

WEA BOARD MEETING MINUTES APRIL 15, 2020

CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 10:01 a.m. on Tuesday, April 15, 2020 via a Zoom conference call.

LAND ACKNOWLEDGEMENT

Chairperson Delaney read the land acknowledgement of where he is at his home as well as where Board meetings normally take place at the WEA HQ office in Federal Way, Washington.

ROLL CALL

The following Board Directors were present for this meeting: Adam Aguilera, Brandy Alley, Kathie Axtell, 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, Larry Delaney, Joan Fleming, Justin Fox-Bailey, Chris Fraser, Estefa Gallardo, Thom Garrard, Rochelle Greenwell, Bob Gustin, Debra Hansen, Daniel Harada, Nancy Herzog, Elaine Hogg, Shelly Hurley, Vicky Jensen, Gwendolyn Jimerson, Sherry Keenan, Sara Ketelsen, Jared Kink, Pam Kruse, Tani Lindquist, Mary Lindsey, Bill Lyne, Anna-Melissa Lyons, Howard Mawhinney, Shannon McCann, Megan Miles, Kelly Milliren, Margarita Morfin, Mark Morrow, Angel Morton, Marla Morton, LaVasha Murdoch, Carla Naccarato-Sinclair, Andi Nofziger-Meadows, Jan Olmstead, Christie Padilla, Martha Patterson, Rita Peterson, Eric Pickens, Jeremy Pitts, Marla Rasmussen, Shannon Rasmussen, Mona Rominger, Miguel Saldana, Audra Shaw, Jeremy Shay, Susan Smith, Deborah Strayer, LaDonna Sterling, Kayalyn Stewart, Summer Stoner, Keith Swanson, Michael Tamayo, 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: Silas Berry, Sandy Debruler, Stephanie Ervin, Glenn Jenkins, Marguerite Jones, Marla Rasmussen, and Shamerica Nakamura.

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, Tom Baier, Yvette De la Cruz, and A.J. Hoyla

WEASO observer was Nancy Valenta

Others present were Antoinette Felder (NEA At-Large), Vallerie Fisher (Ex-Officio), Lynn Maiorca (WEA Documents & Resolutions Co-Chair), Filma Fontanilla, Sobia Sheik, Michael Pena and Becca Ritchie, and Katy Badger.

MEETING PROTOCOLS

Chairperson Delaney reviewed the meeting protocols for the Zoom meeting. He recited the definition of "general consent" according to Sturgis's Standard Code of parliamentary Procedure.

It was **Moved** by Summer Stoner and **Seconded** by Kayalyn Stewart that the WEA Board agree that actions during this board meeting for routine business are adopted by general consent.

There were no objections and the motion **Carried** by general consent. (041520-01)

BOARD ALTERNATE SEATING

It was **Moved** by and **Seconded** by that the WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A as updated on the WEA Board of Directors group in edCommunities.

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

1. Brad Read (Spokane) as an alternate for Shamerica Nakamura (Spokane)

There were no objections and the motion **Carried** by general consent. (041520-2)

ADOPTION OF AGENDA

It was **Moved** by and **Seconded** by that the WEA Board adopt the Board meeting agenda as presented in Agenda Item No. 2-B.

There were no objections and the motion **Carried** by general consent. (041520-3)

APPROVAL OF MEETING MINUTES

It was **Moved** by and **Seconded** by that the WEA Board approve the Board meeting minutes as presented in Agenda Item No. 2-C.

There were no objections and the motion **Carried** by general consent. (041520-4)

BARGAINING UPDATE

Mary Howes, Advocacy Center Director, provided an update on local bargaining during Covid-19.

COMMUNICATIONS UPDATE

Linda Mullen, Communications Director, shared how WEA is spreading the word on all the great work our members are doing during this time. She asked for help from the WEA Board to identify great stories from our members and how they are serving our students. Send via email with contact info to WEA@washingtonea.org.

LEGAL UPDATE

Aimee Iverson, General Counsel, updated the WEA Board on the Freedom Foundation's public records request. She also updated the Board on local and council elections. During this time, we are not able hold these elections the way we typically would. She will be sending out guidelines later this week on how to modify to keep compliant.

LEGISLATIVE UPDATE

Shawn Lewis, Public Policy Center Director, updated the WEA Board on information coming from his meetings with the OSPI regarding grading practices and graduation requirements. OSPI will be issuing guidance this week.

BUDGET STATUS REPORT, BUDGET ADJUSTMENT, BUDGET TRANSFER AND REVISIONS

Donna Wesley, CFO, and Tom Granger, Budget & Finance Analyst presented the Budget Status Report Budget Adjustment as shown in Agenda Item No. 2-F in the Board packet.

It was **Moved** by Jeremy Shay and **Seconded** by Bill Lyne that the WEA Board approve the budget revisions and transfers as presented in Agenda Item 2.F.

