

*The
Education*

Focus

For the membership of the Oklahoma Education Association • December/January 2014-15

*OEA
celebrates
125 years*

Lela Odom retires
after 37-year
OEA career

David DuVall returns as
executive director

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The Education Focus

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OEA
Oklahoma Education Association
putting education first

For 125 years, OEA has helped shape public education

By Linda Hampton
OEA President

Christmas Day this year is a big day for OEA. It's our 125 birthday!

Dedicated teachers with a vision for what public education should and could be met on the only day they were off – Christmas Day, 1889. From this humble beginning came the 35,000-member organization we are today. I feel sure the small group that met 125 years ago didn't dream of the impact they would have, yet without them taking that first step we wouldn't be where we are today. They were truly visionaries who laid a foundation on which future generations would build.

They created an association which survived the Great Depression, wars, and the Dust Bowl. We were a force during the Women's Rights and Civil Rights Movements. OEA has gone from the day of the horse and buggy to a day of rockets into outer space. We've seen technology in the classroom move from slate boards to smart boards.

Over the last 125 years, difficult battles have been fought for things we now take for granted – from the right of women to wear slacks in school to the right of children of all colors to attend classes together. We have been the voice for students, educators, support professionals and parents. There are still wrongs to right. All children should have access to a fully funded, quality public education.

There are lessons for each of us to learn from that small group that met on Christmas Day in 1889. They knew to have a vision without action would lead nowhere. They took their vision and became a united group which would nurture and protect public education, our profession and our students. The foundation they built has been maintained and protected by each generation of OEA members. It's now our turn to make our vision of a great public education for every child a reality.

Our history as an organization also exemplifies what we do in public education. As we teach our students we also are shaping and nurturing their future and the future of our state and nation.



President Linda Hampton

Our students are tomorrow's teachers, support professionals, doctors, lawyers, scientists, engineers – the list includes not only the professions of today, but the professions of the future. Like our founding fathers we are not only improving current conditions, but we are leaving our mark on the future. What an honor and responsibility it is to shape that future!

We have been passed the torch, and now it's our opportunity to shape the next 125 years. It's always been about doing the right thing for the right reason – our students and public education.

To paraphrase Isaac Newton, we truly are standing on the shoulders of giants. Happy 125th Birthday, OEA!

OEA welcomes two new staffers

The Oklahoma Education Association recently welcomed Lauren Burkholder and Sheryl Piccinino to staff.

Lauren is a Social Media UniServ Organizing Specialist, responsible for managing the Association's social media presence and assisting local associations with their social media activity. She will also coordinate OEA's media relations. Lauren most recently worked for the University of Oklahoma's Office of Public Affairs. Her experience also includes communications, social media and marketing for The Riley Group, OU Athletics, Cleveland County Habitat for Humanity and the Oklahoma City All Sports Association.

Sheryl is the center assistant for both the Communications and Teaching and Learning Centers. A native of Moore, she comes to OEA after working as office manager for the Moore Association of Classroom Teachers.



Lauren Burkholder



Sheryl Piccinino

Enid EA takes STEPS to help new teachers

By Marty Bull
OEA Organizing Specialist

The retention of teachers is a problem many districts face. In fact, the number of teachers who leave the classroom in the first three years has risen significantly over the last few years. Recognizing that trend locally, the Enid Education Association designed and helped implement the teacher-helping-teacher mentoring program – Support Teachers, Encouraging Professional Success (STEPS).

According to EEA President Matt Holtzen, it is in the best interest of the students, teachers and the district to mentor and retain good teachers. So when an informal mentoring program at Enid High School during the 2013-14 school year was deemed both helpful and successful, Holtzen recommended EEA develop an effective mentoring program.

Along with three other EEA members – OEA Zone Director Rhonda Harlow, Cheila Armour

and Jamie Jarnagin – the committee met over the summer to develop a mentoring program geared toward improving new teacher retention rates and encouraging quality teaching practices district-wide.

Given the green light by both secondary and elementary assistant superintendents, Holtzen presented the program to more than 120 new teachers and their mentors at the Fall 2014 new teacher orientation and STEPS was off and running.

