



2018 Summary of Actions Report for the WEA Representative Assembly

2018 WEA RA STANDING RULES AND ADOPTED PROCEDURES AMENDMENTS

Standing Rules and Adopted Procedures Amendment No. 1—Failed
Barriers for Normal Business Activity: Odors
(David Schott, Cami Kiel, Renton EA)

2018 WEA CONSTITUTION AND BYLAWS AMENDMENTS

(An amendment to the Constitution or Bylaws requires a two-thirds (2/3) vote for adoption.)

(There were no Constitution and Bylaws amendments.)

2018 NEW BUSINESS ITEMS

WEA Goals and Objectives:

- 1. Increase WEA members' professional status and job satisfaction.**
 - 2. Improve the quality of and access to public education for all students.**
 - 3. Forge partnerships with parents, business, other unions, and community groups.**
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New Business Item A—Adopted Unanimously
United to Maintain a Strong and Powerful WEA
(WEA Board of Directors)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA commits to stand united:

1. To preserve and maintain maximum union membership so we retain the power to achieve great things for students, public schools and ourselves.
2. In support of working people and educators' freedoms to collectively negotiate with our employers to improve working and learning conditions.
3. Against threats to all public sector unions.

WEA will focus its time and resources on engaging our membership to support this commitment.

New Business Item B—Adopted Unanimously
Small/Rural Release Grant
(Larry Delaney, WEA Small & Rural Committee)

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA provide grants for release time for presidents and/or designees of small/rural locals to support membership. WEA would reimburse up to 200 release days for small and rural locals to attend conferences, association/council meetings, and/or training opportunities. Grants may not exceed 8 days or \$1500 per local. This is a renewal of last year's NBI.

New Business Item C—Adopted Unanimously
Small/Rural Membership Engagement Grant
(Larry Delaney, WEA Small & Rural Committee)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA provide up to \$37,500 in grants for various local association activities. These activities would include, but not be limited to local presidents meetings, membership engagement activities, council and state trainings and political advocacy. The purpose is to strengthen and build capacity in small/rural local affiliates. Grants will not exceed \$1,500 per local. This is a renewal of last year's NBI.

New Business Item D—Adopted**Equity Team Grants**

(Pamela Wilson, Human and Civil Rights Committee)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA encourages councils as they move forward to continue to have a focus on diversity by securing funding for equity teams by offering 10 grants of \$2000 each.

New Business Item No. 1—Adopted**Protecting Educators Who Use LGBTQ Content**

(Justin Raines, Montesano EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will recommend that the state legislature pass a bill that protects educators who choose to use LGBTQ subject matter in their classrooms, when age-appropriate and connected to their content area, from disciplinary action including a negative impact on their evaluation.

New Business Item No. 2—Withdrawn**Guidance on Discussing LGBTQ Students' Identity with Parents/Guardians**

(Justin Raines, Montesano EA)

New Business Item No. 3—Adopted**Peace is Patriotic**

(Greg Kepner, Clover Park EA)

WEA Goals and Objectives: 3

RECOMMENDATION(S)

The WEA will through existing avenues, recognize and participate in the United Nations "International Day of Peace" program.

New Business Item No. 4—Adopted**Best Practices for One-to-One Laptop Use in Classrooms**

(Don Burress, Bellevue EA)

WEA Goals and Objectives: 2

RECOMMENDATION(S)

WEA will research, write, and publish an article in WE 2.0 with a review of best practices regarding one-to-one laptop use in classrooms. The article will include perspectives from researchers and Washington State educators in one-to-one schools. WEA will also promote this article using existing means of communication.

New Business Item No. 5—Failed**WaKIDS Support**

(Kelye Kneeland, Bellevue EA)

New Business Item No. 6—Adopted

WEA Compiled Model Contractual Language for ESA (Educational Staff Associates)
(Jayme Belle, Bellevue EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

The WEA will develop a plan of action to:

Review collective bargaining agreements from associations across the state of Washington, identifying model language related to ESA critical professional and work place needs, no later than November 15, 2018.

Aggregated examples of model language found in state wide collective bargaining agreements will be used to develop a guiding document regarding contractual language for ESA staff members no later than January 15, 2019.

Using existing media, WEA will share these results with respective education association presidents, and other interested members, so model language may be used during contract negotiations.

New Business Item No.7—Adopted as Amended
Expand WEA Leadership Training to Include Building Level Leadership
(Andy Rubesch, Bellevue EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA expands its ~~summer~~ leadership training beyond local Presidents and Executive leadership to include building and department level leaders. Training sessions should be designed to provide site based leaders the skills to more effectively engage and organize members.

New Business Item No. 8—Adopted
Union Solidarity and Safety
(Julianna Dauble, Renton EA)
WEA Goals and Objectives: 3

RECOMMENDATION(S)

Pursuant to Continuing Resolution F-8, WEA will create a biannual special section in WE 2.0 that:

1. Highlights collaborative actions between NEA affiliates and other unions that strengthen workers' rights and improve workplace safety conditions;
 2. Highlights electoral strategies, organizing tactics, and lobbying efforts conducted by other public sector unions at local, state, and/or national levels; and
 3. Reports what other organized labor groups are doing through collective action to bring about common sense gun regulations at all levels of government and/or commerce.
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New Business Item No. 9—Failed
Member Feedback to the Budget
(Joe Thayer, Ridgefield EA)

New Business Item No. 10—Withdrawn
Educators Need Trauma Support Too
(Martha Patterson, Central Kitsap EA)

New Business Item No. 11—Adopted
Washington State Comprehensive School Counseling and Guidance Program Model
(Jenny Morgan, Olympia EA; Gretchen Stiger, Everett EA)
WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide lobbyist support and will partner with the Washington School Counselor Association in order to update and strengthen language related to comprehensive school counseling and guidance programs within RCW28A.410.043.

WEA will also support legislation recognizing that Washington school counselors should be staffed at the evidence-based best practice school counselor-to-student ratio of 1:250, as recognized by the American School Counselor Association.

