



BOARD OF DIRECTORS MEETING SEPTEMBER 11-12, 2020

MINUTES

CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:03 p.m. on Friday, September 11, 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, Joshua Boe, Jeb Binns, Kaitlin Kamalei Brandon, Shawn Brehm, Janet Caldwell, Tammie Carr, Debby Chandler, Zanova Clark, Michael Cook, Kevin Cope, Barb Cruz, Julianna Dauble, Swan Eaton, Shannon Ergun, Michelle Fayette, Antoinette Felder, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Estefa Gallardo, Cookie Grant-Suggs, Rochelle Greenwell, Tammy Grubb, Robert Gustin, Brittany Haggard, Daniel Harada, Len Hill, Elaine Hogg, Glenn Jenkins, Vicky Jensen, Price Jimerson, Sara Ketelsen, Peter Knowles, Tani Lindquist, Mary Lindsey, Nani Lium (Saturday), Bill Lyne, Anna-Melissa, Lyons, Jennifer Matter, Shannon McCann, Margarita Morfin, La Vasha Murdoch, Ray Nelson, Kirstin Nicholson, Andi Nofziger-Meadows, Jan Olmstead, Martha Patterson, Michael Pena, Rita Peterson (Saturday), Eric Pickens, Jeremy Pitts, Shannon Rasmussen, Becca Ritchie, Mona Rominger, Jim Schell, Audra Shaw, Jeremy Shay, Sobia Sheikh, Susan Smith, Allison Snow, Suzanne Southerland, Amy Stern, Kayalyn Stewart, Summer Stoner, 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: Carla Naccarato-Sinclair, Howard Mawhinney and Keven Cummins.

Chairperson Delaney declared a quorum was present.

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

Ex-officio board members present were Stephanie Ervin and Pamella Johnson (NEA ESP At-large Directors)

Guests present: Lynn Maiorca & Mark Morrow (WEA Documents & Resolutions Co-Chair), Kathy Davis, Teresa Muench (NEA Member Benefits), Kelly Wishkoski (Friday), Lori Fleck (Saturday WEASO), Tami Farber (Race Forward), and Ra'Shawn Reed.

NATIVE LAND ACKNOWLEDGEMENT

Chairperson Delaney acknowledgement the native lands where his home resides as well as where the Board meetings normally take place at the WEA HQ office in Federal Way, Washington.

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. (091120-2).

APPROVAL OF MEETING MINUTES

It was **Moved** by Vicky Jensen and **Seconded** by Len Hill that the WEA Board of Directors approve the August 13, 2020 board meeting and executive session minutes as presented in Agenda Item No. 2-C.

There were no objections and the motion **Carried** by general consent. (091120-3).

MEMBERSHIP REPORT

Mary Howes, Director of Center for Advocacy, presented a membership PowerPoint.

SEBB

Armand Tiberio, Executive Director, and Julie Salvi, Lead Negotiator of the School Employees' Labor Coalition, presented background on the School Employees' Benefits Board (SEBB) Coalition and a summary of the SEBB tentative agreement located on NEA 360 edCommunities WEA BOD group.

It was **Moved** by Jeb Binns and **Seconded** by Rochelle Greenwell to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (091120-4)

No votes (17): Shannon McCann, Jen Ben, Price Jimerson, Vicky Jensen, Anna-Melissa Lyons, Michael Pena, Glenn Jenkins, Jeremy Shay, Tani Lindquist, Kirstin Nicholson, Summer Stoner, Sobia Sheikh, Eric Pickens, Jared Kink, Jeremy Pitts, Mary Lindsey and Rochel Tochiki
Abstentions (1): Rochelle Greenwell

It was **Moved** by Justin Fox-Bailey and **Seconded** by Kathie Axtell that the WEA Board ratify the 2021-2023 SEBB Tentative Agreement between the SEBB Labor Coalition and the State of Washington.