Although the program is required for new teachers, all mentors are volunteers. With more than 120 new teachers, some mentors have two mentees, but they all participated without any extra pay. Holtzen is not surprised at this level of participation.

“Enid schools have a professional staff that is dedicated at all levels to promoting good teaching and positive relationships with peers and the administration,” he said.

STEPS is coordinated at the building level. As the lead administrator at Enid High School, OEA member and Assistant Principal Lynne Peters oversees 25 teachers new to the district or the teaching profession. Her duties include weekly meetings for the first six weeks and managing the monthly written reflections which are completed by the mentor and mentee working together.

“Scheduling can be difficult, but I tried to work around everyone’s schedule. I am very pleased with how things are going in our building,” said Peters.

Sandy

Bush, high school AP math teacher, volunteered to mentor someone new to the district. The 34-year veteran teacher remembers how hard it was to be a new teacher.

“You feel out of the loop and don’t understand the process. I think it’s nice to have someone you can ask questions who won’t be judgmental,” said Bush, who also appreciates the opportunity to know someone she probably wouldn’t have known otherwise.

Bush’s mentee is second-year teacher Ashish Gurung, a pre-AP math teacher, making the pairing ideal since they are both math teachers.

“It’s really great to have someone to go to for help,” Gurung said. “From car-



Photo by Marty Bull.

Sandy Bush (right) is working with second-year math teacher Ashish Gurung as part of Enid EA’s STEPS mentoring program.

rying my books up from the book closet at the first of the year to discussing how to present certain lessons, she has been an excellent resource.”

Both teachers see the program as helpful but say finding the time to meet is a challenge. They do what they can to make it work. Gurung has found the program so helpful, he hopes he can be a mentor some day and help someone else be successful.

Even though Holtzen is busy serving as EEA President, he volunteered to be a mentor as well. An AP government teacher, he works with an experienced teacher who is new to the district.

“I have really grown as a teacher through this process,” Holtzen said. “The monthly reflections are not one sided, we both benefit.”

Holtzen has high hopes for STEPS. “If we can mentor teachers new to the profession or new to our district and help them get everything they need to be successful, we believe the retention rate will improve and Enid will continue to have an outstanding teaching staff.

“It’s time to listen to teachers – our members – the classroom practitioners,” said Holtzen. “They are the experts.”

If you are interested in implementing a mentoring program in your district, contact a member of your OEA regional team.

“ I have really grown as a teacher through this process. The monthly reflections are not one sided, we both benefit. ”



get connected



Shares, Likes, Comments!

FACEBOOK: *Oklahoma Education Association*

OEA, 11/24/14: Statement from OEA President Linda Hampton on the reinstatement of the No Child Left Behind waiver:

"The Oklahoma Education Association is pleased about the immediate reinstatement of the No Child Left Behind Act waiver. We are appreciative of the hard work done by the Oklahoma State Regents of Higher Education to ensure our schools are granted the opportunity to spend their funding with the best interest of their students and teachers. We are also proud of the teachers and administrators for standing up for public education during these uncertain times. We are hopeful that Superintendent-elect Joy Hofmeister will continue the effort of the application for a multi-year renewal."



Top Tweets!

TWITTER: *@okea*

@OKEA, 11/5/14: Election day was a roller coaster ride, but public education has reason to be hopeful. Read Pres Hampton's blog - <http://bit.ly/10WjcnA>

@OKEA, 12/5/14: State Education Leaders Meet to Address High Stakes Testing Problems #oklaEd #okea <http://ow.ly/FqEZj>



Simply Said. ... With Linda!

OEA President Linda Hampton's Blog

11/5/14: There is a Silver Lining: ABC's *Wild World of Sports* quote sums up today, the day after the elections, very well – "The thrill of victory and the agony of defeat." Last night my emotions were on a roller coaster with many highs and lows. I was on the edge of my chair waiting for the results.

Then this morning, the sun rose as usual, the roller coaster ride stopped and reality set in. I began to realize we accomplished a great deal this election cycle. We made public education rise to be one of the top issues in political debates. This in itself is a victory!

HAPPY HOLIDAYS
FROM EVERYONE AT OEA!



