CALL TO ORDER
Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:02 p.m. on Friday, November 1, 2019 at the WEA headquarters office in Federal Way Washington.

ROLL CALL
The following board directors were present for this meeting: Adam Aguilera, Brandy Alley, Kathie Axtell, Silas Berry, Bill Beville, Rebecca Biddick, Jeb Binns, Jenn Black, Shawn Brehm, Adam Brickell, Shaerie Bruton, Janet Caldwell, Phyllis Campano, Dave Campbell, Tammie Carr, Debby Chandler, Barb Cruz, Keven Cummins, Kathy Davis, Larry Delaney, Joan Fleming, Justin Fox-Bailey, Chris Fraser, Rochelle Greenwell, Bob Gustin, Debra Hansen, Daniel Harada, Nancy Herzog, Elaine Hogg, Sandy Hunt, Shelly Hurley, Glenn Jenkins, Vicky Jensen, Gwendolyn Jimerson, Marguerite Jones, Sherry Keenan, Sara Ketelsen, Jared Kink, Pam Kruse, Mary Lindsey, Tani Lindquist, Bill Lyne (Saturday), Anna-Melissa Lyons, Howard Mawhinney, Kelly Milliren, Margarita Morfin, Mark Morrow, Angel Morton, Marla Morton, Carla Naccarato-Sinclair, Andi Nofziger-Meadows, Jan Olmstead, Martha Patterson, Rita Peterson, Marla Rasmussen, Shannon Rasmussen, Mona Rominger, Miguel Saldana, Audra Shaw, Jeremy Shay, Susan Smith, LaDonna Sterling, Summer Stoner, Deborah Strayer, Keith Swanson, Theresa Turner, Kari Van Nostran, Renee Verone, Tim Voie, Cindie Webb, Janie White (Saturday), Pamela Wilson, Julie Wickersham (Saturday), Terri Winckler, and Nathan Ziemkowski.

The following board directors were excused from this meeting: Sandy DeBruler, Stephanie Ervin, Estefa Gallardo, Thom Garrard, Shannon McCann, Megan Miles, LaVasha Murdoch, Shamerica Nakamura, Christie Padilla, Eric Pickens, Jeremy Pitts, and Kayalyn Stewart.

Chairperson Delaney declared a quorum was present.

The following WEA staff members were present for this meeting: Armand Tiberio, Donna Wesley, Aimee Iverson, Manny Bosser, Lisa Kodama, Linda Mullen, Shawn Lewis, Mary Howes, Christina Martinez, Tom Granger, and A.J. Hoyla.

WEASO observer was Kristi Taylor (Friday) and Jeff Wood (Saturday).

Others present Julianna Dauble (WEA BAT Caucus) and Michael Peña (WEA Latino Caucus), Vallerie Fisher (NEA At-Large Ethnic Minority)

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 on the WEA BOD group in edCommunities.

That the WEA Board of Directors approve the seating of the following:

- Jan Chang (Edmonds) as an alternate for Thom Garrard (Edmonds)
- Len Hill (Seattle) as an alternate for Marla Rasmussen (Seattle)
- Chris Smith (Bellingham Assn) as an alternate for Kayalyn Stewart (Mt Vernon)
- Brandon Howard (Port Angeles) as an alternate for Eric Pickens (Port Angeles)
- Becca Ritchie (Kent) as an alternate for Christie Padilla (Kent)
- James Brown (Federal Way) as an alternate for Shannon McCann (Federal Way)

Without objection, a roll call vote was conducted.
Mr. Brickell’s motion Carried Unanimously (110119-1).

ADOPTION OF AGENDA
It was Moved by Adam Brickell and Seconded by Tim Voie that the WEA Board adopt the Board Meeting Agenda as presented in Agenda Item No. 2-B with flexibility.

Without objection, a roll call vote was conducted.
Mr. Brickell’s motion Carried Unanimously (110119-2).

APPROVAL OF MEETING MINUTES
It was Moved by Tim Voie and Seconded Adam Brickell by that the WEA Board approve the September 2019 meeting and executive session minutes with the addition of the Land Acknowledgment in Agenda Item No. 2-C.

Without objection, a roll call vote was conducted.
Mr. Brickell’s motion Carried Unanimously (110119-3).

