



2019 Summary of Actions Report for the WEA Representative Assembly

2019 WEA RA STANDING RULES AND ADOPTED PROCEDURES AMENDMENTS

**Standing Rules and Adopted Procedures Amendment No. 1—Failed
RA Business after Cut Off
(WEA Board of Directors)**

**Standing Rules and Adopted Procedures Amendment No. 2—Adopted
Bundling NBIs
(Summer Stoner, Bellingham EA; Jeb Binns, Rainier UniServ Council)**

RECOMMENDED AMENDMENT(S)

IX. DELEGATE PROCEDURES

F. Motions

1. Motions shall be submitted in writing to the platform through page messengers.
 2. Debatable motions shall be open to debate until put to a vote or until a motion to close debate is approved.
 3. Any subsidiary motion may be made by a speaker when recognized to speak for or against a motion.
 4. The vote on a motion to refer shall be voted on only after the maker of the original motion has been given an opportunity to speak to the motion to refer and after the maker of the motion to refer has spoken.
 5. When a motion is made to combine or bundle new business items for the purpose of voting on, or for referral to committees, the chair shall ask the makers of each NBI if they support the bundle. The maker of each NBI shall be given one minute to explain their NBI and whether they support or oppose the bundle.
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**Standing Rules and Adopted Procedures Amendment No. 3—Adopted
Centering Equity in All Our Documents and Resolutions Submissions
(Amy McClellan, Shoreline EA; Kaitlin Kamalei Jenkins, Seattle EA; Matt Reiman, Shoreline EA President; Danielle Woods, Seattle EA)**

RECOMMENDED AMENDMENT(S)

XVI. RESOLUTIONS REPORT

B. Format

1. Resolutions shall be submitted in the format prescribed by the presiding officer
2. The Resolutions Submission Form will include the following question to promote equity and inclusion: “To the best of your knowledge/understanding, how does the suggested policy support and impact students, educators, and people from marginalized communities (ex. race, ethnicity, gender, class, sexuality, gender identity, immigrant status, age, language, ability, culture)?”

XVII. New Business Report

B. Format

1. New Business Items shall be submitted in the format prescribed by the presiding officer.
2. The cost to WEA listed under Cost Implications on a new business item shall contain estimates for WEA staffing expense and non-staff expenses.

3. The New Business Submission Form will include the following question to promote equity and inclusion: "To the best of your knowledge/understanding, how does the suggested policy support and impact students, educators, and people from marginalized communities (ex. race, ethnicity, gender, class, sexuality, gender identity, immigrant status, age, language, ability, culture)?"

XIX. Constitution, Bylaws, Rules, and Adopted Procedures Report

A. Format

1. Amendments shall be submitted in the format prescribed by the presiding officer
2. The Proposed Constitution, Bylaws, Rules, and Adopted Procedures Submission Form will include the following question to promote equity and inclusion: "To the best of your knowledge/understanding, how does the suggested policy support and impact students, educators, and people from marginalized communities (ex. race, ethnicity, gender, class, sexuality, gender identity, immigrant status, age, language, ability, culture)?"

2019 WEA CONSTITUTION AND BYLAWS AMENDMENTS

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

Constitution and Bylaws Amendment No. 1 - Adopted Bylaws Amendment for Certificated Dues (from the Dues Workgroup to the Budget & Finance Committee)

RECOMMENDED AMENDMENT(S)

Article II – Dues and Assessments

Section 1. The annual dues of an active certified member shall be ~~seven hundred seventy-five thousandths (.775)~~ seven tenths (0.700) of one (1) percent of the state average classroom teacher salary. Dues are to be adjusted in an amount to the nearest whole dollar. Dues changes for the ensuing year will be announced at the annual Representative Assembly meeting and will go into effect on September 1 of each school year.

The annual dues of a teacher employed after the first month of the school year (September 1 – September 30) shall be the regular dues prorated by the number of months remaining in the school year.

The WEA Board shall annually set the dues for the following categories of membership:

- (a) Members employed as part-time teachers;
- (b) Substitute members;
- (c) Student members;
- (d) Staff members; and
- (e) Reserve members.

Constitution and Bylaws Amendment No. 2 - Adopted Bylaws Amendment for Higher Ed Dues (from the Dues Workgroup to the Budget & Finance Committee)

RECOMMENDED AMENDMENT(S)

Article I - Membership

Section 2. There shall be the following classes of membership in the WEA:

- (a) Active Membership shall be open to:
 - (1) Any person engaged in the profession of teaching or in other education work within the K-12 education system who is employed in a nonsupervisory position which

requires that person to hold a baccalaureate degree, higher degree, or a Washington State Certificate (where required);

- (2) Any person engaged in the profession of teaching within the community or technical colleges or universities who is employed in a nonsupervisory position;
- (3) Any classified educational support professional (ESP) of any school district, college, university, or other educational institution who is employed in a nonsupervisory position and not otherwise eligible under subsection (1) above; and
- (4) Officers of the WEA or WEA affiliates who pay active-member WEA dues.

Article II – Dues and Assessments

Section 1. The annual dues of an active certified K-12 member shall be seven hundred seventy-five thousandths (.775) of one (1) percent of the state average classroom teacher salary. Dues are to be adjusted in an amount to the nearest whole dollar. Dues changes for the ensuing year will be announced at the annual Representative Assembly meeting and will go into effect on September 1 of each school year.

