



WEA
WASHINGTON
EDUCATION
ASSOCIATION

Sharing the power of knowledge.

To: WEA Representative Assembly Delegates

From: Mark Mains, Chairperson
WEA Documents and Resolutions Work Team

Date: May 12, 2015

Subject: Summary of Actions and Final Credentials Reports
for the 2015 WEA Representative Assembly

At this Assembly, the 1,052 delegates took action on the attached Standing Rules Amendments, Bylaws Amendment, New Business Items, New Resolutions, and Amendments to Continuing Resolutions. The delegates also elected the WEA President, Vice President, and two NEA State Directors.

The Washington Education Association's ninety-fifth annual Representative Assembly was called to order at the Meydenbauer Center by President Kim Mead at 7:00 p.m., Thursday, April 23, 2015, and adjourned at 7:20 p.m., Saturday, April 25, 2015.

A total of 164 affiliated locals were registered out of a possible 397. There were 1,052 total registered delegates (77 assembly officials, who are WEA Board of Directors and UniServ Council Presidents, plus 975 registered local delegates out of a possible 1,512 local affiliate delegates). The complete Final Credential's Report for the 2015 WEA Representative Assembly follows the Summary of Actions Report.

If you have any questions or concerns, please contact your local affiliate president or UniServ Council Board Director.

2015 WEA RA STANDING RULES AND ADOPTED PROCEDURES AMENDMENTS

Standing Rules and Adopted Procedures Amendment No. 1—Failed WEA Moderated Debates (Tom James, Northshore EA)

Standing Rules and Adopted Procedures Amendment No. 2—Adopted RA Elections – Technology Revision (Nominations and Elections Work Team; John Fleming, Chairperson)

RECOMMENDED AMENDMENT(S)

XIX. CONSTITUTION, BYLAWS, RULES AND ADOPTED PROCEDURES REPORT

D. Voting

4. When all votes have been recorded, ~~the paper records shall be sealed in a container and delivered~~ the document record storage shall be transmitted to the secretary to the WEA President by the chairperson of WEA Nominations and Elections and shall be retained for at least two (2) months.

XXI. NOMINATION AND ELECTION OF ASSOCIATION OFFICERS, WEA AT-LARGE DIRECTORS TO THE BOARD, AND NEA STATE DIRECTORS

B. Voting

1. Voting screens shall include the names of all properly nominated candidates and the option to vote for write-in candidates. Each candidate may choose to include the candidate's picture on the voting screen.
2. Names of candidates on the voting screen shall be listed in the order that WEA receives the nominations.
3. The at-large director to the WEA Board election will not be by position. All candidates for open at-large positions will be listed together on the ballot for the open positions.
4. Only a delegate who presents the appropriate official voting credential, delegate badge, and Washington driver's license or comparable identification shall vote. The official voting credential shall be marked before voting.
5. Document record storage ~~Paper record boxes~~ shall be monitored ~~at all times~~ by a WEA Nominations and Elections member.
6. When the polls close, document record storage will be converted to a pdf single file in the presence of ~~paper record boxes will be sealed and transferred to the designated room by~~ at least three (3) members of WEA Nominations and Elections.

C. Counting of Votes

1. When all votes have been recorded, the document record storage shall be emailed-transmitted ~~the paper records shall be sealed in a container and delivered~~ to the secretary to the WEA President by the chairperson of the WEA Nominations and Elections and shall be retained for two (2) months.
2. Items marked in such a manner that creates doubt as to the intent of the voter shall be voided.
3. ~~All voided paper records shall be reviewed and verified by the WEA Nominations and Elections chairperson and two (2) other WEA Nominations and Elections members prior to reporting the vote to the Assembly.~~
4. ~~3.~~ Only one (1) official observer per candidate shall be allowed in the counting room.
5. ~~4.~~ Only appointed members and/or volunteer members of WEA Nominations and Elections shall review and, if necessary, tally the printed document record storage.
6. ~~5.~~ Only official observers, WEA Nominations and Elections members, volunteer members, and elected officials shall be allowed in the counting room.
7. ~~6.~~ If the margin of decision is less than one percent (1%), WEA Nominations and Elections shall ~~count~~ present the document record storage record for a hand count ~~the paper record~~.

