Learning	Governance	Facilities and Program Operations	Communications	Finance and Technology
Salaries	\$ 247,862	\$ 162,172	\$ 521,954	\$ -	\$ 177,952	\$ 324,053
Payroll taxes	19,539	12,530	40,439	-	13,502	30,682
Employee benefits	67,908	53,381	88,530	720,246	61,933	98,045
Travel and vehicle expense	8,842	9,472	15,271	-	4,011	8,620
Depreciation	12,283	13,784	20,254	-	-	88,760
Office and supplies	980	30	4,479	7,335	1,503	6,473
Telephone and utilities	3,070	2,340	3,978	83,028	2,340	4,090
Repair and maintenance	-	-	-	51,187	-	-
Dues and subscriptions	6,086	199	185	-	11,688	3,923
Data processing	-	-	-	-	-	52,047
Incentive, zone and student rebates	-	10,941	11,997	-	-	-
Rent	-	-	-	-	-	-
Conferences, meetings, events and professional development	-	5,374	12,347	-	-	1,240
Professional fees	-	-	12,744	-	-	32,451
Insurance	-	-	-	-	-	84,826
Property taxes	-	-	-	-	-	21,313
Membership processing and recruiting	-	-	-	-	8,604	7,108
Publications	-	-	-	-	30,958	-
Other expenses	4,493	-	5,738	-	-	(8,377)
	<u>\$ 371,063</u>	<u>\$ 270,223</u>	<u>\$ 737,916</u>	<u>\$ 861,796</u>	<u>\$ 312,491</u>	<u>\$ 755,254</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, 2021

	Legal and Corporate Services	Advocacy	Organizing and Leadership Development	NEA Special Projects Fund	Media Campaign Fund	Ballot Initiative and Crisis Fund	Total
Salaries	\$ 383,221	\$ 441,945	\$ 632,803	\$ -	\$ -	\$ -	\$ 2,891,962
Payroll taxes	30,593	34,454	50,041	-	-	-	231,780
Employee benefits	94,696	114,261	172,882	-	-	-	1,471,882
Travel and vehicle expense	16,887	32,522	29,781	-	-	-	125,406
Depreciation	-	25,801	27,082	-	-	-	187,964
Office and supplies	9,438	2,463	14,572	-	-	-	47,273
Telephone and utilities	3,785	6,175	21,744	-	-	-	130,550
Repair and maintenance	-	-	-	-	-	-	51,187
Dues and subscriptions	28,035	-	-	2,500	-	-	52,616
Data processing	-	-	-	-	-	-	52,047
Incentive, zone and student rebates	-	-	283,351	-	-	-	306,289
Rent	-	-	57,451	-	-	-	57,451
Conferences, meetings, events and professional development	269	300	8,010	108,108	-	-	135,648
Professional fees	233,722	-	-	85,000	12,237	-	376,154
Insurance	2,737	-	-	-	-	-	87,563
Property taxes	-	-	-	-	-	-	21,313
Membership processing and recruiting	-	-	-	194,712	22,669	-	233,093
Publications	-	-	-	20,000	-	-	50,958
Other expenses	15	-	-	-	-	-	1,869
	<u>\$ 803,398</u>	<u>\$ 657,921</u>	<u>\$ 1,297,717</u>	<u>\$ 410,320</u>	<u>\$ 34,906</u>	<u>\$ -</u>	<u>\$ 6,513,005</u>

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

OKLAHOMA EDUCATION ASSOCIATION

STATEMENT OF CASH FLOWS
Year Ended August 31, 2021

Cash flows from operating activities	
Cash received from members	\$ 4,580,477
Cash paid to vendors and employees	(5,674,908)
Cash paid to pension and 401(k) plans	(878,511)
Investment income received	121,894
Other operating cash receipts	<u>2,077,678</u>
Net cash provided by (used in) operating activities	<u>226,630</u>
Cash flows from investing activities	
Capital expenditures	(29,803)
Sales of marketable securities	1,094,455
Purchases of marketable securities	<u>(1,207,492)</u>
Net cash provided by (used in) investing activities	<u>(142,840)</u>
Net increase (decrease) in cash and cash equivalents	83,790
Cash and cash equivalents, beginning of year	<u>850,537</u>
Cash and cash equivalents, end of year	<u>\$ 934,327</u>
Reconciliation of change in net assets to net cash provided by (used in) operating activities	
Change in net assets	\$ 3,243,998
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities	
Depreciation	187,964
(Increase) decrease in employee travel advances	1,200
Unrealized (gains) losses	(706,802)
Realized (gains) losses	(193,625)
(Increase) decrease in	
Accounts receivable	(168,598)
Prepaid expenses	3,405
Increase (decrease) in	
Accounts payable	(61,520)
Accrued liabilities	(13,199)
Deferred revenue	(8,793)
Accrued pension obligation	<u>(2,057,400)</u>
Net cash provided by (used in) operating activities	<u>\$ 226,630</u>