In addition, WEA will support legislation that institutes the Washington State Comprehensive School Counseling Program Model, as our state's recognized framework for school counseling.

New Business Item No. 12—Adopted

WEA Equity Audit

(Michael Pena, Mukilteo EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will engage an experienced, respected outside equity consulting organization to perform an equity audit of our policies, rules, and regulations to determine if and/or where inequitable language exists and, if so, how such language affects marginalized and/or oppressed members.

The equity audit will be made available on the WEA website and members will be notified of its release via an email announcement containing a link to the audit document(s).

New Business Item No. 13—Adopted

WEA to Assign Liaison to the Education Staff Associates (ESA) Behavioral Health Coalition

(Carrie Suchy, NCSP, Franklin Pierce EA)

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

The WEA continue the existing assignment of a Liaison to work with the ESA Behavioral Health Coalition to build and support legislation to adequately address the social and emotional health and wellness of our students as well as the individual professional advocacy needs of the coalition member groups, the professional state associations for school psychologists, school social workers, school counselors, and school nurses.

New Business Item No. 14—Adopted

Reinstate the Education Staff Associates (ESA) Committee

(Carrie Suchy, NCSP, Franklin Pierce EA)

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA reinstate the ESA Committee to advise local union leadership and WEA staff on matters pertaining to these professionals, including contract language recommendations, membership engagement, and advocacy at the local and state level.

New Business Item No. 15—Adopted as Amended

No Longer Fair: The Janus Ruling and Non-Member Representation

(Ray Nelson, North Thurston EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

Should Mark Janus win his case:

1. The WEA will continue to advocate for and help local associations conduct exclusive bargaining with school districts. Although that will mean that free riders get the benefits of the contract, it is in the interest of the association to maintain the ability to bargain exclusively since bargaining for an entire

job class gives the association the best opportunity to bargain better compensation and working conditions.

2. ~~The WEA legislative strategy committee will consider legislative changes to RCW 41.59 that would result in local associations having no legal obligation to represent non-members beyond contract negotiations. The legislative strategy committee will present to the WEA Board the changes that are being pursued and other options that were explored.~~
3. The WEA will develop guidance for all locals regarding what advocacy for non-members is legally required under current law, and encourage local associations to limit member benefits only to association members.
4. The WEA will support local associations that choose to limit advocacy and member benefits for non-members to only the level required by law now or as changed in the future.

New Business Item No. 16—Adopted
Non-Continuing Time Should Count Towards Your Three Years of Provisional Time
(Silas Berry, Central Kitsap EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

Direct WEA to lobby for a revision of the WAC/RCW/OSPI Interpretation that specifies that service time spent while on non-continuing contracts count towards their three years of Provisional Status.

New Business Item No. 17—Failed
WEA to Develop Specific Professional Development for Substitute Paraeducators
(Karin Engstrom, Seattle EA)

New Business Item No. 18—Adopted
Ethnic Studies
(Michael Pena, Mukilteo EA)
WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

WEA will work with OSPI and community organizations that represent marginalized communities to develop a model ethnic studies curriculum that can be used in and/or as credit-bearing courses by Washington State schools and districts.

New Business Item No. 19—Adopted as Amended
What is Your Testing Reality?
(Matt Chonka, Marysville EA; Becca Ritchie, Renton EA)
WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will use existing communication vehicles to understand the reality our members face with required testing for federal accountability before and during the 2019 legislative session.

WEA will consider a statewide members survey that collects members' experiences relating to lost classroom learning time for: test training, test practice, securing test materials, securing student data, test administration, makeup testing, and any other disruptions to learning because of state testing.

The survey may collect the amount of time educators spend outside of student contact time in preparation for testing as that diminishes the educator's ability to do the work of teaching.

Depending on communications capacity, the perceptions of members regarding the overall value of these tests mandated through our state's ESSA plan may also be gathered and disaggregated by the member's years of experience, grade band, subject area, and other factors as appropriate.

This data may be shared broadly for community organizing to support new legislation that eliminates the use of any state or federally mandated test as a requirement for graduation and/or all state mandated testing that is not federally required.

New Business Item No. 20—Adopted

Safety for Students and Staff

(Janie White, Renton EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will, using best practice research, design model bargaining language around ESP ratios in supervisory positions to provide safe environments in assorted settings, e.g. hallways, playgrounds, and bus zones.

New Business Item No. 21—Adopted

Why Recreate the Wheel...Let's Collaborate Around Equity Teams!

(Janie White, Renton ESP; Pamela Wilson, Monroe EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will convene members from councils who have begun equity team work to create a framework for other councils who want to venture into the work.

New Business Item No. 22—Adopted

Let's Talk About Mental Health

(Pamela Wilson, Monroe EA; Jeb Binns, Highline EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will advocate for ample mental health providers in schools to support students and staff who experience complex trauma and other mental health issues.

New Business Item No. 23—Withdrawn

Protecting Educators of Color

(Rupika Madhavan, Highline EA)

New Business Item No. 24—Adopted with Substitute Language

Celebrate Black Lives Matter

(Juan Cordova, Highline EA)

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

~~Send two emails (on MLK Day and January 31st in 2019) in September and on MLK day to all WEA members with a link to the resources compiled last year to teach about Black Lives Matter.~~

Email a reminder with a link to compiled national resources created by the "Black Lives Matter at School Week" in September and the first week of January every year.

New Business Item No. 25—Adopted

School Psychologist Recommended FTE Ratio

(Carrie Suchy, NCSP, Franklin Pierce EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

We recommend that the WEA endorse this nationally recommended ratio and support locals in bargaining efforts to prioritize and reach this ratio for the improvement of student's access to appropriate services as well as job satisfaction and recruitment and retention for our school psychologists.