Without objection, the motion was put before the Board and the motion **Failed**. (091120-5)

No votes (45): Jennifer Matter, Vallerie Fisher, Amy Stern, Andrea Nofziger-Meadows, Becca Ritchie, Bill Lyne, Caitlin Tumlinson, Christie Padilla, Cookie Grant-Suggs, Daniel Harada, Debby Chandler, Eric Pickens, Film Fontanilla, Glenn Jenkins, Janet Caldwell, Jeb Binns, Jen Ben, Jeremy Pitts, Joshua Boe, Julianna Dauble, Kaitlin Kamalei Brandon, Kari Van Nostran, Kayalyn Stewart, Keith Swanson, La Vasha Murdoch, Len Hill, Michael Cook, Michael Pena, Michelle Fayette, Nicole Way, Pamela Wilson, Peter Knowles, Price Jimerson, Ray Nelson, Shannon Ergun, Shannon McCann, Shannon Rasmussen, Shawn Brehm, Silas Berry, Sobia Sheikh, Stephanie Gallardo, Summer Stoner, Susan Smith, Vicky Jensen.

RACIAL, SOCIAL, AND ECONOMIC JUSTICE DEPARTMENT

Michael Pena presented the results from the exploration workgroup, including structure, professional development, leadership, trainings, advocacy, and community outreach of the proposed RSEJ Center within WEA. The consensus of the workgroup was that the creation of a RSEJ Center is the correct direction for WEA to propel the work and bring intentionality to racial, social, and economic justice. Discussion ensued.

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 9:18 p.m. on Friday, September 11, 2020.

MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:31 a.m. on Saturday, September 12, 2020.

NEA Member Benefits

Teresa Muench, NEA Member Benefits, present NEA resources for membership.

EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors meeting into Executive Session at 8:52 a.m. on Saturday, September 11, 2020.

REGULAR SESSION

Chairperson Delaney took the WEA Board of Directors out of Executive Session at 9:00 a.m. on Saturday, September 12, 2020 after a discussion about the WEA Executive Director search.

AFFINITY GROUPS

Chairperson Delaney explained the plan for small groups and the Board was moved into their selected choice, either BIPOC or White Ally.

ENGROSSED SENATE JOINT RESOLUTION 8212

Julie Salvi provided the Board with a summary document and reviewed background on the legislature's Long-Term Services and Support Trust Program.

It was **Moved** by Mary Lindsey and **Seconded** by Jared Kink that the WEA Board endorse Engrossed Senate Joint Resolution 8212 regarding the investment of funds to provide for long-term services and support.

Without objection, the motion was put before the Board and the motion **Carried** (091220-6).

No votes (1): Tammie Carr

Abstentions (4): Vallerie Fisher, Jeb Binns, Becca Ritchie, and Susan Smith

NEW BUSINESS ITEM 23 – 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 as amended (Training for UniServ Council Presidents).

Without objection, the motion was put before the Board and the motion **Carried**. (091220-7)

Abstentions (2): Michael Pena, Michael Cook

STUDENT WEA

Aimee Iverson and Price Jimerson shared background on the updated operating documents for Student WEA (SWEA).

It was **Moved** by Price Jimerson and **Seconded** by Nicole Way that the WEA Board approve the Aspiring Educators Program (SWEA) Operating Document as amended.

Without objection, the motion was put before the Board and the motion **Carried**. (091120-8)
No votes (11): Andi Nofziger-Meadows, Jan Olmstead, Jeremy Pitts, Bob Gustin, Antoinette Felder, Susan Smith, Tammie Carr, Tammie Grubb, Jen Ben, Nani Lium, Shannon Ergun
Abstentions (2): Price Jimerson and Nicole Way

STUDENT WEA AMENDMENT 1

It was **Moved** by Becca Ritchie and **Seconded** by to amend Section 3 of the AEP Operating Document as follows,

The President of AEP will be provided a ~~scholarship~~ an annual stipend in the amount of \$15,000 ~~the full cost of tuition at the college or university they are attending~~ while they are serving in the capacity as President.

This will be reviewed, and adjustments suggested to Budget and Finance Committee each year.
This stipend will be paid out in 10 monthly payments beginning September 30.

