



WEA

WASHINGTON
EDUCATION
ASSOCIATION

2020 NEW BUSINESS ITEM
PROGRESS REPORT

2020 NEW BUSINESS ITEMS (NBIS)

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.
-

New Business Item A—Withdrawn

Training to Increase Equity in Supporting Positive Student Behavior

(Tani Lindquist; Shannon Rasmussen; WEA Change, Innovation, and Achievements Committee)

New Business Item B—Withdrawn

Coordinated Response to Increase Equity in Supporting Positive Student Behavior

(Sandra Hunt, WEA Health & Safety Committee)

New Business Item C—Withdrawn

Additional Staff to Increase Equity in Supporting Positive Student Behavior

(Jennifer Black; Jared Kink; WEA Legislative Strategy Committee)

New Business Item D — Withdrawn

Small/Rural Time Release Conferences (Reauthorization)

(Shawn Brehm, WEA Small/Rural Committee)

New Business Item E—Adopted

Small/Rural Regional Conferences

(Shawn Brehm, WEA Small/Rural Committee)

Cost to WEA: Staff: \$1,600 (To be included in existing staffing budget.)
Non-Staff: \$70,000 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will establish a fund of up to \$70,000 to establish four small/rural regional conferences to be held at the regional level in the Northeast, Northwest, Southeast and Southwest. This will deliver training and support to small/rural locals at a more convenient location, with each training held in a regional UniServ Council office. The funds requested would be used to cover meals, lodging, travel reimbursement, and compensation for the trainers.

Staff assigned: Mary Howes

January status update: The committee is in the process of planning all 4-regional conference.

New Business Item F—Withdrawn

Small/Rural Release Time Grants (Reauthorization)

(Shawn Brehm, WEA Small/Rural Committee)

New Business Item G—Adopted

Small/Rural Membership Engagement Grants (Reauthorization)

(Shawn Brehm, WEA Small/Rural Committee)

Cost to WEA: Staff: \$1,800 (To be included in existing staffing budget.)
Non-Staff: \$40,000 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will provide up to \$40,000 in grants for various local association activities. These activities would include, but not be limited to: local presidents' meetings, membership engagement activities, council and state trainings and political advocacy. Grants will not exceed \$1,500 per local. It is the hope of the Small/Rural Committee, that the Budget and Finance Committee will consider making these grants a permanent line-item in the annual WEA budget moving forward.

Staff assigned: Mary Howes

January status update: The Committee is reviewing the grant process.

**New Business Item H—Adopted
Small/Rural Release Time Grants (Reauthorization)
(Shawn Brehm, WEA Small/Rural Committee)**

Cost to WEA: Staff: \$1,800 (To be included in existing staffing budget.)
Non-Staff: \$30,000 (New Cost)

Cost to the State: None
WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

The WEA will provide up to \$30,000 for Small/Rural Release Time Grants. The Release Time Grants will help provide local leaders the time necessary to organize and advocate for members. A local grant may not exceed \$1,500. It is the hope of the Small/Rural Committee that the WEA Budget and Finance committee will explore adding the cost of these grants to the annual budget moving forward.

Staff assigned: Mary Howes

January status update: The Committee is reviewing the grant process.

**New Business Item I — Withdrawn
Small/Rural Regional Conferences
(Shawn Brehm, WEA Small/Rural Committee)**

**New Business Item J — Withdrawn
Small/Rural Release Time Grants (Reauthorization)
(Shawn Brehm, WEA Small/Rural Committee)**

**New Business Item K — Withdrawn
Small/Rural Membership Engagement Grants
(Shawn Brehm, WEA Small/Rural Committee)**

**New Business Item No. 1—Adopted
White Privilege for Educator Conference
(Michael Peña, Mukilteo EA)**

Cost to WEA: Staff: \$22,500 (included in existing staffing budget)
Non-Staff: \$23,000 (New Cost)

Cost to the State: None
WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will fund a conference named the "White Privilege for Educator Conference" that would help our White educators understand the idea of White Supremacy and the tenets of its culture. Such a conference would help them explore their privileges as

White educators while providing a safe space from experiencing what might be perceived as an attack upon those privileges. Goals of the conference will include (but may not be limited to) exploring the foundation of White Supremacy culture in education and union systems, effects on educators and students from the dismantling of White Supremacy in education and unions, identifying White Fragility, and developing a toolbox from which White educators can pull skills from when facing the guilt, anger, and denial one feels when experiencing White Fragility.