The annual dues of a teacher employed after the first month of the school year (September 1 – September 30) shall be the regular dues prorated by the number of months remaining in the school year.

The WEA Board shall annually set the dues for the following categories of membership:

- (f) Members employed as part-time teachers;
- (g) Substitute members;
- (h) Student members;
- (i) Staff members; and
- (j) Reserve members.

Section 2. The dues, contributions, and special assessments for classified employees and members employed as instructors in the community technical colleges or universities shall be established by the WEA Board. The WEA Board shall establish the requirements for unified dues and membership.

Constitution and Bylaws Amendment No. 3 - Adopted Consistent, Transparent, and Uniform Dues Assessment (Chris Smith, Bellingham Association of School Employees (BASE))

RECOMMENDED AMENDMENT(S)

Article II – Dues and Assessments

Section 1.

The annual dues of an active certified member shall be seven hundred seventy-five thousandths (.775) of one (1) percent of the state average classroom teacher salary. Dues are to be adjusted in an amount to the nearest whole dollar. **All certified and classified** Dues changes for the ensuing year will be announced at the annual Representative Assembly meeting and will go into effect on September 1 of each school year.

The annual dues of a ~~teacher~~ **certified or classified member**, employed after the first month of the school year (September 1 — September 30) shall be the regular dues prorated by the number of months remaining in the school year.

The WEA Board shall annually set the dues for the following categories of membership:

- (a) members employed as part-time teachers;
- (b) substitute members;
- (c) student members;
- (d) staff members; and

(e) reserve members.

Section 2.

The dues, contributions, and special assessments for classified employees shall be established by the WEA Board. The WEA Board shall establish the requirements for unified dues and membership.

2019 NEW BUSINESS ITEMS (NBIs)

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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2019 BUNDLED NBIs

NBIs: 16, 18, 28, and 34

NBIs: 19, 21, 24, 35, 53, 64, 74, 80, 82, and 87

NBIs: 27, 42, 43, and 71

**New Business Item A—Adopted
Small and Rural Release Time Grants
(Larry Delaney, WEA Small and Rural Committee)**

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide up to \$30,000 to be used for Small and Rural Release Time Grants, Each local grant may not exceed \$1,500.

**New Business Item No. 1—Adopted as amended
WA-AIM Support
(Gloria Braxton, Clover Park EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

~~That WEA will create model contract language that can be shared with locals that provide supplemental contract hours for all Special Education educators administering the WA-AIM assessment. That WEA will lobby the state legislature to end WA-AIM requirements for special education teachers and students.~~

**New Business Item No. 2—Adopted
Equitable Benefits for ESA Members
(Carrie Suchy, NCSP, Franklin Pierce EA)**

WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will highlight the work WEA lobbyists have been doing directly with ESA professional associations for their specific lobbying interests that are tied to WEA goals and objectives and publicize through normal membership communication means.

**New Business Item No. 3—Withdrawn
Continue and Refine the ESA Committee
(Carrie Suchy, NCSP, Franklin Pierce EA)**

**New Business Item No. 4—Adopted
National Board Parity for ESA Staff
(Carrie Suchy, NCSP, Franklin Pierce EA)**

WEA Goals and Objectives: 3

RECOMMENDATION(S)

That WEA publicize its continuing work to create and support the passage of legislation for national board parity for each ESA group excluded from this opportunity.

**New Business Item No. 5—Adopted
School Psychologists’ Working Conditions
(Carrie Suchy, NCSP, Franklin Pierce EA)**

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will publish its ongoing work to pass legislation that will meet the national recommendation for school psychologists’ caseloads.

**New Business Item No. 6—Adopted
Equitable Recognition for ESAs
(Carrie Suchy, NCSP, Franklin Pierce EA)**

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will create an ESA of the Year award to recognize this valuable segment of our membership. The process will be created and implemented during the 2019-20 year with the goal of the first presentation occurring by the 2020 WEA RA.

**New Business Item No. 7—Adopted as amended
Publication and Recognition of the ESA Professional Organization’s Annual Awards
(Carrie Suchy, Franklin Pierce EA)**

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will publish and recognize WEA members who are annual award recipients from the ESA professional organizations. WEA will use existing channels to publish, recognize, and celebrate the accomplishments of our ESA colleagues.

**New Business Item No. 8—Adopted as amended
High Quality Information on Multi-Tiered System of Supports
(Kristen Baker, Franklin Pierce EA; Carrie Suchy, NCSP, Franklin Pierce EA)**

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will publish information on Multi-Tiered System of Supports, ~~as a best practice in education based on current research available at this time.~~ The This published information will include MTSS training opportunities.

**New Business Item No. 9—Adopted
Aspiring Educator Conference (AEC) for Student Washington Education Association (SWEA) Members
(Brandy Alley, Student Washington Education Association)**

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will provide a grant for up to ten SWEA members to attend NEA AEC.

New Business Item No. 10—Adopted
Gun Free Classroom
(Gregory Kepner, Clover Park EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will create model contract language that can be shared with locals that prevents educators from being required to carry firearms as part of their assigned duties.

