

WEA BOARD MEETING MINUTES NOVEMBER 6-7, 24, 2020

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 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 (Nov 24), Debby Chandler, Zanolvia Clark (Nov 6-7), Michael Cook, Kevin Cope, Barb Cruz, Julianna Dauble, Swan Eaton (Nov 24) Shannon Ergun, Michelle Fayette (Nov 24), Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Estefa Gallardo, Cookie Grant-Suggs, Rochelle Greenwell, Tammy Grubb, Robert Gustin (Nov 6-7), Brittany Haggard, Daniel Harada, Len Hill (Nov 6-7), Elaine Hogg (Nov 24), Glenn Jenkins, Vicky Jensen, Price Jimerson, Pamella Johnson, Sara Ketelsen (Nov 6-7), Jared Kink, Peter Knowles, Tani Lindquist, Mary Lindsey, Nani Lium, Bill Lyne, Anna-Melissa, Lyons, Jennifer Matter, Shannon McCann, Margarita Morfin (Nov 6-7), La Vasha Murdoch, Carla Naccarato-Sinclair, Ray Nelson, Kirstin Nicholson (Nov 6-7), Andi Nofziger-Meadows, Jan Olmstead, Martha Patterson, Michael Peña, Eric Pickens, Jeremy Pitts, Shannon Rasmussen (Nov 24) 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 (Nov 24) Nichole Way, Pamela Wilson and Terri Winckler (Nov 6-7).

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 Bosser, 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 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** 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 RECESSED

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