Staff assigned: Manny Bosser

January status update: Initial discussions have occurred related to timing of the conference, goals and content, identifying and securing subject matter trainers, and the development of and access to an educator toolbox covering such content. We will be reaching out to the maker of the motion to schedule a Zoom for February to further discuss content and ideas.

New Business Item No. 2—Withdrawn
Utilizing a Comprehensive Student Behavior Survey to Increase Student Safety and Learning
(Bob Gustin, WEA Lower Columbia)

New Business Item No. 3— Adopted
Ramadan Article
(Sobia Sheikh, Mukilteo EA)

Cost to WEA: Staff: \$1,800 (To be included in existing staffing budget)
Non-Staff: \$1,400 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will feature an article in WEA 2.0 before April 1, 2021 to highlight what Ramadan is, how educators can support Muslim students during the month of Ramadan, and how educators can increase awareness among other students and the community.

Staff assigned: Linda Mullen

January status update: An article will appear in next issue of We 2.0.

New Business Item No. 4—Adopted
Increasing Knowledge of the Muslim Community
(Sobia Sheikh, Mukilteo EA)

Cost to WEA: Staff: \$4,900 (To be included in existing staffing budget)
Non-Staff: \$2,900 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will work with Council on American-Islamic Relations (CAIR) and community members to publish on the WEA website a variety of resources (books/articles by Muslim authors) about Islam and its history.

Staff assigned: Linda Mullen

January status update: Sent email to NBI sponsor on Jan. 5 and began research about CAIR. Any books and resources about Islam and its history will also be included in the resources we identify as part of NBI 28 to promote authors of color including underrepresented and marginalized voices.

New Business Item No. 5—Withdrawn
Alignment of WEA Racial and Social Justice Work
(Michael Peña, Mukilteo EA)

New Business Item No. 6—Failed
Equity in Retirement Benefits for Employees Taking Approved Unpaid Leave
(Filma Fontanilla, Clover Park EA)

New Business Item No. 7—Adopted
WEA Election Days!!
(Becca Ritchie, Kent EA)

Cost to WEA: Staff: \$1,300 (To be included in existing staffing budget)
Non-Staff: \$180,000 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

1. The WEA will provide two voting windows (one in the fall and one in the spring, to be determined by the elections and nomination committee) that locals/councils can choose to utilize where NLRB-compliant electronic voting will be provided by WEA at either no or a very nominal cost.
2. The WEA will provide space in WEA 2.0 for locals who choose to utilize this process to make election announcements in alignment with NLRB rules.

Staff assigned: Aimee Iverson

January status update: Completed. WEA secured the services of BallotPoint to provide electronic voting services to all Local Associations and Councils at WEA's cost, and has communicated the process for using their services to all Local and Council Presidents.

New Business Item No. 8—Withdrawn
Parental Notification of Cleared Rooms
(Christie Padilla, Kent EA)

New Business Item No. 9—Adopted
What good has it all done? Standardized testing must end.
(Julianna Dauble, Renton EA)

Cost to WEA: Staff: \$27,200
Non-Staff: \$68,000 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

The WEA will convene a special committee regarding the use of existing state tests for federal accountability under the ESSA law. This committee, made of a diverse cross section of educators, will gather information on existing state tests including SBA, WCAS, WAKids, and WELPA to compare and evaluate outcomes for each test in order to identify policy problems and propose alternative assessments for use in the Washington State ESSA plan. A proposed abbreviated policy statement and alternative assessments will be presented to delegates at RA 2021 for input and approval. The WEA BOD will plan for small group breakout sessions at the RA for delegates to brainstorm organizing strategies and tactics for ESSA revision that eliminates or reduces reliance on standardized testing and/or to develop a vision for an education system free from standardized tests.