The accompanying notes are an integral part of this statement.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

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, 2021

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 \$1,500 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, 2021

Note 2. Marketable Securities

Marketable securities at August 31, 2021, consisted of the following:

	Amortized Cost	Fair Value	Unrealized Gain (Loss)
Equity mutual funds	\$ 2,492,027	\$3,587,567	\$1,095,540
Fixed income mutual funds	<u>1,985,556</u>	<u>2,050,587</u>	<u>65,031</u>
	<u>\$ 4,477,583</u>	<u>\$5,638,154</u>	<u>\$1,160,571</u>

Investment income in the statement of activities totals \$1,021,323. 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 \$900,427. Total proceeds from security sales were \$1,094,455. 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, 2021 is as follows:

Due from NEA – Frank/Dushane fund	\$21,063
Due From NEA – Special Projects	9,820
Accrued investment income	478
OREA	3,906
Cash rebate advances to locals	10,625
Other	<u>4,694</u>
	<u>\$50,586</u>

Note 4. Fixed Assets

A summary of property, plant and equipment and accumulated depreciation at August 31, 2021 is as follows:

Description	Cost	Accumulated Depreciation	Net	Estimated Useful Lives
Land	\$ 115,489	\$ -	\$ 115,489	-
Building	2,436,261	1,536,913	899,348	40 years
Furniture and office equipment	513,218	461,864	51,354	5 years
Automobiles	<u>435,416</u>	<u>280,179</u>	<u>155,237</u>	4 years
	<u>\$ 3,500,384</u>	<u>\$ 2,278,956</u>	<u>\$1,221,428</u>	

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

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, 2021 is as follows:

	Beginning of Year	Additions	Expenditures And Transfers	End of Year
Media Grant	\$ -	\$310,000	\$(150,500)	\$159,500
Legislative Crisis	-	120,000	(119,122)	878
GPS Shawnee	-	14,180	(190)	13,990
NBCT Activities	3,474	-	(1,272)	2,202
BIC	241	-	-	241
Minority Leadership Training	27,412	-	(125)	27,287
NFIE Planning	4,454	-	(4,454)	-
Priority Schools	4,501	-	(4,501)	-
Member to Member 802	33,945	-	(2,400)	31,545
Close Achievement Gaps	5,498	-	(5,498)	-
Special Membership Project	4,454	-	(4,454)	-
Legislative Crisis	2,008	-	-	2,008
Member to Member Organizing	1,104	-	(1,104)	-
Crisis Fund	6,243	-	-	6,243
SOEA Membership	2,000	-	-	2,000
Western Organizing	28,853	-	(13,881)	14,972
Testing Grant	20,576	-	(750)	19,826
GPS-Member Cadre/Trauma	29,743	50,000	(26)	79,717
Educator Voice Academy	6,856	-	(850)	6,006
Early Career Educator	2,905	-	-	2,905
Winter Worksite	27,103	19,640	(9,481)	37,262
OCUEA Schools for Students	9,525	-	-	9,525
YRO New Ed	33,501	147,350	(74,857)	105,994
OSAT - TWR - Langston	-	60,000	(16,855)	43,145
	<u>\$254,396</u>	<u>\$721,170</u>	<u>\$(410,320)</u>	<u>\$565,246</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 \$2,000 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, 2021 was \$78,511.

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

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 (CMA). The capital market assumptions were developed with a primary focus on forward-looking valuation models and market indicators. The key fundamental economic inputs for these models are future inflation, economic growth, and interest rate environment. In addition to forward-looking models, historical analysis of market data and trends was reflected as well as the outlook of recognized economists, organizations and consensus CMA from other credible studies.

