



Professional Membership is...

*Worth It!*



Oklahoma Education Association  
putting education first™

# Join the Oklahoma Education Association



## **Support.**

Training to help you grow, regardless of job title. Communities to help you form real connections at every stage of your career. News, information, and tools just for you.



## **Security.**

A team of lawyers on your side, 24 hours a day. Respect, trust, and partnership with organizations across the state. More than 130 years of leading the way in public ed.



## **Action.**

Member leadership, from your school on up. The strongest voice for education at the Capitol. Protecting and improving public education at home and statewide.

Go to **[joinOEA.com](https://joinOEA.com)**, talk to the person who gave you this magazine, or scan the QR code.



## The OEA Vision

# A great public school for every student.

### **Equal Opportunity**

We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

### **Partnership**

We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

### **Collective Action**

We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

## What OEA Values

### **Professionalism**

We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

### **A Just Society**

We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.

### **Democracy**

We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.



# Unparalleled Legal Services

## A winning team

We litigate issues that have statewide impact for all education professionals, from protecting the due process rights of all education employees to ensuring that your rights are protected in the event of a reduction in force. **We have taken cases to the United States Supreme Court and won.**

## Unlimited support

Unlike other organizations, disciplinary defense provided by OEA has no dollar limit. We have expended hundreds of thousands of dollars in defense costs on numerous individual cases — with the member paying nothing **more than annual dues.**

## In-house experts

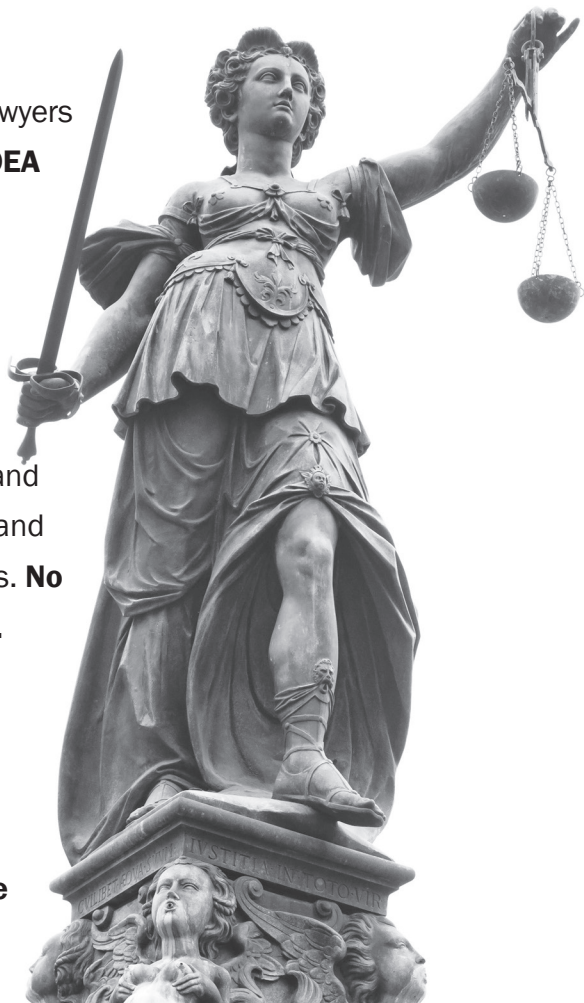
We don't refer cases to inexperienced lawyers without backgrounds in education law. **OEA employs attorneys who have decades of experience** successfully representing education employees and dealing with education issues.

## No hidden costs

OEA members receive free legal advice and defense when facing disciplinary action and employment-related contractual disputes. **No cost to members. No deductible – ever.**

## The best choice

The OEA legal team is more than just a group of lawyers. **OEA attorneys are the legal experts on education employee rights in the state of Oklahoma.**





# Uncompromising Protection



## Personal Legal Services Program

A membership benefit of the Oklahoma Education Association

The Oklahoma Education Association provides personal legal services to all active OEA members, their spouses, and dependent children as a benefit of membership.

