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EDUCATION
ASSOCIATION

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To: WEA Representative Assembly Delegates

From: Lynn Maiorca and Mark Morrow, Co-Chairpersons
WEA Documents and Resolutions Work Team

Date: December 20, 2020

Subject: Final Summary of Actions of the 2020
WEA Representative Assembly

The Washington Education Association's one hundredth annual Representative Assembly scheduled for Thursday, April 16, 2020, to Saturday, April 18, 2020, was cancelled due to the global pandemic of COVID-19.

In place of action at the 2020 Representative Assembly by its body of delegates, the WEA Board of Directors, upon approval from the originator/submitter, considered action on New Business Items. All adopted and pending New Business Items are attached. The Board's action is noted on items that have been considered.

Standing Rule Amendments, Amendments to the Constitution and Bylaws, New Resolutions, and Amendments to Continuing Resolutions will not be acted upon by the WEA Board of Directors and instead will be presented at the next in-person annual Representative Assembly. All submissions for the 2020 Representative Assembly are listed in this Summary of Action.

The delegates elected three NEA State Directors after run-off elections concluded on June 30, 2020: Rochelle Greenwell, Kent Association of Paraprofessionals; Pamela (Pam) Johnson, Rochester ESP; and Sobia Sheikh, Mukilteo EA.

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

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.**
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New Business Item A—Withdrawn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New Business Item B—Withdrawn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New Business Item C—Withdrawn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New Business Item D —Withdrawn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)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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.

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)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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.

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

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That 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.

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)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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.

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)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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.

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

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will work with the 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.

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)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Provide two voting windows (one in the fall and one in the spring, to be determined by the Nominations and Elections Work Team) 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. Provide space in WEA 2.0 for locals who choose to utilize this process to make election announcements in alignment with NLRB rules.
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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)

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That 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.

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

WEA Goals and Objectives: 2

RECOMMENDATION(S)

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

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will craft a document explaining the principles of bargaining for the common good that may include philosophies, benefits, and sample 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.

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

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That 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.

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

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will work with its 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.
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**New Business Item No. 14—Roll over to next year as as currently written
NBI Spreadsheet/Database
(Brian Crowley, Clover Park EA)**

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will develop a database/spreadsheet so delegates can track the status of NBIs, New Resolutions, and other business affairs debated at the Representative Assembly.

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

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

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

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

WEA Goals and Objectives: 2

RECOMMENDATION(S)

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

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That 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.

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

WEA Goals and Objectives: 3

RECOMMENDATION(S)

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

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That 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.
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**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)**

WEA Goals and Objectives: 2

RECOMMENDATION(S)

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

New Business Item No. 22—Withdrawn

COVID-19 Testing
(Jeffrey Morgen, Seattle EA)

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

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA 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.

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

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

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

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That 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 education associations and organizations who are willing to join in this effort.
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New Business Item No. 26—Adopted
1st-Year-Teacher Grants for Culturally Responsive Classrooms
(Da Sol Lim, Highline EA)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That 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.

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)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

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

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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.

New Business Item No. 30—Adopted
Decrease Provisional Periods
(Michael Cook, Edmonds EA)

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

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

New Business Item No. 31—Adopted
Education on Tax Reform
(Eric Pickens, WEA Olympic)

WEA Goals and Objectives: 2

RECOMMENDATION(S)

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

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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 that will receive the grants.
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New Business Item No. 33—Adopted
WEA Combats Hate Against Undocumented Immigrants
(Angelie Seng, Mukilteo EA)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Create a quarterly campaign (September, December, February, and May) that sends print and email communication with messages that support 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. Below 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.
-

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

WEA Goals and Objectives: 1

RECOMMENDATION(S)

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

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That 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.
-

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

WEA Goals and Objectives: 3

RECOMMENDATION(S)

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

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That 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.
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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)

WEA Goals and Objectives: 3

RECOMMENDATION(S)

That 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.

