
BOARD OF DIRECTORS MEETING

APRIL 14-15, 2021

MINUTES

CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:01 p.m. on Friday, June 4, 2021, via a Zoom conference call.

LAND ACKNOWLEDGEMENT

Chairperson Delaney read the land acknowledgement of where he is at his home as well as where Board meetings normally take place at the WEA HQ office in Federal Way, Washington.

ROLL CALL

The following Board Directors were present for this meeting: Larry Delaney, Janie White, Kathie Axtell, Eric Askeland, Jen Ben, Silas Berry, Joe Bento, Bill Beville, Jeb Binns, Joshua Boe, Shawn Brehm, Janet Caldwell, Debby Chandler, Michael Cook, Barb Cruz, Julianna Dauble, Swan Eaton, Shannon Ergun, Stephanie Ervin, Michelle Fayette, Antoinette Felder, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Stephanie Gallardo, Lavader (Cookie) Grant-Suggs, Rochelle Greenwell, Bob Gustin, Brittany Haggard, Daniel Harada, Len Hill, Glenn Jenkins, Vicky Jensen, Price Jimerson, Pamella Johnson, Sara Ketelsen, Jared Kink, Peter Knowles, Tani Lindquist, Mary Lindsey, Nani Lium, Bill Lyne, Anna-Melissa Lyons, Jennifer Matter, Howard Mawhinney, Shannon McCann, Margarita Morfin, La Vasha Murdoch, Carla Naccarato-Sinclair, Raymond Nelson, Andi Nofziger-Meadows, Janis Olmstead, Christie Padilla, Martha Patterson, Michael Peña, Rita Peterson, Eric Pickens, Jeremy Pitts, Shannon Rasmussen, Becca Ritchie, Jim Schell, Audra Shaw, Jeremy Shay, Sobia Sheikh, Susan Smith, Suzanne Southerland, Keith Swanson, Joe Thayer, Caitlin Tumlinson, Kari Van Nostran, Nicole Way and Pamela Wilson.

The following board directors were excused from this meeting: Tammie Carr, Kevin Cope, Keven Cummins, Kirstin Nicholson, Kayalyn Stewart, Summer Stoner, and Rachel Tochiki.

Chairperson Delaney declared a quorum was present.

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

BOARD ALTERNATE SEATING

It was **Moved** and **Seconded** that the WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A as updated on the WEA Board of Directors group in edCommunities.

That the WEA Board of Directors approve the seating of the following:

- Mark Morrow (Bellevue) as an alternate for Rachel Tochiki (Bellevue)
- Cameron Munoz (Burlington Edison) as an alternate for Kayalyn Stewart (Mt Vernon)
- Jason Klein (Arlington) as an alternate for Rita Peterson (Stanwood-Camano)

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- Brian Williams (Wapato) as an alternate for Tammie Carr (Grandview)
- Michael Fisher (Oak Harbor) as an alternate for Summer Stoner (Bellingham) on Friday
- Anita Benitez (Sequim) as an alternate for Kirstin Nicholson (Central Kitsap)

There were no objections and the motion **Carried** by general consent. (060421-1)

ADOPTION OF AGENDA

It was **Moved** and **Seconded** that the WEA Board adopt the Board meeting agenda as presented in Agenda Item No. 2-B.

There were no objections and the motion **Carried** by general consent. (060421-2)

APPROVAL OF MEETING MINUTES

It was **Moved** and **Seconded** that the WEA Board approve the Board meeting minutes as presented in Agenda Item No. 2-C.

There were no objections and the motion **Carried** by general consent. (060421-3)

BUDGET STATUS REPORT, BUDGET ADJUSTMENT, BUDGET TRANSFER AND REVISIONS

Donna Wesley, CFO, and Tom Granger, Budget & Finance Analyst presented the Budget Status Report Budget Adjustment as shown in Agenda Item No. 2-G in the Board packet.

It was **Moved** by Keith Swanson and **Seconded** by Vicky Jensen that the WEA Board approve the budget revisions and transfers as presented in Agenda Item 2-G.

Without objection, the motion was put before the Board and the motion **Carried**. (060421-4)

No votes:

Abstentions: Silas Berry, Jim Schell

2021-22 K-12 ACTIVE MEMBER DUES

It was **Moved** by Vicky Jensen and **Seconded** by Len Hill to approve all dues rates for 2021-22 as reflected in Agenda Item No. 2-G (1), 2-G (2), 2-G (3), 2-G (4) K-12 Certificated, ESP, Higher Ed, and Non-Active Class members.

