

OEA Bylaws

2. MEMBERSHIP

2-1. Classes.

- a. There shall be seven (7) classes of membership in the Association: Active, Staff, Students, Retired, Life, Corporate, and Associate. Any member of an affiliated local Association shall be eligible for a class of membership in accordance with these Bylaws.
- b. Membership is limited to any person who supports the principles and goals of the Association.
- c. Active membership shall be open to any person:
 - (i) Who is employed by or in a public school district, public or private college or university, or other public institution devoted primarily to education, regardless of the specific nature of the functions that the person performs at the work site and regardless of who actually employs the person;
 - (ii) Who is employed by a public sector employer other than a school district, college or university, or other institution devoted primarily to education but who is employed primarily to perform educational functions;
 - (iii) Who is on limited leave of absence from the employment described in items (i) and (ii) above; or
 - (iv) Who is serving as an executive officer of the Association, who is an active member of a local affiliated association, where eligible for membership in a local affiliated Association, and who is not eligible for any other class of membership as defined herein. The Association shall continue to allow active membership to those active members (i) who have been laid off due to a reduction in force for as long as such persons are eligible to be recalled, or for three (3) years, whichever is longer; or (ii) who have been discharged for as long as a legal challenge to such discharge is pending, who agrees to adhere to the **Code of Ethics of the Education Profession**, and who maintains membership in local and district affiliates and the NEA where eligible, and who is not eligible for any other class of membership as defined herein.
- d. Staff membership shall be open to any person employed by the Association or any of its affiliates in a professional staff position.
- e. Student membership shall be open to any student, undergraduate or graduate, enrolled in a teacher-education program in an accredited college or university in the State of Ohio. Such member shall not currently hold nor previously have held an employment contract with any educational institution, which would qualify the member for an active membership.

- f. Retired membership shall be open to any officially retired person who has held active membership in the Association for at least one (1) year and who has retired through a State Retirement System in Ohio. Retired life memberships shall be available to retired members and shall entitle the member for life to those rights and privileges of a retired member as the latter may, from time to time, be determined by the OEA Constitution and Bylaws. Retired life memberships shall also be available to active members and shall, upon retirement, entitle the member for life to those rights and privileges of a retired member as the latter may, from time to time, be determined by the OEA Constitution and Bylaws. Retired membership provides no entitlement to the rights, privileges, or benefits of active membership class. Further, a retired member who becomes employed by or in a public school district, public or private college or university, or other public institution devoted primarily to education, if eligible, must seek active membership in the OEA. The member will be placed in the proper membership class as outlined in Bylaw 2-1 with full membership rights and will be assessed the appropriate dues for that membership class regardless of eligibility for retired membership status pursuant to Bylaw 2-1.
- g. Life membership shall be open to a person who has purchased for life, those rights and privileges of an active member as the latter may, from time to time, be determined by the OEA Constitution and Bylaws. Effective September 1, 1977, the privilege of newly enrolling as a Life member of the Association is withdrawn.
- h. Any corporation, which supports the goals and principles of the Association, shall be eligible for corporate membership upon the approval of the Board of Directors.
- i. Associate membership shall be open to any person who is interested in advancing the cause of public education but who is not employed by an educational institution, agency, or organization and who is not eligible for any other class of membership in the Association.
- j. A member may appeal the assigned class of membership.

2-2. Rights and Limitations

- a. The right to vote and to hold elective office or appointive position shall be limited to active members except as otherwise provided in the Constitution and Bylaws. Life members actively engaged in the profession of education in Ohio shall enjoy all the rights and privileges of active membership.
- b. All members shall be eligible for OEA services, assistance in the protection of professional and civil rights, and the receiving of reports and publications of the Association.
- c. Membership shall be continuous unless terminated for cause.

- d. Any member who changes professional or occupational position shall be transferred to the class of membership applicable to that new position. A member shall not remain in a class of membership for which the individual is no longer eligible.
- e. Members who fail to adhere to any of the conditions of membership as stated in Article II of the Constitution shall be subject to censure, suspension, or expulsion.
- f. Student members shall be eligible to be voting delegates to the Representative Assembly.

2-3. Membership Year. The membership year shall be from September 1 through August 31.

2-4. Membership Dues.

