



OREGON  
EDUCATION  
ASSOCIATION

# Oregon Education Association

## 2026 Pre-Representative Assembly Meeting +



Thank you to the OEA Budget Committee and Board of Directors

## **OEA Budget Committee**

- Lindsay Ray, Chair, OEA Vice President
- Enrique Farrera, OEA President
- Monica Weathersby, Equity Director
- Stephen Siegel, Region I VP
- Kelsy Dunlap, Region II VP
- Sarah Barclay, Region III VP
- Chris Early, Senior NEA Director
- Becky Torres, ESP Director
- Christopher Zimmerly-Beck, Community College Director
- John Hasegawa, OEA Board Director
- Laura Latham, OEA Board Director
- Tracey-Ann Nelson, Executive Director
- Rob Stackhouse, Chief Financial Officer

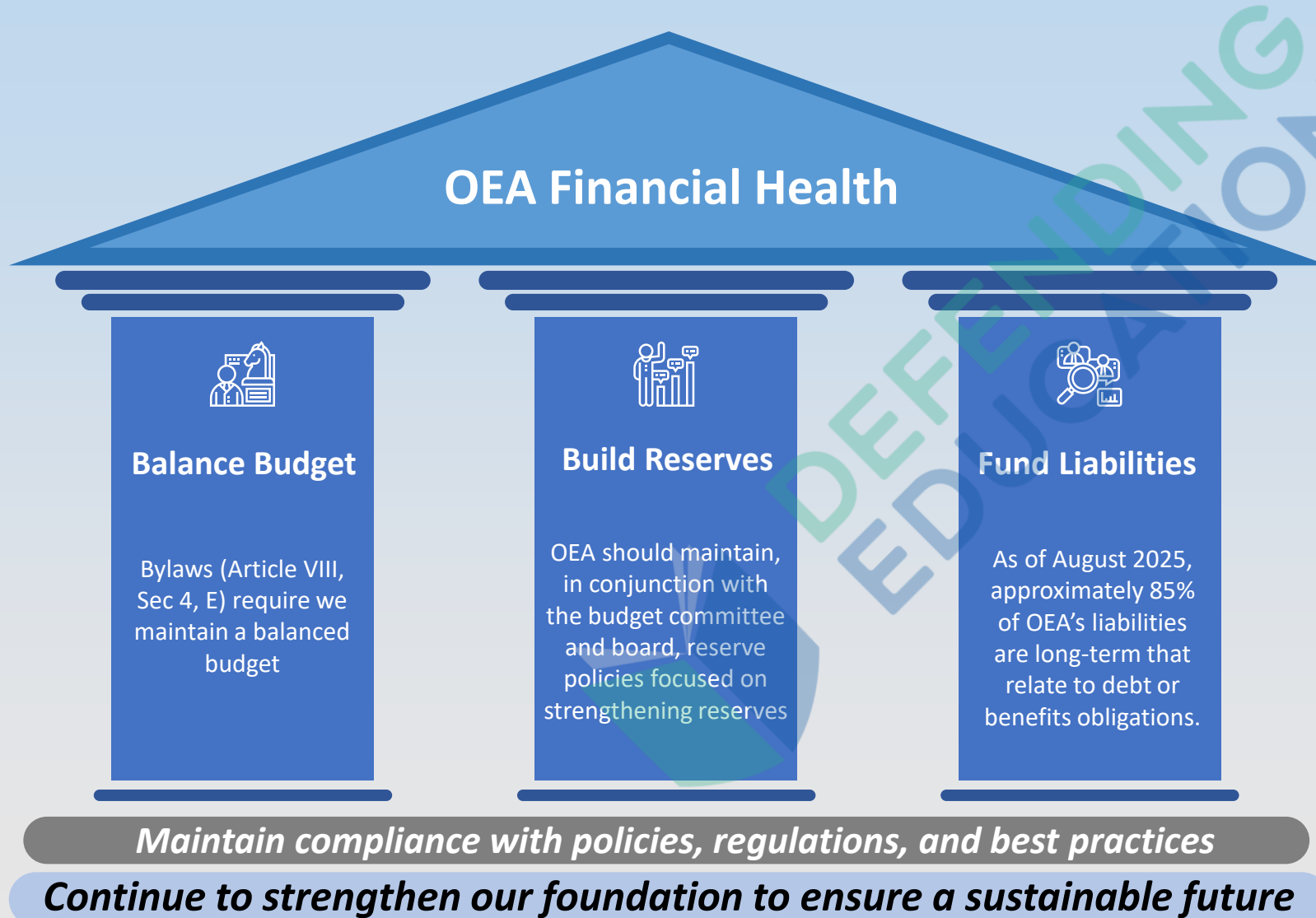


# Drivers for Future Financial Health of OEA

- We have had budget deficits since fiscal year 2018-2019. To **improve the financial health of the organization**, we must work toward a balanced budget.
- We need to continue to **increase membership** to further our organizing strength, grow in our union power and be a financially sustainable organization.
- We need to continue to focus on **controlling expenses**, while **growing revenue** as we stabilize the financial health of the organization.
- Healthcare, pension, and benefit expenses for OEA Staff are impacted by external factors such as interest rates, inflation, and investment returns.



# Necessary Steps to Improve OEA's Financial Health



## Required Steps:

- Continue to identify cost savings and process efficiencies to improve financial performance/results
- Continue to follow established reserve policies
- Maintain sound investment policies for OEA General Fund
- Develop strategies to make progress on long-term liabilities