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	2021	2020
Change in benefit obligation -		
Benefit obligation at beginning of year	\$16,424,634	\$17,023,006
Service cost	434,268	380,740
Interest cost	440,265	491,936
Actuarial (gain) loss	105,650	237,306
Benefits paid	(1,162,448)	(577,796)
Settlement adjustment	-	(1,130,558)
Projected Benefit Obligation at end of year	16,242,369	16,424,634
Change in plan assets -		
Fair value of plan assets at beginning of year	10,491,859	10,439,428
Actual return on plan assets	2,237,583	960,785
Employer contribution	800,000	800,000
Benefits paid	(1,162,448)	(577,796)
Settlement adjustment	-	(1,130,558)
Fair value of plan assets at end of year	12,366,994	10,491,859
Funded status at end of fiscal year	<u>\$ (3,875,375)</u>	<u>\$ (5,932,775)</u>

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

Note 7. Pension Plan, continued

	2021	2020
Amounts recognized in statement of financial position		
Noncurrent liabilities	(3,875,375)	(5,932,775)
Amounts not yet recognized as components of net periodic benefit cost		
Net loss (gain)	2,233,572	4,132,236
Prior service cost	416	887
	<u>2,233,988</u>	<u>4,133,123</u>
<u>Accumulated Benefit Obligation</u>	15,458,513	15,729,766
Weighted average assumptions		
Discount rate		
Net periodic pension cost	2.75%	3.20%
Benefit obligations	2.85%	2.75%
Expected return on plan assets		
Beginning of fiscal year	6.00%	6.25%
Rate of compensation increase		
Beginning of fiscal year	2.25%	3.00%
End of fiscal year	2.25%	2.25%
Census date	09/01/20	09/01/19
Measurement date	08/31/21	08/31/20
Components of net periodic pension cost		
Service cost	434,268	380,740
Interest cost	440,265	491,936
Expected return on plan assets	(544,491)	(504,334)
Amortization of net actuarial loss (gain)	311,222	628,161
Amortization of prior service cost	471	471
Effect of special events	-	284,434
Net periodic pension cost	<u>641,735</u>	<u>1,281,408</u>

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

Note 7. Pension Plan, continued

	2021	2020
Other changes in plan assets and benefit obligations recognized in net assets		
Net loss (gain)	(1,587,442)	(219,145)
Amortization of net loss (gain)	(311,222)	(628,161)
Amortization of prior service cost	(471)	(471)
Special event	-	(284,434)
Total recognized in net assets	<u>(1,899,135)</u>	<u>(1,132,211)</u>
Total recognized in net periodic pension cost and net assets	(1,257,400)	149,197
Detail of plan assets at fiscal year end		
Large U.S. Equity	3,102,112	3,043,781
Small/Mid U.S. Equity	2,796,644	2,164,681
International Equity	1,678,615	1,554,181
Short-Term Fixed Income	118,330	152,586
Fixed Income	<u>4,671,293</u>	<u>3,576,630</u>
	12,366,994	10,491,859
Estimated future benefit payments		
Next fiscal year (Year 1)	1,000,000	830,000
Year 2	1,000,000	980,000
Year 3	1,220,000	1,020,000
Year 4	950,000	1,220,000
Year 5	1,040,000	970,000
Year 6 - 10	4,720,000	4,960,000
Expected contributions in next fiscal year	800,000	800,000

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

Note 7. Pension Plan, continued

During the fiscal year ended August 31, 2021, the plan experienced a significant gain in its plan assets. There were no other unapparent significant changes in benefit obligation or plan assets.

Net periodic benefit cost for the year ended August 31, 2022

Components of net periodic benefit cost	
Service cost	\$ 506,189
Interest cost	448,658
Expected return on plan assets	(678,718)
Amortization of net (gain) loss	71,351
Amortization of prior service cost	<u>416</u>
Net periodic benefit cost	\$ 347,896

Weighted average assumptions used to determine net periodic benefit cost

Discount rate	2.85%
Expected long-term rate of return	6.25%
Rate of compensation increase	2.25%

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 \$60,945 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,

2022	\$ 60,183
2023	31,209
2024	13,744
2025	13,744
2026	13,744
2027	<u>2,094</u>
	<u>\$134,718</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 \$4,379 per month. Rent expense of \$51,654 related to this lease is included in these financial statements. Future minimum rental payments due under the above office lease are as follows:

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

Note 8. Commitments, continued

Operating leases

Year ended August 31,

2022	\$ 53,209
2023	54,803
2024	56,438
2025	<u>33,485</u>

\$197,935

Capital improvements

OEA has formally adopted a capital improvements budget for fiscal year 2022 indicating budgeted fixed asset purchases of \$103,000. This includes \$20,000 for computers and \$5,000 for furniture and other office equipment. The budget also includes \$78,000 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 \$258,528 designated for the media campaign was available as of August 31, 2020. Dues of \$5 for active certified members and \$3 for ESP members were designated for the campaign in the 2021 fiscal year. Dues revenue amounted to \$74,432 for 2021. A total of \$34,906 was spent from the media campaign fund in fiscal year 2021, leaving net assets of \$298,054 at August 31, 2021.

