

2024-2025 Resolutions Report Summary, As Proposed at the Spring 2024 Representative Assembly Summary

Page #	Resolution	Summary of Change	Note/Follow Up
70	C-20 Physical Environment for Education The Association <u>ALSO</u> believes that educational employees should also be made aware of the location of hazardous materials within their worksites. With the involvement of local education associations, governing boards should implement appropriate programs to protect educational employees and students from such materials.	Formatting change.
76	C-34 Reduced Illegal Youth Gang Activity	The Ohio Education Association recognizes that the influence of youth gangs on educational environments and practices is not solely an urban problem. It therefore calls upon its members and affiliates to take pro-active measures to eliminate gang related problems in their school districts. The Association supports education programs that promote positive self-image and academic success, such as dropout prevention/intervention, before- and after-school programs, <u>COLLEGE AND CAREER READINESS PROGRAMS</u> , and job training, particularly for at-risk students in areas where there is a high degree of gang activity.	Included higher education.
86	D-13	<u>D-13 A FULLY-QUALIFIED EMPLOYEE IN EVERY SCHOOL SUPPORT POSITION HIGHLY QUALIFIED EDUCATION SUPPORT PROFESSIONAL IN EVERY SCHOOL</u>	Change in title
106	F-4 Grievance Procedures	The Ohio Education Association believes that grievance procedures shall be provided in the master contract with definite steps for appealing the application or interpretation of the contract. <u>THE ASSOCIATION ALSO BELIEVES THAT GRIEVANCE TIMELINES SHOULD BE ESTABLISHED AND FOLLOWED ACCORDINGLY.</u> Binding arbitration shall be a part of the grievance procedure. The Association also <u>FURTHER</u> believes that governing boards and local affiliates should create a structure that is separate from the contractual grievance procedure to resolve conflicts concerning non-contractual matters.	Adds statement regarding following grievance timelines.
112	F-20 Parity	The Ohio Education Association believes that all educational employees who work in a civil service setting must be granted at least <u>MINIMUM</u> the same benefits granted to public educational employees through state statutes. (90-00 <u>24</u>)	Grammar.
114-115	F-23 Faculty Governance in Higher Education The Association further believes that faculty and staff, where appropriate, should participate in the selection and evaluation process and <u>AS WELL AS</u> determine the status of colleagues and administrators; especially appointments, reappointments, and tenure. The Association believes it is the primary responsibility of faculty and staff, where appropriate, to establish	Grammar.

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		procedures relative to promotions, sabbaticals, and research support.	
116	F-28 Notification of Teaching Vacancies	The Ohio Education Association believes that the superintendent of schools in each school district must mail SEND WRITTEN notification of teaching vacancies no later than July 15 each year to the placement offices of all Ohio teacher training institutions accredited by the State Department of Education and the president of the recognized teacher organization for the district. The list shall name the unfilled positions on the professional staff as of July 10, of that year. (79-00 24)	Updated use of terms.
116	F- 29 PUPIL STUDENT PERSONNEL SERVICES /INTERN PROGRAMS	<p>The Ohio Education Association believes that pupil STUDENT personnel services/intern programs, including tutoring, counseling, social work, school nursing, dental hygiene, health, speech, psychological, and attendance services, must be increased and established where they do not exist.</p> <p>The Association also believes that pupil STUDENT personnel services/intern programs must be stressed at the preschool and elementary levels since behavioral and attitudinal patterns are established at an early age.</p> <p>The Association opposes the subcontracting of pupil STUDENT personnel services/intern programs to private organizations. (83-03 24)</p>	Updates language to current terms used in profession.
125	F-53 STUDENT S AND EDUCATIONAL EMPLOYEES WITH ACQUIRED IMMUNE DEFICIENCY SYNDROME	<p>The Ohio Education Association opposes any state mandated guidelines dealing with students and educational employees with AIDS. Every educational institution shall establish guidelines for dealing with the problems presented by students and educational employees who have or could transmit AIDS to other students or educational employees.</p> <p>The guidelines should be consistent with state health department guidelines or other appropriate health agency guidelines. These guidelines shall not violate individual, professional, or constitutional rights.</p> <p>The recognized employee organizations shall be involved in the development of these guidelines, and any dispute as to their meaning or application shall be subject to the appropriate grievance/ arbitration procedure. The guidelines shall be reviewed periodically, and revised as necessary to reflect new medical information regarding AIDS. (87-17)</p>	No longer needed due to medical advances and subject being covered elsewhere in document.
133	H-5 COMPREHENSIVE Health Care Policy	The Ohio Education Association believes that ACCESS TO affordable and comprehensive healthcare, including, BUT NOT LIMITED TO , prescription drug coverage, parental AND ADOPTION leave, preexisting conditions, REPRODUCTIVE HEALTH CARE, GENDER-AFFIRMING CARE, EMERGENCY	Clarify language to align with NEA Resolutions.