Staff assigned: Lisa Kodama

January status update: Staff has been working with WEA leadership to identify an NBI 9 special work team and has been researching and coordinating information for the NBI 9 special work team's consideration as they work to fulfill NBI 9 recommendations.

**New Business Item No. 10—Adopted
Anti-Racist, Culturally-Competent Teaching and Diversity Training for ALL WA Educators
(Jennifer Bradley, Evergreen EA)**

Cost to WEA: Staff: \$10,900 (To be included in existing staffing budget)
Non-Staff: None

Cost to the State: \$56,000,000

WEA Goals and Objectives: 2

RECOMMENDATION(S)

The WEA will work with the state legislature to pass legislation that requires public school districts to provide mandatory annual professional development for diversity training that includes but is not limited to:

1. Current and historic racial and cultural bias in education and society at large and its impacts on students and communities.
2. Resources and methods for culturally-competent, anti-racist, anti-bias teaching.

Staff assigned: Djibril Diop

January status update: SB 5044, sponsor Sen. Das, has been prefiled for the 2021 Session. GR staff will lobby and advocate for passage in the 2021 Session.

**New Business Item No. 11—Adopted
Bargaining for Common Good Language
(Sobia Sheikh, Mukilteo EA)**

Cost to WEA: Staff: \$15,100 (To be included in existing staffing budget)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will craft a document explaining the principles of bargaining for the common good that may include philosophies, benefits, and example language to encourage locals to consider bargaining for the common good in order to obtain a fair and equitable contract that benefits the wider community.

Staff assigned: Mary Howes

January status update: A committee of WEA Staff has been pulled together and is working with BCG to develop these resources for use in Washington. We are also planning two sets of presentations to roll out the concept and strategies for BCG for staff and leaders. BCG will be highlighted at the Bargaining and Beyond conference.

**New Business Item No. 12—Adopted
Staff Funding that Addresses and Seeks to Mitigate the Effects of Poverty in Schools
(Jennifer Bradley, Evergreen EA)**

Cost to WEA: Staff: \$16,300 (To be included in existing staffing budget)
Non-Staff: None

Cost to the State: \$350,000,000 (New Cost)

WEA Goals and Objectives: 2

RECOMMENDATION(S)

The WEA will lobby the state legislature to provide additional personnel funding to reduce student-to-teacher ratios, counselor and school psychologist caseloads, and lower class caps for Title I schools.

Staff assigned: Djibril Diop

January status update: GR staff is lobbying legislative budget writers to increase staffing allocations in the general apportionment and Learning Assistance Programs. The Governor's budget proposed funding for additional counselors in high poverty elementary schools.

New Business Item No. 13—Adopted
Bargaining a Better SEBB for Members
(Theresa Turner, Kent EA; Wendy Sarino, Kent EA)

Cost to WEA: Staff: \$20,400 (To be included in existing staffing budget)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

The WEA will work with our labor consortium partners to:

1. Enable members to enroll in secondary insurance coverage (either from a second job or through a School Employee's benefits)
2. Allow FSA roll over of \$500 in alignment with Federal guidelines
3. Provide an appeal process for items or services members are denied under the SEBB Plan
4. Advocate for more positions on the SEBB board
5. Bargain more robust dental benefits.

Staff assigned: Djibril Diop

January status update: Benefit offerings are either decided by the SEB Board or mandated through legislative changes. GR staff will continue to work with labor partners to advocate for improvements to benefits and greater representation in the process. GR staff is also lobbying the legislature to fund the 21-23 SEBB contract negotiated between the SEBB labor partners and the state.