2015 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—Failed
Inclusion of Substitute Educators on WEA Board of Directors
(Jan Bowersox, Seattle EA)

2015 NEW BUSINESS ITEMS

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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New Business Item A—Adopted as amended

True Cost of Testing

(Change, Innovation, and Achievements Committee; Shannon Rasmussen, Chairperson)

Cost to WEA: Staff: \$2,000 (included in existing staffing budget); Non-Staff: \$7,600 (new cost)

Cost to State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

Create a template Public Information Request and encourage each local president to complete the Public Information Request of their local school district, asking the district to outline all costs and time associated with the preparation and administration for all currently mandated state and federal standardized assessments, including the Smarter Balanced Assessment (SBA), WA-AIM, End of Course exams, Collections of Evidence, WaKIDS, and WELPA, and encourage local leaders to present findings at their school board meetings and other public forums.

New Business Item B—Adopted

Coordinated Compensation Efforts

(WEA Board of Directors)

Cost to WEA: Staff: \$23,400 (included in existing staffing budget); Non-Staff: \$4,200 (new cost)

Statewide action costs to be determined by the WEA Board depending on type of action.

Cost to State: \$2.6 billion

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Continue to coordinate lobby efforts with councils to make progress toward comparable competitive wages for all membership categories.
 2. Continue to coordinate efforts with councils to take the gains made in the legislative process and urge high expectations at the local bargaining levels.
 3. Inform Councils of Lighthouse achievements to build success, council and statewide.
 4. Coordinate a statewide action to be activated if the 2015 Legislative Session ends without compensation gains above the COLA. This statewide action will include at least the following:
 - a. An aggressive public awareness campaign
 - b. Community and parent outreach and engagement
 - c. Member to member outreach and engagement
 5. Provide that this statewide action will take place, as determined by the WEA Executive committee in consultation with the WEA UniServ Council Presidents, prior to or during the 2016 Legislative Session.
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New Business Item C—Adopted
Educators Not Spies
(WEA Board of Directors)

Cost to WEA: Staff: \$9,600 (included in existing staffing budget); Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide information to councils that accurately describes the requests and suggestions made by testing firms/corporations to monitor student social media. The WEA will encourage the state PTA to become actively involved in helping to get this information out to all parents. The WEA will pursue legislation that holds members harmless for refusing to monitor social media.

New Business Item D—Adopted

Crisis Response Team

(Health and Safety Work Team; Patrick Nicholson, Central Kitsap ESP and Norma LaChine, Evergreen EA)

Cost to WEA: Staff: None; Non-Staff: \$5,100 (included in existing Special Assessment budget)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will provide nationally recognized school emergency and crisis training for the Health and Safety work team and interested WEA members and staff up to thirty people. The trained individuals will establish the WEA Crisis Response Team to disseminate information to UniServ Councils.

New Business Item E—Adopted

Communicating the Rights of Students, Parents and Educators Regarding Standardized Tests

(Change, Innovation, and Achievements Committee; Shannon Rasmussen, Chairperson)

Cost to WEA: Staff: \$2,800 (included in existing staffing budget)

Non-Staff: \$7,600 (new cost, existing in committee budget)

Cost to State: None

WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will:

1. Provide information to Councils regarding member/student/parental rights related to Opt-Out options and create a mockup for local publication that locals and/or councils could use that provides information for parents about opting their children out.
 2. Utilize member survey information regarding student and educator experiences with the SBA to inform decision and policy makers.
 3. Share information with presidents regarding the process for reviewing and/or appealing student scores on standardized tests.
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New Business Item F—Adopted

Small/Rural Professional Development

(Small/Rural Committee; Katie Leppanen, Chairperson)

Cost to WEA: Staff: \$1,500 (included in existing staffing budget); Non-Staff: \$37,500

Cost to State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will provide up to 25 grants for various association activities. These activities would include, but not be limited to, local Presidents' meetings, council and state trainings, and political advocacy. The purpose is to promote membership involvement by small/rural local affiliates. This is a renewal of last year's NBI.