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		<p><u>CARE</u>, and partner benefits is <u>A HUMAN RIGHT</u> the right of every resident. <u>HEALTH CARE SHOULD NOT BE DENIED ON THE GROUNDS OF RACE, COLOR, NATIONAL ORIGIN, POLITICAL BELIEFS, RELIGION, GENDER, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, AGE, DISABILITY, SIZE, MARITAL STATUS, OR ECONOMIC CONDITION.</u></p>	
140	I-9 The Right To Organize	<p>The Ohio Education Association believes that all people have the right to organize in order to achieve an improvement of their living conditions through their own free and independent unions and organizations. The Association urges that this right be advocated where it is now abused or denied and strengthened where it is now secured.</p> <p>The Association also believes that shared core values among and between unions strengthens the middle class <u>LIVING CONDITIONS OF SOCIETY.</u></p> <p>The Association deplores <u>REJECTS</u> anti-union activities by business interests, school districts, <u>POLITICAL AND NON-POLITICAL ENTITIES</u>, and government agencies, including efforts that attempt to destroy and undermine labor unions and organizations. penalize members for union involvement, and deprive workers of their right to organize and bargain. <u>MEMBERS HAVE THE RIGHT TO BE INVOLVED, ORGANIZE, AND BARGAIN WITHOUT PENALTY.</u> The Association supports the rights of workers to unionize by signing cards <u>THROUGH CURRENT METHODS AND SUPPORTS LEGAL PROTECTIONS FOR THEM TO DO SO.</u> and the establishment of penalties for violating the rights of workers to unionize.</p>	Updates language to current terms used.
142	I-13 <u>JUSTICE AND LAW ENFORCEMENT</u>	<p><u>THE ASSOCIATION BELIEVES THAT LAW ENFORCEMENT MUST BE A TRUSTED RESOURCE FOR COMMUNICATION AND COOPERATION WITH OUR SCHOOLS AND COMMUNITIES.</u></p> <p><u>THE ASSOCIATION ALSO BELIEVES THAT LAW ENFORCEMENT MUST BUILD STRONG RAPPORT WITH THE COMMUNITY TO ADDRESS AND PREVENT THE PERPETUATION OF HISTORICAL INJUSTICES AND BETTER SERVE INDIVIDUALS WHO ARE DISABLED, NON-ENGLISH SPEAKERS, DEAF, HARD OF HEARING, UNDER THE INFLUENCE OF DRUGS, HOMELESS, AND VICTIMS OF VIOLENCE.</u></p> <p><u>THE ASSOCIATION ENCOURAGES THE CREATION OF REVIEW BOARDS TO MEDIATE ISSUES BETWEEN LAW ENFORCEMENT AND OUR COMMUNITIES AND DISCOURAGES THE FURTHER MILITARIZATION OF CIVILIAN LAW ENFORCEMENT. (24)</u></p>	Adds new section to focus on reducing the militarization of policing. (Renumbering thereafter.)

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142	I-44 13 CONTROL OF DEADLY WEAPONS AND LOOK-ALIKES	<p><u>THE ASSOCIATION BELIEVES SCHOOL PERSONNEL SHOULD NOT CARRY WEAPONS IN SCHOOL SETTINGS.</u></p> <p><u>IF A SCHOOL DISTRICT CHOOSES TO ALLOW OR REQUIRE SCHOOL PERSONNEL TO CARRY DEADLY WEAPONS, THE ASSOCIATION RECOMMENDS THE DISTRICT ADOPT THE FOLLOWING TRAININGS:</u></p> <p><u>A. INITIAL EXTENSIVE TRAINING AND HANDLING TIME BEYOND THAT REQUIRED FOR OBTAINING A CONCEAL CARRY LICENSE.</u></p> <p><u>B. REGULAR REFRESHER TRAINING, INCLUDING RANGE TIME;</u></p> <p><u>C. SIMULATION-BASED TRAINING IN SITUATIONAL AWARENESS AND DE-ESCALATION.</u></p>	Adds belief that educators should not carry weapons in schools. Adds training recommendations for districts that already require such.
148	1-27 28 INSTITUTIONAL AND ORGANIZATIONAL DISCRIMINATION	<p>The Ohio Education Association believes that the fabric of our society is strengthened when the contributions of all its diverse members are encouraged and embraced. The Association recognizes that institutional and public policies and practices sometimes discriminate against some segments of the population. <u>CAN BE DISCRIMINATORY.</u></p> <p>The Association deplors <u>REJECTS</u> these social, institutional, and governmental actions and policies that engender discriminatory practices. The Association encourages its affiliates, in concert with community organizations, to educate the public to bring about an awareness of such policies and practices and to actively work to eliminate them.</p> <p>The Association urges its affiliates and members not presently holding membership in organizations that deny membership to certain segments of our society on a discriminatory basis when such denials are not related to the stated purposes of the organization, to discontinue any involvement with such organization. <u>DISTRICTS AND LOCALS TO AFFILIATE WITH ORGANIZATIONS THAT PROMOTE INCLUSIVE PRACTICES.</u></p> <p>The Association further urges its members to not participate in, provide programs to, or join organizations utilizing exclusionary membership <u>AND DISCRIMINATORY PRACTICES.</u></p> <p>The Association also urges its members now <u>CURRENTLY</u> holding membership in such organizations to work actively from within for the total elimination of such exclusionary clauses <u>AND DISCRIMINATORY PRACTICES.</u> (78-03 24)</p>	Changed to be more concise.