

# WEA BOARD MEETING MINUTES MARCH 8-9, 2024

## MINUTES

### CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:02 p.m. on Friday, March 8, 2024, via a Zoom conference call.

### ROLL CALL

The following board directors were present for this meeting: Larry Delaney, Janie White, James Alexander, Jamie Anderson (Saturday) Kathie Axtell, Cortney Beck (Saturday), Jen Ben, Jeb Binns (Saturday), Joshua Boe, Shawn Brehm, Lori Byrnes, Janet Caldwell, Angela Caron, Debby Chandler, Jan Chang, Monika Christensen, Jennifer Collins, Penny Cramer, (Saturday), Devon Del Rosario, Aneeka Ferrell, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Lavader (Cookie) Grant-Suggs, Bob Gustin, Daniel Harada, Ruth Ingebrand, Glenn Jenkins (Friday), Price Jimerson (Saturday), Jenaia Johnson, Pamella Johnson, LaRhonda Kinzebach, Charlotte Lartey, Maria Lee, Mary Lindsey, Tani Lindquist, Sally Loeser, Lindsay Lopata, Anna-Melissa Lyons, Tim Martin, Jennifer Matter, Brandi McIntire, Courtney Mense, Shawna Moore, Autumn Morrison, Mary Moser, Cameron Munro, Raymond Nelson, Sue Nightingale, Andi Nofziger-Meadows, Janis Olmstead, Mario Orallo-Molinaro (Saturday), Traci Overstreet, Eric Pickens, Shannon Rasmussen, John Richardson, Cerra Sand, Audra Shaw, Jeremy Shay, Pamela Sepúlveda-Wilson (Saturday), Ellen Simonis, Susan Smith, Suzanne Southerland, Zachary Stockdale, Keith Swanson, Cam Swarts, Nicole Talbert, Joe Thayer, Laura Treece, Anita Valdez (Saturday), Elizabeth Ward-Robertson, and Terri Winckler.

The following board directors were absent from this meeting: Mark Craypo, Katie Haynes, Bill Lyne, Howard Mawhinney, Mark Morrow, and Sandra Robinson.

Parliamentarian Natasha Jetton.

Chairperson Delaney declared a quorum was present.

The following WEA staff members were present for this meeting: Yvette De La Cruz, Djibril Diop, Mike Gawley, Aimee Iverson, A.J. Hoyla, Mary Howes, Lisa Kodama, Christina Martinez, Jim Meadows, Michael Péna, Mel Rash, Rachel Tom, and Donna Wesley.

### NATIVE LAND ACKNOWLEDGEMENT

Janie White, Vice President, acknowledged native lands.

### BOARD ALTERNATE SEATING

It was **Moved** by general consent that the WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A as updated on the WEA Board of Directors group in edCommunities and the seating of the following:

- Katie Hanson for Katie Haynes (WEA MidState)

There were no objections and the motion **Carried** by general consent. (030824-1).

### ADOPTION OF AGENDA

It was **Moved** by general consent that the WEA Board of Directors approve the Board Meeting Agenda as presented in Agenda Item No. 2-B.

There were no objections and the motion **Carried** by general consent. (030824-2).

## **WEA BOARD MEETING MINUTES MARCH 8-9, 2024**

### **APPROVAL OF MEETING MINUTES**

It was **Moved** by general consent that the WEA Board approve the January 19-20, 2024, meeting minutes as presented in Agenda Item No: 2-C.

There were no objections and the motion **Carried** by general consent. (030824-3).

### **BUDGET STATUS REPORT**

Donna Wesley, Chief Financial Officer, reviewed the budget status report provided in the board packet.

### **LEGISLATIVE UPDATE & VOUCHER UPDATE**

Djibril Diop, Director of Government Relations, updated the Board on legislation and voucher initiatives.

### **FY25 BUDGET PROCESS**

Janie White, Vice President, reviewed a proposal for next year's budgeting process. Since this is a transition year for the Board, budget approval by the June board meeting is ideal. The Board will meet in small groups to discuss the proposal.

### **WEA RA**

It was **Moved** by Charlotte Lartey and **Seconded** by Shawn Brehm that the WEA Board of Directors will not take a position on any proposed piece of RA business submitted by an active member of the WEA Board.