New Business Item No. 26—Withdrawn

Prepare a Resolution in Support of Multi-Tiered System of Supports (MTSS) Initiatives for Washington Public Schools

(Carrie Suchy, NCSP, Franklin Pierce EA)

New Business Item No. 27—Withdrawn prior to distribution

New Business Item No. 28—Adopted

Community Schools Cadre

(Joanne Glasgow, Highline EA; Becca Ritchie, Renton EA)

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will explore the formation of a new cadre to:

1. Deeply understand the upcoming NEA Policy Statement on Community Schools;
2. Develop messages for dissemination to the broader membership about key elements within the Policy Statement as they relate to existing Washington State laws, existing funding resources and other pertinent factors; and
3. Provide recommendations to the WEA RA 2019 delegation for how members can best advocate for the formation of community schools in their school districts.

New Business Item No. 29—Adopted

Every Student Succeeds Act-Your Voice Matters

(Rebecca Biddick, Edmonds EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will:

1. Provide information to Councils and local leaders whose members are employed at schools identified for “Comprehensive” or “Targeted Support” regarding areas of the law that require educator input in school and district decision making. Information should include strategies on developing school leadership teams, conducting building needs assessments, and implementing school improvement plans.
2. Provide Councils and locals with districts and schools receiving federal funding with information about educator input opportunities and the allowable uses of Title I, Title II, Title III, and Title IV Part A funds.
 - a) Title I: Improving Basic Programs Operated by State and Local Educational Agencies;
 - b) Title II: Preparing, Training and Recruiting High-Quality Teachers, Principals or Other School Leaders;
 - c) Title III: Language Instruction for English Learners and Immigrant Students; and
 - d) Title IV Part A: 21st Century Schools: Student Support and Academic Enrichment Grants.
3. Provide information to Councils and local leaders regarding areas of the law with local bargaining implications. Provide model bargaining language regarding relevant topics including but not limited to curriculum and instruction, professional development and general working conditions.

New Business Item No. 30—Adopted as Amended

Post-Janus Organizing

(Larry Delaney, Lakewood EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will provide release time grants to all locals with non-release presidents for the purpose of organizing post-Janus decision. Any leaders designated by the local association will be eligible for the release time. WEA will reimburse the total cost of one (1) release day per 30 members up to a maximum of eight (8) release days to make building visits, conduct one-on-one interviews with members, connect with new employees, and meet with non-members. Grants will only be awarded to locals who present a detailed plan that outlines the membership organizing work that they intend to accomplish. To ensure maximum success, the awarding of release days, follow-up, and support will be administered by council ~~presidents~~ executive boards. WEA will also provide regional post-Janus organizing training for local leaders that will include budgeting, establishing a local dues structure, and bargaining contract language that will allow for continued member engagement.

New Business Item No. 31—Adopted
Ambassadors from Small Rural Locals All Expenses Paid
(Dena Enyeart, WEA Lower Columbia; Sharon Dolan, WEA Lower Columbia President)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will reimburse for the cost of roundtrip travel and all allowable travel expenses, per WEA travel guidelines, for any WEA RA ambassador coming from a small rural local.

New Business Item No. 32—Adopted
Fall NBI Progress Report-Revisited
(Ray Nelson, North Thurston EA; Karin Engstrom, Seattle EA)
WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

No later than the end of each October, make an electronic “New Business Item (NBI) Fall Progress Report” accessible to all members via a link embedded under the Representative Assembly heading on the My Union page of the WEA website. The format of the Fall Progress Report would be identical to that used for the NBI Progress Report included in Representative Assembly materials to delegates and successor delegates.

The additional information in the Fall NBI Progress Report, would include, but not be limited to:

1. WEA staff contact information;
 2. A brief but complete explanation of how the NBI was or will be completed; and
 3. Descriptions of specific actions and/or events members would be encouraged/invited to participate in or attend.
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New Business Item No. 33—Adopted
Study and Training Re: Multi-Tiered System of Supports (MTSS)
(Carrie Suchy, NCSP, Franklin Pierce EA)
WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA share, through existing methods of communication, resources related to the implementation of Multi-Tiered Systems of Support (MTSS).

New Business Item No. 34—Referred to Committee
Educators Need Trauma Support Too
(Martha Patterson, Central Kitsap EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will explore, develop and provide wellness professional development and mentoring opportunities for educators who work with physically aggressive, emotionally challenging, and mentally challenging students, as well as educators suffering from compassion trauma and/or trauma related to working with the aforementioned challenging students.

These opportunities may include, but not be limited to:

1. group support meetings where educators can share frustrations and ideas for self-care;
2. therapeutic practices;
3. yoga or other calming physical activities; and
4. mental health support to deal with on the job physical and emotional trauma.

These opportunities can be in addition to supports already available, including Employee Assistance Plans and health care benefits such as massage and acupuncture.

New Business Item No. 35—Referred to Committee

School Safety

(Becca Ritchie, Renton EA; Summer Stoner, Bellingham EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will develop 10 questions to ask a district about safety plans, and then publicize that work through WE 2.0 and the WEA website. The purpose is to start the conversation with districts around the development of school safety plans that all local members will know and understand.

Through the council structure WEA will gather responses given to members by school districts to be used by the WEA Safety Committee to develop tools and Professional Development for WEA members as well as by lobbyists for their use.

New Business Item No. 36—Referred to Committee

No Asking About Admin Leave

(John Richardson, South Kitsap EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will develop and carry out a plan to eliminate the practice of districts asking applicants if they have ever been placed on administrative leave.

New Business Item No. 37—Referred to Committee

Whole Washington Health Trust (I-1600)

(Joseph Erikson, Edmonds EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will endorse I-1600 and encourage, through existing communication methods, its members to sign the I-1600 ballot initiative.

New Business Item No. 38—Adopted

Connecting Communities

(Tracey Drum, Highline EA)

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA offer members the opportunity to apply for grants that support working with local or council leadership to facilitate community conversations. These grants may be up to \$75 per member, up to a grand total of \$3,000 for WEA. This money can be spent on supplies, rental space, or other pertinent needs for a meeting of parents, staff, other community members, and/or students.

The purposes of these meetings will be to:

1. Build relationships between community members, families, and school staff to support student learning;

2. Problem-solve issues using restorative practices;
3. Gather input on developing safety plans for schools; or
4. Other events of similar intent that align with NEA policy statements on Community Schools.