2020 PROPOSED AMENDMENTS TO THE CONTINUING RESOLUTIONS

(To Be Considered When the WEA Representative Assembly Meets In Person)

**Proposed Amendment to Continuing Resolution CR A-7
Standardize Tests and Diverse Learning Needs
(Becca Ritchie, Kent EA)**

PROPOSED RECOMMENDATION(S)

The Washington Education Association believes the goal of academic student assessment should be to improve instruction and that is attained when educators are free from standardized-testing mandates that undermine the student-teacher relationship and instead, are empowered to use assessments that support the specific, diverse learning needs of students.

Therefore, the Association also believes standardized tests are acceptable when they meet the following criteria:

1. No single standardized test should be used for high-stakes decisions about schools or students. Standardized testing data should be used as one piece of information for high stakes decisions, along with additional data like dropout rates, absenteeism, satisfaction surveys for schools and classroom assessments, portfolios, and special projects for students;
2. ~~The goal of standardized tests should be improved instruction. Tests and test scores should be used to develop curriculum and programs at the building level and should help teachers in planning instruction and designing remediation for their students.~~ Parents and guardians are given ample notification of their protected right to refuse specific standardized tests and directions for how to exercise that right before a test is administered;

**Proposed Amendment to Continuing Resolution CR E-12
Shortage of Substitute Educators
(Peter Henry, Seattle EA)**

PROPOSED RECOMMENDATION(S)

The Washington Education Association believes that substitute educators (certified and educational support professionals) perform a vital function in the continuity of daily education, are essential to the maintenance of daily operations, and should be accorded the same rights and respect as all other members of the Association.

The Association also believes in the importance of employing certified teachers to fulfill the critical role of substitute teachers.

The Association further believes the following guidelines should be used by local school districts in order to ensure the professional rights and responsibilities of substitute educators and to achieve quality education programs when substitute educators are placed in the classroom.

The Association also believes that school districts should:

1. provide local affiliates with a monthly updated list of all substitute educators;
2. assign substitute teachers in their certified areas of specialization and/or grade levels;
3. provide all substitute educators with a sufficient orientation/training program, appropriate on-site

information, materials, support, continuous professional development; and
4. provide a copy of the collective bargaining master contract and/or other terms and conditions of employment on or before the first day of substitute employment in the district.

The Association further believes that:

1. short-term and long-term assignments be clearly defined for substitute educators;
2. the use of short-term substitute educators be limited to a maximum of five (5) days in one (1) assignment at the end of which time the substitute educators shall be classified as long-term and be compensated by placement on the regular salary schedule;
3. ESP substitutes meet the same standards as the employees for whom they substitute; ~~and~~
4. long-term absences for certified specialists (librarians, counselors, nurses, music specialists, etc.) be filled by substitute educators who hold the required specialty certificates; and
5. health insurance benefits should be available to all substitutes who work the minimum required number of hours substituting in one or more districts.

The Association also believes that when a substitute cannot be found to fill a position, the education for students is diminished greatly and the workloads are greatly increased for the absent educators and their colleagues.

The Association further believes substitute shortages must be addressed at all levels of the education system.

The Association also believes local associations that don't currently allow substitute membership should be provided the support needed to add substitute members to their ranks so bargaining provisions can improve substitute working conditions.

The Association further believes another way to address the shortage of substitutes is to increase the number of permanent substitutes assigned to a building as an additional FTE with full employment benefits when feasible.

**Proposed Amendment to Continuing Resolution D-9
Improve Support for New Teacher Candidates
(Juliana Dauble, Renton EA)**

PROPOSED RECOMMENDATION(S)

~~The Washington Education Association opposes Continuing Certificate requirements that currently include either passing the Washington ProTeach Portfolio or earning National Board Certification, as well as any other assessment that is redundant and/or costly.~~

The Washington Education Association opposes Washington State teacher certification requirements that:

1. cost money to the candidate;
2. are redundant with other assessments required by educator certification programs;
3. are scored by entities unknown to the candidate;
4. contain bias or are prejudiced against marginalized communities or People of Color;
5. were developed by for-profit companies;
6. take time away from learning opportunities from internships, student teaching, or other preparatory learning experiences that lead to a well-prepared educator; and
7. are based on instructional or professional frameworks different from those the candidate may be expected to use for the evaluation process once employed in a certificated position within Washington State.

