



WEA
WASHINGTON
EDUCATION
ASSOCIATION

2021 NEW BUSINESS ITEM PROGRESS REPORT

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—Adopted**Educational Staff Associate (ESA) Training Cadre
(Carrie Suchy, NCSP, WEA ESA Committee)**

Cost to WEA: Staff: \$97,300 (new cost)
Non-Staff: \$100,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will form an ESA Training Cadre. This cadre will bring together ESA practitioners in all certification areas to provide relevant professional development opportunities for and about ESAs, tailored to ESA's unique role in schools and/or within their specific fields of expertise. This cadre could also provide training to all educators in areas of ESA expertise, such as, but not limited to; Multi-Tiered Systems of Support (MTSS), intervention, and mental health. The cadre would be encouraged to work in collaboration with ESA professional organizations as appropriate.

Assigned to: WEA ESA Work Team

New Business Item B—Withdrawn**Small and Rural Release Time Grants**

(Shawn Brehm, WEA Small and Rural Committee)

New Business Item C —Withdrawn**Small and Rural Membership Engagement Grants**

(Shawn Brehm, WEA Small and Rural Committee)

New Business Item No. 1—Adopted**NBI Spreadsheet/Database (2020 NBI 14)**

(Brian Crowley, Clover Park EA)

Cost to WEA: Staff: \$1,000 (included in existing staffing budget)
Non-Staff: None

Cost to the State: None

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 debated at the Representative Assembly.

Assigned to: WEA Delegate Business Overview Work Team

November 2021 update:

- Completed: Groundwork to allow development of easier and more timely reporting on RA business before, during, and after the event completed
 - Current: Processes for pending RA business and for current NBI updates that will allow easier and more timely reporting are being worked on.
 - Planned: Complete, test, and share reports.
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New Business Item No. 2—Adopted**Cultivating Dr. Muhammad**

(Sarah Nainby, Clover Park EA)

Cost to WEA: Staff: \$8,000 (included in existing staffing budget)
Non-Staff: \$25,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Contract professional development with Dr. Ghodly Muhammad to train WEA members in her Historically Responsive Literacy Framework.
2. Further engage Dr. Muhammed through professional development to support anti-racist trained educators in rewriting curriculum.
3. Support the work of all educators in lesson writing (evaluation evidence) through professional development opportunities.

Assigned to: Michael Peña, RSEJ Center

November 2021 update:

- Completed: An email request was sent through the Hill Pedagogies website to inquire about services.
- Current: Waiting for a response from Hill Pedagogies so that planning may move forward.
- Planned: Following up and planning for professional development.

New Business Item No. 3—Withdrawn

**Anti-Racist Parliamentary Procedures and Rules for Debate
(Corinne Larsen, Bellevue EA)**

New Business Item No. 4—Referred to Committee

**Anti-Racist Parliamentary Procedures and Rules for Debate
(Corinne Larsen, Bellevue EA)**

Cost to WEA: Staff: \$4,500 (included in existing staffing budget)
Non-Staff: \$45,400 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Develop or find parliamentary procedures and rules for debate that elevate the voices of people of color and other traditionally marginalized groups, eliminate the "first-come/first-served" order of speaking, and allow any member, regardless of expertise in the rules or public speaking, to be able to participate.
2. Pilot the newly developed rules and procedures at WEA Board meetings at least two (2) months prior to the 2022 WEA RA. WEA will distribute the new rules and procedures to UniServs and locals for use at least one (1) month prior to the 2022 WEA RA. If the board approves the new rules and procedures, they will recommend adoption of the new rules and procedures as amendments to the Standing Rules of the 2022 WEA RA.

Assigned to: New Work Team / WEA Board / Larry Delaney

New Business Item No. 5—Adopted

**Professional Development Around Asian American Pacific Islander (AAPI) History & Anti-Racism
(Kaitlin Kamalei Brandon, Seattle EA)**

Cost to WEA: Staff: \$18,600 (included in existing staffing budget)
Non-Staff: \$25,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide professional development to its members around Asian American Pacific Islander (AAPI) History, address the invisibility of the Native Hawaiian Pacific Islander (or NHPI) community, and the Model Myth Minority. This will be provided through the existing WEA PD Network.

Assigned to: Lisa Kodama, Center for Education Quality

November 2021 update:

- Current: While the 2021-22 H CR Committee roster is still pending, staff is working on a draft plan to fulfill NBI 5 based on a collaborative approach including governance, staff, and external experts.
- Planned: The draft plan to fulfill NBI 5 will be shared with the HCR Committee.