Without objection, the motion was put before the Board and the motion **Carried**. (041421-5)

No votes: Silas Berry, Suzanne Southerland, Christie Padilla

HUMAN RESOURCE REPORTS

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It was **Moved** by Jared Kink and **Seconded** by Justin Fox-Bailey that the WEA Board approve Human Resources to provide an HR report that includes information related to staffing (demographics, hiring, retirement, retention, assignment, leaves), contract grievances, performance matters, and practices aimed at addressing racial injustice in the WEA.

Without objection a roll call vote was conducted. The motion **Carried**. (041421-6)
No votes: Tammie Carr, Christie Padilla, Terri Winckler

AAPI SUPPORT

It was **Moved** by Kaitlin Kamalei Brandon and **Seconded** by Rachel Tochiki that the WEA Board of Directors will support Asian American Pacific Islander Heritage Month and support our members in teaching about Asian American Pacific Islander History and Heritage in May and beyond as shown in Agenda Item No 2-I.

It was **Moved** by Silas Berry and **Seconded** by Mary Lindsey to amend the motion to say:

The WEA Board of Directors will support all ethnic heritage months and support our members in teaching about all ethnic history and heritage and beyond as shown in Agenda Item No 2-I.

Without objection a roll call vote was conducted. The motion **Failed**.

Abstentions: Len Hill

No votes: Filma Fontanilla, Kathie Axtell, Jennifer Matter, Jared Kink, Nani Lium, Nicole Way, Amy Stern, Sara Ketelsen, Elaine Hogg, Bill Beville, Janet Caldwell, Mary Lindsey, Michael Cook, Anna-Melissa Lyons, Julianna Dauble, Lynn Maiorca, Eric Pickens, Justin Fox-Bailey, La Vasha Murdoch, Tammie carr, Barbara Cruz, Shawn Brehm, Bil Lyne, Rochel Tochiki, Keith Swanson, Rita Peterson, Joe Thayer, Kayalyn Stewart, Stephanie Gallardo, Suzanne Southerland, Jen Ben, Kaitlin Kamalei Brandon, Allison Snow, Shannon Rasmussen, Sobia Sheikh, Becca Ritchie, Howard Mawhinney, Vicky Jensen, Daniel Harada, Janie White, Martha Patterson, Ray Nelson, Joshua Boe, Tani Lindquist, Pamela Wilson, Shannon Ergun, Peter Knowles, Summer Stoner, Kari Van Nostran, Eric Askeland, Audra Shaw

It was **Moved** by Kaitlin Kamalei Brandon and **Seconded** by Rachel Tochiki that the WEA Board of Directors will support Asian American Pacific Islander Heritage Month and support our members in teaching about Asian American Pacific Islander History and Heritage in May and beyond as shown in Agenda Item No 2-I.

Without objection a roll call vote was conducted. The motion **Carried**. (041421-7)

Abstentions: Lynn Maiorca, Ray Nelson



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No votes: Silas Berry

WEA BOARD STIPEND

It was **Moved** by Keith Swanson and **Seconded** by Len Hill that a \$500 annual stipend be paid to WEA Board members during the pandemic.

Without objection a roll call vote was conducted. The motion **Carried**. (041421-8)

Abstentions: Tammie Carr, Jeb Binns, Rachel Tochiki, Kaitlin Kamalei Brandon

No votes: Jared Kink, Bill Beville, Lynn Maiorca, Bill Lyne, Joe Thayer, Ray Nelson, Shannon Ergun, Terri Winckler

WEA BOARD MEAL STIPEND

It was **Moved** by Becca Ritchie and **Seconded** by Jeremy Shay that a \$200 meal stipend be provided to WEA Board members as the officers of the assembly.

It was **Moved** by Joe Thayer and **Seconded** by Anna Melissa Lyons to amend the motion to say that a \$200 meal reimbursement will be provided to WEA Board Directors that attend the WEA Representative Assembly.

It was **Moved** by Keith Swanson and **Seconded** by Amy Stern to amend the amendment to include a \$95 RA stipend this year only plus an option to submit meal receipts for up to \$105.