New Business Item No. 11—Adopted
Employee Application
(Janet Caldwell, Bethel EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will lobby in favor of legislation to remove questions on educators' employment applications referencing resigning in lieu of termination, unless the termination is for disciplinary reasons.

New Business Item No. 12—Adopted as amended
Water Quality for All in Our Schools
(Jeffrey Morgen, Seattle EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will lobby Washington's legislators recommending that:

1. All schools test drinking water for lead to a stricter federal standard of 15 parts per billion.
 2. Schools that do not meet this standard ~~replace the heavy metal used in old plumbing~~ need to determine where lead contamination is occurring and remediate.
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New Business Item No. 13—Adopted
Americans with Disabilities Act (ADA) Support
(Greg Kepner, Clover Park EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will provide legal and informational support services for members with disabilities who are seeking to access their civil rights under the Americans with Disabilities Act.

New Business Item No. 14—Adopted
Provisional Awareness
(Bryan Grassi, Bethel EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will develop model contract language for locals regarding provisional staff, especially those in danger of being non-renewed.

New Business Item No. 15—Adopted as amended
WaKIDS Review
(Brian Crowley, Clover Park EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

~~The WEA will support kindergarten teachers by developing model compensatio bargaining language for use in local districts. That WEA will: lobby the state legislature to end WaKids requirement for kindergarten teachers.~~

**New Business Item No. 16—Bundled, referred to committee
Supports for New Educator Retention
(Rachel Tochiki, Bellevue EA)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will design model bargaining language around the need for mentor and mentee supports, training, additional release days, and supplemental classroom resources for beginning educators.

**New Business Item No. 17—Adopted as amended
Safety for Educators and Students
(Rachel Tochiki, Bellevue EA)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will, using existing media and channels of communication, publish a safety-focused, racially equitable bill of rights for educators so that all setting are encompassed (general education and special education).

**New Business Item No. 18—Bundled, referred to committee
Paraeducators of Students with Low Incidence Disabilities are Vital to Special Education Programs
(Rachel Tochiki, Bellevue EA)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will, using best practice research, design model bargaining language around paraeducator allocations in programs for students with low incidence disabilities to require adequate support for these programs.

**New Business Item No. 19—Bundled, referred to committee
Exemption from State General Paraeducator Certification
(Rochelle Greenwell, Kent Association of Paraeducators)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will lobby for an exemption from the state's general paraeducator certification requirement for any paraeducator who has:

1. Completed basic and advanced paraeducator certification programs offered by the school district of employment; or
 2. Fifteen (15) or more verified years of experience within that school district.
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**New Business Item No. 20—Adopted as amended
Paraeducator Certification and Compensation
(Rochelle Greenwell, Kent Association of Paraeducators)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will lobby for compensation for each paraeducator upon the completion of the paraeducator general certificate, ELL certificates, special education certificates, and advanced certificate.

New Business Item No. 21—Bundled, referred to committee
Comprehensive Sex Education
(Justin Raines, Montesano EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will support OSPI's request that the state legislature require schools to provide comprehensive sex education that is evidence-informed, medically and scientifically accurate, age-appropriate, and inclusive, while still requiring districts to allow parents to opt their children out if they object to the content.

New Business Item No. 22—Withdrawn
WEA Complied Model Contractual Language for ESA (Education Staff Assistant)
(Michelle Mordaunt, Bellevue EA)

New Business Item No. 23—Referred to committee
Access to Multicultural Books
(Yelonda Wilke, Pullman Paraprofessionals)
WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will:

1. Through existing communication and training routes, provide librarians, teachers, school districts and library ESPs with information on age-appropriate books and instructional materials that will meet the needs of students of color, students of marginalized identities, students with disabilities, and those with diverse families.
2. Through existing communications and webinars, WEA will provide grant writing training to fund the purchase of books and instructional materials to meet a broad range of students' needs.

New Business Item No. 24—Bundled, referred to committee
A Full-time Librarian in Every School
(Thom Garrard, Edmonds EA)
WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will lobby for the prototypical school staffing model to be updated for teacher librarians to the minimum levels approved by voters in Initiative 1351: 1.0 FTE for elementary, middle and high schools. WEA will partner in this advocacy effort with other organizations where the partnership is likely to achieve the desired outcome.

New Business Item No. 25—Failed
Statewide Day of Action for Full Funding
(Rosa Powers, Seattle EA)

New Business Item No. 26—Adopted
Exploring Childcare Supports for WEA Events
(Becca Ritchie, Renton EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will investigate:

1. The possibility of providing childcare at WEA-sponsored events; and
2. The associated liability issues.

New Business Item No. 27—Bundled, referred to committee
WEA Communication Newsletters
Michael Pena, Mukilteo EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Provide via email and make available on the WEA website and social media outlets a monthly newsletter updating members on WEA leadership work, including Board of Director minutes from the most recent meeting.
2. Provide two newsletters per month for all elected leaders and staff for internal information updates.
3. During the Washington State Legislative session, provide via email and make available on the WEA website and social media outlets a weekly update of actions for members.

