CALL TO ORDER
Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:01 p.m. on
Friday, January 24, 2020 at the WEA headquarters office in Federal Way, Washington.

LAND ACKNOWLEDGEMENT
Chairperson Delaney read the land acknowledgement.

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, Dave Campbell, Tammie Carr, Debby Chandler, Barb Cruz, Keven
Cummins, Kathy Davis, Sandy Debruler, Larry Delaney, Stephanie Ervin, Joan Fleming, Justin Fox-
Bailey (Friday), Chris Fraser, Estefa Gallardo, Thom Garrard, 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 (Friday),
Mary Lindsey, Tani Lindquist, Bill Lyne, Howard Mawhinney, Megan Miles, Kelly Milliren, Margarita
Morfin, Mark Morrow, Marla Morton, LaVasha Murdoch, Carla Naccarato-Sinclair, Andi Noziger-
Meadows, Jan Olmstead (Friday), Christie Padilla, Martha Patterson, Rita Peterson, Eric Pickens, Jeremy
Pitts, Marla Rasmussen, Shannon Rasmussen, Mona Rominger, Miguel Saldana, Audra Shaw, Jeremy
Shay, Susan Smith, LaDonna Sterling, Kayalyn Stewart, Deborah Strayer, Keith Swanson, Theresa
Turner, Kari Van Nostran, Renee Verone, Tim Voie, Cindie Webb, Janie White, Julie Wickersham,
Pamela Wilson, Terri Winckler, and Nathan Ziemkowski.

The following board directors were excused from this meeting: Pam Kruse, Shamerica Nakamura,
Anna-Melissa Lyons, Angel Morton, Summer Stoner, Michael Tamayo.

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. Ben Ibale (Friday only)

WEASO observer was Tom Baier.

Others present Becca Ritchie (WEA BAT Caucus), Vallerie Fisher (NEA At-Large Ethnic Minority),
Antoinette Felder (NEA At-Large).
BOARD OF DIRECTORS MEETING  
JANUARY 24-25, 2020

MINUTES

BOARD ALTERNATE SEATING  
It was Moved by Kathie Axtell and Seconded by Nancy Herzog that the WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A as updated on the WEA BOD group in edCommunities.

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

1. Tami Archilla (Spokane) as an alternate for Shamerica Nakamura (Spokane)  
2. Cerra Sand (Everett) as an alternate on Saturday only for Jared Kink (Everett)  
3. Joe Thayer (Kalama) as an alternate for Anna-Melissa Lyons (Hockinson)  
4. Shannon Ergun (Tacoma) as an alternate for Angel Morton (Tacoma)  
5. Mike Fisher (Oak Harbor) as an alternate for Summer Stoner (Bellingham)  
6. Jani Order Hitchen (Bethel) as an alternate on Saturday only for Jan Olmstead (Puyallup)  
7. Len Hill (Seattle) as an alternate for Michael Tamayo (Seattle)  
8. Alex Johns (Mukilteo) as an alternate on Saturday only for Justin Fox-Bailey (Snohomish)

Without objection, a roll call vote was conducted.  
Kathie Axtell’s motion Carried Unanimously (012420-1).

ADOPTION OF AGENDA  
It was Moved by Kayalyn Stewart and Seconded by Susan Smith that the WEA Board adopt the Board Meeting Agenda as presented in Agenda Item No. 2-B.

Without objection, a roll call vote was conducted.  
Kayalyn Stewart’s motion Carried Unanimously (012420-2).

APPROVAL OF MEETING MINUTES  
It was Moved by Sandy Hunt and Seconded by Debby Strayer that the WEA Board approve the Board meeting minutes as presented in Agenda Item No. 2-C.

Without objection, a roll call vote was conducted.  
Sandy Hunt’s motion Carried Unanimously (012420-3).
MINUTES

BUDGET STATUS REPORT, BUDGET ADJUSTMENT, BUDGET TRANSFER AND REVISIONS
Donna Wesley, CFO, Janie White, Vice President and Tom Granger, Budget & Finance Analyst presented the Budget Status Report Budget Adjustment as shown in Agenda Item No. 2-E in the board packet.

It was Moved by Gwendolyn Jimerson and Seconded by Christine Fraser that the WEA Board approve the budget revisions and transfers as presented in Agenda Item 2.E.

Without objection, a roll call vote was conducted.
Gwendolyn Jimerson’s motion Carried Unanimously (012420-4).

MEMBERSHIP REPORT
Tom Granger, Budget & Finance Analyst and Tom Baier, Membership Supervisor presented the membership report and trends from January 2019-January 2020.