New Business Item No. 39—Referred to Committee
STEAM instead of STEM for CTE Certification Requirement
(Mike Campbell, Spokane EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

~~WEA will recommend that the legislature pass a bill that directs OSPI to amend this requirement for STEM training to include fine arts (visual and performing), thereby allowing broader, more relevant training for CTE instructors.~~

WEA will recommend that the requirements for STEM training be eliminated because all forms of learning are equally valued and all forms should be equally supported.

New Business Item No. 40—Adopted as Amended
WEA Representation in Pre-Service Programs
(Brandon Howard, Port Angeles, EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

~~WEA will develop a plan to provide access to training on the history of unions in Washington, the role of the union in public schools, and their rights as union members, for pre-service teachers in Washington State.~~

WEA will create a plan to provide training to aspiring educators in all Washington colleges and universities on:

1. The history of ~~teacher~~ educators' unions in Washington;
2. The role of unions in public schools; and
3. Their rights as union members.

New Business Item No. 41—Adopted
Statewide Educators of Color Conference
(Michael Cook, Edmonds EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA start and maintain a conference specific to the needs of educators of color.

New Business Item No. 42—Adopted as Amended
Pre-Service Teacher Education Bias Training
(Shawne Johnson, Port Angeles EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

~~WEA mandates~~ recommends that all Washington State ~~pre-service teacher education~~ educator preparation programs include a required unit of study that encompasses cultural bias training as it relates to education, frameworks for understanding culturally responsive teaching, and is inclusive of the history of race and institutionalized racism in the United States. This training should be part of the certification process for new teachers in Washington State. Bias training includes a demonstrated understanding of white privilege in the US, an understanding of how institutional racism creates systemic disadvantages to particular groups, and an understanding of how to make a positive impact within the public school system to continue to advocate for equity and human rights for all students.

New Business Item No. 43—Referred to Committee

WEA Professional Development for Highly Capable Educators

(Reby Parsley, Kent EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

At WEA-sponsored professional development, WEA will provide appropriate break-out sessions specific to educators who teach our highly capable students.

New Business Item No. 44—Referred to Committee

Recognizing ESAs Who Obtain Their National Certification

(Paul Diaz, Highline EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will recommend that the state legislature pass a bill that provides state compensation to ESAs who have obtained their national certification through their professional associations that is equal to the bonus provided to teachers who have obtained their National Board Certification.

New Business Item No. 45—Failed

Improve State Funding for Capital Improvements

(Shawne Johnson, Port Angeles EA)

New Business Item No. 46—Referred to Committee

Addressing Mental Health Issues in Community and Technical Colleges

(Carla Naccarato-Sinclair, Community College of Spokane AHE)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will support legislation to request a full study of mental health issues in the Community and Technical Colleges, including counselor to student ratio, and counselor staffing issues.

New Business Item No. 47—Withdrawn

Education Pay for Classified Staff

(Greg Kepner, Clover Park EA)

New Business Item No. 48—Withdrawn prior to distribution

New Business Item No. 49—Adopted

Publicize Educator Criticism of WA-AIM

(Libby Black-Walker, Seattle EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will publish an online article describing educators' stories and criticisms of WA-AIM. The article will describe problems and concerns surrounding the assessment's validity, scoring procedure, equity issues, and general usefulness as a measure of assessment for students with severe disabilities who require individualized, consistent, specially designed instruction.

New Business Item No. 50—Adopted

Member-to-Member Professional Development Grants

(Kevin Cope, Spokane EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will provide grants for developing and implementing cost-effective, local training to be delivered by WEA members to WEA members. Grants will be awarded as follows:

1. 10 grants of \$2,000 available to UniServ councils; and
2. 20 grants of \$1,000 available to local associations.

These trainings will include both certificated and ESP members.

Recipients of these grants will submit reports to the WEA president and the WEA Board before the March 2019 WEA board meeting detailing the success of the trainings. The reports will include a breakdown of costs, the number of members trained, and include member surveys.

The WEA president and WEA board will then make recommendations of best practices with the goal of making member-to-member training an integral part of the WEA.

**New Business Item No. 51—Adopted
Improving the Regionalization Factor
(Bryan Grassi, Bethel EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will appoint a task force to investigate and develop a proposal to present to the Legislature that would make the regionalization factor for funding more equitable to all school districts.

**New Business Item No. 52—Adopted
Grants for Educators of Color
(Rupika Madhavan, Highline EA)**

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

WEA will create fifteen \$500 grants for educators of color to attend conferences that support educators of color, like Institute for Teachers of Color (ITOC), or other WEA approved conferences. Grants will be first-come, first-serve.

**New Business Item No. 53—Failed
Support Progressive Climate Taxation
(Noam Gundle, Seattle EA)**

**New Business Item No. 54—Adopted as Amended
Student to School Counselor Ratios and Overage
(Jeffrey Morgen, Seattle EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

~~The WEA will write a letter to the Superintendent of Public Instruction, the Governor, and both the Senate and House Majority leaders regarding student to counselor ratios.~~

~~The WEA will coordinate with them to formulate systematic plans to achieve the ratios recommended by the American School Counselor Association and the Washington School Counselor Association that are congruent to local school district demographics.~~

The WEA will develop a universal overage formula should student-counselor ratios exceed contractual levels.

**New Business Item No. 55—Referred to Committee
Compensating, Retaining and Growing Bilingual Educators**

(Joanna Barnes, North Thurston EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will advocate at the state level, for the compensation of teachers who use their bilingual and biliteracy skills to positively impact students and families through translation and interpreting services.

New Business Item No. 56—Referred to Committee

Communicating with ELL Families

(Christine Yorba, North Thurston EA)

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA lobby the state to mandate that school districts provide professional development to communications departments, administrators, educators and community partners about ELL family rights, existing translation services, and the importance of proactively sharing student information to ELL families in their first language.

New Business Item No. 57—Adopted

Student Leadership Conference for Student Washington Education Association (SWEA) Members

(Nicole Way, Student Washington Education Association)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

WEA will provide a grant for up to ten additional SWEA members to attend NEA SLC. Having this number of members attend SLC would create a climate of leadership continuity for our student chapters.