The Vice President of AEP will be provided a ~~scholarship~~ an annual stipend in the amount of \$12,000 ~~the full cost of tuition at the college or university they are attending~~ while they are serving in the capacity as Vice President.

This will be reviewed, and adjustments suggested to Budget and Finance Committee each year.
This stipend will be paid out in 10 monthly payments beginning September 30.

Without objection, the motion was put before the Board and the motion **Carried**. (091120-10)
No votes (3)
Abstentions (7)

STUDENT WEA AMENDMENT 2

It was **Moved** by Estefa Gallardo and **Seconded** by Kaitlin Kamalei Brandon to amend the SWEA Operating Document changing the SWEA President Scholarship/Stipend to \$20,000 and Vice President to \$16,000.

Without objection, the motion was put before the Board and the motion **Carried**. (091120-11)
No votes (10)
Abstentions (2)

2019-20 SCHOLARSHIPS

It was **Moved** by Len Hill and **Seconded** by Jeremy Shay that the WEA Board approve scholarships for the 2019-2020 SWEA President and Vice President in an amount necessary to cover full tuition costs, less scholarships received and not including any fees.

Without objection, the motion was put before the Board and the motion **Carried**. (091120-12)
No votes (9): Jeb Binns, Jen Ben, Tammie Carr, Antoinette Felder, Bob Gustin, Jeremy Pitts, Jan Olmstead, Susan Smith and Nani Lium.

Abstentions (3): Shannon Ergun, Price Jimerson, Michelle Fayette

BOARD SMALL GROUPS

Chairperson Delaney asked the WEA Board to break into their small groups for their discussions.

BOARD NORMS

Chairperson Delaney invited the Board to review the current board standing rules and share their input and recommendations with him outside of the board meeting.

RACIAL, SOCIAL, AND ECONOMIC JUSTICE DEPARTMENT

It was **Moved** by Michael Pena and **Seconded** by Pamela Wilson that the WEA Board of Directors approve the creation of a WEA Center for Racial, Social, and Economic Justice.

Without objection, the motion was put before the Board and the motion **Carried**. (091220-13)
No votes (2): Shannon Ergun and Tammie Carr

POINTS OF PRIVILEGE

Chairperson Delaney took a point of personal privilege to thank Michael Pena and Sobia Sheikh and all the thoughts put forth from the board on RSEJ. The intentionality of the work team will have the right people to get us where we need to go and asked the Board for the input on who would be good for the work team. Reach out to members those in council and local.

Michael Pena thanked the Board for their support.

Price Jimerson thanked the Board their support of SWEA.

VERBAL REPORTS

Legislative

Chairperson Delaney and Djibril Diop provide updates on the superintendent legislative race, election goals and targeted areas going forward and what was learned from the primary election. He also shared a video about the WEA Digital Action Team from the WEA website.

Legislative Strategy Committee

Jared Kink gave an update on the 2020-21 draft legislative agenda. He asked the Board for feedback before they vote during the November 2020 board meeting. He plans to email the draft to leaders early to mid-October.

ACT

Antoinette Felder, ACT ESP Chair, provided updates about the state of the ACT ESP webpage, technology for ESPs, ESP equity issues in districts, training, and elections.

US Census

Shannon McCann provided information about the US Census and asked the Board to help by mailing in their census.

NEA Directors

Martha Patterson provided an update on the work of the NEA Directors. More information can be found on edCommunities.

WEA MEMBERS-ONLY PORTAL

Sobia Sheikh shared how a members-only portal can increase transparency/communication, member engagement/access and provide a safe space for members to access information.

It was **Moved** by Sobia Sheikh and **Seconded** by Michael Pena that the WEA convene a workgroup to explore creating a members-only portal to the WEA website.

Without objection, the motion was put before the Board and the motion **Carried**. (091220-11)
Abstentions (1): Michael Pena

ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:04 p.m. on Saturday, September 12, 2020 on Zoom.

Submitted by A.J. Hoyla