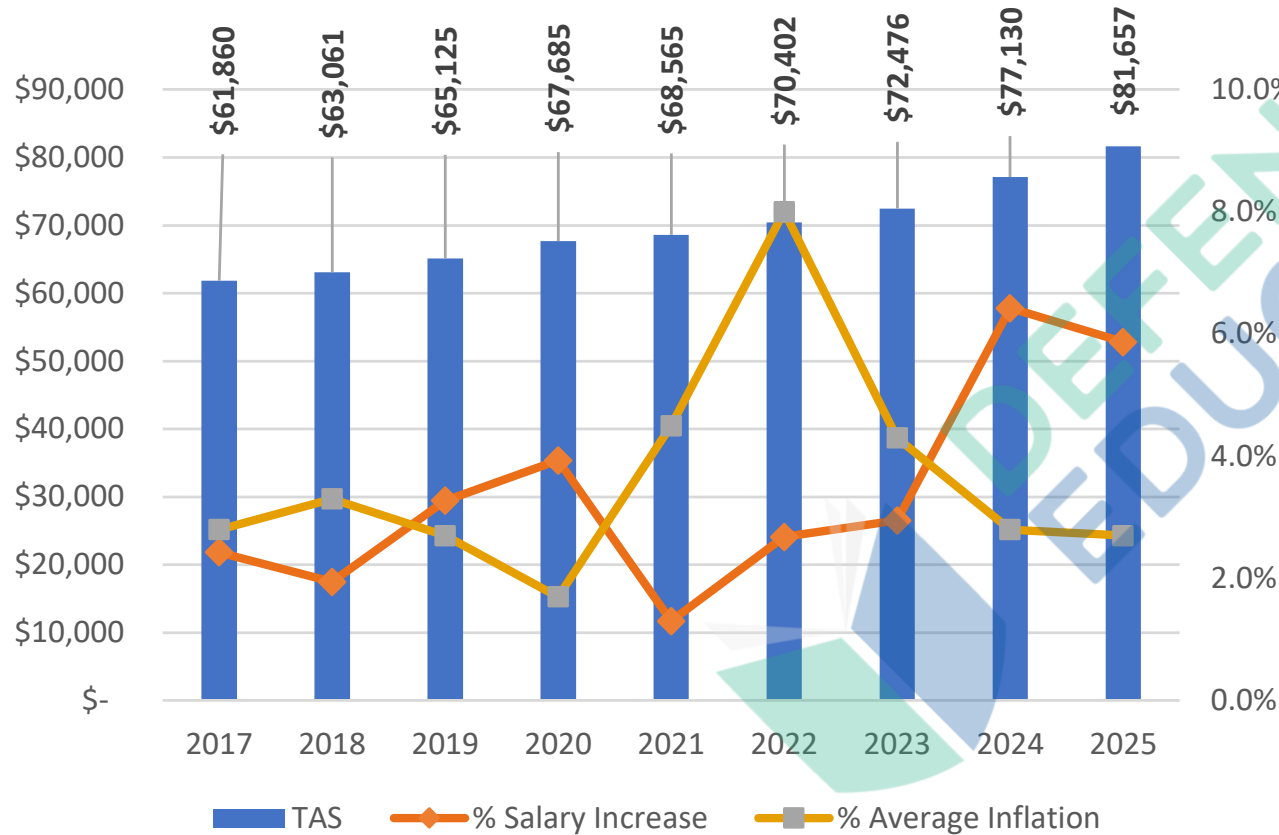
# Historical Budgetary Information

	2021-2022 Budget	2022-2023 Budget	2023-2024 Budget	2024-2025 Budget	2025-2026 Budget	2026-2027 Budget
Membership Dues	20,366,464	21,555,418	22,028,428	24,235,056	25,900,464	27,370,583
NEA Support	1,725,540	1,561,876	1,791,876	1,791,876	1,586,614	1,804,227
Other Revenues	386,000	271,000	368,750	368,750	411,750	421,750
<b>Total Revenues</b>	<b>22,478,004</b>	<b>23,388,294</b>	<b>24,189,054</b>	<b>26,395,682</b>	<b>27,898,828</b>	<b>29,596,560</b>
Total Operating Expenses	24,700,413	25,454,326	26,076,844	26,890,630	28,180,870	29,704,250
Revenues over Expenditures	(2,222,409)	(2,066,032)	(1,887,790)	(494,948)	(282,042)	(107,690)
Reserve Strengthening	-	-	-	-	254,805	269,355
Change in Net Assets, including Reserve Strengthening	(2,222,409)	(2,066,032)	(1,887,790)	(494,948)	(536,847)	(377,045)

- OEA's has been projecting budget deficits (expenses in excess of revenues) since 2018. We are making progress toward returning to a balanced budget.
- Expected budget deficits have decreased \$2.1 million from 2021 to 2026, while assumed reserve strengthening has increased to 1% of membership dues in the past 2 years.

# Bargaining wins have helped improve member compensation

Oregon Teacher Average Salary Since 2017



Per the Bureau of Labor Statistics \$61,860 in 2017 has the same buying power as \$81,628 in 2025.

## Bandon (2024-2027)

- 7% in year one followed by 5% and 5% in years two and three
- One new salary step to every column of the schedule

## Chemeketa Faculty (2024-2027)

- COLAs: 5.0% for 2024-25, 4.25% in 2025-26, 2.0-4.0% in 2026-27
- Three steps added to the top of both the FT and PT schedules