New Business Item No. 58—Referred to Committee

Real Class Size Accountability

(Dawn McCary, Federal Way EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will:

1. Continue to advocate for class sizes that truly reflect 1351/McCleary levels without the factors that cause class ratios to appear artificially low; and
 2. Explore ways to advocate for state laws that hold districts accountable to count class size in a manner that reflects the daily experience of teachers and students (i.e., student in the class to classroom teacher).
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New Business Item No. 59—Adopted

Protecting Educators of Color

(Rupika Madhavan, Highline EA)

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

In order to protect educators of color and maintain equity and diversity in the teacher workforce, WEA will track displacements and terminations to determine if reduction of force policies are disparately impacting educators of color.

New Business Item No. 60—Adopted Unanimously

#RedforEd Solidarity with Arizona Educators Walkout!

(Darrin Hoop, Seattle EA)

WEA Goals and Objectives: 3

RECOMMENDATION(S)

WEA will:

1. Declare Thursday April 26, 2018, and every Wednesday thereafter to be #RedforEd days until Arizona educators settle;
2. Call on WEA affiliates and their members using existing means of communication to wear their Education Association or other red shirts on those days; and
3. Encourage members to take building-wide photos to post on social media with the hashtag #RedforEd.

New Business Item No. 61—Adopted as Amended

Staff Personal Injury Protections

(Karen Deeter, Seattle EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

The WEA should ~~remind~~ aggressively educate school boards, law enforcement, superintendents, and administrators that with the upsurge in school violence, they need to monitor data collection accurately, warn about the civil and legal penalties in relation to any personal injury, and convey concern about ~~the lack of preventative restraints and~~ training to thwart school violence.

WEA will create model bargaining language to ensure safe classroom environments for students and staff, adequate training and resources.

New Business Item No. 62—Referred to Committee

Post-Janus Funding Recommendations

(Jonathan Knapp, Seattle EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

Should the outcome of Janus result in the loss of agency fee in Washington state, the WEA RA delegates recommend to the WEA Board and its Budget and Finance ~~Commission~~ Committee to revise the UniServ staff funding for councils in the following ways:

1. Future UniServ staff funding for councils shall be proportional to the ratio of union members (numerator) in the overall potential bargaining units of the council (denominator);
2. Any potential staff reductions in the councils shall be carried out based on that proportional staffing funding and shall be in conformity with the WEASO contract; and
3. Cuts in the WEA central office staff and governance shall be at least proportional to the overall loss of revenue to the whole of WEA.

New Business Item No. 63—Adopted as Amended

Model Language for Inclusive Education

(Kim Hay, Bellevue EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

WEA will create model bargaining language to support ~~teachers~~ educators and students impacted by the increase in inclusive education for all students whom would benefit from an inclusive model. Such model language may include, but not be limited to, co-teaching, MTSS, RTI, and other evidence-based practices. Language may also address high number of students with significant supports included in the classroom, collaborative planning time, added workload due to increased number of meetings and documentation required, etc.

New Business Item No. 64—Referred to Committee

Adequate and Equitable School Funding is Not Finished

(Daniel McCartan, Olympia EA)

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA identify districts that did not receive adequate increases in new resources and lobby the legislature to provide adequate, fair, and equitable funding to ALL districts in the state.

New Business Item No. 65—Referred to Committee

New Educator Assessment Fees

(Denise Butler, Everett EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will develop a recommendation to the Legislative Strategy committee that the State pay for new educator assessment fees such as the West-B, the West-E, and the EdTPA.

In addition, WEA will conduct a study regarding the validity and necessity of these assessments for new teacher certification.

New Business Item No. 66—Adopted

Mobilizing WEA for Attacks from Anti-Union Groups

(Brian Herling, Wenatchee EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

WEA will:

1. Develop a short presentation for use at the local level to encourage members to block social media ads from groups that are anti-union;
 2. Encourage personal conversations with all members to help define which organizations are currently targeting our members. The information gathered from these conversations will be communicated to the WEA so they can take action; and
 3. Work with the NEA to fight for advertiser transparency on Facebook and other forms of social media.
-

New Business Item No. 67—Referred to Committee

Assign Health & Safety Committee to Develop Recommendations for Training Related to Emergency Planning & Training

(Tom Walker, Renton EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA Health & Safety Committee will evaluate curriculum from FEMA and other resources to create specific training recommendations that can be implemented for individuals, schools, and districts.

New Business Item No. 68—Referred to Committee

Amend the Washington State Constitution to Allow for Implementation of a State Income Tax

(Janet Bowersox, Seattle EA; Jan McCartan, Seattle EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

WEA will support legislators and legislation to amend the Washington State Constitution to allow for implementation of a State Income Tax.

New Business Item No. 69—Referred to Committee

Wraparound Mental Health

(Susan DuFresne, Renton EA)

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

WEA will actively develop partnerships through OSPI and Department of Health Services to create wraparound mental health and family services programs to support students in and out of school. Additionally, WEA will lobby for legislative action to codify these programs and assure ample state funding as appropriate.

2018 AMENDMENTS TO THE CONTINUING RESOLUTIONS

Amendment to Continuing Resolution B-6—Adopted
Secondary Transcripts, Graduation, and Diplomas
(Shannon Ergun, Tacoma EA; Jeb Binns, Highline EA)

PROPOSED RECOMMENDATION(S)

CR B-6 Secondary Transcripts, Graduation, and Diplomas (RA-03, 15)

The Washington Education Association believes that all Washington secondary school transcripts should be uniform in documenting and clearly defining the individual student's educational program.

The Association supports meaningful vocational and competency-based alternatives to standards-based high school graduation.

The Association also believes all students within a district who have satisfactorily completed their course of study as determined and designed for the student by the district shall receive equal treatment regarding graduation and diplomas.

The Association opposes inclusion of federal- and/or state-mandated assessment scores on student transcripts.

The Association also opposes the use of high-stakes national/state assessments for placement and/or as an enrollment or graduation requirement.