PENSION UPDATE
Donna Wesley, CFO presented the WEA Pension update.

3(1)g REPORT
Ben Ibale, Human and Civil Rights Coordinator presented the NEA 2019-20 3(1)g Report and TedEd Talk by Mrs. Forucci.

EXECUTIVE SESSION
Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 8:53pm.

REGULAR SESSION
Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 8:58pm after a discussion about Renton Education Association and public records requests.

MEETING RECESSSED
Chairperson Delaney recessed the WEA Board of Directors meeting at 9:04 p.m. on Friday, January 24, 2020.

MEETING RECONVENED
Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:36 a.m. on Saturday, January 25, 2020.

RACE AND SOCIAL JUSTICE
The WEA Board of Directors resumed consideration of the motion from the November meeting of the WEA Board of Directors.

It was Moved by Justin Fox-Bailey and Seconded that the WEA Board of Directors approve the definitions of racial and social justice as noted in Agenda Item No. 2-F.
MINUTES

Without objection, a roll call vote was conducted.
Mr. Fox-Bailey’s motion Carried. (012520-5)
No votes: (3) Tammie Carr, Keven Cummings, Terri Winckler

WEA PROPOSED MISSION, VISION AND VALUES STATEMENT
Glenn Jenkins and Pamela Wilson from the Race Forward Committee shared the proposed WEA Mission, Vision and Values Statement with the WEA Board of Directors. Additional consideration will be brought forward at the WEA Board of Directors meeting in March 2020.

LEGISLATIVE UPDATE
Shawn Lewis, WEA Public Policy Center Director gave an update on the 2020 Legislative Session, Lobby Day, SEBB, charter schools and answered questions.

DOCUMENTS AND RESOLUTIONS
Mark Morrow, Co-Chair of the D&R Work Team presented items submitted for the 2020 WEA RA.

Proposed Bylaws Amendment for Progressive Dues
It was Moved by Tammie Carr and Seconded by Kathie Axtell that the WEA Board of Directors take a position of Do Not Pass on Proposed Bylaws Amendment #1.

Without objection, a roll call vote was conducted.
Tammie Carr’s motion Carried. (012520-6)

New Business Item No. 1 – White Privilege for Educators Conference
It was Moved by Pamela Wilson and Seconded by Daniel Harada that the WEA Board of Directors take a position of Do Pass on New Business Item #1.

Without objection, a roll call vote was conducted.
Pamela Wilson’s motion Carried. (012520-7)
No votes: (3) Tammie Carr, Keven Cummings, Terri Winckler

New Business Item No. 2 – Utilizing a Comprehensive Student Survey
It was Moved by Bob Gustin and Seconded by Kathie Axtell that the WEA Board of Directors take a position of Do Pass on New Business Item No. 2.

Bob Gustin would like to withdraw his motion of Do Pass on New Business Item No. 2. There was no objection from the body to withdraw the motion for a position of Do Pass.

REP KIM SCHRIER
Congresswoman Kim Schrier (8th district) spoke to the WEA Board and thanked them for their support.
BOARD OF DIRECTORS MEETING
JANUARY 24-25, 2020

MINUTES

SMALL GROUP DISCUSSIONS
Chairperson Delaney asked the WEA Board to break into their small groups for discussions about the mission, vision and values draft.

EXECUTIVE SESSION
Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 11:23am.

REGULAR SESSION
Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 12:55pm after a discussion about hiring.

EARLY CAREER EDUCATOR COMMITTEE
Estefan Gallardo, Brandy Alley and Stephanie Ervin provided the Board with an update on the committee’s work and what’s coming up.

BUDGET SURVEY
Tom Granger shared information about a survey that the Board should take regarding budget development and feedback. Information is in the packet and the link was shared.

SMALL/RURAL LOCAL GRANTS TO THE WEA REPRESENTATIVE ASSEMBLY
It was Moved by Gwendolyn Jimerson and Seconded by Christine Fraser that $10,000 be allocated to offer ten $1,000 grants for small rural locals to attend the WEA RA 2020.

Without objection, a roll call vote was conducted.
Ms. Jimerson’s motion Carried unanimously (012520-8)

WEA HISTORY PROJECT
Shannon McCann shared information regarding the WEA history project, the presidential primary and Washington’s ballot and census importance. Information is also shared on the Board group site.

ADJOURNMENT
Chairperson Delaney adjourned the WEA Board of Directors meeting at 2:51 p.m. on Saturday, January 25, 2020, at the WEA headquarters office in Federal Way, Washington.

Submitted by Christina Martinez

Reviewed by: [Signature]

Date Approved: April 15, 2020