LAND ACKNOWLEDGEMENT
Shawn Brehm read the land acknowledgement.

BUDGET STATUS REPORT, BUDGET ADJUSTMENT, BUDGET TRANSFER AND REVISIONS
Donna Wesley and Tom Granger presented the Budget Status Report Budget Adjustment as shown in Agenda Item No. 2-F in the board packet.

It was Moved by Chris Fraser and Seconded by Vicky Jensen that the WEA Board approve the budget revisions as presented in Agenda Item 2-F.

Without objection, a roll call vote was conducted.
Ms. Fraser’s motion Carried Unanimously (110219-4).

PENSION UPDATE
Shawn Lewis, Director of Government Relations, presented the WEA Pension update. A pension plan monitoring group was created. The workgroup’s responsibility is to address changes needed regarding the pension, but these changes are ultimately adopted by the Budget and Finance Committee.

If a motion was not passed at a previous board meeting to update the board on the pension at regular intervals, it will be addressed.

MEMBERSHIP UPDATE
Tom Baier, WEA Supervisor of Membership Services, presented an overview of WEA’s membership data as of October 2019.

Chairperson Delaney expressed that the information presented at this meeting can be shared with locals and councils. Materials for distribution will be developed and posted to NEA edCommunities WEA BOD Group and data will be presented to the board on a regular basis.

LEGISLATIVE AGENDA
Jenn Black and Jared Kink, Legislative Committee Co-chairs, presented WEA’s 2020 Legislative Priorities. Discussion ensued.
It was **Moved** by Pamela Wilson and **Seconded** by Justin Fox-Bailey that the WEA Board of Directors adopt the legislative agenda presented by the Legislative Strategy Committee for the 2020 Legislative Session.

It was **Moved** by Joan Fleming and **Seconded** by Becca Ritchie to postpone the vote on the Legislative Agenda until Saturday, November 1, 2019.

Without objection, a roll call vote was conducted.

NO votes (12): Jeremy Shay, Justin Fox-Bailey, Pam Kruse, Rita Peterson, Deborah Strayer, Pam Wilson, Daniel Harada, Elain Hogg, Jan Olmstead, Deborah Strayer, Phyllis Campano, Carla Naccarato-Sinclair


Ms. Fleming’s motion **Carried** (110119-05).

**IT AUDIT**

Armand Tiberio, WEA Executive Director, gave an overview of the IT Audit presented in Agenda Item 3-C. There are 13 specific recommendations in the audit and six of the seven IT positions have been filled.

The recommendation on page two of the document state that the current budget is enough for the remainder of WEA’s fiscal year and no additional funding is needed.

**MEETING RECESSED**

Chairperson Delaney recessed the WEA Board of Directors meeting at 9:06 p.m. on Friday, November 1, 2019.

**MEETING RECONVENED**

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:40 a.m. on Saturday, November 2, 2019.

**PHISHING EMAILS AND WEA BOARD PAGE**

Chairperson Delaney asked the board to be aware of suspicious emails.

A list of WEA Board members will be posted on a designated WEA webpage on the WEA website after the board meeting. Emails will not be included.

**LEGISLATIVE AGENDA CONTINUED**

It was **Moved** by Joan Fleming and **Seconded** by Shawn Brehm that we resume the consideration for the 2020 legislative priorities.

Without objection, a roll call vote was conducted.

Ms. Fleming motion **Carried Unanimously** (110219-06).

Changes were made to the draft Legislative Priorities and the document was redistributed to the board for review.

It was **Moved** by Pam Kruse and **Seconded** by Brandy Alley to amend the Legislative Priorities as presented.

Without objection, a roll call vote was conducted.

Ms. Kruse’s motion **Carried Unanimously** (110219-07).

The amended document was shared with the board and on NEA edCommunities.
PENSION CONTINUED
It was Moved by Jeb Binns and Seconded by Andi Nofziger that the Budget and Finance Committee strongly consider transferring the 2018-19 budget surplus to pay down the pension liability.

Amended:
It was Moved by Chris Fraser and Seconded by Silas Berry that the motion be amended to say “consider” instead of “strongly consider”.