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 \$859,153 designated for this fund was available as of August 31, 2020. The fiscal year 2021 budget included earmarked dues of \$2 for active members and \$1 for ESP members. Total dues revenue was \$29,409. Nothing was spent from this fund in fiscal year 2021, leaving net assets of \$888,562 as of August 31, 2021.

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, 2020	\$ 848,948
Investment income	177,015
Other income	199,381
Expenses	<u>-</u>
Balances at August 31, 2021	<u>\$1,225,344</u>

OKLAHOMA EDUCATION ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

August 31, 2021

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	\$ 934,327
Time deposits	52,000
Marketable securities	3,886,292
Accounts receivable	<u>319,634</u>
	<u>\$5,192,253</u>

Note 13. Subsequent Events

Management has evaluated subsequent events through the report date of October 14, 2021, 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 still unsettled, 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.

2023 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 2023 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

2023 Legislative Goals

salary schedule placement for education employees that have worked 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 education employees 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.

T. Remove the salary cap for retired education professionals returning to work in a school district.

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 and administrators 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

May 2022 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, May 2022

	Goal	Percent Employed	Percent Achieved
American Indian/Alaska Native	10.4%	11.4%	+1.0%
Asian/Pacific Islander	1.5%	0.0%	-1.5%
Black	7.5%	4.5%	-3.0%
Hispanic	5.2%	4.5%	-0.7%
Other		2.3%	
Women	50.9%	66.0%	+15.1%

	Current Total	Women	Men	Minority	Vacancies
Executive/Managerial Staff	5	4	1	0 (20.0%)	0
Confidential Staff	6	3	3	2 (33.3%)	0
Professional Staff	24	15	9	4 (16.7%)	0
Associate Staff/Part-time Retired	9	7	2	4 (44.4%)	3

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 \$147,053 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 \$112,007.

OEA employs six confidential staff – three administrative assistants, one computer network administrator, and two associate general counsels. The salary range for confidential employees is \$54,761 - \$97,737 and is dependent upon experience, responsibilities and job classification.

Professional and Associate Staff

Salaries for unionized staff are determined by bargaining with the Oklahoma Professional Staff Organization (OPSO), the professional staff union, and the Associate Staff Organization (ASO), the associate staff union. The salaries for OPSO staff range from \$49,750 to \$77,758, depending upon experience. ASO staff are hourly employees with a range from \$15.00 to \$23.54 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.