New Business Item G—Adopted

Small/Rural Professional Release Grant

(Small/Rural Committee; Katie Leppanen, Chairperson)

Cost to WEA: Staff: \$1,500 (included in existing staffing budget); Non-Staff: \$45,000

Cost to State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will provide grants for release time and substitutes for presidents and/or designees of small/rural locals to support membership. WEA would reimburse a maximum of 30 locals the cost of 8 sub days per local for the school year to attend conferences, association/council meetings and/or training opportunities. This is a renewal of last year's NBI.

New Business Item No. 1—Adopted as amended

School Safety Day

(Kim Mead, WEA President)

Cost to WEA: Staff: \$250 (included in existing staffing budget); Non-Staff: None

Cost to State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

- a. Encourage locals to request copies of the ~~safety~~ Safety/Emergency Management plans for each school in their district to be available for review.
 - b. Recognize the ~~Marysville Pilehuck High School~~ parents, staff, students, and community heroes, ~~as well in as all other school communities that have suffered a tragedy gone through a similar event~~, by publicizing and encouraging members to promote School Safety/Emergency Management planning statewide on the third Friday of October 23, 2015.
 - c. ~~promote wearing red for MPHS and public education on October 23, 2015.~~
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New Business Item No. 2—Adopted

Support for 8th Annual Northwest Teaching for Social Justice Conference

(Mike Radow, Mercer Island EA)

Cost to WEA: Staff: \$175 (included in existing staffing budget); Non-Staff: \$825 (new cost)

Cost to State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA support the 8th Annual Northwest Teaching for Social Justice Conference in October 2015 with publicity and materials up to \$1,000.00.

New Business Item No. 3—Withdrawn (prior to distribution)

New Business Item No. 4—Adopted

Educators Refuse Toxic Tests for Their Own Children

(Shannon Ergun, Tacoma EA)

Cost to WEA: Staff: \$1,600 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S):

WEA will educate and encourage members to exercise their rights to refuse the state-mandated assessment for their own children and promote their choice to exercise those rights through:

- a. Quarterly WE 2.0 articles that educate, encourage, and promote state standardized testing refusal by members; and
- b. Other WEA existing forms of communication.

New Business Item No. 5—Withdrawn
Speaking Your Conscience Away From Work
(Linda Myrick, Bellevue EA)

New Business Item No. 6—Adopted
Future Educator Connection Conference
(Jared Kink, Everett EA)

Cost to WEA: Staff: \$9,800 (included in existing staffing budget); Non-Staff: \$14,500 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S):

That WEA will organize and present a conference or series of small conferences to future teachers enrolled in state teaching certificate programs.

- A. The conference could possibly include the following topics:
 1. Professional development in classroom management, special education, and evaluations.
 2. Unionism
 3. Certification
 4. Social Justice
 5. Diversity Issues
 6. Networking/Job Searching
- B. The purpose of the conference would be to organize future members, capture students' voices, and identify future leaders.
- C. After the conference, organizers would coordinate with SWEA leaders and members to share recruiting and retaining information to councils.

New Business Item No. 7—Adopted
Join the Washington State Labor Council
(Dan Troccoli, Seattle EA)

Cost to WEA: Staff: None; Non-staff: Amount to be approved by the WEA Board.

Cost to the State: None

WEA Goals and Objectives: 3

RECOMMENDATION(S):

WEA representatives will meet with Washington State Labor Council (WSLC) representatives for the purpose of examining the question of whether WEA should affiliate with the WSLC. These discussions will include matters such as affiliation dues, operations of the WSLC, WEA member representation on the WSLC, overall responsibilities as a WSLC affiliate, and any other issue that will impact the affiliation decision. The results of these discussions are to be reported back to the WEA Board of Directors no later than September 2015. A decision by the WEA Board of Directors as to affiliate or not is to be made no later than December 2015.