Without objection, the motion was put before the Board and the motion **Carried**. (041520-5)

2020-21 K-12 CERTIFICATED ACTIVE MEMBER DUES

It was **Moved** by Adam Aguilera and **Seconded** by Bill Beville to approve the fractional dues ratios for 2019-20 WEA K-12 Active Certificated member dues as proposed. 2-J (1)

Without objection, the motion was put before the Board and the motion **Carried**. (041520-6)

2020-21 ESP ACTIVE MEMBER DUES

It was **Moved** by Gwendolyn Jimerson and **Seconded** by Vallerie Fisher that the WEA Board approve the 2020-21 WEA dues lanes, ratios and rates as proposed on page 3 of Agenda Item 2-J (2).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-7)

2020-21 HIGHER ED ACTIVE MEMBER DUES

It was **Moved** by Bill Lyne and **Seconded** by Carla Naccarato-Sinclair that the WEA Board approve dues rates for 2020-21 WEA Higher Education members as proposed in Agenda Item 2-J (3).

A substitute motion was **Moved** by Thom Garrard and **Seconded** by Sandy Hunt that the WEA Board freeze the dues rates for Higher Education Active Members for 2020-21.

Without objection, the motion was put before the Board and the motion **Carried**. (041520-8)

2020-21 NON-ACTIVE-CLASS MEMBER DUES

It was **Moved** by Keith Swanson and **Seconded** by Janet Caldwell that the WEA Board approve dues rates and ratios for 2020-21 WEA non-active-class members as proposed in Agenda Item 2-J (4).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-9)

POLITICAL ACCOUNTING ASSISTANT LEVEL 4

It was **Moved** by Jared Kink and **Seconded** by Jenn Black that the WEA Board approve the hiring of a Political Accounting Assistant Level 4 that will report to the WEA CFO.

Without objection, the motion was put before the Board and the motion **Carried**. (041520-10)

WEA RACIAL JUSTICE AND SOCIAL JUSTICE VISION AND STRATEGIES

The WEA Board of Directors reviewed the document presented in Agenda Item No. 2-G (1).

It was **Moved** by Christine Fraser and **Seconded** by Pamela Wilson that the WEA Board of Directors approve the WEA Racial Justice and Social Justice Vision and Strategies as noted in Agenda Item No. 2-G (1).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-11)

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at Noon on Wednesday, April 15, 2020.

MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 12:30 p.m. on Wednesday, April 15, 2020.

NOMINATIONS & ELECTIONS UPDATE

Adam Brickell shared how WEA will be conducting the election for NEA State Director and WEA ESP At-Large Directors to the WEA Board due to the cancellation of the WEA Representative Assembly.

AFFILIATION REQUEST

It was **Moved** by Vicky Jensen and **Seconded** by Audra Shaw that the WEA Board of Directors approve the affiliation of the Mary Walker Association of Educators.

Without objection, the motion was put before the Board and the motion **Carried**. (041520-12)

DOCUMENTS AND RESOLUTIONS

Chairperson Delaney explained that with the cancellation of the 2020 WEA RA, the WEA Executive Committee met and developed a plan for moving forward with business that typically transpires at WEA RA. The plan below is for NBIs, Constitution and Bylaws amendments, New Resolutions, and Continuing Resolution amendments.

1. Constitution and Bylaws amendments will not be considered until the WEA RA meets in person.
2. New Resolutions will not be considered until the WEA RA meets in person.
3. Continuing Resolution amendments will not be considered until the WEA RA meets in person.
4. NBIs may be considered by the WEA Board at the regularly scheduled April meeting (and if necessary, the June meeting).
 - a. The current timeline for submission of NBIs will remain unchanged. The deadline for submitting an NBI is 10 pm on Thursday, April 16.
 - b. Makers of NBIs will be able to postpone consideration of their NBIs until the WEA RA meets in person if they so choose.
 - c. For those NBIs considered by the WEA Board, the maker will have an opportunity to speak to the NBI during the April WEA Board Zoom meeting prior to any action by the Board.
 - d. The WEA Board will not amend the NBIs but simply recommend a position of “do pass” or “do not pass”.
 - e. Any NBIs that the WEA Board recommends “do pass” will be assigned to the appropriate committee or WEA director and rolled in to the upcoming 2020-21 WEA budget.
 - f. Any NBIs that the WEA Board recommends “do not pass” will be considered when the WEA RA next meets or may be reconsidered a future WEA Board meeting

NEW BUSINESS ITEM 3 – RAMADAN ARTICLE

It was **Moved** by Daniel Harada and **Seconded** by Justin Fox-Bailey that the WEA Board of Directors recommend “do pass” on 2020 NBI 3 (Ramadan Article).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-13)

NEW BUSINESS ITEM 4 – INCREASING KNOWLEDGE OF THE MUSLIM COMMUNITY

It was **Moved** by Daniel Harada and **Seconded** by Justin Fox-Bailey that the WEA Board of Directors recommend “do pass” on 2020 NBI 4 (Increasing Knowledge of the Muslim Community).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-14)

NEW BUSINESS ITEM 11 – BARGAINING FOR COMMON GOOD LANGUAGE

It was **Moved** by Daniel Harada and **Seconded** by Justin Fox-Bailey that the WEA Board of Directors recommend “do pass” on 2020 NBI 11 (Bargaining for Common Good Language).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-15)

NEW BUSINESS ITEM 6 – EQUITY IN RETIREMENT BENEFITS FOR EMPLOYEES TAKING APPROVED UNPAID LEAVE

It was **Moved** by Renee Verone and **Seconded** by Daniel Harada that the WEA Board of Directors recommend “do pass” on 2020 NBI 6 (Equity in Retirement Benefits for Employees Taking Approved Unpaid Leave).