New Business Item No. 14—Withdrawn
NBI Spreadsheet/Database
(Brian Crowley, Clover Park EA)

New Business Item No. 15—Adopted
Aspiring Educator Conference (AEC) for Student Washington Education Association (SWEA) Members
(Brandy Alley, Student Washington Education Association)

Cost to WEA: Staff: \$700 (To be included in existing staffing budget)
Non-Staff: \$16,600 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

The WEA will provide a grant for up to ten SWEA members to attend the NEA AEC (Aspiring Educator Conference).

Staff assigned: Mary Howes

January status update: We are planning on a group of AEs attend this conference next year.

New Business Item No. 16—Adopted
Cancel Standardized Testing for 2021 School Year
(Adam Aguilera, Evergreen EA)

Cost to WEA: Staff: \$28,200 (included in existing staffing budget)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

The WEA will:

1. Organize members and stakeholders to publicly call for the cancellation of standardized testing for 2021 due to the fact that schools will likely continue to be closed until a vaccine is developed and it would be nonsensical to test students in the aftermath of such conditions.

2. Lobby the State of Washington to cancel standardized testing and request waivers from the federal government.

Staff assigned: Djibril Diop

January status update: OSPI is the entity which can request a waiver cancelling the SBA tests for the 2020-21 school year. Supt. Reykdal's first request for a waiver was denied by Betsy DeVos. He has a second waiver request ready to go when the new administration takes office and indicates they are accepting waiver requests. GR staff is monitoring and continues to encourage this request.

New Business Item No. 17—Adopted
Washington State Broadband Public Utility
(Adam Aguilera, Evergreen EA)

Cost to WEA: Staff: \$58,800 (To be included in existing staffing budget)
Non-Staff: \$315,000 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

The WEA will:

1. Partner with community allies and stakeholders to create a public campaign for broadband Internet to be designated a public utility in Washington State.
2. Lobby the Washington State Legislature to pass legislation to regulate internet access as a public utility.

Staff assigned: Linda Mullen / Djibril Diop

Status update: Universal broadband access is part of the 2021 legislative agenda. GR staff expects a variety of broadband bills to be introduced in the 2021 session pending budget capacity and will be supporting WEA's positions. Ubiquitous broadband coverage statewide has an estimated cost of \$3B, which is the same amount as the state's entire 2-year capital budget, of which \$1B is dedicated to fund school construction. We will report out our actions and progress as the bill is considered and complete appropriate follow up after the session.

New Business Item No. 18—Adopted
No Public Education Cuts
(Adam Aguilera, Evergreen EA)

Cost to WEA: Staff: \$300,000 (To be included in existing staffing budget)
Non-Staff: \$250,000 (New Cost)

Cost to the State: \$7,000,000,000 (New Cost)

WEA Goals and Objectives: 3

RECOMMENDATION(S)

The WEA will:

1. Partner with all community allies and recruit stakeholders to create a public campaign to reject cuts to public education and demand new revenue from Washington State.
2. Lobby the legislature to pass progressive tax reform that lowers the tax burden on most Washingtonians and requires wealthy individuals and corporations to pay their fair share.
3. Lobby against any bills that cut public education funding.
4. Lobby to restore the funding to the vetoed bills from the 2020 legislative session.

Staff assigned: Djibril Diop

January status update: GR staff will be aggressively lobbying to prevent cuts to public education and regain vetoed provisos during the 2021 session. The Governor's budget missed the mark and reduced funding during the pandemic for both K-12 and higher education.

Democratic legislators have put forward proposals to hold harmless the K-12 formulaic funding reductions caused by the pandemic for enrollment reductions and pupil transportation. WEA intends to support this legislation.

At this time, there are no funding solutions introduced for higher education. WEA will continue to educate policy makers of this need.