For more information on the Personal Legal Services Program, visit [okea.org/plsp](http://okea.org/plsp), or call (405) 523-4341 or (800) 522-8091.

### Planning

Consultation and preparation at **no cost** to member of:

- A simple will or a simple amendment to an existing will
- A "living will"
- Simple power of attorney
- An authorization to consent to medical treatment
- An authorization to transport a child outside of the United States
- Prenuptial agreement

### Financial

The following services are offered at **no cost**:

- Consultation and assistance, not involving litigation, concerning disputes with creditors
- Services for child support enforcement litigation (in-state litigation only) including initial filing costs.

### Family Matters (Domestic Relations)

If uncontested, initial filing costs and services in Oklahoma District Courts for:

- Adoption (stepparent only)
- Paternity
- Divorce/annulment/separation
- Modification of domestic relation order
- Juvenile court proceedings
- Name change

### Defense

Misdemeanor criminal charges in Oklahoma State or City Courts at **no cost** for offenses which involve potential incarceration upon conviction. An initial five hours of attorneys' services will be provided. Thereafter, a discounted rate will be available to the member in the following:

- Felony charges in Oklahoma state courts
- Misdemeanor or felony charges in federal courts in Oklahoma
- Defense of civil suits in state or federal courts in Oklahoma

### Advocacy

Matters in which the member, spouse, or dependent would be the plaintiff in a civil suit in Oklahoma Federal or State courts, such as:

- Personal Injury
- Property damage
- Recovery of property of wrongly held by another
- Defamation (libel or slander)
- Assault, battery or trespass
- Intentional infliction of mental distress
- Victim protection orders
- Wrongful death
- Nursing home neglect
- Identity theft



### Additional Information

- If any of those matters listed above are contested in Oklahoma Court, filing costs and first five hours of representation will be funded. Thereafter, a discounted rate will be available to the member.
- Initial consultation and advice may be funded. Further representation may be available at a reduced rate.
- Funding for services in the Planning, Financial, Family Matters, Defense and Advocacy categories will be available not more than once each year per family from September 1 through August 31.
- Bankruptcy and guardianship are covered at a reduced rate under the OEA/NEA Attorney Referral Program. Trusts are not covered under the program.

# Advocacy and Action

## Collective Bargaining Assistance And Preparation

More than 200 local OEA affiliates are recognized to bargain in Oklahoma and OEA Advocates are trained in a variety of bargaining methods and skilled in every facet of the bargaining process, from preparing to circulate a petition for recognition to impasse resolution.

## Member Advocacy

Assisting you with writing responses to evaluations, admonishments or plans for improvement, assistance with individual rights and employment problems, and representation with disciplinary issues.

## Research

The Advocacy Center publishes Salary Schedule Comparisons Extra Duty Pay Comparisons, and members have access to local collective bargaining agreements -- all of which are available in the Members Only section of this website.

## Protecting You And Your Rights

OEA Advocates are trained to help you and your local association understand your professional rights and the protections available to you. Our goal is to assist you in participating in the decisions that affect your salaries, fringe benefits, and working conditions. Whether it is with you individually, through advocacy related trainings and workshops or in planning sessions with your local executive committee, we help protect you and your colleagues by offering assistance with a vast array of issues.

## Local Association Advocacy

Advocates provide assistance to local associations in grievance processing, contract maintenance, privatization issues, health and safety issues, and other local association issues.



# Professional Learning Offerings



## Bullying Prevention

Stop bullying by investigating the psychological, social and educational impact of bullying behaviors, including cyber-bullying.



## True Colors

A personality survey that provides insight into learning and leadership styles and helps you make the most of both student and adult group dynamics.



## The Role of Resiliency

For Oklahoma students impacted by poverty and trauma, resilience is a key characteristic for success in school. Learn classroom practices to help build resiliency.



## Communication Styles: Making your Point with Panache

Examine your own preferred communication style and how it can impact your communications with others, then adapt your style to your audience for greater clarity and effectiveness!



