CALL TO ORDER
Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 6:40 p.m. on Friday, November 6, 2020 via a Zoom conference call.

ROLL CALL

The following board directors were excused from this meeting: Howard Mawhinney, Elaine Hogg, Shannon Rasmussen, Kari Van Nostran, Swan Eaton, Kirstin Nicholson (Nov 24) 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 Boss, Lisa Kodama, Linda Mullen, Mary Howes, Rich Wood, AJ Hoyla, Tom Granger, Nache Duncan and Christina Martinez.

Ex-officio board members present were Stephanie Ervin.

WEA Board Parliamentarian Rob Lutz was present.

Guests present were Kathy Davis.

NATIVE LAND ACKNOWLEDGEMENT
Chairperson Delaney acknowledged 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 and Seconded that the WEA Board of Directors approve the Board Meeting Agenda as presented in Agenda Item No. 2-A

There were no objections and the motion Carried by general consent. (110620-1).

BOARD ALTERNATE SEATING
It was **Moved** and **Seconded** that the WEA Board of Directors approve the board alternate seating as presented in Agenda Item No. 2-B.

Megan Christopher (Vancouver) as an alternate for Kari Van Nostran (Vancouver), Steve Mayer (Federal Way) as an alternate for Shannon Rasmussen (Federal Way), Jill Adamore (Federal Way) as an alternate for Elaine Hogg (Auburn), Rebecah Boeckman (Walla Walla) as an alternate for Swan Eaton (Pasco A of E), Mike Fisher (Fourth Corner) as an alternate for Rita Peterson (Stanwood-Camano)

There were no objections and the motion **Carried** by general consent. (110620-2).

**APPROVAL OF MEETING MINUTES**

It was **Moved** and **Seconded** that the WEA Board of Directors approve the March 13, September 11-12 and 24, 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. (110620-3).

**BOARD SMALL GROUPS**

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

**EXECUTIVE SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting into Executive Session at 6:46 p.m. on Friday, November 6, 2020. Chairperson Delaney turned the executive session over to Keith Swanson to chair the remainder of the executive session.

**REGULAR SESSION**

Chairperson Swanson took the WEA Board of Directors out of Executive Session at 10:44 p.m. on Friday, November 6, 2020 after a discussion about the WEA Executive Director hiring.

**MEETING RECEDDED**

Chairperson Swanson recessed the WEA Board of Directors meeting at 10:45 p.m. on Friday, November 6, 2020.

**MEETING RECONVENED**

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:31 a.m. on Saturday, November 7, 2020.

**AFFINITY GROUPS**

Chairperson Delaney explained the plan for small groups and the Board was moved into their selected group choice, either Black Indigenous Person of Color (BIPOC) or White Ally.

**LEGISLATIVE PRIORITIES**

Jared Kink, Legislative Committee Co-chair, presented WEA’s 2021 Legislative Priorities. Discussion ensued.

It was **Moved** by Jared Kink and **Seconded** by Rebecca Ritchie that the WEA Board adopt the Legislative Strategy Committee’s recommended legislative priorities as presented in Agenda Item No. 2-D.

There were no objections and the motion **Carried**. (110720-4). Yes 68 / No 1 / Abstain 2
**MEMBERSHIP CATEGORY**
Mary Howes, Director of Center for Advocacy, presented information on a new membership classification to help our members during this pandemic.

It was **Moved** by Becca Ritchie and **Seconded** by Len Hill that the WEA Board approve the creation of a member classification for furloughed members impacted by the pandemic.

There were no objections and the motion **Carried**. (110720-5). Yes 69 / No 3 / Abstain 1

**COVID MEMBER RELIEF FUND**
It was **Moved** by Anna Melissa Lyons and **Seconded** by La Vasha Murdoch that the WEA Board approve the WEA Member Relief Fund for furloughed ESPs and substitute members who’ve experienced hardship, lost hours related to COVID and according to the relief fund.

There were no objections and the motion **Carried**. (110720-6). Yes 69 / No 1 / Abstain 2

**INDIGENOUS PEOPLE’S DAY**
It was **Moved** by Shawn Brehm and **Seconded** by Michael Cook that the WEA Board of Directors adopt the resolution recognizing the second Monday of October as Indigenous People’s Day.

There were no objections and the motion **Carried Unanimously**. (110720-7). Yes 74

**SOLIDARITY WITH NATIVE COMMUNITIES**
It was **Moved** by Stephanie Ervin and **Seconded** by Shawn Brehm that the WEA Board of Directors adopt the resolution concerning standing in solidarity with our Native American/Alaskan Native & First Nations’ communities in combating Murdered and Missing Indigenous Women and Girls.

There were no objections and the motion **Carried Unanimously of those voting**. (110720-8). Yes 71 / No 0 / Abstain 1

**SUPPORT FOR GENERAL STRIKE**
It was **Moved** by Nani Lium and **Seconded** by Becca Ritchie that with Joe Biden winning the electoral vote, if it appears that a smooth & peaceful transition of power is in jeopardy, that WEA provide support & guidance to locals who wish to participate with organizations in a nationwide general strike.

There were no objections and the motion **Carried**. (110720-9). Yes 60 / No 5 / Abstain 2

**WELCOME/LAND ACKNOWLEDGEMENT RESOLUTION**
It was **Moved** by Michael Cook and **Seconded** by Shawn Brehm that the WEA Board of Directors support the recommendations being submitted regarding developing a Welcome/Land Acknowledgement with our Native educational parties across Washington State as presented in Agenda Item 2-N.