New Business Item No. 19—Adopted
Responsible Investing and Banking for WEA, UniServs, and Locals
(Don Burruss, Bellevue EA)

Cost to WEA: Staff: \$45,800 (To be included in existing staffing budget)
Non-Staff: \$9,100 (To be included in existing staffing budget)

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

The WEA will:

1. Move WEA finances to nonprofit banking solutions, such as a credit union, where possible.
2. Consider the social impact of current and future long-term investments. This may include divesting WEA of investments in organizations or companies that are actively anti-union, discriminate against any marginalized community, support privatization of public resources and public education, engage in environmentally harmful practices, or have taken other positions against the goals and continuing resolutions of WEA.
3. Work with the WEA Board, or designated committee, to review current banking practices quarterly and direct that changes be made to investments that do not support WEA's goals and continuing resolutions.
4. Craft a set of guidelines for UniServ Councils and local associations on best practices for moving union funds to nonprofit banking solutions. The guidelines should consider both rural and urban locals and UniServs and provide options for those that may not have many banking choices. These guidelines can be shared via secure electronic communication with UniServ and local presidents and treasurers.
5. Help UniServs and locals with their investments. WEA can share investment choices with UniServ and local treasurers via secure electronic communication.

Staff assigned: Donna Wesley

January status update: NBI #19 is on the Budget & Finance Committee Agenda to have a committee created to work on the NBI and review work previously done on a similar NBI (2017 NBI #29).

New Business Item No. 20—Withdrawn
Change School Year Schedule
(Heather Kowalski, Shelton ESP)

New Business Item No. 21—Adopted
All School Meals Free of Charge
(Michael Peña, Mukilteo EA)

Cost to WEA: Staff: \$10,200 (To be included in existing staffing budget)
Non-Staff: None

Cost to the State: \$150,000,000

WEA Goals and Objectives: 2

RECOMMENDATION(S)

The WEA will lobby the legislature to make all meals free for K-12 students.

Staff assigned: Djibril Diop

January status update: GR staff will be addressing opportunities in the state budget to provide free meals for K-12 students. At this time, school districts are able to serve all students and receive a higher rate of reimbursement per meal thanks to federal waivers being approved. Now that this has been done for every school-aged child in the nation, the hope is policy makers can see this widespread effort can be done.

New Business Item No. 22—Withdrawn
COVID-19 Testing
(Jeffrey Morgen, Seattle EA)

**New Business Item No. 23— Adopted
Mandatory Training for UniServ Council Presidents
(Kris Cameron, Wenatchee EA)**

Cost to WEA: Staff: \$7,600 (To be included in existing staffing budget)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

The WEA will provide and strongly encourage attendance at training for all UniServ Council presidents. Training topics will include union values and history, budgeting, communication, organizing, conflict resolution, democratic decision- making structures, and explanation and clarification of governance vs. staff roles and responsibilities.

Staff assigned: Armand Tiberio / Larry Delaney

January status update: In process. We are determining the best way to deliver this training given the limitations on in person training and the existing calendar of meetings and events.

**New Business Item No. 24— Adopted
Library Books That Truly Represent Our Students
(Patty Cone, Wenatchee EA)**

Cost to WEA: Staff: \$11,600 (To be included in existing staffing budget)
Non-staff: None

Cost to the State: \$5,000,000 (New Cost)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

The WEA will:

1. Advocate at the legislative level for dedicated funding to enable school librarians to purchase titles identified as a result of NBI 23.
2. Provide model bargaining language to enable locals to secure funding for multicultural books.

Staff assigned: Djibril Diop

January status update: GR staff will continue to advocate for library materials funding in the state budget.

**New Business Item No. 25—Adopted
Implementation of a State Income Tax
(Eric Pickens, WEA Olympic)**

Cost to WEA: Staff: \$61,900 (To be included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

The WEA will:

1. Lobby for a constitutional amendment to allow for the implementation of a state income tax and/or other progressive tax sources.
2. Collaborate with other educational associations and organizations who are willing to join in this effort.

Staff assigned: Djibril Diop

January status update: GR staff will continue to support progressive revenue options during the 2021 Session. GR staff participate in other statewide coalitions supporting progressive revenue.

The governor's budget proposal included the implementation of a capital gains tax, which WEA will support.