## Communicating Professionally and Effectively with Parents, Students and Colleagues

How we engage with each of our audiences as educators can have significant benefits and repercussions! Learn about the ethical, professional, and practical considerations of both your spoken and written words as an educator.



## Beyond Trauma Informed OEA Trauma Cadre

The OEA Trauma Cadre Initiative was created to provide strategies-rich, trauma-informed presentations to Oklahoma educators.

## Classroom Management 101

Create classroom momentum and engagement through specific routines, strategies, and classroom structures.



Scan for more info



# Democracy in Action



The OEA is a democratic organization, which means members decide how their organization runs at the local, state, and national levels. Members dictate the budget, legislative goals, and other business. There is no rich benefactor profiting at the end of the line.

The OEA is an organization of educators, by educators, and for education.

# Education Support Professionals

## Who are ESPs?

Anyone employed by a public school may join OEA. ESPs work in one of nine different career families:

Clerical Services • Custodial and Maintenance Services • Food Services • Health and Student Services • Paraeducators • Security Services • Skilled Trades • Technical Services • Transportation Services

## Valued association members

Our public schools can't run without dedicated education support professionals. They are critical members of the education workforce as well as the OEA. ESPs receive all of the same benefits and protections as certified employees.

## Protecting rights and working conditions

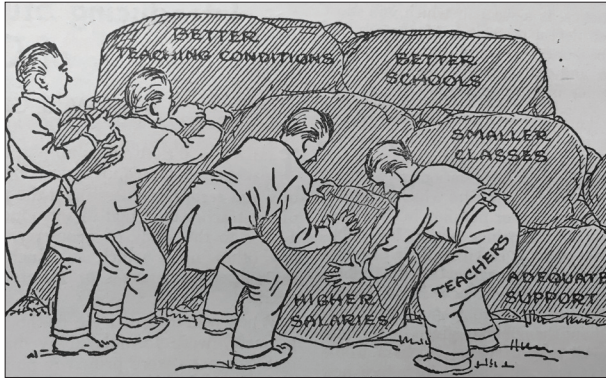
Any time you are engaged in a school-related activity, you can feel secure that your association is watching out for you. If you become involved in a situation that could put your job at risk, OEA's advocacy specialists are a phone call away.

## Professional pay for professional work

Attracting and retaining qualified ESPs requires salaries competitive with those in comparable professions. The association supports a living wage for every education support professional. We work to achieve that goal through collective bargaining for locals that choose to negotiate contracts and through lobbying for education-friendly legislation at the state and national levels.



# 134 Years of Fighting for Public Education



**1901**

The Oklahoma Teachers Association recommends the establishment of a **teacher retirement system**.

**1919**

OEA members successfully lobby for the **first state aid bill** for schools.

**1944**

OEA members again stage a petition drive for several ballot measures, including increased **school funding and free textbooks**. Voters approve the measures.

**1949**

OEA calls for all teachers to have a bachelor's degree or higher. That campaign comes to fruition when the State Department of Education in Oklahoma is the **first state in the country** to require only college graduates as teachers.

1880

1890

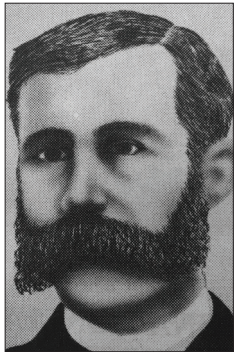
1900

1910

1920

1930

1940



**1889**

A group of 11 teachers met in Guthrie to form the Oklahoma Teachers Association, which would eventually become the **Oklahoma Education Association**. Guthrie Superintendent Frank Terry was elected president. They hosted their first statewide meeting on Christmas Day that year, because it was their only day off.

**1935**

OEA members successfully lobby for the first **state minimum salary schedule**.

**1942**

OEA members help gather enough signatures to put the issue of **state teacher retirement benefits** on the ballot. Oklahoma voters approve the constitutional measure.