Without objection, the motion was put before the Board and the motion **Failed**. (030824-4)

No (39): Kathie Axtell, Jen Ben, Lori Byrnes, Janet Caldwell, Angela Caron, Debby Chandler, Jan Chang, Monika Christensen, Jennifer Collins, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Bob Gustin, Ruth Ingebrand, Jenaia Johnson, Maria Lee, Mary Lindsey, Brandi McIntire, Tim Martin, Jennifer Matter, Autumn Morrison, Mary Moser, Cam Munro, Sue Nightingale, Andi Nofziger-Meadows, Jan Olmstead, Traci Overstreet, Eric Pickens, Shannon Rasmussen, John Richardson, Becca Ritchie, Audra Shaw, Jeremy Shay, Ellen Simonis, Zachary Stockdale, Keith Swanson, Laura Treece, Melissa Walker, Terri Winckler

Abstention (2): Penny Cramer, Janie White

#### **Amendment**

It was **Moved** by Anna Melissa Lyons and **Seconded** by Joe Thayer that the WEA Board of Directors strike ~~by an active member of the WEA Board~~.

Without objection, the motion was put before the Board and the motion **Failed**. (030824-6)

No (40): Kathleen Axtell, Jen Ben, Shawn Brehm, Lori Byrnes, Janet Caldwell, Debby Chandler, Jan Chang, Monika Christensen, Jennifer Collins, Aneeka Ferrell, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Ruth Ingebrand, Glenn Jenkins, Jenaia Johnson, Pamella Johnson, Maria Lee, Mary Lindsey, Tani Lindquist, Sally Loeser, Brandi McIntire, Tim Martin, Jennifer Matter, Courtney Mense, Autumn Morrison, Mary Moser, Cam Munro, Sue Nightingale, Andi Nofziger-Meadows, Jan Olmstead, Traci Overstreet, Shannon Rasmussen, Becca Ritchie, Audra Shaw, Zachary Stockdale, Laura Treece, Melissa Walker, Janie White, Terri Winckler

Abstention (4): James Alexander, Penny Cramer, Rhonda Kinzebach, Ellen Simonis

#### **Close Debate**

It was **Moved** by Justin Fox-Bailey and **Seconded** by Glenn Jenkins to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (030824-5)

#### **Close Debate**

It was **Moved** by Jen Ben and **Seconded** by Jeremy Shay to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (030824-7)

### **EXECUTIVE SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 9:22 p.m. on Friday, March 8, 2024.

## **WEA BOARD MEETING MINUTES MARCH 8-9, 2024**

### **REGULAR SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 9:30 p.m. on Friday, March 8, 2024, after a discussion about a harassment and ageism claim.

### **PORT ANGELES PARAS**

Port Angeles Para's are still working without a contract and have authorized a strike if a settlement is not reached before April 8th. Please consider taking pictures in groups as you are able with a graphic to show your solidarity. Rebecca Winters is the local president and can be emailed at

[Rebecca.Winters@washingtonea.org](mailto:Rebecca.Winters@washingtonea.org)

### **MEETING RECESSED**

Chairperson Delaney recessed the WEA Board of Directors meeting at 9:32 p.m. on Friday, March 8, 2024.

### **MEETING RECONVENED**

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:32 a.m. on Saturday, March 9, 2024.

### **BOARD POLICY**

Postponed

### **NOMINATIONS & ELECTIONS**

Postponed

### **WEA VOUCHER POLICY LANGUAGE**

It was **Moved** by Justin Fox-Bailey and **Seconded** by Vallerie Fisher that the WEA Board approved the voucher resolution policy as presented in Agenda Item No: 2-H.

Without objection, the motion was put before the Board and the motion **Carried**. (030924-1)

Abstention (2): Rhonda Kinzebach and Ray Nelson

### **CODE OF CONDUCT POLICY**

It was **Moved** by Janie White and **Seconded** Jen Ben by that the WEA Board of Directors approve the proposed Code of Conduct Policy as presented in Agenda Item No 2-E.

Without objection, the motion was put before the Board and the motion **Carried**. (030924-2)

No (11): Cortney Beck, Devon Del Rosario, Bob Gustin, Ruth Ingebrand, Ray Nelson, Jan Olmstead, John Richardson, Susan Smith, Anita Valdez, Melissa Walker, and Terri Winckler.

Abstention (4): Kathy Axtell, Mary Lindsey, Becca Ritchie, and Ellen Simonis

### **WEA STRATEGIC PLAN**

Chairperson Delaney explained how the University of Oregon can help with developing the WEA Strategic Plan.

It was **Moved** by Shawn Brehm and **Seconded** by Jeremy Shay that the WEA partner with the University of Oregon Labor Education Research Center on the development of a WEA Strategic Plan and Vision to be presented at the 2025 WEA RA for adoption, at a cost of \$75,000 to be divided between the current and next fiscal year.

