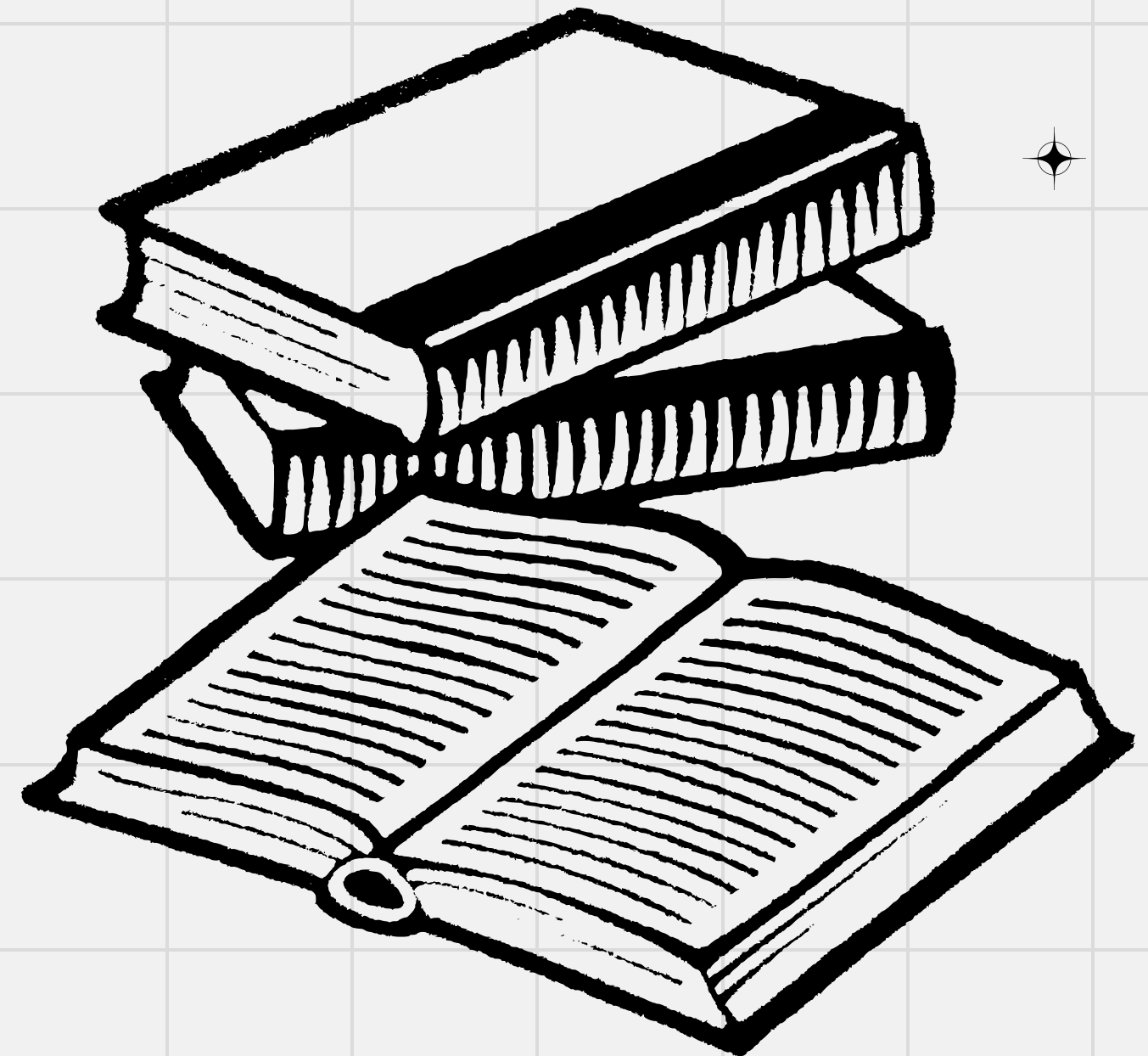
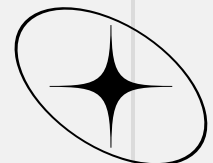