**1943**

Muskogee teacher Kate Frank was fired for being a "**troublemaker**," as the local newspaper put it. She organized, and she and her local association were able to unseat several school board members. OEA fought for her to get her job back and to receive back pay. NEA members from across the country donated money to pay her salary during the court battle. In the end, Frank was reinstated, setting a national precedent. The NEA named its legal defense fund in her honor.



# Public Education

What started as a meeting of 11 teachers has turned into tens of thousands of public school advocates across Oklahoma. From state aid to retirement to salary to health insurance, **OEA has led the way** in public education for 134 years.

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**1965**

After intense pressure from the OEA, the Oklahoma Legislature completely **overhauls the funding formula and increases salaries and retirement benefits**. The OEA also helped support and pass SQ 430 to allow voters to fund their local schools with property taxes.

**1987**

OEA secures **due process for education support professionals** after fighting a court battle that led all the way to the Tenth Circuit Court of Appeals.

**1970**

The Oklahoma Legislature votes to **allow teachers to bargain** with local school boards, after a months-long campaign by OEA.



**1990**

OEA members stage a four-day statewide walkout that ended with the emergency enactment of HB 1017. More than 20,000 attend. The education reform bill **raised teacher pay, cut class sizes, funded professional development, and injected hundreds of millions into education funding**.

**1950**

**1960**

**1970**

**1980**

**1990**

**2000**

**2010**

**1965**

The Midwest City Classroom Teachers Association becomes the **first bargaining local** in the state.

**1980**

OEA members lobby for the **Education Reform Act**, which establishes the first teacher mentor program in the country, boosts teacher certification standards, and mandates teacher-designed professional development statewide.

**2000**

OEA leads the **Put Education First rally**, bringing 30,000 educators to the Capitol and helping secure a \$3,000 raise for all teachers – the largest single-year raise in state history to that point.

**1959**

OEA member Edna Donley becomes the first Oklahoman named **National Teacher of the Year**.



**1988**

OEA-backed legislation requires all schools to offer **group health insurance** to employees.

**2018**

OEA members stage a two-week statewide walkout that leads to tens of millions in additional classroom funding and pay raises for teachers and support. More than 50,000 attend on the largest day. It's **the most successful walkout of the national #RedForEd movement**.



# Fighting for public education

OEA's Legislative and Political Organizing Center works on your behalf to promote and protect public education at the State Capitol. Working with legislators from both sides of the aisle, our staff lobbyists help educate elected officials on the pros and cons of legislation that affects schools, teachers, support professionals, students and parents.

Better pay and benefits are always top priorities of our legislative goals. Improving working conditions and pushing for research-based reforms are also important issues.

The LPO Center assists local associations with at-home lobbying efforts, including get-togethers with legislators and candidate forums during election seasons. We also host members from across the state for education lobby days throughout the session.

During the 2022 session, an NEA grant funded our Civication program (Civics + Education = Civication). The program, which we hope to continued in 2023, brought members to Oklahoma City for legislative briefings and lobbying at the Capitol. We helped pay for subs so members could exercise their voice at the Capitol, and even helped with gas money and overnight lodging for members coming from all corners of the state.

OEA maintains a strong presence at the legislature thanks to our members' active participation with their elected leaders at home and at the Capitol.



## FCPE Strengthens Education's Voice

Every decision made for public schools is a political decision, whether that decision is made by your locally elected school board, the state legislature, the governor's office, or even Congress, as shown by the chart on the next page. That's why the OEA and its members are politically active – so that they have a voice in the process.

The Fund for Children and Public Education is the association's political action committee. Its funding comes only from donations made by our members – dues dollars are never used for political campaigns. The Fund supports pro-public education candidates regardless of party. Donors to the fund may be asked to interview candidates and make recommendations of support.



































To make sure public school employees continue to have a voice in the decisions made at the State Capitol, we are asking every member to give just a \$1 a month. Be sure to check that box on your membership form.