New Business Item No. 8—Withdrawn
Test Evaluation
(Amy Hepburn, Highline EA)

New Business Item No. 9—Withdrawn
Knowledge is Power!
(Michelle Brennan, Lake Washington EA)

New Business Item No. 10—Adopted
To Waiver, or Not to Waiver... That is the Question
(Julianna Dauble, Renton EA)

Cost to WEA: Staff: \$3,700 (included in existing staffing budget)
Non-Staff: \$2,500 (new cost/partial inclusion in existing committee budget)
Cost to State: None
WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

WEA will:

1. Detail financial costs to the state of losing the NCLB (ESEA) waiver vs. getting the waiver.
 2. Summarize the impacts to students and members of the changes to evaluation and other pertinent issues that would be required to receive the waiver.
 3. Create a FAQ document that can be used as a community engagement and education piece.
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New Business Item No. 11—Failed
Toxic Testing Buttons
(Donna Shaman, Highline EA)

New Business Item No. 12—Adopted
Representative Assembly: We Are WEA!
(Becca Ritchie, Renton EA)

Cost to WEA: Staff: \$8,000 (included in existing staffing budget); Non-staff: \$2,300 (new cost)
Cost to the State: None
WEA Goals and Objectives: 1

RECOMMENDATION(S):

WEA will create a professional development opportunity that could be offered at regional events (for example, South Sound Saturday School, Summer U.), or as a standalone workshop that could be offered on the Professional Development network.

Within the class, topics will include but not be limited to:

1. Navigation of the WEA Website to find documents that are used at RA.
 2. Discussion about New Business Items, Resolutions, By-laws and Constitution, and the roles each plays to drive the Association.
 3. Guidance of participants through RA handouts.
 4. Creation of a participant “mock” NBI or Resolution to practice the process of writing, submitting, and then speaking to the topic.
 5. Conversation about different elections that occur at WEA RA and the offices that are filled.
 6. Dialogue about other voting that could occur at WEA RA (constitutional, dues increase, etc.)
 7. Discussion of a WEA org chart (and subsequent NEA org chart) and how each step is effected by decisions at Representative Assemblies.
 8. Discussion of “historic” decisions made at WEA RA (i.e., inclusion of ESPs in the Association).
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New Business Item No. 13—Adopted
Strengthening Our Education Message Throughout the Political Systems
(Jeb Binns, Highline EA)

Cost to WEA: Staff: \$1,300 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S):

WEA will inform members about and advocate for involvement as legislative district precinct committee officers through existing communication channels.

New Business Item No. 14—Adopted as revised

Legislating Protective Measures for Students' Education

(Julianna Dauble, Renton EA)

Cost to WEA: Staff: \$23,000; Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S):

WEA will work with other parents rights groups to write and/or support new legislation that prevents retribution for a student who ~~does not take certain assessments~~ opts out/refuses federal and/or state mandated tests. Such legislation shall require districts or other decision makers to work with classroom educators to identify the best program placement for students in cases when the lack of a test score may impact a decision for a student's educational future.

Using existing communication vehicles, WEA will publicize instances in which students faced retribution for refusing to take the Smarter Balanced Assessment, so a protective law will be understood by the public and legislature as necessary.

New Business Item No. 15—Adopted as revised

Counsiciously Speaking Your Conscience

(Linda Myrick, Bellevue EA)

Cost to WEA: Staff: \$1,700 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objective: 1 and 3

RECOMMENDATION(S):

That WEA will provide a template to all local and council presidents to share with members that:

1. Explains what is allowable within state law and contractual obligations for speaking one's professional conscience.
 2. Lists actions that WEA supports for members to raise awareness about issues affecting public education.
 3. Provides roles and responsibilities of staff and governance with contact information for members to access union leaders for further consultation on these matters.
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New Business Item No. 16—Withdrawn (prior to distribution)

New Business Item No. 17—Failed and delegation voted not to reconsider

Leading our Way to 21st Century Education

(Kim Herzog, Bellevue EA)

New Business Item No. 18—Adopted as amended

The Time Is Now – Widespread Strikes

(Bainbridge Island EA)

Cost to WEA:

Staff: \$273,000 - \$550,000 (depending on strike duration; would be included in existing staffing budget)

Non-staff: \$167,000 - \$236,000 (depending on strike duration; new cost)

Cost to the State: \$4.7 billion per year

WEA Goals and Objective: 1, 2 and 3

RECOMMENDATION(S):

We, the membership, direct WEA to support local strikes throughout the state starting at the beginning of the 2015-2016 school year. This action will occur if the legislature fails to make adequate progress toward the full funding of educator compensation and class size reduction in this 2015 legislative session. Preparation will include, but is not limited to, informing and supporting of local associations, development of a communication strategy, and creation of an organizing plan to assist regional offices and individual local associations to adequately inform and organize their members.