Without objection, a roll call vote was conducted.
Ms. Fraser’s motion Carried (110219-8)
No Votes (2): Deborah Strayer, Kathie Axtell
Abstentions (2)s: Shawn Brehm, Chris Smith

Moved to close debate:
It was Moved by Glenn Jenkins and Seconded by Miguel Saldana that the WEA Board close debate (110219-9).

Without objection, a roll call vote was conducted.
Mr. Jenkins’ motion Carried (110219-10).

Without objection, a roll call vote was conducted on the amended main motion.
Mr. Binn’s motion Failed (110219-11).
Yes Votes: 35
No Votes: 43
Abstentions: 0

BOARD SMALL GROUPS – RACIAL AND SOCIAL JUSTICE
Glenn Jenkins presented the White Supremacy Culture presentation.

Chairperson Delaney asked the WEA Board to break into their small groups for their discussions about racial and social justice. The small groups were asked to discuss the definitions presented in Agenda Item No 2-J brought forth by the Racial and Social Justice Visioning Team.

Justin Fox-Bailey summarized the work of the Racial and Social Justice Visioning Team.

It was Moved by Justin Fox-Bailey and Seconded by Pam Wilson that the WEA Board of Directors approve the definitions of racial and social justice as noted in Agenda Item 2-J.

Moved to close debate:
It was Moved by Adam Aguilera and Seconded by Miguel Saldana to close debate.

Without objection, a roll call vote was conducted.
Mr. Aguilera’s motion Carried (110219-12).
No Votes (2): Tani Lindquist, Rebecca Biddick

It was Moved by Sandy Hunt and Seconded by Joan Fleming that the WEA Board of Directors postpone the vote on the definitions of racial and social justice as noted in Agenda Item 2-J until the next meeting in January.

Without objection, a roll call vote was conducted.
Ms. Hunt’s motion Carried (110219-13).
No Votes (11): Daniel Harada, Rene Verone, Mark Morrow, Mary Lindsey, Pam Wilson, Justin Fox-Bailey, Glenn Jenkins, Rebecca Biddick, Jenn Black and Bob Gustin

Abstentions: 0

**Points of Personal Privilege were heard.**

**EXECUTIVE SESSION**
Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 12:52 p.m. on Saturday, November 2, 2019.

**REGULAR SESSION**
Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 2:11 p.m. on Saturday, November 2, 2019 after a discussion regarding management salaries and the WEA Staff medical insurance plan MOU.

**NETWORK ATTORNEY FEE ADJUSTMENT**
Aimee Iverson, WEA General Counsel, presented information about the network attorney fees.

It was **Moved** by Gwendolyn Jimerson and **Seconded** by Keith Swanson that the WEA Budget and Finance Committee recommends to the WEA Board of Directors that the WEA will increase the network attorney billable hour rate from $155 to $190.

Without objection, a roll call vote was conducted.
Ms. Jimerson’s motion **Carried Unanimously** (110219-14).

**ESP EARLY CAREER RECRUITMENT**
WEA has established a partnership with the NEA to conduct an organizing campaign with ESP Early Career Educators.

It was **Moved** by Justin Fox-Bailey and **Seconded** by Glenn Jenkins that the WEA contribute $50,000 to the ESP Early Career Recruitment Campaign.

Without objection, a roll call vote was conducted.
Mr. Fox-Bailey’s motion **Carried Unanimously** (110219-15).

**REPORTS**
Chairperson Delaney mentioned center reports are in the board packet, verbal reports will not be presented at this meeting and the link to the 2020 PD Network is in your packet.

**NEA DIRECTOR’S REPORT**
NEA State Directors shared their experiences during NEA Super Week and the NEA Your Voice Our Future website. A written report was provided in the board packet.

**NOMINATIONS AND ELECTIONS UPDATE**
Aimee Iverson said communication in WE 2.0 will go out this month. Adam Brickell, Nominations & Elections Chair, asked that members contact him if they have feedback to share with the committee at their next Nominations and Committee meeting.

**Points of person privilege were heard.**

**ADJOURNMENT**
Chairperson Delaney adjourned the WEA Board of Directors meeting at 4:06 p.m. on Saturday, November 2, 2019, at the WEA headquarters office in Federal Way, Washington.