Top 5 places to see Christmas Lights in Oklahoma

1. Chickasha Festival of Light
2. Christmas in the Park - Elk City
3. Midwest City Holiday Lights Spectacular
4. Garden of Lights - Muskogee
5. Downs Family Christmas Light Ministry - Norman

Visit TravelOk.com for more bit.ly/1wctay1.

Classroom Holiday Craft

from KinderCraze.com
and blogger Maria Manore



Kindergarten teacher and blogger Maria Manore shared her "Frosted Classroom Christmas Party" ideas and the candy Christmas trees were a hit. (bit.ly/1Ga9Wv5)

Ingredients

- Ice cream cones
- Icing
- Paper plates
- Candy



Lela calls it a career

4 Days in April was one of Odom's proudest moments

For 37 years, Lela Odom gave all of her energy to benefit the members of the Oklahoma Education Association. No one worked harder, no one was more dedicated to the mission and values of the Association.

She worked her way to OEA's top management position, serving first as a building level volunteer, then joining the staff in 1977 as a UniServ director working with local associations. In 1987, Lela moved into management where she supervised most departments at one time or another before taking over as executive director in January 2005.

Before retiring and leaving the OEA building for the last time later this month, Lela sat down with us to talk about her career and what she sees for the future of the Association.

Education Focus: Can you outline your experiences as an educator and as an association employee?

Lela Odom: "My eight years as a classroom teacher at Kelly Elementary in Moore were very rewarding. I had great students, parents and colleagues, and I loved my work as a teacher. I also loved the volunteer work I did for the association afternoons, evenings and weekends.

Association work is where I found my 'voice.' As a member of the superintendent's advisory committee for my building, one of our biggest concerns in the elementary grades was our inability to wear pant suits to work. With playground duty, reading groups on the floor and other elementary duties, it didn't seem fair to have to wear only skirts or dresses. We organized ourselves, banned together and got the superintendent to allow us to wear pant suits as long as our tops covered our "derrieres." That was the first time I found the power that collective action toward a goal can achieve.

"Staff work has also been very rewarding. As a UniServ Director, I got to work with teacher and support leaders whom our members elected to represent them. I thought of them as the "cream of the crop." I believed in training folks to be the best they could be in their elected positions – whether it was presidents, treasurers or bargaining team training. I'm proud that many of the people I worked with have gone on to be great leaders in their schools, in our association and in other state associations across the country."

EF: What are some positive changes you have witnessed in public education over your career?

LO: "The legal ability to have a voice through collective bargaining has to be a primary achievement. Previously, we worked in a more paternalistic situation

– the superintendents were always men who had the discretion to either give or take away, depending on their personalities. Along with the advent of legally protected collective bargaining, we now have many more females in school leadership roles, something very necessary, given that females make up about 80 percent of the profession."

EF: What about less positive changes?

LO: "Beginning with the *Nation at Risk* report in 1980, privateers and profiteers have set their sights on allowing private companies to take over public education in order to skim profits from funds that should go to support student learning. Their tactics include a relentless but erroneous message that public schools are failing. Follow the money!"

EF: What opportunities and challenges do you predict for OEA members?

LO: "I truly believe that this may be the year when OEA members and their supporters can ensure a state-mandated salary increase. OEA is actively engaged in a plan to make that happen, and there is much support from education coalition partners for such a move. A significant task ahead includes stemming the continued erosion of the state's tax base that schools and other public services count on for revenue, due to egregious incentives and tax breaks to the wealthy. In addition, I anticipate there will be a continuing struggle to protect educators' defined pension benefits. OEA membership, that makes possible the association's collective action, has never been more important."

EF: What are some of the things you consider great successes from your tenure as an OEA leader?

LO: "My proudest moments have been the times when we were able to move people to act in their own self-interests, including the four-day walkout in April of 1990, supporting HB 1017 that pumped millions of dollars into Oklahoma schools over a five-year period. Watching OEA members and education supporters walk around that State Capitol all day every day for four days in the pouring rain is unforgettable. Other such actions where we accomplished \$3,000 pay raises or state-paid individual health insurance, including the 30,000-person rally last spring, are certainly on the list."