New Business Item No. 26— Adopted
1st-Year-Teacher Grants for Culturally Responsive Classrooms
(Da Sol Lim, Highline EA)

Cost to WEA: Staff: \$14,700 (To be included in existing staffing budget)
Non-staff: \$20,000 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

The WEA will:

1. Make 100 grants of \$100 each available to first-year teachers for purchasing culturally relevant materials for their classrooms.
2. Contact first-year teachers with information about applying for the grants.
3. Provide these teachers with resources for culturally relevant materials such as book lists and lessons.
4. Provide these teachers with a list of WEA members who can support them in leading culturally responsive classrooms.

Staff assigned: Lisa Kodama / Mary Howes

January status update: Staff is setting up the grant application process and accompanying materials are being pulled together.

New Business Item No. 27—Withdrawn
Equity in Retirement Benefits for Employees Taking Approved Unpaid Sick and/or Injury Leave
(Filma Fontanilla, Clover Park EA)

New Business Item No. 28—Adopted
Authors of Color Quarterly Book List
(Juan Cordova, Highline EA)

Cost to WEA: Staff: \$19,400 (To be included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

The WEA will:

1. Publish via email and print quarterly a list of books by Authors of Color for educators to provide students with books that reflect their backgrounds and cultures.
2. Research and list at least 20 diverse books for K-12 written by Authors of Color. The list should include books that portray underrepresented and marginalized voices.
3. Post this list on the WEA website year-round for continued member access.

Staff assigned: Linda Mullen

January status update: We published our first *Color Your World with Words* booklist in the fall. It can be found at https://www.washingtonea.org/file_viewer.php?id=40821.

We plan on publishing one in the winter (no later than mid-March) and an additional one in the later spring (no later than June 15).

New Business Item No. 29— Adopted
Anti-Racism Trainers
(Isaura Jimenez, Highline EA)

Cost to WEA: Staff: \$9,900 (To be included in existing staffing budget)

Non-staff: \$44,800 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will fund instructor training, through NEA or in partnership with POC-led organizations, that would qualify 40 WEA members as trainers for eliminating racist practices and white supremacy culture. The WEA instructors would help other educators and locals by providing spaces to address bias and help create anti-racist school climates for both students, families, and staff.

Staff assigned: Manny Bosser

January status update: We have reached out to NEA to solicit their capacity to assist us with the NBI and concurrently started to explore possible external resources (BIPoC led organizations) we might partner with in the event that NEA cannot assist.

New Business Item No. 30— Adopted

Decrease Provisional Periods

(Michael Cook, Edmonds EA)

Cost to WEA: Staff: \$10,200 (To be included in existing staffing budget)

Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

The WEA will lobby the state legislature to decrease the 3-year provisional contract to a 1-year provisional contract.

Staff assigned: Djibril Diop

January status update: GR staff will look for opportunities to address this issue without putting the 3-year provisional contract law at risk of being increased rather than decreased.

New Business Item No. 31—Adopted

Education on Tax Reform

(Eric Pickens, WEA Olympic)

Cost to WEA: Staff: \$17,900 (To be included in existing staffing budget)

Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

The WEA will, through existing media and communication channels:

1. Inform and educate members on the benefits of tax reform and revenue retention that is consistent with our Continuing Resolution C-15.
2. Inform and educate members on why regressive tax structures are not an effective way to fund education.
3. Inform and educate members on how an over-reliance on property taxes to fund education reinforces socio-economic inequities statewide.

Staff assigned: Linda Mullen

January status update: Tax reform is an issue WEA is supporting in the legislative session and we will communicate on the OurVoice blog and weekly Olympia update about our current regressive tax system and how to make it more regressive through changes to tax structures for the richest Washingtonians.