It was **Moved** by Tani Lindquist and **Seconded** by Sobia Sheikh to postpone debate on this agenda item until tomorrow. Without objection a roll call vote was conducted. The motion **Carried**. (041421-9)

Abstentions: Tammie Carr, Len Hill

No votes: Lynn Maiorca

WEA RA CONSTITUTION & BYLAWS AMENDMENT #3 - OFFICERS

It was **Moved** by Sobia Sheikh and **Seconded** by Joe Thayer that the WEA Board of Directors take a position of "Do Pass" on C&B #3. Without objection a roll call vote was conducted. The motion **Carried**. (041421-9)

Abstentions: Kathie Axtell, Brittany Haggard, Nicole Way, Elaine Hogg, Jen Ben, Lynn Maiorca, Summer Stoner

No votes: Kirstin Nicholson, Caitlin Tumlinson, Bill Beville, Michael Cook, Anna-Melissa Lyons, Julianna Double, Eric Pickens, Silas Berry, Tammie Carr, Barbara Cruz, Jeb Binns, Keith Swanson, Shannon



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Rasmussen, Becca Ritchie, Vicky Jensen, Debby Chandler, Martha Patterson, Ray Nelson, Peter Knowles, Kai Van Nostran, Audra Shaw, Terri Winckler

WEA RA NEW RESOLUTION #5 – TECHNOLOGY IMPROVES ACCESS TO EDUCATION (UPDATED)

It was **Moved** by Keith Swanson and **Seconded** by Len Hill to recommend to the WEA Board a position of “Do Pass” on 2021 New Resolution 5.

Without objection a roll call vote was conducted. The motion **Carried**. (041421-10)

Abstentions: Jeb Binns

WEA RA NEW RESOLUTION #6 – POLICE-FREE SCHOOLS

It was **Moved** by Pamela Wilson and **Seconded** by Becca Ritchie to recommend to the WEA Board a position of “Do Pass” on 2021 New Resolution 6.

Without objection a roll call vote was conducted. The motion **Carried**. (041421-11)

Abstentions: Kathie Axtell, Lynn Maiorca, La Vasha Murdoch

No votes: Jared Kink, Caitlin Tumlinson, Janet Caldwell, Tammie Carr, Cookie Grant-Suggs, Debby Chandler, Ray Nelson, Audra Shaw, Terri Winckler

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 7:08 p.m. on Wednesday, April 14, 2021.

MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 10:02 a.m. on Thursday, April 15, 2021.

REPURPOSING OF FUNDS FROM 2020 NBI 17

It was **Moved** by Kathie Axtell and **Seconded** by Keith Swanson to repurpose the funds from 2020 NBI 17 which was passed in the amount of \$200,000 to a campaign that will re-establish WEA’s role as a champion of students.

It was **Moved** by Jeb Binns and **Seconded** by Ray Nelson moved to close debate. Motion is not debatable.

Main motion: Without objection a roll call vote was conducted. The motion **Carried**. (041421-12)



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No votes: Joe Bento, Robert Gustin, Bill Beville, Michael Cook, Julianna Dauble, Lynn Maiorca, Justin Fox-Bailey, Silas Berry, Tammie Carr, Jeremy Pitts, Jeb Binns, Rita Peterson, Joe Thayer, Jim Schell, Ray Nelson, Summer Stoner, Audra Shaw, Terri Winckler

WEA BOARD SMALL GROUP DISCUSSIONS

The Board broke into their small groups to discuss the 2021-22 WEA budget development and priorities.

EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors into Executive Session at 11:16 a.m. on Thursday, April 15, 2021.

REGULAR SESSION

Chairperson Delaney adjourned the Executive Session and returned the WEA Board to regular session at 12:29 p.m. The purpose of the Executive Session was to discuss a WEA/WEASO Memorandum of Understanding.

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 12:30 p.m. on Thursday, April 15, 2021, for lunch.

MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 1:16pm on Thursday, April 15, 2021.

WEA BOARD MEAL STIPEND

It was **Moved** by Becca Ritchie and **Seconded** by Ray Nelson by to suspend the rules to get a fresh start on the motion.

There were no objections.

It was **Moved** by Becca Ritchie and **Seconded** by Jeremy Shay that a \$200 meal stipend be provided to WEA Board Directors who want it as officers of the Representative Assembly.