New Business Item No. 6—Adopted**Books/Curricular Resources by Asian American Pacific Islander (AAPI) Authors
(Su-A Kim, North Kitsap EA)**

Cost to WEA: Staff: \$2,100 (included in existing staffing budget)

Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will compile and share a list of books and curricular resources by Asian American and Pacific Islander authors on the WEA Website, its social media, and other existing means of WEA communication.

Assigned to: WEA Communications

November 2021 update:

- Current: This NBI has been assigned and research is underway on gathering a list of books and curricular resources by AAPI authors.
- Planned: A page will be developed under the resources tab on the WEA website. The page will house resources for educators about AAPI histories and cultures and highlight AAPI authors. This page link will be shared on our social media channels.

New Business Item No. 7—Adopted**Statewide Educators of Color Network
(Chieh Jan Chang, Edmonds EA)**

Cost to WEA: Staff: \$92,300 (included in existing staffing budget)

Non-Staff: \$45,600 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will start and maintain a statewide Educators of Color Network (for both certificated and classified members) on NEA 360 which will provide resources including but not limited to:

1. Recruit educators of color to do WEA RA equity work.
2. Facilitate Educators of Color space/support within and between local councils and/or districts.
3. Support aspiring educators of color by mentoring them through this network.
4. Connect with ESPs to support them in their work (membership has a high percentage of people of color).
5. Advocate for culturally responsive evaluations and hiring practices training for administrative staff in local unions.
6. Advocate for mandatory district and/or union-led racial literacy training for all incoming and current educators.

Assigned to: RSEJ Center

November 2021 update:

- Completed: Reviewed NBI language and intent and compared it with the goals and intent of the new WEA EMAC.
- Current: Writing bylaws for WEA EMAC; plans to meet with maker of the item during the week of Nov 8 at her convenience.
- Planned: Meet with global majority caucuses to develop bylaws and framework; follow up with item maker and strategize on implementation of the item.

New Business Item No. 8—Adopted**Multicultural Training and Cadre
(Aneeka Ferrell, Renton Professional Technical Assoc.)**

Cost to WEA: Staff: \$85,500 (included in existing staffing budget)

Non-Staff: \$84,000 (included in existing staffing budget)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Maintain the statewide Implicit Bias Equity Member Training Cadre to provide multicultural training that addresses the continued need to identify the disparate impact and disproportionate educational outcomes for marginalized groups and people of color.
2. Provide as a part of its budget an allocation toward equity multicultural training that is conducted throughout the year by WEA member trainers for WEA members.
3. Allocate staff to support the WEA member trainers and the work associated with the multicultural equity training cadre.

Assigned to: Aimee Iverson, Executive Director

November 2021 update:

- 56 trainings currently scheduled between 9/1 and 12/31. Will begin scheduling the 1/1-8/31/22 trainings.
- The team is creating 3 new curriculum offerings.
- We are in the process of onboarding one more trainer from a previously marginalized group, who will add to the diversity of the team.
- Budget development is in process.

New Business Item No. 9— Ruled “moot” by the chair

Dues Structure Study

(Katie Agren, North Thurston EA)

Cost to WEA: Staff: \$34,500 (included in existing staffing budget)
Non-Staff: \$22,800 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

Convene a study to develop a revenue-neutral, progressive dues structure for WEA.

Assigned to: New Work Team

November 2021 update:

- Completed: Task Force members have been appointed. Staff support has been assigned.
- Current: Preparing for initial meeting on 11/3/2021
- Planned: Report to task force members on several foundational issues:
 1. Current process for setting dues rates
 2. Current revenue breakdown by membership type
 3. Current dues collection system capabilities

Work with committee and staff to design and evaluate potential recommendations and how those should be navigated relative to Constitution, Bylaws and Board action.

New Business Item No. 10—Adopted

SEBB Should Allow for Dual Coverage of Benefits for Married/Domestic Partnership Educators

(Wendy Keomalu-Sarino, Kent EA)

Cost to WEA: Staff: \$5,600 (included in existing staffing budget)
Non-Staff: None

Cost to the State: \$80,000,000 (annual cost)

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Lobby the state legislature, governor, and the SEBB board to allow dual coverage of both medical and dental plans for married/domestic partnership educators.
2. Lobby the state legislature, governor, and the SEBB board to allow for dental incentive plans which will be 100% coverage to match the previous coverage. This will lower dental costs for all members who choose an incentive plan.
3. Lobby the state legislature, governor, and the SEBB board to allow WEA to oversee an appeals process for denied coverage or payment by insurance similar to the appeals process used prior to SEBB. We had this previously and have lost it.

