



OHIO EDUCATION ASSOCIATION

Collective Bargaining and Research Consultant

The Ohio Education Association (OEA) is seeking candidates for the position of Collective Bargaining and Research Consultant. The position is located at OEA's headquarters in downtown Columbus and is part of the Education Policy Research and Member Advocacy department. The successful candidate will demonstrate an ability to clearly explain complicated subjects related to school funding and collective bargaining to the union's membership, governance, and staff. Previous experience with Ohio's school funding system is preferred but not required.

RESPONSIBILITIES

- a. Develops statewide bargaining strategies and assists in the implementation of those strategies at the local level
- b. Conducts state-based research activities that support OEA collective bargaining and the OEA's strategic priorities
- c. Analyzes and utilizes, as appropriate, national sample bargaining language in the development of state model contract language around federal and state legislation
- d. Develops, on an on-going basis, statewide prototype contract language and disseminates said language to OEA staff
- e. Serves as a resource consultant in areas of assignment and represents OEA positions in those areas to OEA governance, membership, or allied agencies and interest groups
- f. Compiles and analyzes court decisions, arbitration awards and legislative changes that impact on the collective bargaining process, synthesizes said information, and provides periodic reports of said information
- g. Assists in developing legislative positions as they impact the collective bargaining process, equity and adequacy of school funding; may assist with lobbying activities regarding school funding issues
- h. Provides consultation in the development of contract language to be utilized in local bargaining, contract impasse, fact-finding hearings and processing of grievances at arbitration, as assigned
- i. Assists in the development and administration of surveys, polls, and status studies as assigned
- j. Analyzes school budgets, and audit reports from internal and external databases; serves as fiscal consultant to staff as assigned
- k. Provides consultation and develops professional development activities consistent with statewide collective bargaining goals and strategies relative to contract

development and contract enforcement, including student centered advocacy and professional issues

- l. Establishes, reviews and analyzes up-to-date databases relative to research and collective bargaining to identify trends and opportunities for collective bargaining, model contract language and arbitrations
- m. Develops research bulletins in areas of assignment which may include health insurance benefits, contract provisions, negotiation procedures, and economic status of education professions
- n. Leads and assists staff and member work groups focused on collective bargaining and advocacy as assigned
- o. Supports field operations as assigned
- p. Serves as a liaison/advisor and subject matter expert as assigned
- q. Attends major conferences, workshops, etc. in areas of assignment and disseminates relevant information obtained at said approved professional training
- r. Performs other duties as assigned by the immediate supervisor within the job description

QUALIFICATIONS

Education, Experience and Training:

- Bachelor's degree, Master's degree preferred.
- Three to five years of successful experience as a researcher responsible for developing, conducting and presenting research and data information to achieve organizational and collective bargaining goals; preferably for a public employer, state agency, or union.
- Knowledge of labor-management relations, collective bargaining law, organizing and crisis management, school funding, and issues relevant to OEA constituent groups, preferred.

Required Knowledge, Skills, Ability:

- Demonstrated knowledge and experience with the Affordable Care Act (ACA) and contemporary models for compensation, health insurance plans and employee benefits required.
- Demonstrated knowledge and experience with the following:
 - Creating and maintaining databases;
 - Gathering and synthesizing large amounts of complex data and simplifying for broad communication;
 - Analyzing and producing reports on budgeting and expenditures, including school finances, employee salary schedules, health insurance, benefit provisions, and collective bargaining agreements; and,
 - Designing, developing and analyzing survey research methodologies.
- Experience serving as a consultant and/or liaison with diverse internal and external groups and committees. Ability to:
 - Present, translate and facilitate discussion on research findings and financial data to groups;
 - Design spreadsheets, tools and programs for user-access and retrieval; and,

- Provide field support on issues related to school funding, compensation, benefits and other collective bargaining issues.
- Knowledge of statistical software packages such as SPSS, Stata, or R preferred.
- Experience producing white papers and research reports for a public/media audience preferred.
- Demonstrated ability to apply research when communicating and translating the association's collective bargaining and legislative goals and programs to members, staff, legislators, state officials, and other groups.
- Demonstrated successful experience in planning and conducting professional development for small groups, workshops, conferences and other events for staff and other audiences.
- Demonstrated interpersonal skills and ability to work independently and collaboratively on complex issues with cross-functional, diverse teams (internal and external) by effectively using the diversity of individuals and groups with whom one works, including demonstrating an awareness of the value of differences, value of diverse needs, and the views of others.
- Demonstrated ability to communicate effectively orally, in writing and with contemporary electronic technologies.
- Willingness to travel, work weekends and serve as staff liaison to OEA governance and affiliated groups.

About OEA

OEA represents more than 121,000 teachers, faculty members and support professionals who work in Ohio's schools, colleges, and universities to help improve public education and the lives of Ohio's children. OEA members provide a wide range of professional education services in communities throughout the state. OEA members provide a wide range of professional education services in communities throughout the state.

Our members teach in kindergarten classrooms, high school labs and university halls. They counsel adolescents and help students carve out career aspirations. We coach athletes and transport students to and from the schools and extra-curricular events. We provide professional services to benefit students, schools and the public in virtually every position needed to run Ohio's schools.

OEA members are dedicated to children and public education. OEA's mission is to lead the way for the continuous improvement of public education while advocating for our members and the students we serve. Through OEA's more than 150-year history OEA members have been involved in every struggle and effort to advance the finest of America's dreams: a quality public education for every child.

OEA has been working to make schools better and improve public education since 1847.

Benefits Overview and Application Information

This is a bargaining unit position that offers outstanding benefits to employees and eligible family members, including health, dental and vision insurance; retirement plan and 401(k); paid vacation and sick leave, and paid holidays. OEA provides liberal training and professional development opportunities and a year-long mentoring program for new employees.

Interested candidates must e-mail a **cover letter, and resume** to hr@ohea.org.

Visit the OEA website www.ohea.org for information about OEA.

The OEA is an Equal Opportunity/Affirmative Action Employer.