## Mt. Hood CC Classified (2024-2027)

- Salary increases: 6% for 2024-25 (retro), 5.5% for 2025-26, 5.75% for 2026-27

## ASK ESP (2023-2026)

- Salary increases: 7% for 2023-24 (retro), 3.75% for 2025-26, 4% for 2026-27

## Albany (2024-2027)

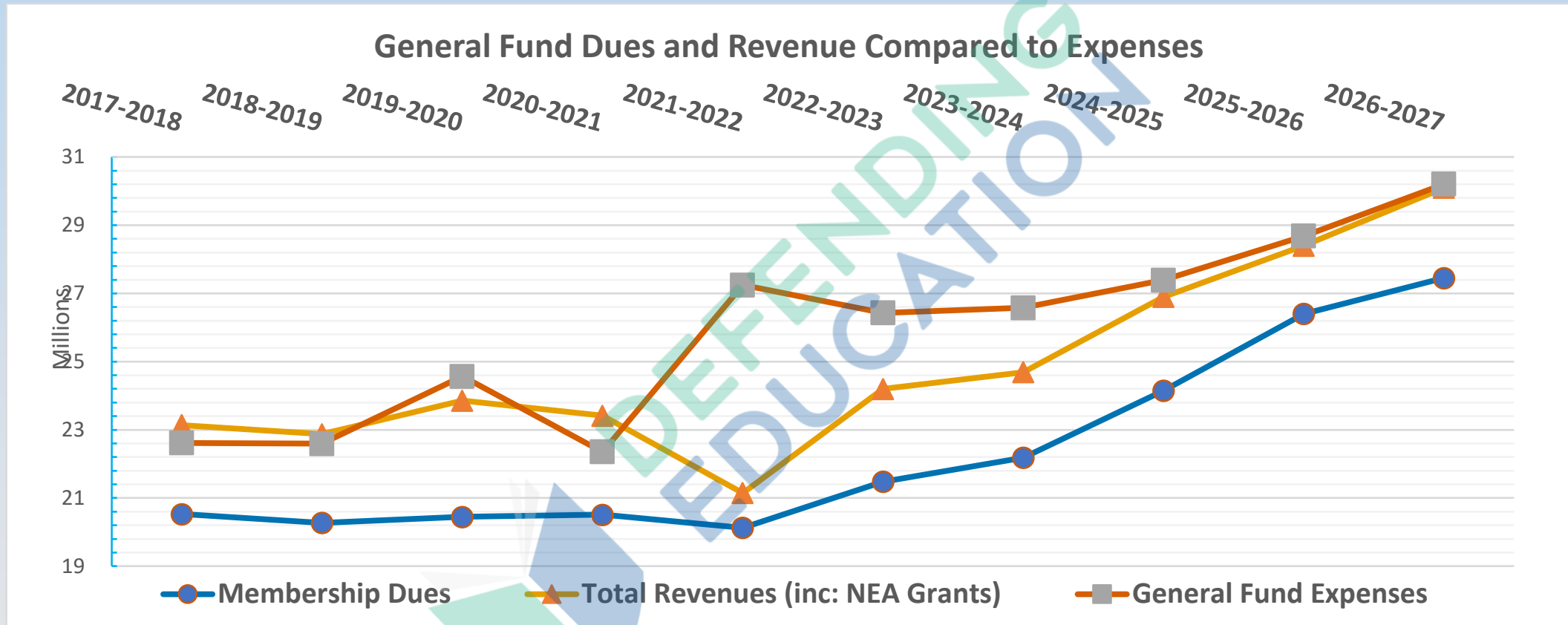
- Salary increases: 7%/9% for 2024-25, 4.5%/ 5.5% for 2025-26, Min 3% to 5% for 2026-27