**Your profession and your students are worth it!**



# What does **politics** have to do with **my classroom**?

Who decides ...	School Board	Oklahoma Legislature	State Agencies	Federal Government
Your salary				
School budget				
Class sizes				
Length of the school year				
Health benefits				
Due process				
Retirement benefits				
Testing				
Hiring practices				
Teaching credentials				
Academic standards				
Textbooks				
Campus repairs and upgrades				
Employee rights				

**Politics is already in your classroom.**





# Membership includes great benefits

## *Discounts galore!*

The biggest benefit of being a member of the Oklahoma Education Association is access to the OEA staff. From member rights assistance, professional development, representation at the capitol, and the various publications that keep you informed, your OEA staff works daily on your behalf.

In addition, membership provides a wide variety of services and programs that save you time and money.

Visit NEA Members Benefits at [neamb.com](http://neamb.com) to discover a wide range of insurance products including life insurance, vehicle insurance, and even pet insurance.

OEA has partnered with several in-state companies to provide our members with special benefits, such as

- Access and the MyDeals app – discounts on dining, travel, shopping and services in Oklahoma and across the country.
- Riversport OKC – discounts on day passes and season passes to Oklahoma's adventure park for whitewater rafting, zip lines, climbing and more.
- Tickets at Work discounts on tickets to Six Flags, Disney, Broadway shows and other major attractions around the country.
- AD&D Coverage from American Fidelity – Free Accidental Death and Dismemberment (AD&D) policy, courtesy of American Fidelity, for full-time active members. The \$1,000 benefit will increase to \$5,000 if the loss of life occurs while performing your regular duties of your principal occupation

## Resources to help reduce or eliminate student debt

NEA offers members resources that help lower – or even eliminate – your student loan debt.

The NEA Student Debt Navigator can help you find information about forgiveness or cancellation programs you qualify for. If you have higher-interest private student loans, the NEA Student Loan Refinance Program may help you lower your interest rate or monthly payments.

Members across the country have reduced their student loans by an average of \$34,344 using NEA's resources. Find more information at [neamb.com/student-loan-debt](http://neamb.com/student-loan-debt).

## NEA Complimentary Life Insurance

Complimentary, automatic coverage for all eligible members

- A guaranteed benefit provided at no cost to Active and Reserve members actively employed in the field of education
- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment coverage
- Up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader
- Up to \$150,000 of life insurance for unlawful homicide while on the job

# Keeping You Informed

The OEA has a team of communications professionals who work to keep you informed about the latest happenings in your profession and at the State Capitol. Members enjoy free access.

## Education Edge

A weekly email newsletter with resources, opportunities, and freebies.

## Legislative Update

A weekly email with a recap of the latest in education and legislative news.

## okea.org

News, information, and special resources only for OEA members.

## Legislative Dashboards

An annual publication detailing lawmakers and their voting records on education.

## Election Guide

A publication featuring candidate positions on education issues for every legislative race statewide in even-numbered years.

## Fried Okra

A weekly podcast featuring guests from across the state, including OEA members, elected officials, and education experts.

## Education Focus

A printed magazine that provides an inside look at OEA news, members, and local affiliates.

## OEA Awards










Annual contests recognizing teachers, students, and advocates across Oklahoma.



# OEA – The Professional Association in Oklahoma

If another organization advertises itself as cheaper, ask yourself: What services am I not getting? What am I willing to sacrifice when it comes to my profession and my livelihood?

**If something sounds too good to be true, it probably is.**

	OEA 	Other Organizations
Negotiates local contracts at hundreds of school districts statewide and advocates for <b>collective bargaining</b> everywhere in Oklahoma.		
Employs an <b>unparalleled legal team</b> . We don't outsource work to cut-rate law firms that help you when it's convenient for them.		
Led and supported the 2018 <b>Teacher Walkout</b> , including negotiating funding and pay raises. The fight for public ed continues today.		
The <b>largest professional association</b> for educators and support professionals in Oklahoma.		
Leadership <b>elected by association members</b> at the local, state, and national levels.		
Effectively <b>advocates for education employee rights</b> at the Capitol, including collective bargaining and worker rights.		
Provides personal <b>liability insurance</b> .		