New Business Item No. 28—Bundled, referred to committee
Model Contract Language for Staff and Student Safety
(Marla Morton, WEA Riverside)
WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will create model contract language which addresses the following:

1. Medical care and district compensation for injuries sustained by members as a result of student aggression/assault in the course of performing the duties of his/her assignment.
2. Mental health follow-up care or leave provided for members who have significant injuries from aggressive student behaviors.
3. Paid leave for injuries sustained as a result of aggressive students.
4. District-provided compensation to members for personal property destroyed by students in crisis.
5. District-provided personal protection protocols for dealing with student aggression.
6. District notification to educators of documented aggressive behaviors within 48 hours of receiving a student.

New Business Item No. 29—Withdrawn
Recommendation for Restorative Practices Coordinator
(Shae Gee, Evergreen EA)

New Business Item No. 30—Adopted
LGBTQ+ Training Modules
(Filma Fontanilla, Clover Park EA)
WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will arrange for an NEA instructor to qualify 40 WEA members as instructors of LGBTQ+ modules.

New Business Item No. 31—Adopted
Statewide Educators of Color Network
(Chieh Chang, Edmonds EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will facilitate and support statewide communication, collaboration, and networking among Educators of Color Networks (certificated and classified) by providing resources including but not limited to:

1. Recruiting educators of color to do WEA/RA equity work.

2. Facilitating educators of color space/support within and between local councils and/or school districts.
3. Supporting aspiring educators of color by mentoring them through the network.
4. Connecting with ESPs to support them in their work.
5. Advocating for culturally responsive evaluations and hiring-practices training for staff who serve on district hiring teams.
6. Advocating for mandatory district and/or union-led racial literacy training for all incoming and current education employees.
7. Facilitating virtual and site-based opportunities for educators of color to meet with, collaborate with, and support each other.

New Business Item No. 32—Adopted

Racial Analysis Tool

(Michael Pena, Mukilteo EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. provide all Board of Director members racial equity training provided by WEA cadres; and
2. develop and implement a racial equity analysis tool for use by the Board in their work.

New Business Item No. 33—Adopted as amended

Ensuring Ethnic Studies in K-6 + 7-12

(Kaitlin Kamalei Jenkins, Seattle EA; Jon Greenberg, Seattle EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will create an ethnic studies task force to form an action plan by March 2020 to expand ethnic studies statewide with special emphasis on grades pre-K-6, the grades omitted from the 2019 ethnic studies legislation.

New Business Item No. 34—Bundled, referred to committee

Recognizing Workload of Educators at Title 1 Schools

(Amy Stern, Bellevue EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will design model bargaining language around stipends for workload discrepancy and/or reduced or capped student-to-educator ratios in Title 1 schools.

New Business Item No. 35—Bundled, referred to committee

School Counselor Working Conditions

(Irene Corbin, Evergreen EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will lobby for adequate state funding through the legislature to provide school counselor staffing that will meet the national and state recommendations for caseload.

New Business Item No. 36—Adopted

Staff Support for Coordinated Bargaining for Higher Education Locals

(Susan Nightingale, Bellevue College AHE)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will provide staff support to plan and hold three coordinated bargaining meetings over the course of next year for bargaining team chairs and/or local presidents of WEA higher education locals to facilitate coordinated bargaining.

New Business Item No. 37—Failed
WEA Are WEA RA
(Becca Ritchie, Kent EA)

New Business Item No. 38—Adopted
WEA Member Engagement in Legislative and Party Politics
(Shannon Ergun, Tacoma EA)
WEA Goals and Objectives: 3

RECOMMENDATION(S)

That WEA will through existing communication channels:

1. Inform members about and advocate for member involvement as legislative district precinct committee officers (PCO); and
 2. Ensure that members are informed about the requirements to be a PCO and when/how to file and run for the position.
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New Business Item No. 39—Adopted
Healthcare for All Educators
(Peter Henry, Seattle EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will advocate through existing means of communication that all school employees who meet the hours worked requirement will receive full health coverage under SEBB.

New Business Item No. 40—Adopted as amended
Affirmative Action Now!
(Jessie Hagopian, Seattle EA)
WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will:

1. Endorse I-1000 (the Washington State bill on affirmative action to remedy discrimination in public employment and education); and
 2. ~~Donate~~ Recommend a \$1,000 donation to the campaign.
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New Business Item No. 41—Adopted
Black Lives Matter Week at Washington State Schools
(Bruce Jackson, Seattle EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Declare the first full week of February "Black Lives Matter" week.
2. Familiarize staff with the "Black Lives Matter at School" website <https://blacklivesmatteratschool.com/>.
3. Encourage the use of lesson plans during that week designed by educators around the nation to familiarize students with the subject of Black Identity:
Monday: Restorative Justice, Empathy, and Loving Engagement
Tuesday: Diversity and Globalism
Wednesday: Trans-Affirming, Queer Affirming, and Collective Value

Thursday: Intergenerational, Black Families, and Black Villages
Friday: Black Women and Unapologetically Black

New Business Item No. 42—Bundled, referred to committee
Raising Awareness for Children who are Asylum Seekers in Detention
(Mandy Manning, Spokane EA)
WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will use existing resources to:

1. Share information from local immigrant advocacy organizations and Teachers Against Child Detention about the plight of the children who are being detained and prevented from attending school.
 2. Provide information about students' legal rights to seek asylum.
 3. Make available pertinent information about educators' rights to advocate for detained immigrant students.
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New Business Item No. 43—Bundled, referred to committee
Know Your Rights: Protect Immigrant Colleagues and Students
(Mandy Manning, Spokane EA)
WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will publish resources on the WEA website to help members understand their legal rights as education employees in protecting immigrant students and fellow educators regarding immigration status.