## Scio (2024-2026)

- Salary increases: 8.2% for 2024-25, 4% for 2025-26



# Dues, Revenue, Expense Trends



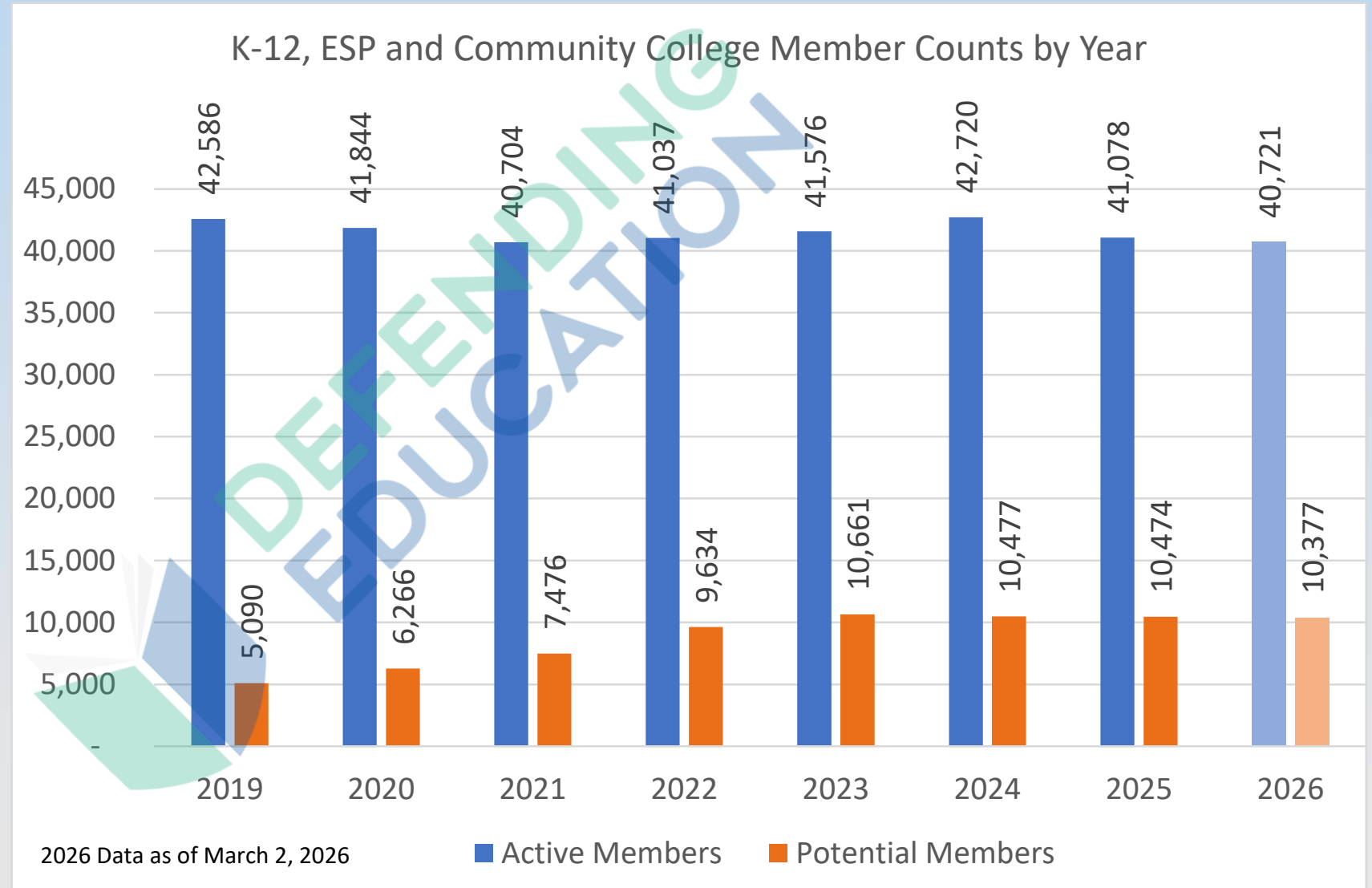
Expenses generally outpaced revenue from 2017 to 2022, we have made focused adjustments in order to align expenses with our projected revenue for the past 3 years.



# Membership Trends

OEA's membership trends have been impacted in the recent past by Janus v. AFSCME and COVID-19.

Continued efforts to organize potential members is important to the mission of OEA.