See "Never bored" on Page 9

Back to the Future

DuVall returns as OEA Executive Director

David DuVall grew up, professionally, in the Oklahoma Education Association, rising through the ranks from a professional staff position to Executive Director. On January 2, he returns to Oklahoma to retake the reins as executive director of the Association after serving as executive director of the Colorado Education Association and then as head of the National Education Association's Western Region. David recently sat down to talk about coming home and what he sees in the state's public education system as well as the OEA.

Education Focus: What led to your decision to return to your native Oklahoma to head up the Oklahoma Education Association?

David DuVall: "I welcomed the opportunity to come home where I began my education career, as a product of Oklahoma schools, K-12 through the university level, where I taught and where I initiated my involvement with the association. OEA is such a great organization and the opportunity to work again with its great leadership and outstanding members was too great to pass up."

EF: Can you briefly outline your experiences as an educator and as an education association employee and manager?

DD: "My first teaching position in Oklahoma was as a high school English teacher in Chickasha, followed by teaching English and journalism in Norman, both at Irving Middle School and Norman High School. It was with the Professional Educators of Norman that I first connected with association life, eventually serving as PEN president before going to work for OEA the first time in 1981. My tenure at OEA included serving as a UniServ staff member, bargaining director, research director, communications

manager, associate executive director and then executive director. In 2005, I began working as executive director for the Colorado Education Association. My most recent job of several years has been serving as the NEA's Western Regional Director, working with leaders and members in nine western states, including Oklahoma."

EF: What are some things you think are going well for public education?

DD: "Despite constant criticism from politicians and journalists, great teachers and education support professionals who care about kids continue to do outstanding jobs, turning out students who succeed in college and careers and make positive contributions to society. And they do this while public education is crippling underfunded, class sizes are mushrooming and with the constant pressures from the current toxic testing emphasis."

EF: What are some major challenges faced by public education?

DD: "Under the current circumstances, one almost has to approach working in education as being a missionary. While the dedication and sacrifice of those who do so is commendable, we must do much better providing the financial and professional support these dedicated individuals deserve. And not just for their sake, but equally important, for the future of the students they teach and our society as a whole."

"Parents know what their children need to be successful in school: competent and caring teachers, adequate financial and physical resources, a broad range of curriculum, and extra-curricular activities, including art, music and physical education. It is incumbent that they work more closely with their children's educators to make sure that this kind of education becomes available to every child."

EF: What are some benefits of association membership that you feel are not

widely enough known or appreciated?

DD: "When I think of association membership, I compare it to membership in a health club. There are a wide variety of programs and resources for individuals to improve their lives, but unless they take advantage of them, not much beneficial can happen. The association offers educators a whole spectrum of involvement opportunities that can enrich both their professional and personal lives, but they have to join and get engaged to access them. And when they do and they collaborate with their peers and colleagues, then it enables the association to have the collective power to influence positive changes for education."

"We are in a crucial fight to ensure the very existence of public education and the education profession in this country. A myriad of ideological and/or profit-driven individuals and organizations are doing everything they can to destroy public education, and there has never been a time when collective action to prevent this has been more important. No other association or organization offers a comparable ability to do so."



David DuVall

Interviews by Bill Guy

Celebrating OEA

1889 - 2014 and still counting

The Oklahoma Teachers Association is founded on October 19, 1889, seven months before Oklahoma Territory is open by the Land Run. On December 25, 1889, the OTA holds its first meeting at the Guthrie Methodist Church.

1893 – The Association of Colored Teachers is formed in Oklahoma City.

1918 – The Oklahoma State Teachers Association goes through a series of charter revisions, a new constitution is adapted, and the organization is renamed Oklahoma Education Association.

1925 – The OEA office moves from the State Capitol building to a suite of rooms in the Continental Building in Oklahoma City.

1956 – The Oklahoma Association of Negro Teachers disbands and most of its 1,600 members join the OEA.

1995 – The OEA opens a new office building at its current location, 323 E. Madison, which is southwest of the Capitol. The building was paid for by a dues add-on approved by the members.



OEA Headquarters opened in 1995.

1963 – The OEA opens its membership to non-teaching school employees, now known as Education Support Professionals, or ESPs.



Photo courtesy of Guthrie United Methodist Church.

Guthrie Methodist Church, site the first meeting of the Oklahoma Teachers Association.