Sufficient progress toward full funding must include class size reductions for all grade levels ~~beyond I-1351~~, significant increases in compensation, and must not be at the expense of Higher Education or social programs.

Preparation for possible widespread strikes will begin immediately following WEA RA.

Council staff will ~~work with each~~ assist locals ~~to in~~ developing an action plan which can be implemented by the start of the 2015-16 school year. Action plans will be ~~geared toward participation in and/or support of widespread local strikes~~ developed so as to provide ample time to communicate with members prior to implementation. The level of participation will be determined by each local association in accordance with their governing documents.

~~Action plans for each local will be created no later than May 29th to ensure time to inform and organize members at the local level.~~

New Business Item No. 19—Adopted

~~Orientation On How to Become a Political Candidate~~ Becoming a Political Candidate
(Derryl Finney, Tacoma EA)

Cost to WEA: Staff: \$8,300 (included in existing staffing budget); Non-staff: \$24,500

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S):

That WEA will offer/facilitate a workshop on the mechanics of what it takes to run for political office. The workshop should include elements such as funding, connections, campaigning, and expectations of the process. Presentations by educators who have run for public office would be beneficial.

New Business Item No. 20—Adopted

Current Test Research

(Amy Hepburn, Highline EA)

Cost to WEA: Staff: \$900 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S):

WEA will make the research readily available on the WEA website.

(Note from the Documents and Resolutions Work Team: “research” refers to Continuing Resolutions A-7 “Standardized Tests” #14.)

New Business Item No. 21—Adopted

Career and Technical Education (CTE) Material, Supplies and Operating Costs (MSOC) Funding

(Tricia Littlefield, Sumner EA)

Cost to WEA: Staff: \$7,200 (included in existing staffing budget); Non-staff: None
Cost to the State: \$38 million per year
WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will lobby the Washington legislature to restore the CTE MSOC funding enhancement as outlined by OSPI in the Resource of Allowable Expenditure report.

New Business Item No. 22—Referred to Committee
Encourage the Development of Alternative Metrics to High Stakes Testing
(Ann Heideman, Snoqualmie Valley EA)

Cost to WEA: Staff: \$2,200 (included in existing staffing budget); Non-staff: \$2,300 (new cost)
Cost to the State: None
WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA should:

1. Promote the idea that metrics can be created based on actual, available and accurate student data.
 2. Encourage members through existing communication channels to investigate replacing inaccurate and expensive state-mandated standardized tests with new metrics.
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New Business Item No. 23—Adopted
Classroom Videotaping
(Denise Thompson, Orting EA)

Cost to WEA: Staff: \$3,900 (included in existing staffing budget); Non-Staff: \$2,250 (new cost)
Cost to the State: None
WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will refer this topic to the appropriate committee for consideration of proactive measures that WEA can take to support and guide teaching staff in their efforts to use classroom videotaping to improve teaching practice and protect those who use video from unintended consequences.

New Business Item No. 24—Adopted
Pre-Mature Retirement
(Olga Addae, Seattle EA)

Cost to WEA: Staff: \$450 (included in existing staffing budget); Non-staff: None
Cost to the State: None
WEA Goals and Objective: 1

RECOMMENDATION(S)

That WEA will send a public information request to the Department of Retirement Services, requesting the number of educators accepting premature retirement with significant penalties to their lifetime retirement compensation.

New Business Item No. 25—Adopted
The Collection of Data on the Cost of Testing
(Karen Engstrom, Seattle EA)

Cost to WEA: \$3,100 (included in existing staffing budget); Non-Staff: None
Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Compile a statewide report of the true cost of testing, using the data received by presidents from their districts.
2. Distribute said report to members, media and legislators using existing communication channels.

(Note from the Documents and Resolutions Work Team: refers to NBI A.)