# Budget to Actual Summary – Year Ended August 31, 2025

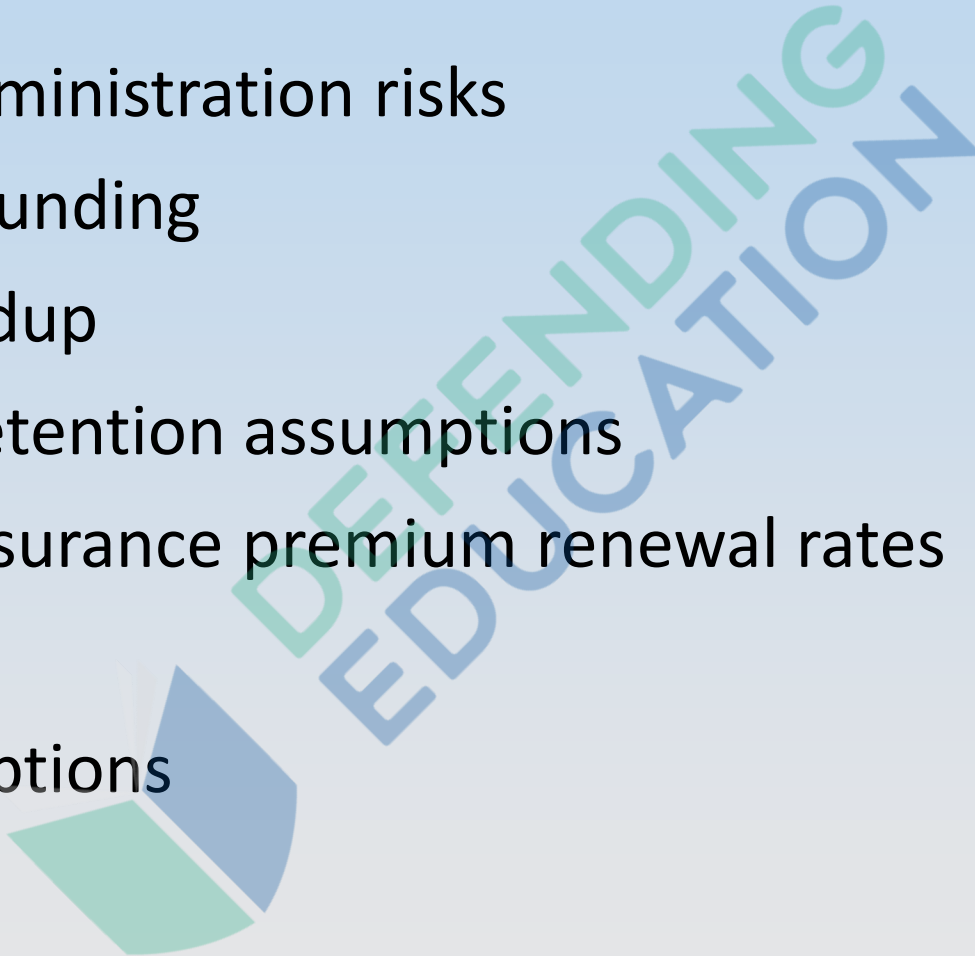
- Member dues are ~\$210,000 over budget driven by slightly higher member counts. Total Revenues are ~\$300k higher than budget.
- Direct expenses are ~\$350k less than planned due to utilization of other internal resources.
- Total personnel costs excluding the impact of non-cash actuarial adjustments, were ~\$530k lower than budget due to vacant positions and insurance assumptions.
- Professional fees are lower than budget primarily due to less utilization of outside services than initially planned.

	Year Ending 08/31/2025		
	Actual	Operational Budget	Actual minus budget
<b>Revenues</b>			
Total Contributions (Member Dues)	24,445,581	24,235,056	210,525
Total NEA Support	1,838,570	1,791,876	46,694
Total Investment Income all	87,486	125,000	(37,514)
Total Other Revenue	326,214	243,750	82,464
<b>Total Revenues</b>	<b>26,697,851</b>	<b>26,395,682</b>	<b>302,169</b>
<b>Expenditures</b>			
Total Direct	336,818	689,132	(352,313)
Total Salary and Wages	11,234,561	11,607,152	(372,591)
Total PR Benefits ***	8,667,967	8,773,235	(105,268)
Total PR Taxes	1,167,440	1,223,469	(56,029)
<b>Total Personnel</b>	<b>21,069,968</b>	<b>21,603,856</b>	<b>(533,888)</b>
Total Professional Fees	1,047,622	1,317,737	(270,115)
Total Operating Support	376,313	497,167	(120,854)
Total Facilities ***	1,761,977	1,766,666	(4,689)
Total Other Expenses	117,104	-	117,104
Total Travel Expenses	981,173	1,016,058	(34,885)
<b>Total Expenditures</b>	<b>25,690,975</b>	<b>26,890,616</b>	<b>(1,199,641)</b>
<b>Total Revenues over Expenditures</b>	<b>1,006,876</b>	<b>(494,934)</b>	<b>1,501,810</b>