New Business Item No. 44—Withdrawn
Centering Equity in All Our Documents and Resolutions Submissions
(Amy McClellan, Shoreline EA)

New Business Item No. 45—Withdrawn
Grants/Scholarships for Educators of Color
(Jillian Gutierrez, Tacoma EA)

New Business Item No. 46—Withdrawn prior to distribution

New Business Item No. 47—Withdrawn prior to distribution

New Business Item No. 48—Referred to committee
Student to First Year Educator Transition Fund
(Stephanie Gallardo, Tukwila EA; Price Jimerson, Tukwila EA)
WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will establish a "Student to First Year Educator Transition Fund." This fund will be available by application to registered SWEA members who will be transitioning from student teaching within a state-accredited teacher preparation program to their first year of teaching in any school district in the state. There will be a total of twenty (20) grants available, and the amount of each grant will not exceed \$1,500.00.

New Business Item No. 49—Failed
Equity on the East Side Promotes WEA Solidarity

(Miguel Saldana, Pasco EA; Vicky Jensen, WEA Eastern WA; Katy Henry, Spokane EA; Dave Campbell, WEA Southeast; LaVasha Murdoch, WEA North Central; Terri Winckler, WEA-MidState; Jeremy Pitts, Moses Lake EA)

New Business Item No. 50—Failed
2020 Ballot Initiative for a Millionaire’s Income Tax
(James Whitney, Seattle EA; Kahn Parker, Seattle EA)

New Business Item No. 51—Adopted as amended
Union Early, Union Strong Forever
(Sara Ketelsen, Tacoma EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will create a \$5,000 fund for local education associations to support SWEA (Student WEA) groups at their local universities and colleges in their regions.

New Business Item No. 52—Withdrawn prior to distribution

New Business Item No. 53—Bundled, referred to committee
Nutrition is Basic Education
(Kris Cameron, Wenatchee EA)
WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will research and identify financial, legal, regulatory, and/or legislative paths to:

1. Make the school breakfast and lunch programs free for all students.
 2. Bring the school meal program under the umbrella of basic education.
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New Business Item No. 54—Withdrawn prior to distribution

New Business Item No. 55—Referred to committee
Washington State Learning Standards for Educational Equity
(Joan Fleming, Ephrata EA; Angie Miller, Ephrata EA)
WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will provide support for the Washington State Learning Standards Training Cadre. This support may include, but is not limited to:

1. Support for continued learning in ELA/Math around standards and equity for cadre leadership at the Standards Institute.
 2. Professional development for educators that is aligned to standards and equitable instructional practices that are essential for closing the opportunity gap caused by systemic bias and racism.
 3. Professional development experiences designed to build, improve, and sustain equitable instructional excellence in ELA, Math, and leadership.
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New Business Item No. 56—Referred to committee
A Crisis of Disrupted Learning in Washington State
(Ray Nelson, North Thurston EA)
WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Include the production of a report, similar to the Oregon report, in WEA's "United For Safety" campaign.
2. Re-announce and promote "United for Safety" community meetings to include collecting qualitative data from school staff on the frequency of "disruptive" behaviors: verbal abuse, person to person abuse, weaponizing the classroom, and destruction of property.
3. Make recommendations intended to improve student access to mental health supports, reduce class sizes and caseloads, and fully fund professional development to effectively diminish extreme disruptive student behaviors, in order to address the root causes of disparities in school discipline.
4. Lobby for a change in what schools and districts report as "incidents" to OSPI to include the above "disruptive" behaviors and room evacuations.

**New Business Item No. 57—Referred to committee
Expand Language Arts Curriculum to Reflect and Inspire Diversity**

(Bruce Jackson, Seattle EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Encourage local associations to analyze their districts' language arts curricula to determine if materials used are inaccurate or damaging to students and should be removed.
2. Encourage local associations to create an alternative list of authors commensurate with the percentage of racial/ethnic groups or cultures in their districts to the subject or story.
3. Encourage local associations to negotiate with their districts to fund the expansion of the list of authors.
4. Publicize samples of various districts' work such as analytical tools, results, and alternative lists of authors using existing forms of communication.

**New Business Item No. 58—Withdrawn
Highly Trained Race/Cultural Relations Staff in Each Local**
(Bruce Jackson, Seattle EA)

**New Business Item No. 59—Adopted as amended
Professional Development to Counter Toxic Masculinity and Patriarchy in our Schools**
(Estefa Gallardo, Tukwila EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will convene an exploratory committee of ~~6-8~~ 6-12 educators to research and identify potential programs that can provide professional development to WEA members regarding how the culture of toxic forms of masculinity and patriarchy manifests itself in our ~~schools~~ public school system and how to thwart this culture.

New Business Item No. 60—Withdrawn prior to distribution

**New Business Item No. 61—Referred to committee
Update RCW(s) to Protect Educational Employees**
(Jennifer Hall, Seattle EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will lobby for new legislation to address the abuse of that will set higher fines (adjusted for inflation) for "abusing and insulting" any educational employee in school buildings and/or ANY physical or virtual locale in the State of Washington after reviewing districts' disciplinary data.

