WEA Board of Directors Minutes – April 24-25, 2019

CALL TO ORDER
Chairperson Mead called the regular meeting of the WEA Board of Directors to order at 1:03 p.m. on Wednesday, April 24, 2019 at the Davenport Grand Hotel in Spokane Washington.

ROLL CALL
The following board directors were present for this meeting: Kim Mead, Stephen Miller, Adam Aguilera, Brandy Alley, Kathie Axtell, Silas Berry, Bill Beville, Rebecca Biddick, Jeb Binns, Jenn Black, Shawn Brehm, Adam Brickell, Shaerie Bruton, Michelle Burdick, Janet Caldwell, Phyllis Campano, Dave Campbell, Tammie Carr, Debby Chandler, Barb Cruz, Keven Cummins, Kathy Davis, Sandy DeBruler, Larry Delaney, Joan Fleming, Justin Fox-Bailey, Chris Fraser, Stephanie Gallardo, Thom Garrard, Rochelle Greenwell, Bob Gustin, Debra Hansen, Katy Henry, Nancy Herzog, Elaine Hogg, Sandy Hunt, Shelly Hurley, Glenn Jenkins, Vicky Jensen, Gwendolyn Jimerson, Marguerite Jones, Sherry Keenan, Sara Ketelsen, Jared Kink, Pam Kruse, Tani Lindquist, Neva Luke, Anna-Melissa Lyons, Lynn Maiorca, Howard Mawhinney, Shannon McCann, Megan Miles, Michele Miller, Kelly Milliren, Margarita Morfin, Mark Morrow, Angela Morton, Marla Morton, LaVasha Murdoch, Andi Nofziger-Meadows, Christie Padilla, Martha Patterson, Eric Pickens, Jeremy Pitts, Marla Rasmussen, Shannon Rasmussen, Mona Rominger, Audra Shaw, Jeremy Shay, Susan Smith, LaDonna Sterling, Kayalyn Stewart, Summer Stoner, Deborah Strayer, Keith Swanson, Theresa Turner, Renee Verone, Tim Voie, Cindie Webb, Janie White, Julie Wickersham, Pamela Wilson, Terri Winckler.

The following board directors were excused from this meeting: Karen Laase, Bill Lyne, Carla Naccarato-Sinclair, and Miguel Saldaña.

Chairperson Mead declared a quorum was present.

The following WEA staff members were present for this meeting: Armand Tiberio, Margaret Knight, Aimee Iverson, Manny Bosser, Lisa Kodama, Rod Regan, Linda Mullen, Shawn Lewis, Tom Granger, Christina Martinez, and Cindy Bonnell.

Ex officio board member Vallerie Fisher was present.

WEASO observers for this meeting: Deven Nickerson (Wednesday), and Louis Golden (Thursday).

BOARD ALTERNATE SEATING
It was Moved by Adam Brickell and Seconded by Tim Voie that the WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A.

That the WEA Board approve the seating of Karen McNamara (Puyallup) as an alternate for Karen Laase (Puyallup); approve the seating of Sue Nightingale (Bellevue College Association of Higher Education) as an alternate for Carla Naccarato-Sinclair (Higher Ed AHE Chair).

Without objection, a roll call vote was conducted.
Mr. Brickell’s motion Carried Unanimously (042419-1).

ADOPTION OF AGENDA
It was Moved by Lynn Maiorca and Seconded by Mona Rominger that the WEA Board approve the Board Meeting Agenda as presented in Agenda Item No. 2-B.

Without objection, a roll call vote was conducted.
Ms. Maiorca’s motion Carried Unanimously (042419-2).

APPROVAL OF MEETING MINUTES
It was Moved by Lynn Maiorca and Seconded by Mona Rominger that the WEA Board approve the March 8-9, 2019 board meeting minutes as presented in Agenda Item No. 2-C.

Without objection, a roll call vote was conducted.
Ms. Maiorca’s motion Carried Unanimously (042419-3).

**BUDGET STATUS REPORT**  
Vice President Stephen Miller presented the budget status report as of February 28, 2019.

Margaret Knight, WEA CFO, provided the membership report.

**BUDGET TRANSFER AND REVISIONS**  
It was Moved by Jeremy Shay and Seconded by Adam Aguilera to approve the budget transfer and revisions as proposed.

Without objection, a roll call vote was conducted.  
Mr. Shay’s motion Carried Unanimously (042419-4).

**ADDITION TO THE WEA POLICY MANUAL**  
It was Moved by Kathie Axtell and Seconded by Justin Fox-Bailey to approve this addition to the WEA Policy Manual.