Continually Supporting and

1942 – Oklahoma teachers gather 244,179 signatures for State Initiative Petition 221, resulting in voter approval to a constitutional amendment, establishing the teacher retirement system.

1949 – OEA calls for the baccalaureate degree as the minimum requirement for a teaching certificate.

1957 – State Superintendent Oliver Hodge announces that every teacher employed in Oklahoma holds a college degree, making Oklahoma the first state in the nation to reach this goal.

1965 – Midwest City Classroom Teachers Association wins the first professional negotiations agreement in the state.

1970 – The Professional Negotiations Act passes, as a result of a 1968 sanction imposed by the OEA Board of Directors on the state. The Act allowed teachers to initiate negotiations with local school boards, but prohibits teacher strikes. OEA then lifted the sanction.

1988 – OEA wins legislation requiring all schools to offer group health insurance to school employees.

1995 – OEA and the White Law Firm (now White & Weddle) create the Personal Legal Services Program, a benefit of membership for off-the-job legal services for members, their spouses and dependent children.

's first 125 Years

Photo from the OEA Archives.



20,000 rally at the Capitol in support of HB 1017.

Can we rally or what?

April 1990 – 20,000 teachers, administrators and students walk around the Capitol for four days, pushing for passage of HB 1017, still considered the state's most progressive education reform package. The bill drastically increased teacher pay and established class size limitations.

February 2000 – Approximately 30,000 attend the Put Education First Rally.

February 2003 – More than 25,000 participate in the Save Our Schools Rally.

March 2014 – Nearly 30,000 rally for better education funding, carrying signs that say "678,000 Reasons to Fund Education," referring to the number of students in Oklahoma public schools.

Protecting Public Education

1998 – OEA is instrumental in the development of Oklahoma's National Board Certification Program, which comes with a \$5,000 annual bonus for 10 years.

2003 – OEA achieved 100 percent state-paid, single health insurance coverage for full-time education support employees, and for certified employees in 2005.

Mid-2000s – Through a grant from the State Department of Education, OEA trains most of the state's middle school math teachers a new way to teach math through the Middle School Math Professional Development Institute (PDI).

2006 – OEA secures funding from Gov. Brad Henry's 2005 Education Lottery to achieve a \$3,000 salary increase for teachers, and a 50-cent hourly increase for ESPs.

2013 – OEA begins offering live professional development webinars, taking training into members' homes and saving them time and travel.

2014 – OEA members flood their legislators with emails and phone calls, supporting them in a successful effort to override Gov. Mary Fallin's veto to improve the reading Sufficiency Act. The amended law allows a team of parents and teachers to make the final determination of whether student advances to the fourth grade rather than relying entirely on the results of the high-stakes Third Grade Reading Test.



Photo by Legislative Photographer Travis Caperton.

30,000 rally for better education funding, March 2014.

1950 – OEA assumes the sponsorship of Future Teachers of America chapters in high schools and colleges. The college chapters will later change their name to the Student Oklahoma Education Association.

Muskogee's Kate Frank started the Association's long legal history

By Richard Wilkinson
OEA General Counsel

In recognizing the 125th Anniversary of the OEA, this article focuses on the history of the OEA Legal Services Program and the legal battles that have been instrumental to the OEA and her members. The OEA provides legal services for employment-related matters to members through the NEA Kate Frank/DuShane Legal Services Program (ULSP) – a cooperative NEA-state association program designed to ensure members receive appropriate legal assistance in matters pertaining to their educational employment. That program was started by an Oklahoma teacher.

Kate Frank's landmark case creates national fund

Kate Frank was fired from Muskogee Public Schools in 1943 after teaching for 23 years. Frank was one of the founding members of the OEA Department of Classroom Teachers in 1934 and later became the first classroom teacher president of the OEA in 1937-38. She was not provided any official reason for her termination, nor was she offered any hearing before the local board of education or any other tribunal. Two other teachers in the school district were also fired and they became known as the "Muskogee 3." Frank was fired because she advocated for the professional rights of teachers

through her association with the OEA and because of conflict with the local board of education, including organizing an effort to unseat several board members in a 1942 board election.