New Business Item No. 62—Skipped (delegate left RA and no one to move the NBI forward)

**New Business Item No. 63—Referred to committee
Providing a More Balanced Workplace
(Michael Cook, Edmonds EA)**

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will:

1. Provide more information to high school students of color about the profession of education.
 2. Provide college students and graduates with more information about the opportunities available in education.
-

**New Business Item No. 64—Bundled, referred to committee
Age Discrimination Built Into New State Funding Model
(Russ Skolrood, Hoquiam Teachers Association)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Work with councils and locals to communicate age discrimination laws to districts statewide.
 2. Lobby the legislature to adjust the funding formula to respect education and seniority in the formula in order to remove the potential negative impact that later-career and advanced-degree educators could be seen as having to the district budgets.
 3. Lobby the legislature to enhance and strengthen age discrimination laws.
 4. Create model contract language for locals to reference when bargaining
 5. Work with the NEA and NEAFCPE to enhance and strengthen federal age discrimination laws.
-

**New Business Item No. 65—Adopted as amended
Advocate for Teaching Climate Change Issues
(Noam Gundle, Seattle EA)**

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Through existing communication channels, advocate for statewide action in helping educators teach evidence-based climate issues ~~across all grade levels and disciplines.~~
 2. Through existing communication channels, will support adoption of climate curriculum by local districts connected to state and national standards.
 3. Develop and enhance existing partnerships with civil society organizations who are deeply connected to climate issues including but not limited to: first nations groups, faith organizations, social justice groups and groups advocating for climate justice.
-

**New Business Item No. 66—Withdrawn
Including Bariatric Surgery Benefits in our Healthcare Options
(Noah Barfield, Bainbridge Island EA)**

**New Business Item No. 67—Adopted
WEA Election Process Review
(Daniel Harada, Federal Way EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will create a task force of a diverse group of members selected by the president at the conclusion of the 2019 Representative Assembly, to examine current election processes and address any potential barriers that exist that may be discouraging members from running for positions of union leadership.

New Business Item No. 68—Withdrawn
No More Baby Shark
(Matt Yeager, Kennewick EA)

New Business Item No. 69—Adopted
Social Studies Credit for Social Studies Classes
(Chase Parsley, Kent EA)
WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will lobby for and support legislation that prevents the Big History Project course, currently written with its overwhelming emphasis on science and prehistory, from counting as a high school social studies credit.

New Business Item No. 70—Adopted
Support for Breastfeeding Individuals
(Daniel Harada, Federal Way EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will utilize existing publications to provide clarity and information to our members about their rights to breastfeed at their workplace.

New Business Item No. 71—Bundled, referred to committee
Information on Intersex Individuals
(Daniel Harada, Federal Way EA)
WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will utilize current channels of communication to provide information on what being intersex is and best practices to support students who are born intersex attending our public schools.

New Business Item No. 72—Adopted
Equity Conference Support
(Maryziel Galarpe, Lake Washington EA)
WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide up to five grants to support councils in organizing, planning, and implementing an equity conference for WEA members in their region. Each grant will be in the amount of \$5,000.

New Business Item No. 73—Referred to committee
Prevent edTPA from Being a Barrier to Teaching
(John Richardson, South Kitsap EA; Brandon Howard, South Kitsap EA)
WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Survey the members regarding the edTPA requirement to determine if it is an unnecessary barrier to teaching.
2. If it is determined to be a barrier, create a plan to eliminate the edTPA requirement for teachers in Washington State.
3. Educate and organize the members regarding the edTPA issue.

New Business Item No. 74—Bundled, referred to committee
Escalating Statewide Actions
(Rosa Powers, Seattle EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Encourage and support the efforts of members to take escalating actions encouraging the legislature to pass a substantial capital gains tax, other progressive taxes, or the closing of corporate loopholes to bring in at least an additional 5 billion more dollars a year to fund Washington schools.
2. Encourage participation, beginning in September in the 2019 school year, of weekly Red for Ed statewide solidarity days to draw attention to student and educator needs.
3. Beginning in November 2019, to encourage walk-ins, rallies, or other actions, and leading up to the legislative session to call attention at school sites each month.
4. Encourage locals to participate in other escalated actions that will support legislation towards a more progressive tax structure, revenue sources, and long-term solutions that will fully fund our needs.

New Business Item No. 75—Adopted
Supporting Trans and Non-Binary Educators through Gender Inclusive Language
(Isaura Jimenez, Tukwila EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will adapt all forms and procedures to include space for members to name their pronouns, and offer the title of “Mx.” on all relevant forms.

New Business Item No. 76—Referred to committee
Statewide Early Career Educators (ECE) Program
(Sobia Sheikh, Mukilteo EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Recruit new educators and early career educators to do WEA-related activities to build union visibility and relevance.
2. Facilitate new educators and early career educators space/support within and between local councils and/or districts.
3. Support and recruit aspiring educators by using new educators and early career educators as mentors.
4. Increase, support, retain, and engage new educators and ECEs of color.
5. Increase the participation of new educators and early career educators in locals, councils, and the WEA.
6. Centralize professional development that is available to support new educators and ECEs.
7. Increase Advocacy for new educators and ECEs.
8. Increase communications designed and targeted for new educators and ECEs.