Without objection, a roll call vote was conducted.  
Ms. Axtell’s motion Carried Unanimously (042419-5).

**2019-20 K-12 CERTIFICATED ACTIVE MEMBER DUES**  
It was Moved by Kathie Axtell and Seconded by Chris Fraser to approve the fractional dues ratios for 2019-20 WEA K-12 Active Certificated member dues as proposed.

Without objection, a roll call vote was conducted.  
Abstentions (1): Jeb Binns  
Ms. Axtell’s motion Carried (042419-6).

**2019-20 ESP ACTIVE MEMBER DUES**  
It was Moved by Shannon McCann and Seconded by Kathie Axtell to approve the 2019-20 WEA dues lanes, ratios and rates as proposed.

Without objection, a roll call vote was conducted.  
Abstentions (1): Rochelle Greenwell  
Ms. McCann’s motion Carried (042419-7).

**2019-20 HIGHER ED ACTIVE MEMBER DUES**  
It was Moved by Phyllis Campano and Seconded by Jeremy Shay that contingent upon approval of 2019 C&B Amendment No. 2 or similar enabling language the board approved: dues rates for 2019-20 WEA Higher Education members as proposed.

Without objection, a roll call vote was conducted.  
Ms. Campano’s motion Carried Unanimously (042419-8).

**2019-20 NON-ACTIVE-CLASS MEMBER DUES**  
It was Moved by Katy Henry and Seconded by Adam Aguilera that the WEA Board approve dues rates and ratios for 2019-20 WEA non-active-class members as proposed on page 2 of Agenda Item No. 2-K.

Without objection, a roll call vote was conducted.  
Ms. Henry’s motion Carried Unanimously (042419-9).

**LEGISLATIVE UPDATE**  
Shawn Lewis, Director of Governmental Relations, provided an update on the legislative session and elections. Shawn introduced Jared Kink and Jenn Black, the co-chairs for the WEA Legislative Committee and they presented an update on the work of the committee.

**DOCUMENTS & RESOLUTIONS**
2019 NBI A
It was **Moved** by Phyllis Campano and **Seconded** by Kathie Axtell that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI A (Small and Rural Release Time Grants).

Without objection, a roll call vote was conducted.
Ms. Campano’s motion **Carried Unanimously** (042419-10).

2019 NBI No. 11
It was **Moved** by Janet Caldwell and **Seconded** by Debra Hansen that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 11 (Provisional Employee Application Opportunity), as amended: The WEA will write a memo to districts strongly encouraging them to remove the checkbox on employee applications which references resigning in lieu of termination.

Without objection, a roll call vote was conducted.
Ms. Caldwell’s motion **Failed** (042419-11). The Board took no position on NBI No. 11.

2019 NBI No. 14
It was **Moved** by Justin Fox-Bailey and **Seconded** by Kathie Axtell that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Not Pass” on 2019 NBI No. 14 (Provisional Awareness).

Without objection, a roll call vote was conducted.
No votes (5): Jeremy Pitts, Christie Padilla, Theresa Turner, Janet Caldwell, Marguerite Jones
Abstentions (1): Kayalyn Stewart
Mr. Fox-Bailey’s motion **Carried** (042419-12).

2019 NBI No. 15
It was **Moved** by Justin Fox-Bailey and **Seconded** by Phyllis Campano that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Not Pass” on 2019 NBI 15 (WaKIDS Review).

Without objection, a roll call vote was conducted.
No votes (2): Debra Hansen, Tani Lindquist
Mr. Fox-Bailey’s motion **Carried** (042419-13).

2019 NBI No. 16
It was **Moved** by Justin Fox-Bailey and **Seconded** by Shannon McCann that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 16 (Recognizing the effects of supports for first and second year educators on educator retention).

Without objection, a roll call vote was conducted.
Mr. Fox-Bailey’s motion **Carried Unanimously** (042419-14).

2019 NBI No. 17
It was **Moved** by Shannon McCann and **Seconded** by Kathie Axtell that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 17 (Safety for Educator and Students).

Without objection, a roll call vote was conducted.
Ms. McCann’s motion **Carried Unanimously** (042419-15).
2019 NBI No. 18
It was Moved by Sandy Hunt and Seconded by Janie White that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 18 (Paraeducators of Students with Low Incidence Disabilities are Vital to Special Education Programs).

Without objection, a roll call vote was conducted.
Ms. Hunt’s motion Carried Unanimously (042419-16).

2019 NBI No. 20
It was Moved by Rochelle Greenwell and Seconded by Marla Rasmussen that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 20 (Paraeducator Certification and Compensation).

