

**OEA BOARD OF DIRECTORS  
REPORT TO THE SPRING 2024 REPRESENTATIVE ASSEMBLY  
(Period Covered: March 2023 – February 2024)**

Over the course of the last year, the OEA Board of Directors took action on a number of important issues. The Board:

- Approved member appointments to OEA Committees.
- Approved the recommendation of the Executive Director to hire the following staff:
  - Nakia Hearvey – Director of Human Resources
  - Tim Davis – UniServ Labor Relations Consultant
  - Brandon Marlow – UniServ Labor Relations Consultant
- Approved the recommendation of the Executive Director to promote the following staff:
  - Frederick Pruitt – Regional Director, Region 3
- Accepted the resignation of the following from the OEA Board of Directors:
  - Stacy Recker – SWOEA-3
  - Tim Davis – NWOEA-3
  - Lillian Grooms – OEA Aspiring Educators
- Affirmed the appointment of the following to the OEA Board of Directors until an election is held:
  - Dr. Lisa Johnson – At-Large-1
  - Brenda Abels – WOEAE-3
  - Jessie Keplinger – Central-4
  - David Pryer – NWOEA-3
- Transmitted the following to the 2023 Spring Representative Assembly: proposed 2023-2024 Resolutions Report, 2023-2024 Budget Adjustments, and the March 2023 Affirmative Action Status Report.
- Voted to take the following positions on the 2023 Spring RA New Business Items:
  - NBI #2 – ESP Educator Voice Academy Support – Unanimous Support
  - NBI #3 – Social and Emotional Learning – Support
  - NBI #4 – Mass Solidarity Event for Public Education in Ohio – Support
  - NBI #5 – Penalties for Electoral Corruption – Oppose
  - NBI #6 – Service Cohorts – Support
  - NBI #7 – Creation of Ohio Schools Teacher Comment Page – Support
- Voted to support Resolutions Report amendment #1 – Social and Emotional Awareness for Educators.
- Unanimously voted to endorse the Fair Wage Ohio Campaign.
- Approved OEA Award and Scholarship winners.
- Recommended a new OEA Vision Statement for adoption by the 2023 Spring Representative Assembly.
- Approved amendments to the Management Defined Benefit Plan.
- Approved the recommendation to appoint Eugene Norris to the OEA Appeals Board for a seven-year term ending August 31, 2030.

- Approved the affiliation of the following local association:
  - Ohio State University – Newark OEA-AE Chapter
- Authorized transfers from the Contingency Fund to the following:
  - OEA Educational Foundation
  - Campaign to defeat HJR1/SJR2 ballot initiative.
- Approved the Executive Director’s employment contract.
- Approved the charges for the 2023-2024 Standing Committees.
- Elected an individual to the OEA Educational Foundation Board of Directors.
- Approved the appointment of individuals to the OEA Educational Foundation Board of Directors.
- Elected Board of Directors representatives and alternates to the OEA Fund for Children and Public Education State Council.
- Set the internet reimbursement rate for Board of Directors members at a maximum of \$50 per month for 2023-2024.
- Set the 2023-2024 out-of-state training allowance for At-Large and Unit Board members at \$1,750.00.
- Endorsed the recommendations of the Organizing Strategy Standing Committee related to paid member organizers.
- Authorized the development of a member legislative advocacy program, as recommended by the Legislative Standing Committee.
- Endorsed the Citizens Not Politicians ballot initiative.
- Passed a resolution of support and solidarity for the striking United Auto Workers.
- Voted to temporarily suspend the recognition of the OEA Doris L. Allen Minority Caucus.
- Placed the following proposals on the ballot at the 2024 Spring Representative Assembly:
  - Proposal #1 – to amend OEA Constitution Article V, Section 10 to allow the Board of Directors to address matters that arise immediately before or after a meeting or event via telephone, email, or text message.
  - Proposal #2 – to amend OEA Bylaw 8-3 to replace the specific names of recognized caucuses with a general reference to "each recognized OEA caucus."
  - Proposal #3 – to amend OEA Constitution Article VI, Section 2, and Bylaw 2-1 to update qualifications for elected officers to include full-time service as being "actively employed and engaged in the education profession."
  - Proposal #4 – to amend OEA Constitution Article X, Section 2 to change the voting requirement for constitutional amendments from a three-fourths vote to a two-thirds vote of delegates.
- Voted to continue offering both of OEA’s Human and Civil Rights Awards and remove the Paul Swaddling Peace and International Relations Award from OEA’s Award and Scholarship offerings.
- Approved changes to OEA’s Conditions of Success related to OEA’s Strategic Priorities.
- Transmitted the following to the 2023 Fall Representative Assembly: proposed 2023-2024 Legislative Policies and the October 2023 Affirmative Action Status Report.

- Approved the OEA Plan to Achieve Ethnically Diverse Representation at the 2024 National Education Association Representative Assembly and NEA RA State Delegate Allocation Plan.
- Approved changes to the following OEA Board of Directors Policies:
  - Mandatory Social Security for Ohio Members – #100.010 (amended)
  - State Board of Education Meetings – #100.030 (amended)
  - President’s Inability to Serve – #200.070 (amended)
  - Procedures for Evaluating the Executive Director – #200.130 (amended)
  - Out of State Elected Leaders in Ohio – #200.140 (amended)
  - Membership Organizers – #600.070 (amended)
  - Paid Member Activists – #600.075 (enactment)
  - Continuance of Recognition – #1200.134 (amended)
  - Investments – #400.030 (amended)
- Accepted and transmitted the Audit Committee Report.
- Set the 2024-2025 OEA Aspiring Educator dues at \$0.
- Set the following 2024-2025 OEA-Retired dues rates:
  - Annual OEA-Retired teacher dues at \$25.00,
  - Annual OEA-Retired ESP dues at \$12.50,
  - OEA-Retired Life teacher dues at \$150.00, and
  - OEA-Retired Life ESP dues at \$75.00.
- Approved the stipends for the 2024 NEA Representative Assembly as follows:
  - OEA State At-Large – \$2,418.00,
  - OEA-Retired – \$3,030.00, and
  - OEA Aspiring Educator – \$2,280.00.