It was **Moved** by Keith Swanson and **Seconded** by Sobia Sheikh to amend this motion to \$95 stipend (which totals \$595 and is not taxed) and an option of \$105 to turn in receipts.

Without objection a roll call vote was conducted. The motion **Carried**. (041421-13)

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Abstentions: Kathie Axtell, Robert Gustin, Elaine Hogg, Lynn Maiorca, Justin Fox-Bailey, Jeremy Pitts, Ray Nelson, Michael Peña

No votes: Jared Kink, Nani Lium, Bill Beville, Eric Pickens, Joe Thayer, Stephanie Ervin, Allison Snow, Becca Ritchie, Len Hill, Vicky Jensen, Daniel Harada, Jim Schell, Shannon Ergun

Motion as amended: Without objection a roll call vote was conducted. The motion **Carried**. (041421-14)

Abstentions: Lynn Maiorca, Jeremy Pitts, Shawn Brehm, Rachel Tochiki, Kaitlin Kamalei Brandon, Becca Ritchie, Len Hill, Janie White

No votes: Filma Fontanilla, Jennifer Matter, Jared Kink, Robert Gustin, Andi Nofziger, Price Jimerson, Anna-Melissa Lyons, La Vasha Murdoch, Silas Berry, Jeb Binns, Glenn Jenkins, Allison Snow, Vicky Jensen, Jim Schell, Ray Nelson, Tani Lindquist, Shannon Ergun, Rochelle Greenwell, Audra Shaw, Michael Peña, Terri Winckler

2021 NBI 1 – NBI SPREADSHEET

It was **Moved** by Becca Ritchie and **Seconded** by Keith Swanson to recommend to the WEA Board a position of “Do Pass” on 2021 NBI No. 1. Motion **Carried**. (041421-15)

No votes: Jared Kink

2021 NBI 2 – CULTIVATING DR. MUHAMMAD

It was **Moved** by Becca Ritchie and **Seconded** by Keith Swanson to recommend to the WEA Board a position of “Do Pass” on 2021 NBI No. 2 Motion **Carried**. (041421-16)

Abstentions: Tammie Carr, Ray Nelson

No votes: Andi Nofziger

2021 NBI 4 – ANTI-RACIST PARLIAMENTARY PROCEDURES AND RULES OF DEBATE

It was **Moved** by Rachel Tochiki and **Seconded** by Amy Stern to recommend the Board take a position of “Do Pass” on NBI #4. Motion **Carried**. (041421-17)

Abstentions: Brittany Haggard, Elaine Hogg, Vicky Jensen

No votes: Kathie Axtell, Jared Kink, Robert Gustin, Andi Nofziger, Bill Beville, Carla Naccarato-Sinclair, Anna-Melissa Lyons, Lynn Maiorca, Tammie car, Jeb Binns, Becca Ritchie, Jim Schell, Ray Nelson, Jeremy Shay, Shannon Ergun, Caitlin Tumlinson, Terri Winckler

2021 NBI 5 – PROFESSIONAL DEVELOPMENT AROUND AAPI HISTORY AND ANTI-RACISM

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It was **Moved** by Keith Swanson and **Seconded** by La Vasha Murdoch to recommend the WEA Board take a position of “Do Pass” on 2021 NBI No. 5. Motion **Carried**. (041421-18)

No votes: Lynn Maiorca, Ray Nelson

2021 NBI 6 – BOOKS/CURRICULAR RESOURCES BY AAPI AUTHORS

It was **Moved** by Pamela Wilson and **Seconded** by Becca Ritchie to recommend to the WEA Board a position of “Do Pass” on 2021 NBI No. 6. Motion **Carried**. (041421-19)

2021 NEW RESOLUTION 7 – INFORMATION LITERACY IN THE DIGITAL AGE

It was **Moved** by Keith Swanson and **Seconded** by Becca Ritchie to recommend to the WEA Board a position of “Do Pass” on 2021 New Resolution No. 7. Motion **Carried**. (041421-20)

Abstentions: Robert Gustin

No votes: Jared Kink, Terri Winckler

2021 NEW RESOLUTION 8 – SUPPORT THE PROTECT THE RIGHT TO ORGANIZE (PRO) ACT

It was **Moved** by Becca Ritchie and **Seconded** by Pamela Wilson to recommend to the WEA Board a position of “Do Pass” on 2021 New Resolution No. 8. Motion **Carried**. (041421-21)