Without objection, a roll call vote was conducted.
Ms. Greenwell’s motion Carried Unanimously (042419-17).

2019 NBI No. 21
It was Moved by Shannon McCann and Seconded by Kathie Axtell that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 21 (Comprehensive Sex Education).

Without objection, a roll call vote was conducted.
Abstentions (1): Tammie Carr
Ms. McCann’s motion Carried (042419-18).

2019 NBI No. 22
The WEA Board took no position on 2019 NBI No. 22 (WEA-Compiled Model Contractual Language for ESAs (Education Staff Associates)).

2019 NBI No. 23
It was Moved by Thom Garrard and Seconded by Rebecca Biddick that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 23 (Access to Multicultural Books).

Without objection, a roll call vote was conducted.
Mr. Garrard’s motion Carried Unanimously (042419-19).

2019 NBI No. 24
It was Moved by Thom Garrard and Seconded by Andi Nofziger-Meadows that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 24 (A Full-Time Librarian In Every School).

Without objection, a roll call vote was conducted.
Mr. Garrard’s motion Carried Unanimously (042419-20).

2019 NBI No. 25
It was Moved by Shannon McCann and Seconded by Justin Fox-Bailey that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Not Pass” on 2019 NBI No. 25 (Statewide Day of Action for Full Funding).

Without objection, a roll call vote was conducted.
Abstentions (2): Jeb Binns, Sandy Hunt
Ms. McCann’s motion Carried (042419-21).

2019 NBI No. 26
It was Moved by Shannon McCann and Seconded by Phyllis Campano that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 26 (Exploring Childcare Supports for WEA Events).
Without objection, a roll call vote was conducted.
Ms. McCann’s motion Carried Unanimously (042419-22).

2019 NBI No. 27
The WEA Board took no position on 2019 NBI No. 27 (WEA Communication Newsletters).

2019 NBI No. 28
It was Moved by Marla Morton and Seconded by Adam Aguilera that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 28 (Model Contract Language for Staff and Student Safety).

Without objection, a roll call vote was conducted.
Ms. Morton’s motion Carried Unanimously (042419-23).

2019 NBI No. 29
The WEA Board took no position on 2019 NBI No. 29 (Recommendation for Restorative Practices Coordinator).

2019 NBI No. 30
It was Moved by Renee Verone and Seconded by Debra Hansen that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 30 (LGBTQ+ Training Modules).

Without objection, a roll call vote was conducted.
No votes (1): Sandy DeBruler
Abstentions (1): Tani Lindquist
Ms. Verone’s motion Carried (042419-24).

EXECUTIVE SESSION
Chairperson Mead moved the WEA Board of Directors meeting to executive session at 4:41 p.m. on Wednesday, April 24, 2019.

REGULAR SESSION
Chairperson Mead moved the WEA Board of Directors meeting to regular session at 4:54 p.m. on Wednesday, April 24, 2019 after a discussion about WEA staffing.

MEETING RECESSSED
Chairperson Mead recessed the WEA Board of Directors meeting at 4:41 p.m. on Wednesday, April 24, 2019.

MEETING RECONVENED
Chairperson Mead reconvened the WEA Board of Directors meeting at 9:00 a.m. on Thursday, April 25, 2019.

DOCUMENTS AND RESOLUTIONS WORK TEAM (CONTINUED)

Revised 2019 NBI No. 1
Revised 2019 NBI No. 1 was ruled out-of-order as currently written.

Revised 2019 NBI No. 7
It was Moved by Justin Fox-Bailey and Seconded by Kathie Axtell that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on Revised 2019 NBI No. 7 (Publication and Recognition of the ESA Professional Organization’s Annual Awards).

Without objection, a roll call vote was conducted.
No votes (1): Tammie Carr
Mr. Fox-Bailey’s motion Carried (042519-1).
Revised 2019 NBI No. 8
The WEA Board took no position on revised 2019 NBI No. 8 (High Quality Information on Multi-Tiered System of Supports).

2019 NBI No. 10 (This NBI has new costing.)
It was Moved by Shannon McCann and Seconded by Justin Fox-Bailey that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 10 (Gun Free Classrooms).

Without objection, a roll call vote was conducted.
No votes (4): Terri Winckler, Tammie Carr, Keven Cummins, Pam Kruse
Abstentions (1): Janet Caldwell
Ms. McCann’s motion Carried (042519-2).

2019 NBI No. 12
The WEA Board took no position on revised 2019 NBI No. 12 (Water Quality for All in Our Schools).

2019 NBI No. 19
It was Moved by Rochelle Greenwell and Seconded by Julie Wickersham that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 19 (Paraeducator Seniority Recognition in Regard to Certification).