\*\*\* Excludes the impact of non-cash pension returns and depreciation expense

# Summary of Risks in 2026-2027 Budget

- Current Federal administration risks
- State and Federal funding
- Strike support buildup
- OEA staffing and retention assumptions
- OEA staff health insurance premium renewal rates
- Facilities costs
- Inflationary assumptions



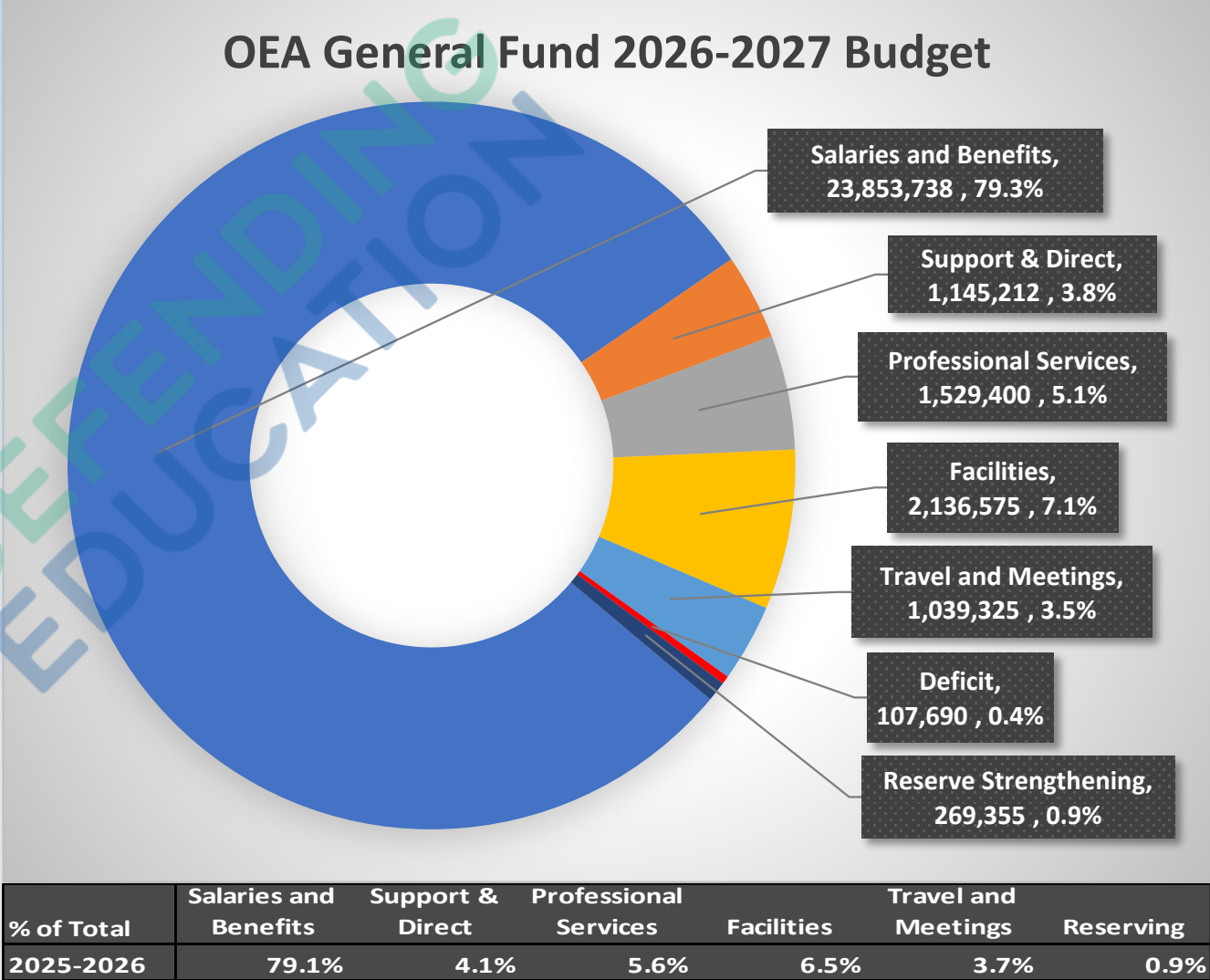
# 2026-2027 Preliminary Budget Summary

- Total budgeted revenues (dues, NEA support, and other revenue) are increasing by \$1.7 million. There may be risk, relative to member dues, based on potential loss of members in the 2026-2027 year.
- Total budgeted personnel costs are increasing by \$1.4 million based on annual compensation adjustments, 1 additional position, benefits cost increases and related taxes.
- Total budgeted facilities expenses are increasing by \$160k due to inflationary pressures and higher maintenance costs
- Remaining summary budget lines are relatively consistent with the prior year.

<b>2026-2027 Preliminary Budget Oregon Education Association</b>	<b>2024-2025 Budget</b>	<b>2025-2026 Budget</b>	<b>2026-2027 Prelim Budget</b>
<b>Revenues</b>			
Total Contributions (Dues)	24,235,056	25,900,464	27,370,583
Total NEA Support	1,791,876	1,586,614	1,804,227
Total Investment Income	125,000	125,000	125,000
Total Other Revenue	243,750	286,750	296,750
<b>Total Revenues</b>	<b>26,395,682</b>	<b>27,898,828</b>	<b>29,596,560</b>
<b>Expenditures</b>			
Total Direct	689,132	466,500	553,750