Awards

Screen

Head Table
Main Podium

Camera 2

Screen

Recorder

Floor Podium Mic

Standing Rules

Tulsa Metro C

Southwest B

Southeast A

Tulsa Metro C & D

Southwest A

Southeast A & B

Tulsa Metro D & E

Southwest C

Southeast C

Tulsa Metro E

OKC Metro D

Retired/OAEA/Admin

Mic 1

Mic 3

Mic 4

Tulsa Metro A/B

OKC Metro C & D

Northeast C

Tulsa Metro A/B

OKC Metro B & C

Northeast A & B

Tulsa Metro A/B

OKC Metro B

Northeast A

Tulsa Metro A/B

OKC Metro A

Northwest C

Tulsa Metro A/B

OKC Metro A

Northwest B

Guest

Guest

Northwest A

Entrance

Staff

Resolutions

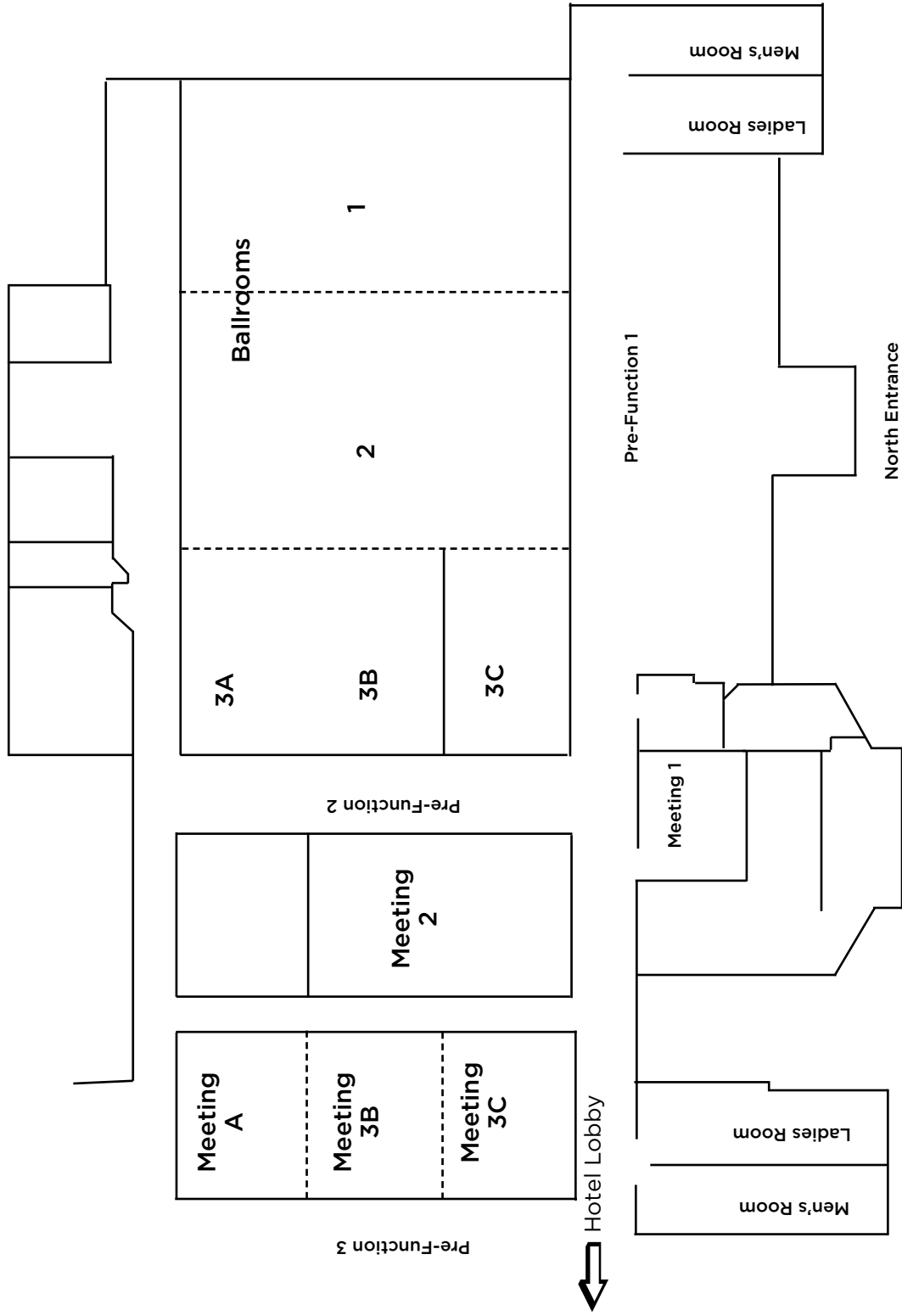
Entrance

Entrance

Computer

Weighted Voting

Edmond Conference Center Floor Plan

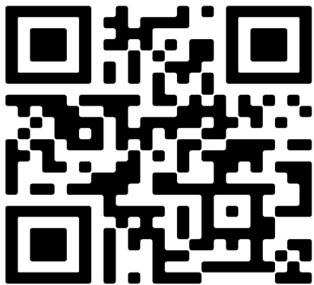




Take a closer look

Our *insurance and retirement solutions* help educators protect what they have today and prepare for a successful tomorrow.

We think you'll like what you see.



Learn more

Horace Mann Service Corporation and certain of its affiliates (Horace Mann) enter into agreements with educational associations where Horace Mann pays the association to provide services aimed at familiarizing association members with the Horace Mann brand, products or services. For more information, email your inquiry to association.relations@horacemann.com.





Oklahoma Education Association
putting education first™

323 E. Madison — Oklahoma City, OK 73105 — 800/522-8091
10820 E. 45th St., Suite 110 — Tulsa, OK 74146 — 800/331-5143

okea.org | facebook.com/Oklahoma.Education.Association
facebook.com/Student.Oklahoma.Education.Association
Twitter: @okea | Instagram: @insta_okea | pinterest.com/oeaedupins