New Business Item No. 77—Adopted
Equity in Identification for Highly Capable Services
(Reby Parsley, Kent EA)

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will lobby for legislation that requires school districts to:

1. Conduct universal screenings for highly capable services for each student at least once in or before 3rd grade.
2. Conduct screenings for highly capable services within the school day and at the school the student attends.

New Business Item No. 78—Adopted

**Revise the WEA Delegate Registration Form to Better Recognize Delegate Identities
(Marquita Prinzing, Seattle EA; Kate Eads, Seattle EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will send the delegate registration form to the WEA RA Credentials Work Team for revision by the 2020 RA. Such revision work will include, but not be limited to:

1. A thorough investigation of more appropriate, updated, and inclusive racial/ethnic categories, as well as options to allow WEA members to self-select as many categories as apply to their racial/ethnic identities; and
2. Implementation of best categories and selection option(s) as confirmed by the investigation.

New Business Item No. 79—Referred to committee

**Investigation of Ranked Choice Voting for WEA Elections
(Jeremy Bort, Federal Way EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will investigate implementing a ranked choice voting system for all WEA elections in which more than two candidates are running and report on the feasibility and anticipated effects of such a change.

New Business Item No. 80—Bundled, referred to committee

**Class Size Ratio
(Nick Marmolejo, Bellevue EA)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will lobby to revise current legislation so that certificated staff included in the teacher-to-student ratio meet a four-hour daily minimum, inside of the same classroom, each day.

New Business Item No. 81—Adopted

**Small and Rural RA Accommodations Grant
(Mary Kay Weinmeister, Lake Washington EA; Ben Corey, Lake Washington EA)**

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will research and determine the appropriate dollar amount to be made available for small and rural locals via accommodation grants.

New Business Item No. 82—Bundled, referred to committee

**Grandfather ESPs for the New Paraeducator Certification Law
(Miguel G-Kerrigan, Mercer Island EA)**

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will lobby the legislature to “grandfather in” and therefore exempt ESP members with at least five years experience in public education from completing the new paraeducator certification requirements.

New Business Item No. 83—Referred to committee

Study of WaKIDS Assessment

(Janice Cannon-Kyte, Bellevue EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Convene a study team of WEA members to review the assessment’s cultural appropriateness and impact on teaching and learning.
 2. Upon completion of the study, consider the team’s recommendations for further action, if deemed necessary.
-

New Business Item No. 84—Adopted

Indigenous Land Acknowledgement

(Jeremy Rouse, Spokane EA)

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will work with tribal nations, Native American-run community organizations, and other appropriate agencies in order to establish indigenous land acknowledgement as a standard practice at WEA-sponsored conferences and events. This includes seeking to properly identify the tribal nation(s) upon whose landbase a conference/event is being held, and seeking input from tribal nations and community members on preferred protocols of land acknowledgement.

New Business Item No. 85—Adopted

Staff Wellness Programs

(Lynne Oliphant, Seattle EA)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Research best practices for establishing a school-based staff wellness program and provide the results of that research to members on the WEA website.
 2. Demonstrate their commitment to staff wellness by developing a staff wellness committee that serves as a resource to schools.
-

New Business Item No. 86—Withdrawn and merged with NBI No. 78

New Business Item No. 87—Bundled, referred to committee

Equitable Assessment for Special Education

(Dustin Cole, Shoreline EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Lobby the state legislature to direct OSPI to select an alternative assessment that is differentiated for students with disabilities.
 2. Provide the entirety of the assessment and related materials to educators so that they can administer the assessment to students.
-

3. Ensure equity between special and general education teachers, by not requiring special education teachers to create or develop their own statewide assessments for each individual student.

**New Business Item No. 88—Withdrawn
Support for COE as Alternative to State Assessments
(Brian Herling, Wenatchee EA)**

2019 AMENDMENTS TO THE CONTINUING RESOLUTIONS

**Amendment to Continuing Resolution A-5—Adopted
Equal Education for Native Americans
(Jeremy Rouse, Spokane EA)**

PROPOSED RECOMMENDATION(S)

The Washington Education Association believes that the colonization of tribal nations by the United States has had a profound impact on the citizens of these nations.

The Association also believes that education has historically served as a tool for the colonization and assimilation of Native peoples.

The Association further believes that educators and educational institutions bear a unique responsibility to challenge the systems, ideologies, and practices that undermine the success of Native students in public education by:

1. teaching the history of tribal nations to all public school students through the lens of tribal sovereignty.
2. giving Native students access to language and culture.
3. recruiting and retaining more Native educators.
4. seeking meaningful consultation with tribal nations and communities around all title programming as dictated by federal mandates.

**Amendment to Continuing Resolution E-3—Adopted
Caseloads for School Social Workers
(Elizabeth Nelson, North Thurston EA)**

PROPOSED RECOMMENDATION(S)

School social workers-to-student ratio of 1:250;

**Amendment to Continuing Resolution E-3—Adopted
School Psychologist to Student Ratio
(Carrie Suchy, NCSP, Franklin Pierce EA)**

PROPOSED RECOMMENDATION(S)

School psychologist-to-student ratio of no more than 4:1000 1:500-700;

**Amendment to Continuing Resolution I-10—Adopted
Promotion of Civil and Human Rights
(Becca Ritchie, Kent EA)**

PROPOSED RECOMMENDATION(S)

CR I-10 – Promotion of Civil and Human Rights

WEA believes that the philosophy of not seeing color, often referred to as being “color blind” in our classrooms and school buildings, is detrimental to advancing the cause of racial justice.