Frank was reinstated to her position in 1945 and continued teaching in Muskogee until her retirement in 1954. While she was fighting to get her job back, teachers across the nation "passed the hat" and Frank was given the money collected by the NEA to help with her expenses during this period. She was given the equivalent of two years of her salary at the time and when she was reinstated to her position, she returned the unused portion of the assistance and the Kate Frank/DuShane Fund was created. Today, the NEA ULSP reimburses state affiliates literally millions of dollars each year for legal fees incurred on eligible cases handled by state affiliate associations.

All the way to the U.S. Supreme Court

While continuing the tradition created by Kate Frank in 1945, OEA has litigated literally thousands of cases dealing with member rights and education

issues in state and federal trial and appellate courts, as well as several cases in the United States Supreme Court. In the 1970s and 80s, OEA litigated a number of member rights cases that established the definitions for many of the statutory causes used today for the termination of a career teacher.

The procedures for recognizing local bargaining agents were clarified by the Oklahoma Supreme Court in several cases brought by the OEA on behalf of local associations. During the 1980s and 90s, due process rights for support employees were established by a precedent in the 10th Circuit Court of Appeals, as were restrictions on the right of school districts to waive those same rights in employment contracts of teachers and coaches.

The pre-termination due process rights of certified teachers were also established by the Oklahoma Supreme Court. During the 1990s and in the early 2000s, member rights issues were litigated throughout the state of Oklahoma and many of those cases resulted in published appellate decisions that helped shape the legal landscape affecting teachers and education employees today.

School Land decision increases revenue

OEA also has a long history of litigating matters of statewide concern. In 1985, the Oklahoma Supreme Court ruled that the existing practice of preferential leasing of school lands was unconstitutional, resulting in school lands being leased at market value and increasing the revenues generated by the school lands trust. OEA also participated in litigation that established the precedent that funds in the teacher retirement system are to be used solely for retirement benefits and maintenance of the system, not for some other purpose decided by the legislature.

OEA has participated as an amicus (*commented on cases without being directly involved*) in several state court matters supporting various funding mechanisms for public education, as well as support for the right of a local municipality to earmark sales tax revenue for the support of local school districts. OEA's

See "Lawsuit" on Page 10



U.S. Supreme Court

FMCS's Beckenbaugh to keynote OEA Advocacy Conference

Scot Beckenbaugh, deputy director of the Federal Mediation and Conciliation Services, returns to the 2015 Advocacy Conference as keynote speaker.

The conference, "Guardians of Your Galaxy," is set for Friday evening and all day Saturday, February 20-21, at the Waterford Marriott Hotel in Oklahoma City. Online registration is now available at <https://2015advocacyconference.eventbrite.com> or from a link on the OEA homepage, okea.org.



Scot Beckenbaugh speaks at the 2011 Advocacy Conference.

Beckenbaugh has mediated national master agreements in the aerospace, professional sports, cereal, heavy equipment manufacturing, aluminum, grocery, health care, meatpacking and maritime industries. He has extensive experience in public sector dispute mediation, as well as regulatory negotiations, public policy, land use and civil rights disputes.

Beckenbaugh's keynote presentation will take place at 9:30 a.m. Saturday the 21st, followed by a mini-session featuring a legislative update. Breakout session topics during the afternoon of the 21st will include challenges that bargaining locals face, the Teacher/Leader Effectiveness evaluation system, school

"Never bored ... in 37 years"

Continued from Page 4

EF: As you reflect on a lengthy and accomplished career in education in Oklahoma, is there a message you'd like to leave OEA members?

LO: "It has been an honor and a pleasure to work with OEA members for the past 37 years. I love the vision and mission our members have set for this association. Working here has allowed me to live and work in a place that mirrors my own values and beliefs. Every day was a new challenge, so I was never bored – not one day in 37 years. I loved helping others find their strengths and was proudest when they found the courage and stamina to stand up for themselves influenced by my support. I have had the privilege of working with some amazing folks."



finance, a session just for support professionals, and the ever-popular "Ask a Lawyer." In addition, there will be two sessions presented by Bobby Thompson and John Doern of the Federal Mediation and Conciliation Services.