JUNE 5, 2024

BARGAINING IN OREGON





STRUCTURES

OREGON EDUCATION ASSOCIATIONS

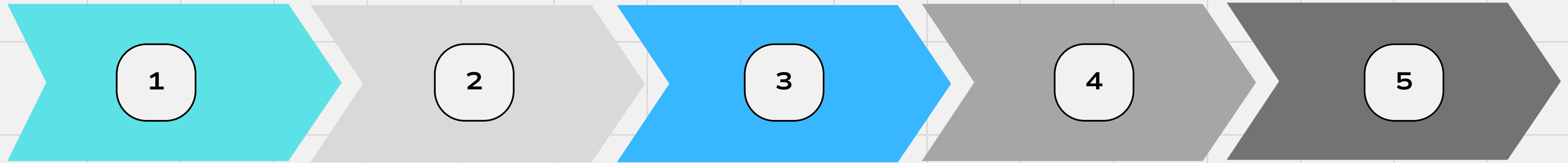
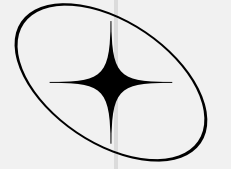
- AFFILIATE OF THE NATIONAL EDUCATION ASSOCIATION
- LICENSED TEACHERS AND SPECIALISTS, CLASSIFIED/EDUCATION SUPPORT PROFESSIONALS (ESPS), COMMUNITY COLLEGE FACULTY, RETIRED EDUCATORS, AND STUDENT MEMBERS
- MEMBERS ARE AFFILIATES WITH LOCAL ASSOCIATIONS

OREGON SCHOOL EMPLOYEES ASSOCIATION

- AFFILIATE OF THE NATIONAL AFT
- CLASSIFIED PROFESSIONALS
- SPECIALISTS
- RETIRED MEMBERS
- 138 CHAPTERS WITH INDIVIDUAL GOVERNANCE AND ELECTED BOARDS
- 7 ZONES IN 36 COUNTIES
- ELECTED OSEA BOARD OF 3 OFFICERS AND 7 DIRECTORS



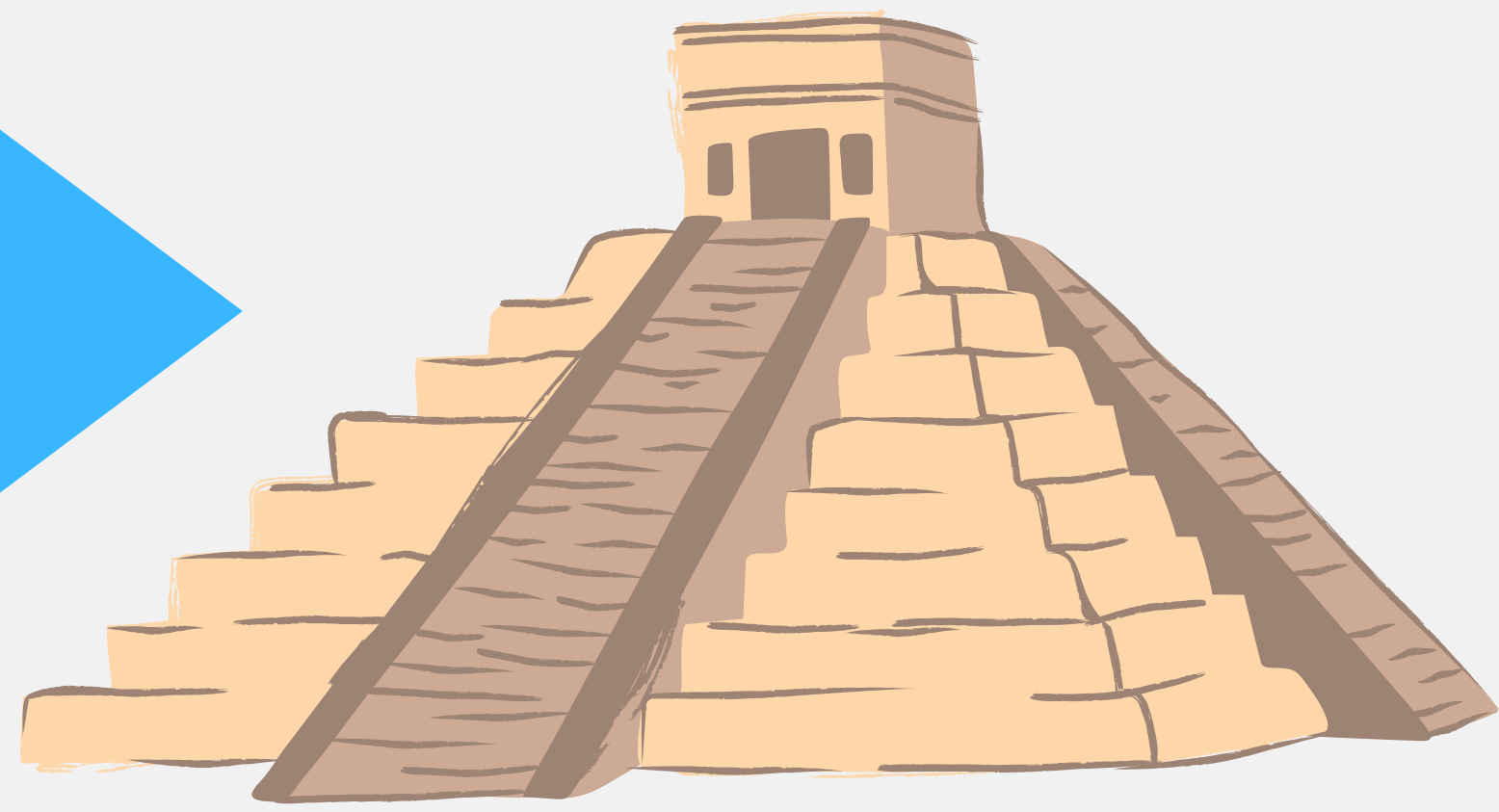
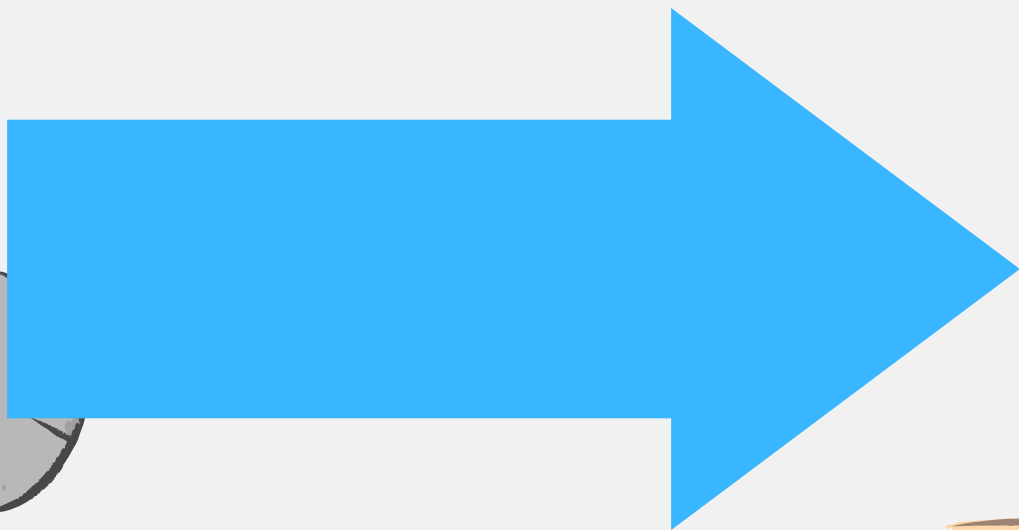
TIMELINE