**New Business Item No. 32—Adopted
Funds for Creating a Dream Center in schools
(Miguel Saldana, Pasco Association of Educators)**

Cost to WEA: Staff: \$2,700 (To be included in existing staffing budget)
Non-staff: \$53,800 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will:

1. Allocate up to \$50,000 for 10 grants of up to \$5,000 each for WEA members of locals who teach or work in high schools or middle schools (one grant per local).
2. Use the funds to collaborate with students, educators, school administrators, community members, parents, and former students to create a dream center. A dream center is a place in school (such as a classroom) for all students to go when they are stressed, need someone to talk to, need a space to do homework, and/or relax.
3. Through an existing committee set criteria for selection of the locals who will receive the grants.

Staff assigned: Janie White / HCR WT

January status update: The HCR Committee met to discuss NBI 32 and its focus on creating dream centers within school buildings and shared their recommendations regarding NBI 32 implementation with WEA Leadership. After speaking to the maker of this NBI, it will be moved to the 2021-2022 budget due to Covid.

**New Business Item No. 33— Adopted
WEA Combats Hate Against Undocumented Immigrants
(Angelie Seng, Mukilteo EA)**

Cost to WEA: Staff: \$5,800 (To be included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will:

1. Create a quarterly campaign (Sept, Dec, Feb, May) that sends print and email communication with messages that support our immigrant and undocumented students, families, and colleagues.
2. The campaign should have a message that makes a strong and clear statement in support of our immigrant communities.
3. Here is a recommended list of statements:
Immigrants and refugees are welcome here
Undocumented people build our community
Undocumented educators teach here
Undocumented students learn like everybody else

We ALL support our undocumented and immigrant communities

Staff assigned: Linda Mullen

January status update: We are creating posters in PDF versions that will be ready for WEA members to download in February. We will promote them, and the messages, quarterly.

**New Business Item No. 34— Adopted
Mental Health Benefits Fair
(Rupika Madhavan, Highline EA)**

Cost to WEA: Staff: \$23,700 (To be included in existing staffing budget)
Non-staff: \$11,400 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

The WEA will:

1. Develop a mental health benefits fair webinar and digital communications through existing means on mental health benefits for identity-based communities (Educators of Color, educators in the LGBTQ+ community, etc.) as well as a general mental health benefits fair webinar for all educators.
2. Provide information about mental health insurance benefits.
3. Show how to navigate the mental health care system, find appropriate providers, and what questions to ask providers to determine if they are a good fit.
4. Provide information on how to advocate for yourself and holistic approaches to self-care (yoga, massage therapists, etc.).

Staff assigned: Manny Bosser

January status update: WEA has started the research associated with the content to conduct a successful webinar and communications strategy, including exploration of current mental health benefits, access to those benefits using the state healthcare system, and consideration of wellness plans. Additionally, we have solicited the input and assistance from AON in meeting the intent of the NBI.

New Business Item No. 35— Adopted Quarterly NBI Reports (Rupika Madhavan, Highline EA)

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

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

The WEA will send quarterly emails to all WEA members with the subject line, “2020 WEA RA NBI Progress Report”, with a link to a living document of updates on the progress of NBIs that were adopted. This document will indicate:

1. The number and recommended action(s) of each NBI.
2. Specific actions from each NBI that have been completed.
3. Date(s) those actions were completed.

Staff assigned: Armand Tiberio

January status update: We will email all members a link to the January 2021 NBI update document by February 1st.

New Business Item No. 36—Adopted East Side Human and Civil Rights, Social Justice, and Equity Conference (Miguel Saldana, Pasco Association of Educators)

Cost to WEA: Staff: \$56,100 (To be included in existing staffing budget)
Non-staff: \$86,300 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 3

RECOMMENDATION(S)

The WEA will:

1. Allocate up to \$20,000 (two grants of up to \$10,000 each) for councils on the east side of the state to organize a Human and Civil Rights, Social Justice, and Equity Conference.
2. Work together with Councils and local leaders to support the organizing of these three-part conferences to increase awareness of how systems of oppression impact members and students, as well as the structure of our union.
3. Support educators and students at the conferences to identify, reject, and address structural barriers affecting diverse and different groups.