2020 PROPOSED NEW RESOLUTIONS

(To Be Considered When the WEA Representative Assembly Meets In Person)

**Proposed New Resolution No. 1
Multicultural Education Training
(Aneeka Ferrell, Renton Professional Technical Association)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION

Believes that training and/or experiences with multi-ethnic, minority cultures, and other historically underrepresented groups is essential and should be provided for all education employees with formal staff development programs and trainings to occur at minimum of once per year.

The Association also believes that inclusive diversity and equity in educational and non-educational environments requires honest and open conversations, that provide members and all others in the educational community an opportunity to engage in courageous conversations that examine and address our assumptions, prejudices, discriminatory practices, implicit biases, microaggressive stereotypes, and their effects.

**Proposed New Resolution No. 2
Bargaining for the Common Good
(Michael Peña, Mukilteo EA)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION

supports local bargaining that demands bargaining for the common good by:

1. expanding the scope of bargaining beyond wages and benefits;
 2. engaging community allies as partners in issue development and the bargaining campaign;
 3. entering racial justice in the demands;
 4. strengthening internal organizing, membership and member engagement;
 5. leveraging capital in our campaigns; and
 6. recognizing that the campaign doesn't end once the union settles its contract.
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**Proposed New Resolution No. 3 – Withdrawn
Improving Support for New Teacher Candidates
(Juliana Dauble, Renton EA)**

**Proposed New Resolution No. 4 – Withdrawn
Standardize Tests and Diverse Learning Needs
(Becca Ritchie, Kent EA)**

**New Resolution No. 5 (*Exact wording under review as of 6/26/2020*)
Recognition of First Peoples' Language, Culture and Oral Traditions Certification
(Shawn Brehm, Wellpinit EA)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION

Recognizes the sovereignty of various tribal entities within the state, and deeply appreciates their cooperation, with the Office of the Superintendent of Public Instruction (OSPI), to certify teachers in this endorsement area. The Association also recognizes those who have applied for, and been granted a First Peoples' Language, Culture and Oral Traditions Certificate (defined under WAC 181-78A-700), as holding a valid form of OSPI certification (as also recognized under WAC 181-79A-140), that entitles them to the same rights and privileges as every other form of certification that OSPI offers.

The Association honors the role of these educators as key partners in starting to heal the wounds of historical and educational trauma still widespread in the communities these educators serve. The effects of such Pacific Northwest boarding schools as the Chemawa, Cushman, Tulalip and Fort Spokane Indian Schools, that sought to assimilate Native children by "killing the Indian to save the man," still resonate today. These educators seek to reteach the languages, culture and traditions that were stolen from our Native American communities, as well as also promoting knowledge and understanding among their non-Native colleagues and students.

It is also the position of the Association, that with many of the traditional languages, cultures and traditions of the Native communities in our region currently under threat of extinction, these educators serve a critical role in revitalizing what the educational system of our past sought to eradicate.

The Association believes that any employee who holds such certification, and serves as an instructor of record for coursework relating to (but not limited to) teaching tribal language, culture and/or tribal history in our public schools, should have the same rights to fair and equitable compensation, (on the same scale as other certified educators, based on educational level and years of experience as defined under their respective district's collective bargaining agreement,) access to benefits, and/or access to Association membership as every other certified educator in their district, regardless of endorsement area.

**New Resolution No. 6 – Withdrawn
Shortage of Substitute Educators
(Peter Henry, Seattle EA)**

**New Resolution No. 7
Support for Early Career Educators
(Rachel Tochiki, Bellevue EA)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION

Supports programs and resources that promote the inclusion, skills, and capacity of educators in their first 5-7 years in the profession as well as veteran teachers who are new to Washington State or are experiencing a change in grade level, type of assignment, job site, or cultural environment.