Amendment to Continuing Resolution B-8—Adopted
Providing Resources for S.T.E.A.M. Education
(Mike Campbell, Spokane EA; Sherri Thies, Spokane EA)

PROPOSED RECOMMENDATION(S)

CR B-8 S.T.E.M. (Science, Technology, Engineering, Mathematics) to S.T.E.A.M. (Science, Technology, Engineering, Arts, Mathematics) Education (RA-13)

The Washington Education Association believes S.T.E.A.M. education develops higher levels of critical thinking, creative problem solving, and innovation in addition to economic vitality and personal well-being.

The Association also believes the importance of the arts (visual and performing) and design is an integral part of S.T.E.A.M. fields.

The Association further believes the inclusion of the arts and design into S.T.E.A.M. curriculum development, education, and legislation is essential.

The Association also believes that in order to promote the arts and design in S.T.E.A.M. curriculum development, educators must be provided best practices and successful strategies in a publicly accessible form.

Amendment to Continuing Resolution B-10—Adopted as Amended
Bilingual Education
(Elsa Martinez-Myers, Vancouver EA)

PROPOSED RECOMMENDATION(S)

CR B-10 ~~Bilingual Education~~ (RA-85, 06)

CR B-10 Dual Language Immersion Education and English Language Learners

The Washington Education Association believes that students with limited English proficiency learn best when:

1. curriculum content and comprehensive reading programs are facilitated in the student's language;
2. English Language Learners (ELL) programs are taught through a program that includes understanding, speaking, reading, and writing skills;
3. all aspects of the curriculum reflect respect for the student's native culture; and
4. curriculum content and comprehensive ~~reading language~~ programs are taught by:
 - a. certified teachers who are ~~non-native English speakers~~ bilingual multilingual; or
 - b. certified teachers who have English Language Learners (ELL) endorsement and content course background; or
 - c. certified teachers who are native speakers of the target language.

The Association also believes that ELL teachers assigned to teach English Language Learners must satisfy rigid requirements or have completed specialist degrees in bilingual education.

The Association further believes that either ~~bilingual education~~ Dual Language Immersion education or ELL programs—or both—are acceptable ways to teach students with limited English skills. ~~However, nothing in this resolution shall be construed as minimizing the importance for the student to learn English. The Association recognizes the latest research data that proves the most effective program that closes the opportunity gap is Dual Language Immersion.~~

Amendment to Continuing Resolution B-26—Adopted
Amendment to CR B-26 Mathematics and Science Education
(Ryan Smith, Highline EA)

PROPOSED RECOMMENDATION(S)

CR B-26 Mathematics and Science Education (RA-95)

The Washington Education Association believes the study of mathematics and science to be a fundamental requirement for continued participation in an increasingly complicated and diverse society.

The Association also believes that teachers should be supplied with a viable curriculum aligned to the state adopted standards.

Amendment to Continuing Resolution C-14—Adopted as Amended
Support for Tax Reform and Revenue Retention
(Julianna Dauble, Renton EA; Becca Ritchie, Renton EA)

PROPOSED RECOMMENDATION(S)

CR C-14 Support for Tax Reform and Revenue Retention (RA-93, 17)

~~The Washington Education Association supports the principle of state tax reform that includes a fair and equitable progressive income tax with reduced lids on sales, property, and business and occupation taxes.~~

~~The Association believes that taxation assessed by local and state governments should be allocated for the maximum benefit of the people.~~

The WEA supports revision of the Washington State Constitution to provide for reform of the total tax structure to ensure ample and sustainable funding for public schools.

To achieve amply funded basic and higher education, WEA supports state revenue reform including:

1. a fair and progressive income tax;
2. capital gains taxes;
3. carbon taxes in those cases when they directly benefit public education funding and do not adversely impact lower income taxpayers and small businesses; ~~that provide both a net positive revenue stream and environmental benefits to slow and reverse climate change;~~ and
4. reduced sales, property, and business and occupation taxes that unfairly burden low- and middle-income earners and small businesses.

The Association opposes tax revenue being spent on banking fees that profit privately-run banking institutions when that revenue could fund public education, social services, and environmental protections.

Amendment to Continuing Resolution – Housekeeping move from D-1 to D-5—Adopted
Emergency Planning Training is Part of Emergency Procedures
(Tom Walker, Renton EA)

PROPOSED RECOMMENDATION(S)

CR D-1 Emergency First Aid (RA-85, 17)

The Washington Education Association believes that all education employees should regularly complete a First Aid and Cardiopulmonary Resuscitation (CPR) course and that all registration and employee-pay costs need to be covered by the school district.

The Association also believes that CPR training should include training in the use of Automated External Defibrillators (AED), even in school districts where these devices are not currently available.

~~The Association further believes that school districts should make Federal Emergency Management Agency (FEMA) training for multi-hazard emergencies in schools available to all education employees.~~

CR D-5 School Emergency Procedures Best Practices (RA-17)

The Washington Education Association believes that students and staff at all schools in Washington deserve to have school emergency plans in place that reflect current recommendations and best practices identified by federal, state, and local emergency management, law enforcement, fire response, and emergency medical services organizations.

The Association also believes that school districts should work cooperatively with these emergency organizations to develop, implement, train, and cross-train on these plans.

The Association further believes that school districts should be encouraged to individualize procedures for specific buildings to reflect local hazard assessments and to recognize the implications of age-related capabilities and challenges of students at pre-K, elementary, middle, secondary, and post-secondary programs and facilities.

The Association also believes that school districts should make Federal Emergency Management Agency (FEMA) training for multi-hazard emergencies in schools available to all education employees.

Amendment to Continuing Resolution D-1—Adopted
Emergency First Aid for Modern Threats
(Tom Walker, Renton EA)

PROPOSED RECOMMENDATION(S)

CR D-1 Emergency First Aid (RA-85, 17)

The Washington Education Association believes that all education employees should regularly complete a First Aid and Cardiopulmonary Resuscitation (CPR) course and that all registration and employee-pay costs need to be covered by the school district.