There were no objections and the motion **Carried**. (110720-10). Yes 68 / No 1 / Abstain 0

**BLACK LIVES MATTER RESOLUTION**
It was **Moved** by Summer Stoner and **Seconded** by Allison Snow that the WEA Board approve the Black Lives Matter resolution as presented in Agenda Item No 2-G.
It was **Moved** by Steven Mayer and **Seconded** by Jill Adamore to amend the motion to change *display prominently at WEA headquarters to display from the WEA flagpole.*

There were no objections and the motion **Carried Unanimously of those voting.** (110720-11). Yes 65 / Abstain 1

It was **Moved** by Summer Stoner and **Seconded** by Allison Snow that the WEA Board approve the Black Lives Matter resolution as amended.

There were no objections and the motion **Carried Unanimously.** (110720-12). Yes 66

**WEA’s New Executive Director**
Aimee Iverson addressed the WEA Board.

**Meeting Recessed**
Chairperson Delaney recessed the WEA Board of Directors meeting at 2:56 p.m. on Saturday, November 7, 2020. The WEA Board will reconvene on Tuesday, November 24, 2020 at 5:00 p.m.

**Meeting Reconvened**
Chairperson Delaney reconvened the WEA Board of Directors meeting at 5:00 p.m. on Tuesday, November 24, 2020.

**Board Alternate Seating**
Anna Johannsen from North Kitsap was seated as an alternate for Kirstin Nicholson.

**2020-2021 WEA Nominations and Elections Guidelines**
It was **Moved** by LaVasha Murdoch and **Seconded** by Joe Thayer that the WEA Board of Directors approve the 2020-21 Nominations & Elections Guidelines and Forms for distribution to WEA members, local presidents, UniServ Council Presidents and WEA Board Directors.

There were no objections and the motion **Carried.** (112420-13). Yes 65 / No 1

**2021 WEA Representative Assembly**
It was **Moved** by Kayalyn Stewart and **Seconded** by Allison Snow that the WEA Board of Directors approve the cancellation of the in person 2021 WEA Representative Assembly and charge all governance committees, work teams, programs and staff with the creation of a virtual 2021 Representative Assembly.

There were no objections and the motion **Carried.** (112420-14). Yes 66 / No 1

**Budget Revisions**
It was **Moved** by Becca Ritchie and **Seconded** by Pamela Wilson to approve the budget adjustment and revisions as presented in Agenda Item 2-F.

There were no objections and the motion **Carried.** (112420-15). Yes 62 / No 2 / Abstain 7

**Community Outreach**
It was **Moved** by Stephanie Gallardo and **Seconded** by Michael Peña that the WEA Board allocate $200,000 to local, community led, non-profits serving the needs of communities disproportionately impacted by COVID-19; and convene a workgroup to organize the logistics of allocating these funds.
It was **Moved** by Daniel Harada and **Seconded** by Sobia Sheikh to amend the allocated amount to $300,000.

There were no objections and the motion to amend **Carried**. (112420-16). Yes 49 / No 15 / Abstain 5

It was **Moved** by Stephanie Gallardo and **Seconded** by Michael Peña that the WEA Board allocate $300,000 to local, community led, non-profits serving the needs of communities disproportionately impacted by COVID-19; and convene a workgroup to organize the logistics of allocating these funds.

The amended motion **Carried**. (112420-17) Yes 56 / No 10 / Abstain 3

**AFFORDABLE INTERNET**

It was Moved Jennifer Matter and Seconded by Kaitlin Kamalei Brandon that the WEA calls upon state labor partners to join in supporting legislation, policies, and funding that ensure equitable digital access for all students, families, and staff, including universal broadband infrastructure and affordable broadband.

There were no objections and the motion to amend **Carried Unanimously of those voting**. (112420-18). Yes 70 / No 0 / Abstain 2

**INCLUSIVE HIRING PROCESS**

It was Moved by Glenn Jenkins and Seconded by LaVasha Murdoch that the WEA look into an alternative to Scion and develop a process that is more inclusive of the WEA Board of Directors in every step of the hiring process for management positions.

There were no objections and the motion to amend **Carried**. (112420-19). Yes 61 / No 5 / Abstain 6

**YOUTH TIP LINE**

It was Moved by Caitlin Tumlinson and Seconded by Shawn Brehm that the WEA Board of Directors support the Small/Rural Committee Chairs and members to participate in The Youth Safety and Well-Being Statewide Reporting Tool Work Group organizing to advocate for legislative funding.

There were no objections and the motion to amend **Carried Unanimously of those voting**. (112420-20). Yes 68 / No 0 / Abstain 4

**VERBAL REPORTS**

**NEA Directors**

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

**Race, Social and Economic Justice Center Work Team update**

Michael Pena provided an update on the two meetings held so far.
Legislative/Elections
Djibril Diop, WEA Governmental Relations Director provided an update on the state and federal elections held earlier this month as well as the hiring of BIPOC political consultants during this election season.

ADJOURNMENT
Chairperson Delaney adjourned the WEA Board of Directors meeting at 7:33 p.m. on Tuesday, November 24, 2020 on Zoom.

Submitted by: Christina Martinez