New Business Item No. 26—Failed

Letter to Testing Companies about Spying on Student Test Takers

(Jeffrey Morgen, Ph.D., Seattle EA)

New Business Item No. 27—Failed

~~Our~~ WEA Teacher of the Year

(Jeb Binns, Highline EA)

New Business Item No. 28—Failed

Who Really Needs to be Held Accountable on Tests?

(Julianna Dauble, Renton EA)

New Business Item No. 29—Withdrawn (prior to distribution)

New Business Item No. 30—Adopted as amended

Oppose the Trans-Pacific Partnership (TPP)

(Noam Gundle, Seattle EA)

Cost to WEA: \$450 (included in existing staffing budget); Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA publicize, through existing channels, the effects of the TPP on labor and the environment. The WEA President will also write a letter to Senators Murray and Cantwell, encouraging them to oppose the TPP, and to publicize the letter available to WEA members, and encourage WEA members to use their voice on this issue.

New Business Item No. 31—Adopted as amended

Local President Communication

(David Layton, Bainbridge Island EA)

Cost to WEA: Staff: \$500 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objective: 3

RECOMMENDATION(S)

That WEA will create, each fall, an updated listserv of all local Presidents and/or local affiliate emails and distribute it to local and regional offices to encourage mentorship, coalition building, and cross state communication.

Taking into account member confidentiality issues, the WEA will, each fall, ask local presidents for their email and consent to distribute their email addresses to local and regional offices to encourage mentorship coalition building and cross state communications, and to create a listserv of local presidents.

New Business Item No. 32—Adopted
Endorsement of One-Day Walkouts
(Rob Lutz, Evergreen EA)

Cost to WEA: Staff: \$450 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objective: 1, 2 and 3

RECOMMENDATION(S)

That WEA will endorse the one-day walkouts already taking place and encourage locals to organize similar actions.

New Business Item No. 33—Adopted as amended
Retain Educators in Protected Classes
(Olga Addae, Seattle EA)

Cost to WEA: Staff: \$740 (included in existing staffing budget); Non-staff: None

Cost to the State: None

WEA Goals and Objectives 1

RECOMMENDATION(S)

That WEA will create a ~~Public Information Request~~ template and encourage each local president to complete the ~~Public Information Request~~ template for their local district by asking the district for appropriate demographic data on all educators being “evaluated” out of education. WEA would help as a clearinghouse for the state data.

New Business Item No. 34—Adopted as revised
Get Big Money Out of Elections
(Patricia Robertson, Seattle EA)

Cost to WEA: Staff: \$900; Non-staff: None

Cost to the State: None

WEA Goals and Objectives 1, 2 and 3

RECOMMENDATION(S)

That WEA will support WAmend’s Initiative 735 by encouraging members to sign and gather signatures on Initiative petitions, and that WEA lobby staff and Governance encourage the support of Washington’s congressional delegation for a constitutional amendment over turning the Supreme Court’s *Citizens United* decision.

New Business Item No. 35—Withdrawn
Building Power and Creating Relevance by Empowering Members to Take Action
(Chris Fraser, North Kitsap EA)

New Business Item No. 36—Adopted
Survey Educational Climate of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Allied Concerns
(Shannon McCann, Federal Way EA)

Cost to WEA: Staff: \$6,800 (included in existing staffing budget); Non-staff: ~~\$9,800~~ \$2,000 (new cost)

Cost to the State: None

WEA Goals and Objectives 1, 2 and 3

RECOMMENDATION(S)

That WEA will create and distribute an efficient electronic survey to all WEA members asking about LGBTQ and allied concerns in education contexts to determine resources and support.

New Business Item No. 37—Adopted Unanimously
Publicize WEA Opposition to Developmentally Inappropriate, Inconsistent Tests
(Jannike Johnson, Seattle EA; Jennifer Babcock, Federal Way EA)

Cost to WEA: Staff: \$2,800 (included in existing staffing budget); Non-staff: None
Cost to the State: None
WEA Goals and Objectives 1, 2 and 3

RECOMMENDATION(S)

That WEA will charge its lobbying team and leadership with informing legislators and the public of our historic stance, pointing out the inappropriate nature and inconsistency of current state tests and testing mandates.