- a. Except as provided in Section (g), dues of active members who are educators, including school nurses and pupil personnel workers, shall be .0076 per dollar of the average salary for elementary and secondary public school classroom teachers in Ohio for the previous year rounded to the nearest dollar, and an additional service fee which shall be .0010 per dollar of the average salary for elementary and secondary public school classroom teachers in Ohio for the previous year rounded to the nearest dollar to be allocated to the support of the UniServ Delivery System. Such dues shall be a uniform figure for all members, except that the Board of Directors shall provide for pro rata dues for persons who first become eligible for membership in an affiliated local Association after the commencement of a membership year and except for those members in local affiliated Associations wherein an organization which is not an affiliated part of the United Education Profession has been certified as the sole and exclusive representative of such employees in the employment unit. In such affiliates, the annual OEA membership dues for active members shall be one-half of the regular active dues for a period not to exceed three (3) consecutive years, except where such affiliates retain as members at least twenty-five percent of the employees in the bargaining unit or proposed bargaining unit and where certification of the affiliate as exclusive representative is considered viable. The Board of Directors shall prescribe criteria for annually granting half-dues status, which shall be uniformly applied. Each spring, the membership enrollment, cost of rendering service to such locals, and the contractual status of each such affiliate shall be subject to review by the OEA Board of Directors. At that time, the OEA Board of Directors may renew the half-dues provision for the subsequent membership year pursuant to the prescribed criteria. Unless renewed, the half-dues status shall automatically terminate.
- b. Dues for staff members, members who are eligible for active membership who are regularly employed for fifty (50) percent or less, but greater than twenty-five

(25) percent of the normal schedule for a full-time employee, and who are not eligible for membership through another local association (as verified by the local association) or who are education support professionals or associate members shall be one-half (1/2) of the active dues. Dues for members who are eligible for active membership who are regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee, and who are not eligible for membership through another local association (as verified by the local association) shall be one-quarter (1/4) of the active dues.

- c. Dues for student members, retired members and corporate members shall be established annually by the Board of Directors.
- d. The Business/Support/Administration Board of Directors Core Function Committee, or a subcommittee thereof, shall propose a budget setting forth and utilizing the dollar amount of dues established pursuant to paragraph (a) of this section. The amount of dues may be increased or decreased by action of the Representative Assembly when adopting the budget. A proposal to amend the budget to increase or decrease the amount of dues as set forth in the proposed budget shall be submitted to the Referral Committee of the Representative Assembly, and shall be received in writing by the delegates not later than the first recess of the first day of the Spring Representative Assembly at which a budget is being considered. Such a proposal shall include a statement identifying those line item(s) in the proposed budget where revenue and expenditures are to be increased or decreased as a result of the proposal. Action on such a proposal shall be by a majority vote of the delegates present and voting.

2-5. Dues Transmittal and Enforcement Procedures.

- a. The Association shall enter into written contracts with affiliates governing the transmittal of dues.
- b. Affiliated District Association dues shall be collected by the Association and refunded to the District Association.
- c. An affiliate which becomes delinquent in its contracted transmittal schedule by more than thirty (30) days shall be assessed a penalty of one (1) percent per month on the overdue balance.
- d. Thirty (30) days prior to the Fall Representative Assembly adjustments directly proportionate to the dues transmitted shall be made in the number of delegates to the Representative Assembly for failure to meet the provisions of contracted transmittal schedules.

2-6. Expulsion of Members. The Board of Directors may initiate an action for expulsion of any OEA member. Upon initiation of an action for expulsion of any member, the

Board of Directors or a subcommittee of the Board of Directors will conduct an investigation and make written recommendations to the Board. The member shall be notified of all charges and shall have the opportunity to appear before the Board prior to final action to present evidence on his or her own behalf. The member shall have the opportunity to confront and cross-examine any accuser or any other witnesses against him or her; examine and refute all evidence considered by the Board, whether or not such evidence is presented at the hearing, and be accompanied and represented by legal counsel. The member shall be notified in writing about the final action taken by the Board.

3. DEFINITIONS

3-1. Education Professionals. For the purpose of membership classification, an education professional shall be one who:

- a. Has as a major responsibility the instruction or guidance of pupils in the elementary or secondary school and has no staff-evaluation duties requiring that the educator be certificated as an administrator or supervisor; or,
- b. Is on released time or leave-of-absence from a position described above to serve an affiliated Association; or,
- c. Is a member of an affiliated local association which has at least seventy-five (75) percent of its members qualifying under section 3-1a above; or,
- d. Is an educator who is employed in the elementary or secondary schools or central offices and has staff-evaluation duties requiring that the educator be certified as an administrator or supervisor, or who is employed in a professional position in post-secondary education and has faculty evaluation duties.
- e. Education Support Professionals. For the purpose of membership classification, education professionals shall include education support professionals.

3-2. Higher Education. For the purpose of membership classification, Higher Education shall include anyone employed in a professional position in post-secondary education who has no faculty evaluation duties.

3-3. OEA Retired. For the purpose of membership classification OEA Retired shall include anyone receiving retirement benefits through a State Retirement System in Ohio and meeting the provisions of membership established in Bylaw 2-1f.