Without objection, the motion was put before the Board and the motion **Carried**. (030924-4)

No (14): Jamie Anderson, Janet Caldwell, Bob Gustin, Tim Martin, Courtney Mense, Ray Nelson, John Richardson, Becca Ritchie, Ellen Simonis, Susan Smith, Suzanne Southerland, Joe Thayer, Melissa Walker, and Terri Winckler.

### **Close Debate**

## **WEA BOARD MEETING MINUTES MARCH 8-9, 2024**

It was **Moved** by Justin Fox-Bailey and **Seconded** by Jen Ben to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (030924-3)

### **ELECTIONS UPDATE**

Eric Pickens, Nominations and Elections Chair, provided an update on the 2024 Governance elections. The first round of elections is complete. Run-offs will commence March 11 – 25, 2024, and according to the thresholds, there's no need for at-large elections.

Based on NEA's allocation, all NEA State Delegate nominees were elected.

### **SMALL GROUPS**

Chairperson Delaney asked the Board to break into their small groups to discuss the WEA budget and consider the following questions:

- Are there things that are not budgeted that should be budgeted?
- If WEA is going to discontinue items, what are they?

### **DOCUMENTS & RESOLUTIONS**

It was **Moved** by Audra Shaw and **Seconded** by Zack Stockdale that the WEA Board of Directors approve the proposed deadlines for maker's submissions going before the 2025 WEA Representative Assembly.

Without objection, the motion was put before the Board and the motion **Carried**. (030924-5)

No (4): Eric Pickens, John Richardson, Becca Ritchie, and Ellen Simonis

### **WEA RA BUSINESS**

#### **2024 CR02**

It was **Moved** by Becca Ritchie and **Seconded** by Eric Pickens that the WEA Board take a position of "**Do Pass**" on 2024 CR 02, and the motion **Carried**. (030924-6)

No (2): Cerra Sand and Nicole Talbert

Abstention (3): Shawn Brehm, Elizabeth Ward-Roberston, and Janie White.

### **SMALL RURAL RESOLUTIONS**

Shawn Brehm presented the first reading of the Small/Rural Resolution. The Board will act at the April meeting.

### **WEA RA WORK TEAM UPDATE**

Maria Lee, WEA RA Work Team Chair, is still looking for WEA RA volunteers.

Chairperson Delaney reviewed the Board's role during the assembly and the April board schedule in Spokane.

Penny and Filma shared Mock RA materials on NEA edCommunities WEA BOD.

### **NEA RA WORK TEAM UPDATE**

The work team continues to prep for Philadelphia. The Board was asked to put on their next council or Exec Board meeting agenda donation consideration for the WEA caucus daily silent auction. Proceeds go to the NEA Fund for Children and Public Education and the money spent by delegates at the auction contributes to individual goals of NEA-FCPE support.

### **NEA DIRECTORS REPORT**

NEA Directors shared that the NEA Ceasefire Resolution passed unanimously, and reviewed information contained in their newsletter <https://www.smores.com/n/qdzcx-nea-directors-newsletter?ref=email>

### **NEA MICRO CREDENTIALS**

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Becca Ritchie, NEA Director, gave information about the upcoming NEA Micro-credentials Orientation. A micro-credential is a short, competency-based recognition that allows an educator to demonstrate knowledge or skill in a particular area. NEA micro-credentials are grounded in research and best practice and are created by educators for educators. This is the first round of orientations/workshops to offer WEA membership professional development clock hours funded through a grant. The orientation is a pre-requisite. A flyer was shared on the portal, and details are available on the WEA website. <https://www.washingtonea.org/events-training/pd/micro-credentials/>

### **GOOD OF THE ORDER**

- Filma Fontanilla– Soundview/Tacoma is hosting SPARKS on March 17.
- Justin Fox-Bailey – reminder to Council Presidents, WEAPAC, and the Board to release WEAPAC reserves from previous years into the PAC for the upcoming election cycle.
- Eric Pickens – asked for campaign support.
- Mary Lindsey – WEA Retired is offering a \$50 membership rebate in April for joining online. Some Councils are matching this rebate. Check the flyer and WEA Retired booth at RA for more info.
- Jeremy Shay – reminder about the WEAPAC 20% goal.
- Pamella Johnson – thanked ESPs for their Lobby Day participation.
- Lori Byrnes – thanked the HCRC for helping to create or improve local diversity plans.

### **ADJOURNMENT**

Chairperson Delaney adjourned the WEA Board of Directors meeting at 12:08 p.m. on Saturday, March 9, 2024, on Zoom.