# Working Together for Education

OEA is a founding member of the Oklahoma Education Coalition, which is dedicated to leading the effort to create, improve and support quality public education for all students, teachers and staff. OEA and its largest affiliate, the Tulsa Classroom Teachers Association, are the educator voice at the table of the most comprehensive coalition for public education in Oklahoma. **okedcoalition.org**



Oklahoma  
Education  
Association



Cooperative Council  
of Oklahoma School  
Administration



Oklahoma State  
School Boards  
Association



Organization of  
Rural Oklahoma  
Schools



United Suburban  
Schools  
Association



Oklahoma  
City Public  
Schools



Tulsa  
Public  
Schools



Tulsa Classroom  
Teachers  
Association



Oklahoma Association  
of Career and  
Technology Education



Oklahoma Parents  
and Teachers  
Association

While OEA works with the Oklahoma Education Coalition throughout the year, the association forms partnerships with various coalitions as issues arise. Some of those groups include:

- Oklahoma's Promise, a coalition of organizations fighting to protect pensions for public employees
- Public Funds for Public Schools, a variety of groups who lobby against all vouchers, which give public tax money to private schools
- Coalition of Oklahoma Breastfeeding Advocates, who promote safe, secure breastfeeding areas at public schools
- Public Schools Week, which promotes public education each February. This photo was taken during a press conference at the Capitol in 2022.



TOBY TODD, President  
Sulphur

RICHARD CARNEY, Vice-President  
Hobart

MILT BASSETT, Executive Director  
8080 Crystal Park Ave.  
Oklahoma City, OK 73139  
(405) 635-9300  
(405) 635-9325 Fax



BOARD OF DIRECTORS

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JUSTIN BOND, McAlester  
Region 6  
SCOTT YOUNG, Union  
Region 7  
BARON POTTER, Edmond North  
Region 8

May 2023

Fellow Coaches:

You probably don't hear it often enough, but on behalf the Oklahoma Coaches Association, let me just say Thank You. Thank you for all your hard work for the student athletes of Oklahoma. Thanks for helping our communities come together in a spirit of camaraderie and sportsmanship. Your job is important, and you're among the best in the country.

I wish you the best of luck in the coming year, both on the field, the course, or the court, and in the classroom. Coaching is teaching, and you're making a difference in a number of ways.

Your membership in the OCA protects you on the athletic field. To protect yourself in the classroom, I encourage you to join the Oklahoma Education Association. Local OEA associations negotiate your extra duty salaries in addition to your teaching salaries, benefits, and working conditions.

The OEA battles for you in a number of ways. It works tirelessly for public education, serving as a champion for all educators as well as a watchdog against those who want to dismantle public education. OEA's core values are those that all public school employees can embrace: equal opportunity, a just society, democracy, professionalism, partnership, and collective action.

When I was teacher and coach in Oklahoma's public schools, I was always a member of both the OCA and OEA. I encourage you to join the OEA, because we're stronger when we stand together and because you are a teaching professional. And professionals join their professional associations.

Call us if we can help at 405-635-9300. And call the OEA at 800-522-8091 if you have questions or would like to join. Check out all that OEA – the largest teachers association in Oklahoma – has to offer by visiting its website, [okea.org](http://okea.org).

Have a great year!

Sincerely,

Milt Bassett  
OCA Executive Director

# Here for you — anywhere

The OEA is divided into six geographical regions with staff members across the state to serve you where you live and work.

