



---

## BOARD OF DIRECTORS MEETING

### AUGUST 13, 2020

---

#### **MINUTES**

##### **CALL TO ORDER**

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 9:31 a.m. on Tuesday, August 13, 2020 via a Zoom conference call.

##### **ROLL CALL**

The following board directors were present for this meeting: Larry Delaney, Janie White, Eric Askeland, Kathie Axtell, Jen Ben, Silas Berry, Bill Beville, Josh Boe, Jeb Binns, Kaitlin Kamalei Brandon, Shawn Brehm, Janet Caldwell, Debby Chandler, Zanovia Clark, Kevin Cope, Barb Cruz, Julianna Dauble, Swan Eaton, Shannon Ergun, Stephanie Ervin, Michelle Fayette, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Estefa Gallardo, Cookie Grant-Suggs, Rochelle Greenwell, Tammy Grubb, Brittany Haggard, Daniel Harada, Glenn Jenkins, Vicky Jensen, Price Jimerson, Pamela Johnson, Peter Knowles, Tani Lindquist, Mary Lindsey, Nani Lium, Anna-Melissa, Lyons, Shannon McCann, La Vasha Murdoch, Carla Naccarato-Sinclair, Ray Nelson, Kirstin Nicholson, Andi Nofziger-Meadows, Jan Olmstead, Martha Patterson, Michael Pena, Rita Peterson, Eric Pickens, Jeremy Pitts, Shannon Rasmussen, Becca Ritchie, Mona Rominger, Jim Schell, Audra Shaw, Jeremy Shay, Sobia Sheikh, Susan Smith, Allison Snow, Kayalyn Stewart, Summer Stoner, Suzanne Southerland, Amy Stern, Keith Swanson, Joe Thayer, Rachel Tochiki, Caitlin Tumlinson, Kari Van Nostran, Nichole Way, Pamela Wilson and Terri Winckler.

The following board directors were excused from this meeting: Kevin Cummins. Howard Mawhinney, Jared Kink, Robert Gustin, Margarita Morfin, Bill Lyne, Elaine Hogg, Katie Badger, Tammie Carr, Jennifer Matter, Christie Padilla, and Sara Ketelsen.

Chairperson Delaney declared a quorum was present.

The following WEA staff members were present for this meeting: Armand Tiberio, Donna Wesley, Djibril Diop, Lucinda Young, Aimee Iverson, Manny Bosser, Lisa Kodama, Linda Mullen, Mary Howes, Tom Baier, Tom Granger, Rich Wood, AJ Hoyla and Christina Martinez.

Others present were Antoinette Felder (NEA At-Large Director), Lynn Maiorca & Mark Morrow (WEA Documents & Resolutions Co-Chair), Da Dol Lim, Juan Cordova, Isaura Jimenez, Michael Cook, Angelie Seng, and Rupika Madhavan.

##### **NATIVE LAND ACKNOWLEDGEMENT**

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.

#### **BOARD ALTERNATE SEATING**

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

1. Katie Badger (Lake WA) as an alternate for Howard Mawhinney (Lake WA)
2. Steve Mayer (Federal Way) as an alternate for Elaine Hogg (Auburn)

There were no objections and the motion **Carried** by general consent. (081320-1)

#### **ADOPTION OF AGENDA**

It was **Moved** by Pamela Wilson and **Seconded** by La Vasha Murdoch that the WEA Board of Directors approve the Board Meeting Agenda as presented in Agenda Item No. 2-B.

There were no objections and the motion **Carried** by general consent. (081420-2).

#### **APPROVAL OF MEETING MINUTES**

It was **Moved** by Vicky Jensen and **Seconded** by Len Hill that the WEA Board of Directors approve the June 5, 23, and July 23, 2020 board meeting and executive session minutes as presented in Agenda Item No. 2-C and No. 2-C-(1).

There were no objections and the motion **Carried** by general consent. (081320-3).

#### **BUDGET STATUS REPORT**

Donna Wesley, Chief Financial Officer, and Tom Granger, Budget and Financial Analyst presented the budget status report as of June 30, 2020.

#### **WEA BUDGET**

Donna Wesley, CFO, and Tom Granger, Budget and Financial Analyst presented the proposed FY 2020-2021 WEA budget.