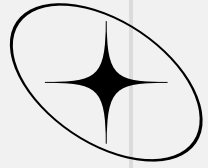


- 1 PREPARE FOR A SUCCESSFUL BARGAIN
- 2 NEGOTIATIONS
- 3 POSSIBLE MEDIATION
- 4 SETTLEMENT
- 5 IMMORTALIZE THE FINAL AGREEMENT

CONSIDERATIONS

- TYPE OF BARGAINING
- CYCLES ARE DEPENDANT ON CONTRACT





OREGON EDUCATION ASSOCIATION

229 TOTAL REPRESENTAED LOCALS

176 K12/ESD LICENSED LOCALS

26 K12/ESD ESP LOCALS

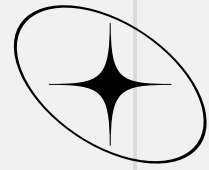
10 K12/ESD WALL-TOWALL LOCALS

10 COMMUNITY COLLEGE FULL-TIME FACULTY

4 COMMUNITY COLLEGE PART TIME FACULTY

3 COMMUNITY COLLEGE ESPTS





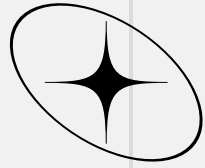
OREGON SCHOOL EMPLOYEES ASSOCIATION

OVER 24,000 REPRESENTED WORKERS IN ALL
LEVELS OF OREGON EDUCATION

- 138 OSEA CHAPTERS
- IN ALL 36 OREGON COUNTIES
 - HEAD START
 - K-12
 - PRIVATE CHARTER
 - EDUCATION SERVICE DISTRICTS
 - PARKS & REC
 - COMMUNITY COLLEGES

CLASSIFIED PROFESSIONALS SPANNING WELL OVER
200 JOB CLASSIFICATIONS FROM EDUCATION
ASSISTANTS, SPED EA, INCLUSION SPECIALISTS,
DRIVERS, CUSTODIAL, MAINTENANCE,
SECRETARIES, PAYROLL, ACCOUNTING,
REGISTRARS, PARK DISTRICT WORKERS, MEDIA
ASSISTANTS, AND HUNDREDS MORE





OREGON SCHOOL BOARDS ASSOCIATION

BOARD'S ROLE IN BARGAINING: BARGAINING POLICY AND GOALS

COMMON SUBJECTS:

- STUDENT DISCIPLINE & SPECIAL EDUCATION
- CLASS SIZE AND WORKLOAD CAPS
- CONTRACT DAY, INCREASING TEACHER-DRIVEN TIME AT THE COST OF ANY ADMIN-DRIVE TIME
- SIGNIFICANT INCREASES TO COLA, NOT REFLECTIVE OF ENROLLMENT REALITIES

BEST PRACTICES TO REMEMBER WHEN BARGAINING.