New Business Item No. 38—Adopted
Planning an Internal Political Program for WEA Members
(Shannon McCann, Federal Way EA)

Cost to WEA: Staff: \$4,200 (included in existing staffing budget); Non-staff: None
Cost to the State: None
WEA Goals and Objectives 1, 2 and 3

RECOMMENDATION(S)

That WEA will design an internal plan which will create or adopt currently existing progressive trainings to empower WEA members to become politically active and to organize leaders to further the interests of quality public education. This plan would be approved by the WEA Board.

New Business Item No. 39—Withdrawn (prior to distribution)

2015 NEW RESOLUTIONS

New Resolution No. 1—Withdrawn (prior to distribution)

New Resolution No. 2—Adopted
Supporting Parental Rights
(Julianna Dauble, Renton EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED that WEA supports members' right to express their beliefs and position on which assessments and educational programs are appropriate for their individual students.

WEA also supports legislation that protects students from negative consequences (such as program exclusion or limiting of choices for a student's educational attainment) due to test refusal provided said legislation aligns with existing WEA positions and policy.

(New Resolution #2 will be incorporated into sections G-1 "Academic Freedom and Controversial Issues" and H-5 "Students' Rights, Responsibilities, and Academic Freedom" of the Continuing Resolutions.)

New Resolution No. 3—Adopted
Retirement Investments in Education Related Companies
(Rick Harlan, Seattle EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED that the WEA believes in retirement investments for its members and its employees that are long-term, sustainable and helpful for public education; and is opposed to pension investments in companies whose business practices work against the health and advancement of public education, such as promoting toxic testing or diverting funds from public schools as a result of charter school profiteering.

WEA FURTHER BELIEVES that our collective voice should be heard and influence felt toward investments that favor companies delivering services to public schools whose strong financial responsibility is accompanied by track records of responsible service to public education.

(New Resolution #3 will be the new section E-24 “Retirement Investments” in the Continuing Resolutions, followed by renumbering.)

New Resolution No. 4—Adopted
Retirement Investments in Energy and Resource Extraction Companies
(Rick Harlan, Seattle EA)

RECOMMENDATION(S)

NOW, THEREFORE BE IT RESOLVED that the WEA believes in retirement investments for its members and its employees that take into consideration the long-term risks involved in investments in companies primarily involved in resource extraction; as well as consideration of the short and long-term ramifications of climate change on our economy and the future of public education funding.

WEA FURTHER BELIEVES that our collective voice should be heard and influence felt in thoughtful and informed decision-making toward a range of responsible and sustainable retirement investments that include fossil fuel-free or environmentally friendly energy funds.

(New Resolution #4 will be incorporated into section E-24 “Retirement Investments” in the Continuing Resolutions.)

2015 AMENDMENTS TO THE CONTINUING RESOLUTIONS

Amendment to Continuing Resolution B-6—Adopted
Secondary Transcripts, Graduation, and Diplomas (B-6)
(Michael Peña, Mukilteo EA)

PROPOSED RECOMMENDATION(S)

CR B-6 Secondary Transcripts, Graduation, and Diplomas (RA 86, 03)

The Washington Education Association believes that all Washington secondary school transcripts should be uniform in documenting and clearly defining the individual student's educational program.

The Association supports meaningful vocational and competency-based alternatives to standards-based high school graduation.

The Association also believes all students within a district who have satisfactorily completed their course of study as determined and designed for the student by the district shall receive equal treatment regarding graduation and diplomas.

The Association opposes inclusion of federal- and/or state-mandated assessment scores on student transcripts.

The Association also opposes the use of high-stakes national/state assessments for placement and/or as an enrollment requirement.

Amendment to Continuing Resolution C-5—Failed
Corporatization, Privatization or Subcontracting (C-5)
(Linda Myrick, Bellevue EA)

2016 WEA REPRESENTATIVE ASSEMBLY FIRST READINGS BY TITLE

There are no first readings for the 2016 WEA RA.

