

“Your Career ABCs”

Demystifying Association abbreviations and acronyms

item	stands for	note
AAA	American Arbitration Association	p. 60
ADA	Americans with Disabilities Act	www.usdoj.gov/crt/ada/adahom1.htm
AFL-CIO	American Federation of Labor-Congress of Industrial Organizations	p. 60; www.aflcio.org
AFSCME	American Federation of State, County, and Municipal Employees	www.afscme.org
AFT	America Federation of Teachers	www.aft.org
AYP	adequate yearly progress	
BASA	Buckeye Association of School Administrators	www.basa-ohio.org
BATNA	best alternative to a negotiated agreement	
BR	building representative	
COD	Committee on Organizational Development	
CPI	Consumer Price Index	www.bls.gov/cpi/home.htm
CTU	Cleveland Teachers Union	www.ctu1.com/
EEOC	Equal Employment Opportunity Commission	www.eeoc.gov/
ERIP	early retirement incentive program	p. 73
ESEA	Elementary and Secondary Education Act	http://esea.ohea.org

(Page references are from the OEA Collective Bargaining Handbook.)

item	stands for	note
ESP	Education Support Professional	www.nea.org/esphome/
FCPE	Fund for Children and Public Education	
FMCS	Federal Mediation and Conciliation Service	www.fmcs.gov
GFA	General Fund Analysis	p. 50
HIPAA	Health Insurance Portability and Accountability Act of 1996	p. 106
HMO	health maintenance organization	p. 105
HQT	Highly Qualified Teacher	
IDEA	Individuals with Disabilities Education Act	
LEA	Local Educational Agency	
MAD	mutually agreed-to dispute settlement procedure	
NCLB	No Child Left Behind	
NEA	National Education Association	www.nea.org
NEOEA	North Eastern Ohio Education Association	www.neoea.org
OAPSE	Ohio Association of Public School Employees	www.oapse.org
OASBO	Ohio Association of School Business Officials	www.oasbo-ohio.org
ODE	Ohio Department of Education	www.ode.state.oh.us
OEA	Ohio Education Association	www.ohea.org
OFT	Ohio Federation of Teachers	www.oft-aft.org/

(Page references are from the OEA Collective Bargaining Handbook.)

item	stands for	note
ORC	Ohio Revised Code	www.legislature.state.oh.us/laws.cfm
OSBA	Ohio School Boards Association	www.osba-ohio.org
PPO	preferred provider organization	p. 198
PSAC	President's Service Advisory Council	
PSLRA	Public Sector Labor Relations Association	www.csuohio.edu/cba/centers/lmrc_programs.htm
PTA	Parent Teacher Association	www.ohiopta.org
PTO	parent-teacher organization	
RIF	reduction in force	
RPDC	Regional Professional Development Center	p. 89
SCOPE	State Council of Professional Educators	www.ohea.org/about/whoWeAre/scope.aspx
SERB	State Employment Relations Board	www.serb.state.oh.us
SSP	school support personnel	
TA	tentative agreement	
TPA	third party administrator	p. 111
UCR	usual, customary, and reasonable charges	p. 111
UEP	United Education Profession	
USED	United States Education Department	www.ed.gov
UTP	United Teaching Profession	

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