Abstentions: La Vasha Murdoch, Jen Ben

No votes: Kathie Axtell, Robert Gustin, Bill Beville, Lynn Maiorca, Tammie Carr, Barbara Cruz, Debby Chandler, Ray Nelson, Jeremy Shay, Caitlin Tumlinson, Audra Shaw, Terri Winckler

2021 NEW RESOLUTION 10 – SOLIDARITY WITH AAPI COMMUNITIES

It was **Moved** by Pamela Wilson and **Seconded** by Len Hill to recommend to the WEA Board a position of “Do Pass” on 2021 New Resolution No. 10. Motion **Carried**. (041421-22)

Abstentions: Jeremy Pitts, Ray Nelson

No votes: Lynn Maiorca, Shannon Ergun

2021 CONTINUING RESOLUTION B-24 – EQUITABLE ACCESS FOR HIGHLY CAPABLE SERVICES

It was **Moved** by Becca Ritchie and **Seconded** by La Vasha Murdoch to recommend to the WEA Board a position of “Do Pass” on 2021 Continuing Resolution B-24. Motion **Carried**. (041421-23)

Abstentions: Nicole Way, Sara Ketelsen, Shawn Brehm, Rachel Tochiki, Len Hill, Vicky Jensen, Caitlin Tumlinson

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No votes: Filma Fontanilla, Jennifer Matter, Joe Bento, Nani Lium, Amy Sten, Carla Naccarato-Sinclair, Anna-Melissa Lyons, Justin Fox-Bailey, Jeb Binns, Glenn Jenkins, Kaitlin Kamalei Brandon, Sobia Sheikh, Jim Schell, Jeremy Shay, Pamela Wilson, Shannon Ergun, Rochelle Greenwell, Michael Peña, Terri Winckler

2021 NBI 8 – MULTICULTURAL TRAINING AND CADRE

It was **Moved** by La Vasha Murdoch and **Seconded** by Vicky Jensen that the WEA Board take a position of “Do Pass” on 2021 NBI No. 8. Motion **Carried**. (041421-24)

No votes: Kathie Axtell, Carla Naccarato-Sinclair, Lynn Maiorca, Tammie Carr, Glenn Jenkins, Ray Nelson, Rochelle Greenwell, Terri Winckler

2021 NBI 11 – ASIAN-PACIFIC ISLANDER HISTORY AWARENESS IS ALL YEAR LONG

It was **Moved** by Pamela Wilson and **Seconded** by Vicky Jensen that the WEA Board take a position of “Do Pass” on 2021 NBI No. 11. Motion **Carried**. (041421-25)

Abstentions: Tammie Carr, Caitlin Tumlinson

No votes: Tammie Carr, Pamella Johnson

2021 NBI 12 – IMPROVING CTC ENROLLMENT AND REGISTRATION

It was **Moved** by Suzanne Southerland and **Seconded** by Joe Thayer that the WEA Board take a position of “Do Pass” on 2021 NIB No. 12. Motion **Carried**. (041421-26)

Abstentions: Rita Peterson, Caitlin Tumlinson

No votes: Tammie Carr

2021 NBI 15 – PAY PARITY

It was **Moved** by Becca Ritchie and **Seconded** by Vicky Jensen that the WEA Board take a position of “Do Pass” on 2021 NBI No. 15. Motion **Carried Unanimously**. (041421-27)

2021 NBI 17 – POLICE-FREE SCHOOLS

It was **Moved** by Becca Ritchie and **Seconded** by Pamela Wilson that the WEA Board take a position of “Do Pass” on 2021 NBI No. 17.

It was **Moved** by Summer Stoner and **Seconded** by Janet Caldwell to close debate. Motion is not debatable. Motion Carried.



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Main Motion **Carried.** (041421-28)

Abstentions: Brittany Haggard, Shawn Brehm Antoinette Felder

2021 NBI 18 – EASTSIDE HCR

It was **Moved** by Pamela Wilson and **Seconded** by Becca Ritchie that the WEA Board take a position of "Do Not Pass" on 2021 NBI No. 18. Motion **Carried.** (041421-29)

Abstentions: La Vasha Murdoch, Joe Thayer, Ray Nelson, Antoinette Felder