Staff assigned: Janie White / HCR WT

January status update: The HCR Committee met to discuss NBI 36 and its focus on supporting conferences and shared their recommendations regarding NBI 36 implementation with WEA Leadership. After speaking to the maker of this NBI, it will be moved to the 2021-2022 budget due to Covid.

**New Business Item No. 37—Adopted
Creating Dream Centers in Schools
(Miguel Saldana, Pasco Association of Educators)**

Cost to WEA: Staff: \$8,600 (To be included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will:

1. Use the current resources available to gather information about creating a dream center and disseminate it via existing WEA communication channels such as the WEA website, email, WEA 2.0 publication, and conferences.
2. Share information with members about how a dream center functions and its role in initiating collaboration with students, other educators, and community leaders to create a safe space for marginalized groups.

Staff assigned: Linda Mullen

January status update: Have begun conducting background research about Dream Centers in preparation for more work to come.

**New Business Item No. 38—Withdrawn
Experience STILL Counts!
(Jennifer Hall, Seattle EA)**

**New Business Item No. 39—Adopted
Parental Notification of Cleared Rooms
(Thom Garrard, Edmonds EA)**

Cost to WEA: Staff: \$17,900 (To be included in existing staffing budget)
Non-staff: \$2,100 (New Cost)

Cost to the State: None

WEA Goals and Objectives: 3

RECOMMENDATION(S)

The WEA will work with education partners to design a family notification process to be used when classrooms are evacuated due to extreme behaviors and which will function without increasing educator workload.

Staff assigned: Linda Mullen

January status update: We have worked with the Bargaining Support Work Team to secure model bargaining language, and are coordinating with the Center for Educational Quality to identify next steps.

2019 NBI	Recommendation	November 2020 Update	January 2021 Update
NBI 14* Provisional Awareness (2019)	That WEA will develop model contract language for locals regarding provisional staff, especially those in danger of being non-renewed.	Work will continue in the 2020-2021 school year. Assigned to BSWT Subcommittee for developing Bargaining Guide for Early Career and Provisional Educators.	Work has been paused as we work on COVID, expect to reconvene team in January 2021 that will coordinate with other programs that have been established and supported by ECE.
NBI 16* Supports for New Educator Retention (2019)	That WEA will design model bargaining language around the need for mentor and mentee supports, training, additional release days, and supplemental classroom resources for beginning educators.	Work will continue in the 2020-2021 school year. Assigned to BSWT Subcommittee for developing Bargaining Guide for Early Career and Provisional Educators.	Work has been paused as we work on COVID, expect to reconvene team in January 2021 that will coordinate with other programs that have been established and supported by ECE.
NBI 34* Workload of in Title One Schools (2019)	That WEA will design model bargaining language around stipends for workload discrepancy and/or reduced or capped student-to-educator ratios in Title 1 schools.	Work will continue in the 2020-2021 school year. Assigned to BSWT Subgroup for developing Bargaining Guide for Supports for All Educators working with Special Populations.	Work has been paused as we work on COVID, expect to reconvene team in February 2021.
NBI 64* Age Discrimination (2019)	<p>That WEA will:</p> <p>Work with councils and locals to communicate age discrimination laws to districts statewide.</p> <p>Lobby the legislature to adjust the funding formula to respect education and seniority in the formula in order to remove the potential negative impact that later-career and advanced-degree educators could be seen as having to the district budgets.</p> <p>Lobby the legislature to enhance and strengthen age discrimination laws.</p> <p>Create model contract language for locals to reference when bargaining</p> <p>Work with the NEA and NEAFCPE to enhance and strengthen federal age discrimination laws</p>	Work will continue in the 2020-2021 school year. Being reviewed to look at how language we already have available for bargaining teams addresses this concern. We will be looking at how we might be able to increase protections but will need to stay aligned to current discrimination laws. In general, clauses around protection against discrimination will be included as something to review when developing the bargaining assessment tool.	Team has begun meeting and will work to address these by early spring.