2019 NEW RESOLUTIONS

**New Resolution No. 1—Adopted
Human Relationships and Responsible Technology
(Thom Garrard, Edmonds EA)**

RECOMMENDATION(S)

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

Believes academic achievement, mental health, and social-emotional learning depend on strong human relationships and responsible technology use.

The Association also believes that:

1. Technology can be a useful tool in education and while technological literacy is important, responsible and limited use is critical.
2. Educators have a responsibility to protect students from potential harm related to the impacts of technology use, data collection, and loss of student/educator privacy.
3. Technology should enhance and connect students to quality classroom instruction, not supplant the human educator.
4. All state and district monies designated through budgets for schools ought to reflect our value of human relationships over technology.
5. The state and school districts have a responsibility to consider data privacy for students and staff and the amount of screen time involved when considering approval of learning websites.

**New Resolution No. 2—Adopted
Addressing Institutional Racism
(Becca Ritchie, Kent EA)**

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

Believes that self-empowered people of color are key to the eradication of institutional racism.

The Association also believes that white allies and accomplices play an integral role in this work and the progress towards advancing racial justice.

The Association further believes that every individual is at their own stage of understanding institutional racism, its impacts, and how to converse about it.

The Association also believes resources and equity-focused communications provide guidance needed for this work.

**New Resolution No. 3—Adopted
White Supremacy Culture
(Laura Lehni, SEA (ORE via CRE); Kate Eads, SEA (ORE via CRE); Daniel Harada, Federal Way EA)**

RECOMMENDATION(S)

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

Believes that, in order to achieve racial and social justice, educators must acknowledge the existence of White supremacy culture as a primary root cause of institutional racism, structural racism, and White privilege.

The Association also believes that the norms, standards, and organizational structures manifested in White supremacy culture perpetually exploit and oppress people of color and serve as detriments to racial justice.

The Association further believes the invisible racial benefits of White privilege, which are automatically conferred irrespective of wealth, gender, and other factors, severely limit opportunities for people of color and impede full achievement of racial and social justice.

The Association also believes in the value of active advocacy for social and educational strategies fostering the eradication of institutional racism and White privilege perpetuated by White supremacy culture.

**New Resolution No. 4—Adopted
No to Restrictions on Local Bargaining for Compensation
(Legislative Strategy Committee; Jared Kink, Co-chair; Jenn Black, Co-chair)**

RECOMMENDATION(S)

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

Opposes state and local school funding that includes limitations and restrictions on bargaining compensation increases locally.

**New Resolution No. 5—Adopted
Lowering the Voter Age for Local Elections
(Stan Strasner, Seattle EA)**

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

Believes that in recent times, students have shown a greater understanding of the local and national issues that affect their daily lives and education.

The Association also believes that the return to stronger civics education will be strengthened by participation of students as young as 16, in local and municipal elections.

The Association supports improving academic engagement of students from marginalized groups through student participation in elections.

The Association also supports the many communities, states, and countries that have already given young people the right to vote.

**New Resolution No. 6—Adopted
Climate Change and Climate Impacts Education at All Grade Levels
(Noam Gundle, Seattle EA)**

RECOMMENDATION(S)

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

Supports the teaching of climate change, climate issues, and climate impacts for all students at all grade levels and across all disciplines.

The Association believes climate education is an effective way for students to learn about evaluating evidence, reviewing data, and understanding human impacts.

The Association also believes that climate issues are a major part of the Next Generation Science Standards.

The Association further believes climate change is a social justice issue that disproportionately affects communities of color and poor communities.

The Association also believes learning about the issue is empowering for students to be active citizens and does not need to be political.

The Association further believes climate issues are connected to all disciplines.

**New Resolution No. 7—Adopted
Build the Bench
(Adam Aguilera, Evergreen EA)**

RECOMMENDATION(S)

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

Supports and encourages interested members to run for school board seats and other local public offices in order to promote the importance of quality public education, equal opportunity for all students, the economic security of public education employees, social justice, and racial integration in public schools.

**New Resolution No. 8—Adopted
Restorative Practices Implementation
(Shae Gee, Evergreen EA)**

RECOMMENDATION(S)

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

Supports adequate staffing and training for school districts that meets the suggestions of the NEA's Restorative Practice Implementation Guide.

The Association also believes that restorative practices will become the norm for the benefit of our students.

**New Resolution No. 9—Adopted as amended
Ensuring Ethnic Studies in K-6 and 7-12
(John Greenberg, Seattle EA)**

RECOMMENDATION(S)

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

Believes ethnic studies is a proven means of institutionalizing racial justice throughout all levels of education.

**2020 WEA REPRESENTATIVE ASSEMBLY
FIRST READINGS BY TITLE**

2020 Bylaws Amendment, Article 2, Section 2

Bylaws Amendment for Progressive Dues

**2020 New Business Item No. 1
Acceleration of Proceedings**