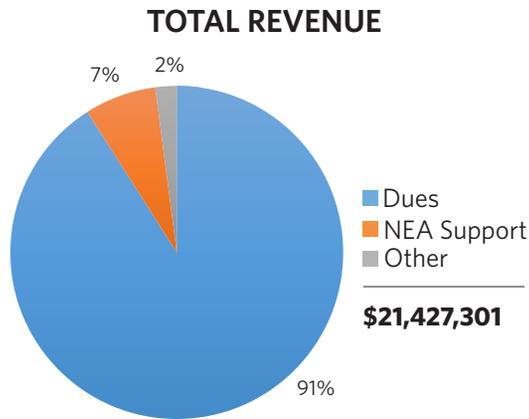


# BUDGET OVERVIEW

OEA member dues are an essential portion (91%) of the OEA operating budget, enabling our organization to provide important services — from member advocacy, to professional development, to lobbying at the State Capitol for pro-public education issues.

OEA's total revenue for 2020-21 is comprised from the following sources:



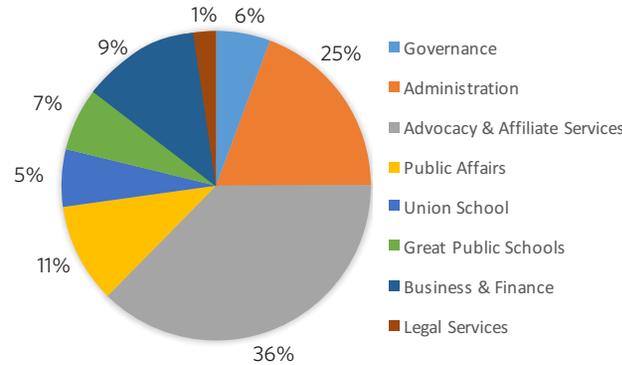
## How Dues are Calculated

As per OEA Bylaws, yearly dues are computed using a five year rolling average of teacher average salary, multiplied by a factor of .00939. **For 2020-21 the calculation is \$60,702 x .00939 = \$570, representing a \$10 increase.**

	2019-20	2020-21
Dues	\$560	\$570
Assessments	\$62	\$62
<b>Total</b>	<b>\$622</b>	<b>\$632</b>

The OEA Budget funds eight “centers,” or services, that make up the organization.

## TOTAL EXPENSES BY CENTER



## OEA DUES AT WORK

Grants to support innovative educator ideas into practice, like a calming room in Astoria to curb disruptive behaviors



Retreats for early career educators, to support their transition into the profession

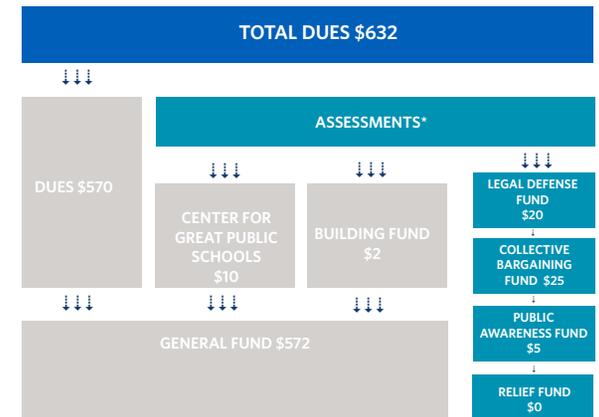
Statewide actions - large and small - to advocate for Oregon's students and educators



# OEA DUES STRUCTURE

OEA's finances are made up of a general fund budget and separate “assessment funds,” which are not part of the general fund budget. The general fund budget is referred to as the “budget” throughout this guide.

Total OEA dues are \$632. The general fund budget utilizes \$582 of the total dues (gray components in the chart). Remaining funds are members' assessments, which are restricted funds (blue components in the chart below).



\* ESP members have an additional voluntary assessment of \$3 to support NEA-RA attendance.

## Questions about the OEA budget?

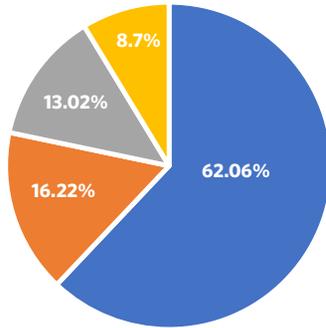
Contact Reed Scott-Schwalbach:  
reed.scottschwalbach@oregoned.org

[www.oregoned.org/budget](http://www.oregoned.org/budget)

# WHERE DO YOUR DUES GO?

## CONTRACT BARGAINING, MEMBER REPRESENTATION AND PROTECTION (\$349.40)

During contract negotiations with your school district administration, your union representatives will ensure that you are getting the benefits and working conditions that you deserve. You have the right to have union representation in any meeting that you feel will involve disciplinary action against you - we are always just a phone call away.



## PROFESSIONAL DEVELOPMENT & TRAINING (\$91.31)

Your union offers a wide variety of in-person and online professional learning opportunities. Are you ready to grow your professional practice, learn new strategies, deepen your awareness, or take the next step in union involvement by leading PD? Whether you have one hour or one year to dedicate to your professional growth, OEA can help you with that! See current opportunities at [grow.oregoned.org](http://grow.oregoned.org).

## POLICY AND POLITICAL ADVOCACY (\$73.32)

Your union is dedicated to fighting for public policy that will ensure the best outcomes for students and push back against attacks on public education. We lead the fight for better funding and working conditions for both educators and students.

## MEMBER LEADERSHIP AND GOVERNANCE (\$48.97)

As an OEA member, you carry the torch in moving your union forward. Leadership opportunities enable our members to make decisions on Association policies and guide programs that best reflect their classroom and worksite experiences.

OEA employs just under 100 staff members.

## BY THE NUMBERS

### CONTRACT BARGAINING:

Number of contracts bargained in 2019-20. Of those with an expiration date of June 30, 2020, 25 settled with **step advancements, modest cost of living increases, and no rollbacks on contract language, ensuring quality working and learning environments.** There are 50 contracts still being bargained as we enter the 20-21 year. OEA saw high rates of member engagement on contract language issues in 19-20.

# 75

### MEMBER REPRESENTATION:

Number to date of new cases opened for Legal Defense & Representation last year. **Of those new cases, 98% have been settled favorably for the OEA member.**

# 171

### PROFESSIONAL LEARNING:

# 3,500

Total number of professional learning engagements for OEA members in 2019-2020. **These engagements included webinars, online classes, in-person workshops, OEA conferences, micro-credentials, Equity Sparks, and much more.**



# DUES

AT

# WORK



## A QUICK REFERENCE FOR OEA MEMBERS