It was **Moved** by Vicky Jensen and **Seconded** by Becca Ritchie that the WEA Board approve the FY 2020-2021 budget as presented in Agenda Item No 2-E.

Without objection, the motion was put before the Board and the motion **Carried**. (081320-4)

No votes: Jeb Binns and Becca Ritchie

Abstentions: Ray Nelson

#### **REFERENDUM 90**

Djibril Diop, Governmental Relations Director and Lucinda Young, Chief Lobbyist shared information and history on Referendum 90.

It was **Moved** by Becca Ritchie and **Seconded** by Keith Swanson that the WEA Board endorse R-90 and approve a donation of \$150,000 to support the passing of R-90 Safe and Healthy WA Campaign Comprehensive Sexual Health Education.

Without objection, the motion was put before the Board and the motion **Carried**. (081320-5)  
No votes: Tammy Grubb, Jeremy Pitts, La Vasha Murdoch

#### **CREDENTIALS FOR THE 2021 WEA REPRESENTATIVE ASSEMBLY**

It was **Moved** by Sobia Sheikh and **Seconded** by Michael Pena that the WEA Board approve the Credentials Guidelines and Procedures document for the 2021 WEA Representative Assembly.

Without objection, the motion was put before the Board and the motion **Carried**. (081320-6)  
No votes: Shannon Ergun

#### **EXECUTIVE SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 11:32 a.m. on Thursday, August 13, 2020.

#### **REGULAR SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting back to regular session at 11:55 a.m. on Thursday, August 13, 2020 after a discussion about hiring.

#### **NW DETENTION CENTER**

It was **Moved** by Swan Eaton and **Seconded** by Keith Swanson that the WEA Board approve joining other union groups in solidarity supporting for the close of the for-profit NW Detention Center in Tacoma, WA.

Without objection, the motion was put before the Board and the motion **Carried**. (081320-7)  
No votes: Jeremy Pitts

Lunch Break: 12:12 / Return: 12:40pm

#### **RACIAL, SOCIAL, AND ECONOMIC JUSTICE DEPARTMENT**

It was **Moved** by Michael Pena and **Seconded** by Sobia Sheikh that the WEA Board convenes an exploratory committee to investigate the idea of creating a Racial, Social, and Economic Justice Department and report back to the Board at the September meeting.

Without objection, the motion was put before the Board and the motion **Carried**. (081320-8)  
No votes: Becca Ritchie and Carla Naccarato-Sinclair  
Abstentions: Janet Caldwell, Susan Smith, and Michelle Fayette

#### **NEW BUSINESS ITEMS**

With 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 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 at a future WEA Board meeting.

**NEW BUSINESS ITEM A – TRAINING TO INCREASE EQUITY IN SUPPORTING POSITIVE STUDENT BEHAVIOR**

Referred to WEA Change Innovations and Achievements Committee

**NEW BUSINESS ITEM B – COORDINATED RESPONSE TO INCREASE EQUITY IN SUPPORTING POSITIVE STUDENT BEHAVIOR**

Referred to WEA Health and Safety Committee

**NEW BUSINESS ITEM C – ADDITIONAL STAFF TO INCREASE EQUITY IN SUPPORTING POSITIVE STUDENT BEHAVIOR**

Referred to WEA Legislative Strategy Committee

**NEW BUSINESS ITEM 9 – WHAT GOOD HAS IT ALL DONE? STANDARDIZED TESTING MUST END**

It was **Moved** by Julianna Dauble and **Seconded** by Becca Ritchie that the WEA Board of Directors recommend “do pass” on 2020 NBI 9 (What good has it all done? Standardized testing must end.).

Without objection, the motion was put before the Board and the motion carried **Unanimously by those who voted.** (081320-9)

Abstentions (1): Susan Smith

**NEW BUSINESS ITEM 23 – MANDATORY TRAINING FOR UNISERV COUNCIL PRESIDENTS**

It was **Moved** by Becca Ritchie and **Seconded** by Jeb Binns that the WEA Board of Directors recommend “do pass” on 2020 NBI 23 (Mandatory Training for UniServ Council Presidents).