2015 RA ELECTION RESULTS

WEA President

Kim Mead	97.20%
Write-in:	1.14%
No Vote:	1.66%

WEA Vice President

Stephen Miller	86.39%
Write-in:	9.59%
No Vote:	4.02%

NEA State Director Position 1

Ted Raihl	95.81%
Write-in:	0.52%
No Vote:	3.66%

NEA State Director Position 2

*Martha Patterson	68.82%
Phyllis Campano	30.45%
No Vote:	.73%

Constitution & Bylaws Amendment No. 1

No:	53.05%
Yes:	42.61%
No Vote:	4.34%

*Successful candidates.

2015 WEA RA FINAL CREDENTIALS REPORT

Attendance

Local Affiliates Eligible (including Student WEA chapters)	397
Local Affiliates Present	164
Local Affiliate Delegates Possible	1,512
Local Affiliate Delegates Pre-Registered	1,146
Local Affiliate Delegates Present	975
Assembly Officials Present (Board / Council Presidents)	77
Total Voting Delegates Present including Officials	1,052
Total Number of Successor Delegates Present	43
Voting Delegate Breakdown by Race/Ethnicity	
American Indian / Alaska Native	32
Black / African American	47
Hispanic / Latina(o)	62

Asian	23
Native Hawaiian / Pacific Islander	13
Multi-Ethnic / Multi-Racial	43
Other Person-of-Color	<u>13</u>
Total Ethnic Minority / Persons of Color	233
(22.1% of Voting Delegates)	

The Credentials Work Team and the Human and Civil Rights Committee commend the following locals for implementing successful plans for inclusive diversity over the last year.

Auburn EA (Puget Sound)	Mount Vernon EA (WEA Fourth Corner)
Battle Ground EA (WEA Riverside)	North Thurston Paraeducators (WEA
Bethel EA (Summit)	Chinook)
Camas EA (WEA Riverside)	Northshore EA (WEA Cascade)
Clover Park EA (Soundview)	Seattle EA (Seattle)
Kelso EA (WEA Lower Columbia)	Snohomish EA (Pilchuck)
Kent EA (Kent)	Wenatchee EA (North Central WEA)
Mercer Island (WEA Sammamish)	Yelm EA (WEA Chinook)
Moses Lake EA (North Central WEA)	

The Credentials Work Team and the Human and Civil Rights Committee acknowledge and commend the following locals for maintaining effective plans for inclusive diversity, and look forward to working with and learning from them over the next year as they continue to make genuine progress in efforts to build strong and diverse educational communities.

Bellevue EA (WEA Sammamish)	Mukilteo EA (Pilchuck) 2013
Bellingham Assn of School Employees (WEA	North Kitsap EA (WEA Olympic) 2012
Fourth Corner) 2013	Olympia EA (WEA Chinook)
Central Kitsap ESP (WEA Olympic) 2013	Othello EA (WEA Southeast) 2012
Centralia EA (WEA Chinook)	Peninsula EA (WEA Olympic)
Community Colleges of Spokane AHE (WEA	Richland EA (WEA Southeast)
Eastern Washington) 2013	Sedro Woolley EA (WEA Fourth Corner) 2013
East Valley Yakima EA (WEA MidState)	Shoreline ESPA (WEA Cascade) 2011
2009	Snoqualmie Valley EA (WEA Sammamish)
Everett EA (Pilchuck) 2008	2009
Evergreen EA (WEA Riverside) 2011	South Kitsap EA (WEA Olympic) 2013
Federal Way EA (Puget Sound) 2013	Spokane EA (Spokane)
Ferndale EA (WEA Fourth Corner) 2010	Stanwood-Camano EA (WEA Fourth Corner)
Highline EA (Rainier)	2013
Issaquah EA (WEA Sammamish) 2006	Sumner EA (Puget Sound)
Kent Assn of Paraeducators (Puget Sound)	Tacoma EA (WEA Tacoma) 2013
2009	Wapato EA (WEA MidState) 2010
Monroe EA (Pilchuck) 2005	West Valley Yakima EA (WEA MidState) 2008

(Note: Year of RA related to most recent diversity plan is listed if not 2014)

The work teams would like to thank all those WEA locals who are having thoughtful deliberations about diversity, especially those that have engaged in courageous conversations not only internally but also with employers and community partners. WEA Continuing Resolution D-4 encourages all affiliates and UniServes to engage in these activities.