Conference registration is \$35 per person for active certified members and \$15 for education support professional members, with every third ESP member from the same local attending free-of-charge. Room rates for the Waterford were not available at press time, but participants will make their own reservations by calling 800/228-9290 or 405/484-4782.

For more information on the Advocacy Conference, contact your regional advocacy specialist or Melanie Engh, OEA legal assistant, at mengh@okea.org or 800/228-9290.

2012-13 OEA Audit Report

The financial statements of the Oklahoma Education Association for fiscal year ended August 31, 2014, were audited by Luton and Co. An unqualified opinion was issued by the accounting firm stating that the financial statements present fairly the financial position of the OEA.

A brief summary of the 2012-13 General Operating Fund follows:

CURRENT ASSETS	\$4,694,080
OTHER ASSETS	<u>3,000</u>
TOTAL ASSETS	<u>\$4,697,080</u>
CURRENT LIABILITIES	\$418,998
LONG-TERM OBLIGATIONS	
Accrued Pension Obligation	606,129
Additional Pension Liability included in net assets	4,445,064
NET ASSETS:	
UNRESTRICTED	
Undesignated	(1,392,177)
Designated for building related expenses	<u>619,066</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$4,697,080</u>
REVENUE:	
MEMBERSHIPS	\$4,684,091
NEA SUPPORT	1,083,729
OTHER	<u>616,641</u>
TOTAL REVENUE	6,384,461
EXPENSES	5,963,251
Transfers for Fixed Assets	<u>(118,908)</u>
Change In Net Assets before pension-related changes	
other than net periodic cost	302,302
Pension-related changes	
other than net periodic cost	<u>236,926</u>
Change in Net Assets	539,228
Net Assets Beginning	<u>(1,312,339)</u>
Net Assets Ending	<u>(773,111)</u>

Nominations process gets easier

Award nominations due January 31

Nominating someone for one of the Oklahoma Education Association's annual awards just got a little easier. Each award is now listed separately on the OEA website and each nomination form can be filled out online before printing and mailing.

Each year, OEA honors those who promote and support public education, members who exemplify greatness in the classroom, and local affiliates who excel for their members.

Nominations must be received at OEA Headquarters by 5 p.m. January 31. Send nominations so that they arrive by the deadline to OEA Awards, PO Box 18485, Okla. City, OK, 73154; or overnight or hand-deliver them to the OEA at 323 E. Madison, Okla. City, OK, 73105.

Following is a list of OEA awards. For more detail, visit okea.org/oeaawards.

Board of Directors Awards

Nominations for the following awards must come from a current member of the OEA Board of Directors.