Without objection, the motion was put before the Board and the motion **Carried.**

It was **Moved** by Joe Thayer and **Seconded** by Anna-Melissa Lyons to suspend the rules to allow NBI 23 to be considered at the next meeting so that the author can revise. This motion is not debatable. Motion **Carried.** (081320-10)

No votes (10): Eric Pickens, Suzanne Southerland, Jen Ben, Allison Snow, Kevin Cope, Julianna Dauble, Michelle Fayette, Antoinette Felder, Michael Pena, and Len Hill

It was **Moved** by Becca Ritchie and **Seconded** by Jeb Binns to consider NBI 23 at the next WEA Board meeting after it has been revised. Motion **Carried.** (081320-11)

No votes (2): Glenn Jenkins and Michael Pena

Abstentions (2): Sobia Sheikh and Antoinette Felder

**NEW BUSINESS ITEM 24 – LIBRARY BOOKS THAT TRULY REPRESENT OUR STUDENTS**

It was **Moved** by LaVasha Murdoch and **Seconded** by Tammy Grubb that the WEA Board of Directors recommend “do pass” on 2020 NBI 24 (Library Books that Truly Represent Our Students).

Without objection, the motion was put before the Board and the motion **Carried**. (081320-12)

No votes (1): Shannon Ergun

Abstentions (2): Kathie Axtell and Michael Pena

**NEW BUSINESS ITEM 26 – 1<sup>ST</sup>-YEAR-TEACHER GRANTS FOR CULTURALLY RESPONSIVE CLASSROOMS**

It was **Moved** by Zанovia Clark and **Seconded** by Sobia Sheikh that the WEA Board of Directors recommend “do pass” on 2020 NBI 26 (1<sup>st</sup> Year Teacher Grants for Culturally Responsive Classrooms).

Without objection, the motion was put before the Board and the motion **Carried**. (081320-13)

No votes (3): Becca Ritchie, Shannon Ergun, and Michelle Fayette

Abstentions (1): Steve Mayer

**NEW BUSINESS ITEM 28 – AUTHORS OF COLOR QUARTERLY BOOK LIST**

It was **Moved** by Zанovia Clark and **Seconded** by Michael Pena that the WEA Board of Directors recommend “do pass” on 2020 NBI 28 (Authors of Color Quarterly Book List).

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (081320-14)

**NEW BUSINESS ITEM 29 – ANTI-RACISM TRAINERS**

It was **Moved** by Zанovia Clark and **Seconded** by Estefa Gallardo that the WEA Board of Directors recommend “do pass” on 2020 NBI 29 (Anti-Racism Trainers).

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (081420-15)

**NEW BUSINESS ITEM 30 – DECREASE PROVISIONAL PERIODS**

It was **Moved** by Michael Cook and **Seconded** by Andi Nofziger-Meadows that the WEA Board of Directors recommend a “do pass” on 2020 NBI 30 (Decreased Provisional Periods).

Without objection, the motion was put before the Board and the motion **Carried**. (081320-16)

No votes (2): Jeb Binns and Jeremy Pitts

**NEW BUSINESS ITEM 33 – WEA COMBATS HATE AGAINST UNDOCUMENTED IMMIGRANTS**

It was **Moved** by Estefa Gallardo and **Seconded** by Sobia Sheikh that the WEA Board of Directors recommend a “do pass” on 2020 NBI 33 (WEA Combats Hate Against Undocumented Immigrants).

Without objection, the motion was put before the Board and the motion **Carried**. (081320-17)

No votes (1): Jeremy Pitts

**NEW BUSINESS ITEM 34 – MENTAL HEALTH BENEFITS**

It was **Moved** by Zанovia Clark and **Seconded** by Estefa Gallardo that the WEA Board of Directors recommend a “do pass” on 2020 NBI 34 (Mental Health Benefits).

Without objection, the motion was put before the Board and the motion **Carried**. (081320-18)  
No votes (2): Andrea Nofziger-Meadows and Janet Caldwell  
Abstentions (3): Martha Patterson, Susan Smith, and Price Jimerson

**NEW BUSINESS ITEM 35 – QUARTERLY NBI REPORTS**

It was **Moved** by Zanoia Clark and **Seconded** by Estefa Gallardo that the WEA Board of Directors recommend a “do pass” on 2020 NBI 35 (Quarterly NBI Reports).

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (081320-18)

**ADJOURNMENT**

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:32 p.m. on Thursday, August 13, 2020 on Zoom.

Submitted by Christina Martinez

Reviewed by: \_\_\_\_\_  \_\_\_\_\_

Date Approved: \_\_\_\_\_