The Association also supports early involvement of early career educators in union work (participation in local, social justice activities, political action, etc.).

The Association further supports resources that educate members about contract rights and effective organizing and advocating.

The Association also supports work that builds the capacity of the Association to provide professional opportunities for collaboration through formal and informal systems of collegial support.

2020 PROPOSED WEA CONSTITUTION AND BYLAWS AMENDMENTS

(An amendment to the Constitution or Bylaws requires a two-thirds (2/3) vote for adoption.)

(To Be Considered When the WEA Representative Assembly Meets In Person)

**Constitution and Bylaws Amendment No. 1
Bylaws Amendment for Progressive Dues
(Katie Agren, North Thurston EA)**

RECOMMENDED AMENDMENT(S)

Article II – Dues and Assessments

Section 1. The annual dues of an active certified K-12 member shall be ~~seven-tenths (0.700) of one (1) percent of the state average classroom teacher salary~~ seven hundred seventy-five thousandths (0.775) of one (1) percent of the certificated member's salary. Dues are to be adjusted in an amount to the nearest whole dollar. All certified and classified dues changes for the ensuing year will be announced at the annual Representative Assembly meeting and will go into effect on September 1 of each school year.

Constitution and Bylaws Amendment No. 2
Constitution Amendment for Instant Run-off Elections at WEA RA
(Matthew Yeager, Kennewick EA)

RECOMMENDED AMENDMENT(S)

(by inserting NEW Article V, with existing Art. V and up to be re-numbered as Art. VI and up)

Article V – Elections

Section 1. Whenever three or more candidates are duly nominated for President, Vice President, or any other position voted on during a Representative Assembly, the votes shall be tabulated using an instant runoff (ranked choice) system. Each eligible Representative will vote, at once, for their first and second choice for each individual race in which there have been three or more duly nominated candidates.

Section 2. When the votes are tallied, if a candidate wins an outright majority of first-place votes, then that candidate wins the race. If not, then the candidate with the lowest number of first-place votes is eliminated. All first-place votes for that candidate are discounted. The votes are then recounted, but the second-place vote on any ballot which had a first-place vote for the eliminated candidate is to be counted as a first-place vote, hereafter called a “consolation vote”, in favor of the second-choice candidate. The candidate with the most first-place votes combined is the winner.

Section 3. Any tied vote for any election will be solved by the current president (or other presiding officer, if required) tossing a fair coin in the sight of the voting body.

2021 WEA REPRESENTATIVE ASSEMBLY
FIRST READINGS BY TITLE

No submissions.

2021 PROPOSED WEA RA STANDING RULES AND ADOPTED PROCEDURES
AMENDMENTS

No submissions.

2020 ELECTION RESULTS

NEA State Director

1. Miguel Saldena	Pasco Association of Educators	40.68%
2. Sobiah Sheikh	Mukilteo EA	27.68%
3. Stephanie Ervin	Spokane EA	20.62%
4. Tara Dexler	Bethel EA	06.21%
5. David Landrum	Lake Washington EA	04.80%

NEA ESP At-Large Director

1. Julie Wickersham	Clarkston Classified	40.29%
2. Rochelle Greenwell	Kent Association of Paraprofessionals	40.29%
3. Pamela (Pam) Johnson	Rochester ESP	28.86%
4. Aneeka Ferrell	Renton Professional-Technical Association	22.00%
5. Tami Archilla	Spokane EA	16.57%
6. Antoinette Felder	Seattle EA	14.86%

2020 RUNOFF ELECTION RESULTS

NEA State Director

1. Sobiah Sheikh	Mukilteo EA	50.90%
2. Miguel Saldena	Pasco Association of Educators	49.10%

NEA ESP At-Large Director

1. Rochelle Greenwell	Kent Association of Paraprofessionals	56.02%
2. Pamela (Pam) Johnson	Rochester ESP	54.19%
3. Julie Wickersham	Clarkston Classified	41.10%