Friend of Education

Claude A. Dyer Memorial Award

Political Activist Award

Outstanding Legislator

Human and Civil Rights Awards

Kate Frank Award

Tuskahoma Brown Miller Award

F.D. Moon Educational Award

Glenn Snider Human Relations Award

Instructional Excellence in Education

Teachers Teaching Teachers

Teachers Teaching Students

Miscellaneous Awards

Advocate For Academic Freedom

OEA Collective Bargaining Award

Education Support Professional Award

Communications Awards

Marshall Gregory Awards

Local Affiliate Awards

5 Star Local Awards

Golden Apple Awards

Lawsuit sought more funding

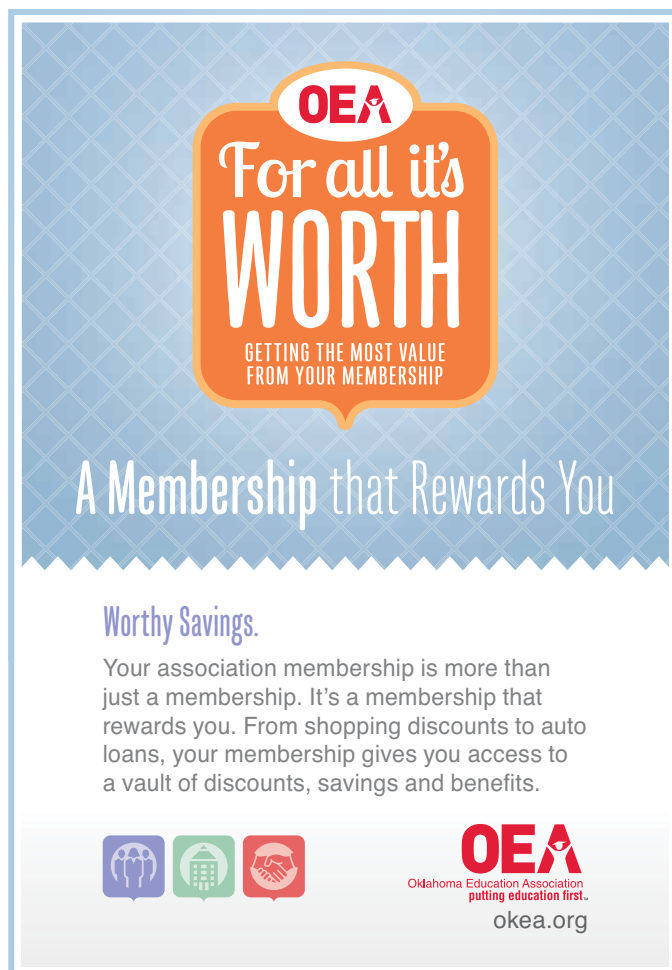
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participation as an amici in a student privacy case provided the educator perspective on how FERPA applies in the classroom and its impact on teachers, and the United States Supreme Court ruled in favor of those interests in a unanimous decision.

Win a lot, but lose some, too

Not every case has been successful; there have been losses, however, there are certain cases that have to be litigated because the issues are too important, no matter how unfavorable the odds of success may be. For example, OEA and three Oklahoma school districts litigated the underfunding of Oklahoma schools and the Oklahoma Supreme Court adopted the minority view of state courts that have considered those issues and ruled that the funding of schools in Oklahoma is the exclusive province of the legislature, not the courts. While disappointing, one of the specific objectives set forth in the OEA bylaws is "seeking increased revenue to place Oklahoma at the national average in revenue per pupil." So, while there was an unsuccessful outcome to this litigation, the OEA's pursuit of this, and other similar issues, is governed by the values of the association, not some other self-serving interest.

Today, OEA continues to litigate member rights issues and continues to be involved in other legal issues of statewide concern to OEA and her members. Thanks to the efforts of an Oklahoma teacher several decades ago, OEA hopes to continue its legal advocacy for its members for decades to come.



The advertisement features a blue background with a white diamond pattern. At the top, there is an orange speech bubble containing the OEA logo and the text "For all it's WORTH" in large, bold, white letters. Below this, in smaller white text, it says "GETTING THE MOST VALUE FROM YOUR MEMBERSHIP". Underneath the speech bubble, the text "A Membership that Rewards You" is written in a large, white, serif font. Further down, the phrase "Worthy Savings." is written in a blue, serif font. Below this, a paragraph of text in a blue, sans-serif font reads: "Your association membership is more than just a membership. It's a membership that rewards you. From shopping discounts to auto loans, your membership gives you access to a vault of discounts, savings and benefits." At the bottom, there are three small icons: a purple one with a group of people, a green one with a building, and a red one with a handshake. To the right of these icons is the OEA logo, which consists of the letters "OEA" in a bold, red, sans-serif font, with the text "Oklahoma Education Association" and "putting education first." in a smaller, blue, sans-serif font below it. At the very bottom right, the website "okea.org" is written in a blue, sans-serif font.



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2 To qualify for the \$20 bonus offer, the applicant must: (i) be an Eligible NEA Member (an individual who is an NEA member as of the account application date, or any of the following individuals who is related to such an NEA member as of the account application date: parent, spouse, domestic partner, son, daughter, parent of the spouse/domestic partner), and (ii) open either an NEA CD or NEA Money Market Account through Discover Bank with an initial minimum deposit of \$2,500 or an NEA Online Savings Account through Discover Bank with an initial minimum deposit of \$500. NEA affiliation subject to verification. Offer limited to one per Eligible NEA Member, per product, per calendar year. NEA IRA CDs are not eligible for this offer. Bonus will be awarded via account credit within 60 days following the end of the month in which the account is funded and will be reported on IRS Form 1099-INT. Account must be opened at time of account credit. Offer may be withdrawn or modified at any time without notice.

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