The Association also believes that CPR training should include training in the use of Automated External Defibrillators (AED), even in school districts where these devices are not currently available.

The Association further believes that school districts should make Federal Emergency Management Agency (FEMA) training for multi-hazard emergencies in schools available to all education employees.

The Association also believes that school districts should make training that meets the standards of the Federal Emergency Management Agency (FEMA) “Stop The Bleed Campaign” available to all education employees with applicable costs covered by the school district.

**Amendment to Continuing Resolution D-5—Adopted
Emergency Planning Cannot be Just Talk
(Tom Walker, Renton EA)**

PROPOSED RECOMMENDATION(S)

CR D-5 School Emergency Procedures Best Practices (RA-17)

The Washington Education Association believes that students and staff at all schools in Washington deserve to have school emergency plans in place that reflect current recommendations and best practices identified by federal, state, and local emergency management, law enforcement, fire response, and emergency medical services organizations.

The Association also believes that school districts should work cooperatively with these emergency organizations to develop, implement, train, and cross-train on these plans.

The Association further believes that school districts should be encouraged to individualize procedures for specific buildings to reflect local hazard assessments and to recognize the implications of age-related capabilities and challenges of students at pre-K, elementary, middle, secondary, and post-secondary programs and facilities.

The Association supports school districts’ efforts to work with local emergency management and response organizations to make bystander disaster response training available to educational employees, such as the FEMA Community Emergency Response Team (CERT) program.

The Association also believes that the Washington State Legislature and OSPI should commit and require funds be designated to be used by school districts for emergency planning, training, and preparing (including supplies) to make schools safer for all students and staff in the event of a disaster.

**Amendment to Continuing Resolution E-15—Adopted
Hazardous Working Conditions
(Summer Stoner, Bellingham EA)**

PROPOSED RECOMMENDATION(S)

CR E-15 Hazardous Working Conditions (RA-85)

The Washington Education Association believes that education employees must not be required to work under unsafe or hazardous conditions or be asked to perform tasks which endanger their health, safety, or well-being.

The Association also believes that education employees may use reasonable force if necessary to protect their person or other persons or property from attack, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects threatening harm.

The Association further believes that education employees should be:

1. fully reimbursed for theft, damage, or destruction of clothing or personal property while on duty in the school, on the school premises, or on a school-sponsored activity;
2. informed of their responsibilities, rights, and relations to legal authorities in crisis situations;
3. a prominent part of the formation and implementation of a building safety plan; and
4. provided venues of support for members who have experienced hazardous working conditions.

**Amendment to Continuing Resolution H-4—Adopted
Students’ Right to Advocate for Peace and Social Justice
(Summer Stoner, Bellingham EA)**

PROPOSED RECOMMENDATION(S)

CR H-4 Students’ Right to Advocate for Peace and Social Justice (RA-07)

The Washington Education Association believes that school districts should develop policies and procedures that support students seeking to form student groups to advocate for peace and/or social justice.

The Association supports student-organized peaceful events where the youth of our country exercise their civic rights.

**Amendment to Continuing Resolution I-1—Adopted as amended
Control of Deadly Weapons and Firearm Safety
(Becca Ritchie, Renton EA; Summer Stoner, Chairperson, Health & Safety Committee)**

PROPOSED RECOMMENDATION(S)

~~CR I-1 Control of Deadly Weapons and Firearms (RA 89, 96)~~

CR I-1 Control of Deadly Weapons and Firearm Safety

~~The Washington Education Association believes that stricter legislation is needed to control guns, knives, and other deadly weapons.~~

~~The Association also believes that severe penalties should be enacted and strenuously enforced for criminal actions involving guns and other deadly weapons, especially in school settings, and for those who profit from the illegal sale of these weapons.~~

~~The Association supports legislation that makes illegal the sale of or possession by:~~

- ~~1. the private sector of automatic and semi-automatic paramilitary assault type rifles and machine guns;~~
- ~~and~~
- ~~2. minors of hand guns and air guns which closely resemble a hand gun or an assault weapon.~~

WEA believes that all students and education employees must be allowed to learn and work in an environment free of unauthorized guns and other deadly weapons. The safety of our communities, schools, and students is enhanced when common sense gun regulations are in place and when research on the causes and prevention of firearm violence is extensive and ongoing.

WEA also believes educators should be included as an integral part of setting safe school policies.

WEA further believes that educators may be sentinels in the work of keeping a safe learning environment but should not be expected to put themselves in harm’s way jeopardizing their own safety.

The Association supports regulations that:

1. require gun owners to participate in educational programs that stress responsible ownership, including safe use and storage of guns;
2. require universal background checks for all gun purchases;
3. ban the sale of automatic and semi-automatic paramilitary assault-style weapons to the public; and
4. prevent deadly weapons from being present on any public or private school campus or other space that is used exclusively by students through grade 12.

**Amendment to Continuing Resolution I-17—Adopted
Weapons in the Schools
(Summer Stoner, Bellingham EA)**

PROPOSED RECOMMENDATION(S)

CR I-17 Weapons in the Schools (RA-92, 96)

The Washington Education Association believes in policies that prohibit the possession of weapons in school settings.

The Association also believes its affiliates should work with district administrators to develop training programs that educate staff persons in how to prevent and defuse potential volatile situations.

The Association further supports the establishment of association-driven rapid response support groups for employees and students who have been victims of school violence.

**Amendment to Continuing Resolution I-6—Adopted
Health Care Reform
(Peter Henry, Seattle EA)**

PROPOSED RECOMMENDATION(S)

CR I-6 Health Care Reform (RA-92, 03)

The Washington Education Association supports health care reform that is designed to control costs, ensure equitable access to universal and comprehensive health care services including mental health parity for all, and fairly distributes the costs of health care throughout our society.

2018 NEW RESOLUTIONS

**New Resolution No. 1—Adopted Unanimously
Keep Our Schools Safe
(Karen Runyon, Cheney EA; Vicky Jensen, WEA-Eastern WA Council President)**

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED that the Washington Education Association believes all public schools in the United States of America should be safe learning environments for students and staff.