Jeb Binns **Moved** and David Campbell **Seconded** to close debate. Motion **Carried**. (041520-16)

Without objection, the motion was put before the Board and the motion **Failed**. (041520-17)

NEW BUSINESS ITEM 7 – WEA ELECTION DAYS

It was **Moved** by Christie Padilla and **Seconded** by Jeb Binns that the WEA Board of Directors recommend “do pass” on 2020 NBI 7 (WEA Election Days!!).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-18)

NEW BUSINESS ITEM 10 – ANTI-RACIST, CULTURALLY COMPETENT TEACHING AND DIVERSITY TRAINING FOR ALL WA EDUCATORS

It was **Moved** by Adam Aguilera and **Seconded** by Bill Beville that the WEA Board of Directors recommend “do pass” on 2020 NBI 10 (Anti-Racist, Culturally Competent Teaching and Diversity Training for ALL WA Educators).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-19)

NEW BUSINESS ITEM 8 – PARENTAL NOTIFICATION OF CLEARED ROOMS

It was **Moved** by Christie Padilla and **Seconded** by Angel Morton that the WEA Board of Directors recommend “do pass” on 2020 NBI 8 (Parental Notification of Cleared Rooms).

It was **Moved** by Kari Van Nostran and **Seconded** by Pamela Wilson to postpone consideration of New Business Item 8 until the June WEA Board meeting.

Without objection, the motion was put before the Board and the motion **Carried**. (041520-20)

NEW BUSINESS ITEM 13 – BARGAINING A BETTER SEBB FOR MEMBERS

It was **Moved** by Theresa Turner and **Seconded** by Andi Nofziger that the WEA Board of Directors recommend “do pass” on 2020 NBI 13 (Bargaining a Better SEBB for Members).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-21)

NEW BUSINESS ITEM 15 – ASPIRING EDUCATORS CONFERENCE FOR SWEA

It was **Moved** by Brandy Alley and **Seconded** by Pam Kruse that the WEA Board of Directors recommend “do pass” on 2020 NBI 15 (Aspiring Educators Conference for SWEA).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-22)

NEW BUSINESS ITEM E – SMALL/RURAL REGIONAL CONFERENCES

It was **Moved** by Shawn Brehm and **Seconded** by Joan Fleming that the WEA Board of Directors recommend “do pass” on 2020 NBI E (Small/Rural Regional Conferences).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-23)

NEW BUSINESS ITEM G – SMALL/RURAL MEMBER ENGAGEMENT GRANTS

It was **Moved** by Shawn Brehm and **Seconded** by Joan Fleming that the WEA Board of Directors recommend “do pass” on 2020 NBI G (Small/Rural Member Engagement Grants).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-24)

NEW BUSINESS ITEM H – SMALL/RURAL RELEASE TIME GRANTS

It was **Moved** by Shawn Brehm and **Seconded** by Joan Fleming that the WEA Board of Directors recommend “do pass” on 2020 NBI H (Small/Rural Release Time Grants).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-25)

WEA HCR COMMITTEE – EQUITY FOR COVID-19

It was **Moved** by Pamela Wilson and **Seconded** by Justin Fox-Bailey to recommend that the WEA Board of Directors adopt the WEA HCR Committee Guidelines for COVID-19 as presented in Agenda Item No. 2-G (2).

Without objection, the motion was put before the Board and the motion **Carried**. (041520-26)

DONATION FOR COVID-19 RELIEF FUND FOR UNDOCUMENTED PEOPLE

It was **Moved** by Estefa Gallardo and **Seconded** by Daniel Harada that the WEA Board approve a \$20,000 donation to the COVID-19 Relief Fund for Undocumented People, publish a link to the donation page on the WEA website and publish a Facebook post to promote the Relief Fund on the WEA Facebook page.

Without objection, the motion was put before the Board and the motion **Carried**. (041520-27)

WEA MEMBER RELIEF FUND FOR COVID-19

Aimee Iverson, General Counsel, and Armand Tiberio, Executive Director updated the WEA Board on the criteria and process that will be used for this fund.

WEA CHILDREN’S FUND

Janie White, Vice President, shared information on how members and councils could donate to the WEA Children’s Fund during this time due to not holding the WEA Representative Assembly.

EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors meeting into Executive Session at 3:37 p.m. on Wednesday, April 15, 2020.

REGULAR SESSION

Chairperson Delaney took the WEA Board of Directors out of Executive Session at 3:46 p.m. on Wednesday, April 15, 2020. An update was given to the WEA Board on the open GR Director and Executive Director positions.

ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:49 p.m. on Wednesday, April 15, 2020, via a Zoom conference call.

Submitted by Christina Martinez