## **Northwest**

**405.523.4316**

Team Assistant: Lilia Ocampo  
Advocacy: Jacki McFarland  
Legislative: Tyler Outlaw  
Organizing: Patti Serio  
Teaching & Learning: Mary Dikes  
Early Career Organizer: Joshua Frazier  
Communications: Joe DuVall

## **Tulsa Metro**

**918.665.2282**

Team Assistant: Tina Townsend  
Advocacy: Jon Marie Piguet  
Advocacy: Kate Baker  
Legislative: Ellen Pogemiller  
Organizing: Brendan Jarvis  
Teaching & Learning: Kim Littrell  
Early Career Organizer: Joshua Frazier  
Communications: Monica Royer

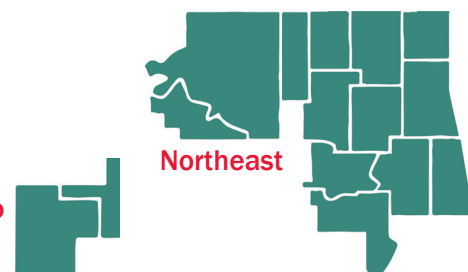
## **Northeast**

**918.665.2282**

Team Assistant: Tina Townsend  
Advocacy: Melissa Kaltenbaugh  
Legislative: Ellen Pogemiller  
Organizing: Jeff Savage  
Teaching & Learning: Kim Littrell  
Early Career Organizer: Joshua Frazier  
Communications: Monica Royer

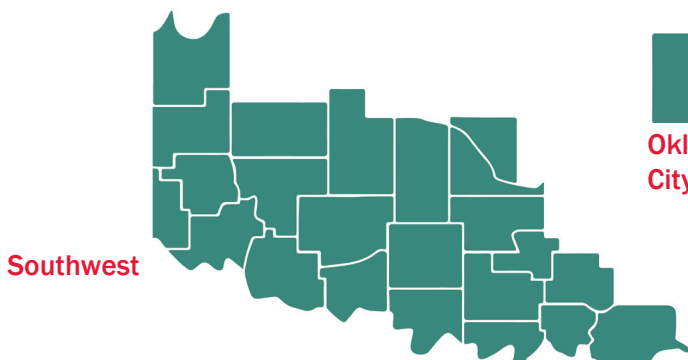


**Northwest**



**Northeast**

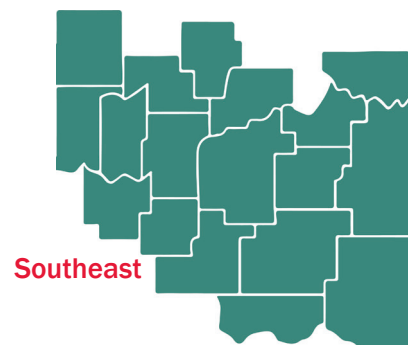
**Tulsa Metro**



**Southwest**



**Oklahoma City Metro**



**Southeast**

## **Southwest**

**405.523.4316**

Team Assistant: Lilia Ocampo  
Advocacy: Sheri Childress  
Legislative: Tyler Outlaw  
Organizing: Bruce Treadaway  
Teaching & Learning: Mary Dikes  
Early Career Organizer: Robin Robinson  
Communications: Joe DuVall

## **Oklahoma City Metro**

**405.523.4318**

Team Assistant: Kim Holley  
Advocacy: Carnie Cullen  
Advocacy: Annetta Hein  
Legislative: Tyler Outlaw  
Organizing: Amber Spradlin  
Teaching & Learning: Mary Dikes  
Early Career Organizer: Robin Robinson  
Communications: A.J. Stegall

## **Southeast**

**405.523.4318**

Team Assistant: Kim Holley  
Advocacy: Cal Ware  
Legislative: Ellen Pogemiller  
Organizing: Brian Johnson  
Teaching & Learning: Kim Littrell  
Early Career Organizer: Robin Robinson  
Communications: A.J. Stegall





**SCAN TO SKIP FORM  
AND JOIN ONLINE**  
OR TEXT "JOIN" TO 48744



*Your OEA leadership team – Vice President Cari Elledge, President Katherine Bishop and NEA Director Zach Grimm.*

# The Oklahoma Education Association

## **OEA Headquarters**

323 E. Madison Street  
Oklahoma City, OK 73105  
PO Box 18485  
Oklahoma City, OK 73154  
405.528.7785  
800.522.8091

## **Tulsa Regional Office**

10820 E. 45th Street, Suite 110  
Tulsa, OK 74146  
918.665.2282  
800.331.5143