The Association also believes that educators should be included as an integral part of setting safe school policies.

The Association further believes mandatory emotional wellness courses be developed and implemented in grades K-12.

The Association also believes our schools put more focus on enhancing relationships rather than on test scores.

The Association further believes coordination with other agencies (police, law, mental health, social services) as the only way we will stop the violent events that are occurring in our schools. We must put resources into developing a mandatory protocol and process for students who are identified as being threats to themselves or others, before they harm themselves or others.

The Association also believes all schools who experience traumatic events must have access to funding that is dedicated specifically for mental health counselors and services. These ongoing services should be available to the staff and students who were affected by such trauma. Expanded mental health services on campuses that experience a traumatic school event are necessary for recovery from such debilitating events.

The Association further believes that schools in Washington should establish a statewide, anonymous (K-12) student program with dedicated hotline, website, and mobile app that can be used to report threatening incidents.

The Association also believes that every school must be required to have a threat assessment team in place before schools begin each year. And crisis intervention training should be required for all school personnel. This training should also be completed BEFORE school starts each year. This staff training should utilize Code Red training and drills that thoroughly prepare them to support and protect students if a violent event occurs on their campus.

The Association further believes all school buildings should have resources to upgrade and install safe measures in schools.

(New Resolution No. 1 will be new section Continuing Resolution I-8 followed by renumbering.)

New Resolution No. 2—Tabled
Supporting ESAs
(Paul Diaz, Highline EA)

New Resolution No. 3—Adopted
Public Banking
(Julianna Dauble, Renton EA; Becca Ritchie, Renton EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION
Believes in the development of a public cooperative bank in the state of Washington that:

1. Establishes a sustainable funding source of ready capital for infrastructure and economic development in the state of Washington.
2. Manages revenue, expenditures, investments, and finances more efficiently and more profitably for the people of the state, and
3. Works in partnership with school districts, community based organizations, municipalities, counties and other stakeholder groups to increase funding for public education, public health, public safety, and to provide economic opportunities for citizens.

(New Resolution No. 3 will be new section Continuing Resolution C-11 followed by renumbering.)

New Resolution No. 4—Adopted
Supporting Educational Staff Associates (ESAs)
(Paul Diaz, Highline EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION
Believes that Educational Staff Associates (ESAs) are essential members of their schools and school districts.

The Association also believes that national certification of ESAs by their professional associations advances the profession and provides a means for professional development.

The Association further believes that the state should provide compensation to ESAs who have obtained national certifications through their professional associations that is equal to the bonus provided to teachers who have obtained National Board Certifications.

The Association supports school districts in recruiting ESAs, who may have experience in school and non-school settings, for hard-to-fill positions.

The Association also believes that some ESAs have gained beneficial experience working in non-school settings.

The Association further believes that school districts should recognize all years of an ESA's experience in non-school settings when years of service are a factor used to determine an ESA's salary.

(New Resolution No. 4 will be new section Continuing Resolution D-12 followed by renumbering.)

New Resolution No. 5—Tabled

The WEA Supports State Legislation Lowering the Voter Age for Local Elections

(Karin Engstrom, Seattle EA)

New Resolution No. 6—Adopted

Environmental Protections and Climate Recovery Plans

~~The WEA supports students who have brought lawsuits to demand a comprehensive climate recovery plan to protect their future.~~

(Karin Engstrom, Seattle EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION

Supports the efforts of the 21 young people who filed the Federal lawsuit, Juliana v. U.S. in 2015, demanding that the President and Federal Government address their future environment in light of the effects of climate change by establishing a long term Climate Recovery Plan.

The Association also supports the efforts of the 13 young people under the age of 18 who filed a Constitutional Climate Lawsuit against Governor Inslee and the State of Washington in February 2018, addressing the need to lower carbon emissions for the future well-being of these youth.

The Association further supports all youth throughout the 50 states and 12 nations, including Australia, Belgium, Canada, France, India, The Netherlands, Norway, Pakistan, Philippines, Uganda, Ukraine, and United Kingdom, who are leading the change for a global climate recovery plan to secure their legal right to a stable climate and healthy atmosphere.

(New Resolution No. 6 will be new section Continuing Resolution I-19 followed by renumbering.)

New Resolution No. 7—Adopted

Freedom from Fear of Sexual Violence

(Ana Romero, Tacoma EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION

The Washington Education Association believes that all people have the fundamental right to live free of fear of sexual violence.

The Association also believes that sexual crimes are not isolated incidents, but an expression of a pervasive, cultural attitude of tolerance and normalization of violent behaviors.

The Association further believes that power, control, and inequity are the drivers for sexual violence and harassment.

The Association also believes that victims of sexual violence deserve an atmosphere of empowerment, inclusion, and acceptance in which they are active participants in their journey.

The Association further believes that education, empowerment, and protection for our communities are the answers to combat this threat of sexual violence against our students, members, and communities.

(New Resolution No. 7 will be new section Continuing Resolution I-6 followed by renumbering.)

New Resolution No. 8—Adopted
Culturally Responsive Teaching Moves Schools Forward
(Shawne Johnson, Olympic UniServ)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION
Believes that culturally responsive teaching is a powerful framework developed by educational leaders of color to improve our understanding of the role culture plays in how students learn and how to best build an equitable, inclusive, socially just public school system.

The Association also believes that in order to build a positive future for all students, and a strong, inclusive democracy, we need to continue to grow in our understanding and value for all cultures and peoples represented in our schools.

The Association further believes all educators should actively pursue high quality, ongoing professional development opportunities, and continue to build literacy and fluency in the realm of culturally responsive education.

(New Resolution No. 8 will be new section Continuing Resolution B-2 followed by renumbering.)

2019 WEA REPRESENTATIVE ASSEMBLY
FIRST READINGS BY TITLE

2019 Amendment to the Standing Rules and Adopted Procedures No. 1
Honor the Work of WEA Health and Safety Work Team
(David Schott, Renton EA)

2019 New Business Item No. 1
WA-AIM Support
(Gloria Braxton, Clover Park EA)