Total Salary and Wages	11,607,152	12,056,027	12,943,554
Total PR Benefits	8,773,235	9,156,387	9,595,386
Total PR Taxes	1,223,469	1,242,467	1,314,799
<b>Total Personnel</b>	<b>21,603,856</b>	<b>22,454,881</b>	<b>23,853,738</b>
Total Professional Fees	1,317,737	1,536,423	1,529,400
Total Operating Support	497,167	684,749	591,462
Total Facilities	1,766,666	1,976,658	2,136,575
Total Travel Expenses	1,016,058	1,061,659	1,039,325
<b>Total Expenditures</b>	<b>26,890,616</b>	<b>28,180,870</b>	<b>29,704,250</b>
<b>Revenues over Expenditures</b>	<b>(494,934)</b>	<b>(282,042)</b>	<b>(107,690)</b>
Reserve Strengthening	-	254,805	269,355
<b>Change in Net Assets, including Reserve Strengthening</b>	<b>(494,934)</b>	<b>(536,847)</b>	<b>(377,045)</b>

# Preliminary 2026-2027 Budgeted Expenses

- Personnel costs comprise the majority of OEA’s annual expenditures. Total personnel costs have increased by approximately \$1.4M year over year due to additional headcount projected and annual increases.
- Support and direct expense, as a percentage total expenses, has remained consistent compared to prior year.
- Professional services have decreased by about 0.5% compared to the prior year and travel expenses have remained relatively flat as a percentage of total expenses compared to prior year.
- Facilities expenses have increased as a percentage of total expenses by 0.6% when compared to the prior year.
- Reserve strengthening remains at 1% of projected dues.



# Budget Timeline