Without objection, a roll call vote was conducted.
No votes (1): Nancy Herzog
Abstentions (21): Marla Rasmussen, Debra Hansen, Sandy DeBruler, Jeb Binns, Janet Caldwell, Pamela Wilson, Summer Stoner, Susan Smith, Adam Brickell, Kathie Axtell, Elaine Hogg, Eric Pickens, Debby Chandler, Chris Fraser, Martha Patterson, Sherry Keenan, Shannon Rasmussen. Stephanie Gallardo, LaDonna Sterling, Shannon McCann, Dave Campbell
Ms. Greenwell’s motion Carried (042519-3).

2019 NBI No. 31
It was Moved by Sandy Hunt and Seconded by Andi Nofziger-Meadows that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 31 (Statewide Educators of Color Network).

Without objection, a roll call vote was conducted.
No votes (2): Tammie Carr, Shawn Brehm
Ms. Hunt’s motion Carried (042519-4).

2019 NBI No. 32
It was Moved by Adam Aguilera and Seconded by Katy Henry that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 32 (Racial Analysis Tool).

Without objection, a roll call vote was conducted.
Mr. Aguilera’s motion Carried Unanimously (042519-5).

2019 NBI No. 33
It was Moved by Thom Garrard and Seconded by Rebecca Biddick that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 NBI No. 33 (Ensuring Ethnic Studies in K-6 + 7-12).

Without objection, a roll call vote was conducted.
No votes (1): Tammie Carr
Mr. Garrard’s motion Carried (042519-6).

2019 New Resolution No. 3
It was Moved by Shannon McCann and Seconded by Phyllis Campano that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 New Resolutions No. 3 (White Supremacy Culture).

Without objection, a roll call vote was conducted.
Ms. McCann’s motion Carried Unanimously (042519-7).

2019 Continuing Resolution I-10
It was Moved by Janie White and Seconded by Jeb Binns that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 Continuing Resolution I-10 (Promotion of Civil and Human Rights).

Without objection, a roll call vote was conducted.
Ms. White’s motion Carried Unanimously (042519-8).

2019 New Resolution No. 2
It was Moved by Thom Garrard and Seconded by Rebecca Biddick that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 New Resolution No. 2 (Addressing Institutional Racism).

Without objection, a roll call vote was conducted.
Mr. Garrard’s motion Carried Unanimously (042519-9).

2019 Constitution and Bylaws Amendment No. 3
It was Moved by Larry Delaney and Seconded by Summer Stoner that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 Constitution and Bylaws Amendment No 3 (Consistent, Transparent, and Uniform Dues Assessment).

Without objection, a roll call vote was conducted.
Abstentions (2): Larry Delaney, Summer Stoner
Mr. Delaney’s motion Failed (042519-10). The WEA Board took no position on 2019 Constitution and Bylaws Amendment No. 3.

2019 Constitution and Bylaws Amendment No 3 was ruled out-of-order as written.

2019-2020 Budget Vision and Priorities
Margaret Knight, WEA CFO, presented the 2019-2020 Budget Vision and Priorities – developed from input given at the March 9, 2019 board meeting.

Board Small Groups
Chairperson Mead asked the WEA Board to break into their small groups for their small group discussions regarding the WEA Budget.

Board Small Groups Debrief
Executive Committee members provided an overview of their small group discussions.

Documents and Resolutions Work Team (continued)

2019 Standing Rules and Adopted Procedures Amendment No. 3
It was Moved by Sandy Hunt and Seconded by Andi Nofziger-Meadows that the WEA Board recommends to the 2019 WEA RA Delegates a position of “Do Pass” on 2019 Standing Rules and Adopted Procedures Amendment No. 3 (Centering Equity in All Our Documents and Resolutions Submissions).

Without objection, a roll call vote was conducted.
No votes (2): Terri Winckler, Tammie Carr
Ms. Hunt’s motion Carried (042519-10).
**Clarifying Information for RA**
Chairperson Mead provided clarifying information regarding motions going to the RA floor. Discussion ensued.

**WEA RA Update**
Shaerie Bruton and Gwendolyn Jimerson, Co-chairs for the WEA Convention Work Team, said that there are many volunteers helping during RA so please support them.

**Points of personal privilege were heard.**

**Meeting Recessed**
Chairperson Mead recessed the WEA Board of Directors meeting at 12:05 p.m. on Thursday, April 25, 2019 until the adjournment of the WEA Representative Assembly in Spokane Washington.

Submitted by: Cindy Bonnell
These minutes were approved by the WEA Board of Directors on June 7, 2019.