Assigned to: Djibril Diop, Public Policy Center

New Business Item No. 11—Adopted**Asian Pacific Islander History Awareness is All Year Long****(Filma Fontanilla, Clover Park EA)**Cost to WEA: Staff: \$7,400 (included in existing staffing budget)

Non-Staff: None

Cost to the State: NoneWEA Goals and Objectives: 1, 2, and 3**RECOMMENDATION(S)**

That WEA will:

1. Through existing communications and means, post resources to celebrate and amplify Asian Pacific Islander history.
2. During Asian Pacific Islander history month, WEA will amplify the hub of resources available to members on the WEA website and social media.

Assigned to: WEA Communications

November 2021 update:

- Completed: In May 2021, WEA posted resources and highlighted the work of AAPI groups and individuals for AAPI History Month.
- Current: Most recently we highlighted Filipino-American Larry Itliong for his work organizing the Delano Grape strike in California, as well as shared resources for Filipino American History Month.
- Planned: We will continue to research and post resources and highlight the work of AAPI groups and individuals. We will also plan a more robust campaign for AAPI History Month in May 2022, similar to what we did in 2021.

New Business Item No. 12—Adopted**Improving CTC Enrollment and Registration Processes****(Suzanne Southerland, Clark College AHE)**Cost to WEA: Staff: \$11,300 (included in existing staffing budget)

Non-Staff: None

Cost to the State: NoneWEA Goals and Objectives: 2**RECOMMENDATION(S)**

That WEA will initiate and provide ongoing support for the pursuit to mandate that Washington State higher education institutions methodically study and implement measures to improve student admissions and registration processes.

Assigned to: Mary Howes, Advocacy and Organizing Center

November 2021 update:

- Current: Staff and committee assignments are still pending.
- Planned: Set up a meeting with the CTC Committee and staff.

New Business Item No. 13—Adopted**Extending Part-time Higher Ed Faculty Active Membership****(Suzanne Southerland, Clark College AHE)**Cost to WEA: Staff: \$33,700 (year 1 existing costs shown)

Non-Staff: \$36,800 (year 1 new costs shown)

Cost to the State: NoneWEA Goals and Objectives: 1**RECOMMENDATION(S)**

That WEA will allow part-time higher education faculty who have lost their class assignments to remain as active members for up to three consecutive academic terms.

Assigned to: Donna Wesley, CFO/Membership Department

November 2021 update:

- Completed: In the 2020-21 school year, WEA did the following to ensure that part-time higher ed faculty members could retain their membership status:
 - Created a new membership category that records individuals as members without a monetary contribution

- Worked with NEA for WEA to cover the NEA portion of membership dues
- Trained WEA staff on the processes for identifying part-time higher education faculty who qualify for the new category of membership
- Current: Membership processors are updating membership information as it relates to Part Time Higher Education members to keep their membership active.
- Planned: We will also calculate the cost for WEA to fund the NEA dues that are associated with the part time higher education members.

New Business Item No. 14—Withdrawn
CTC Faculty Ratio
(Suzanne Southerland, Clark College AHE)

New Business Item No. 15—Adopted
Pay Parity for Part-time Faculty and Increases in Full-Time Ratio
(Suzanne Southerland, Clark College AHE)

Cost to WEA: Staff: \$5,500 (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:

Convene a strategic work group consisting of WEA and AFT members for the purpose of securing funding streams to support a systemwide, higher education ratio of 70 percent tenured faculty and pay parity for part-time higher education faculty. Said work group will report its strategies to the WEA Board for implementation support.

Assigned to: Mary Howes, Advocacy and Organizing Center

November 2021 update:

Current: Identifying staff and leaders to begin this work.

Planned: Once identified, set up an initial meeting.

New Business Item No. 16—Adopted
Professional Development and Organizing for Substitutes
(Mike Acord, WEA Retired)

Cost to WEA: Staff: \$42,900 (39,900 new costs, \$3,000 existing costs)
 Non-Staff: \$50,600 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. The following Substitute Professional Development and Substitute Organizing Meetings will be organized and managed by volunteer substitute organizers appointed by the WEA President. These volunteers will meet with possible local co-sponsors: local associations, and council leadership, local ESDs, school district professional development, and local substitutes to collect their ideas, suggestions, involvement, and potential support
2. There may be up to ten (10) Substitute Organizing Meetings with most of the meetings being virtual (e.g. on Zoom) and with possibly 3 of them in person. The purpose of these meetings includes but is not limited to: “Why to join the union, how to join the union, and what would you like the union to do for you.” We will also use the meetings to plan, discuss, and promote the Regional PDs.
3. Promote Substitute Organizational Meetings and PDs:
 - A. Ask locals to request contact information (phone and/or emails) for substitutes for School District.
 - B. Develop and print announcements of Substitute Meetings and PDs.
 - C. Meet with local leadership and RA (local/council) if possible, in person or virtually, to promote the meetings and request that the educators in buildings include these announcements/flyers in their sub plans.
 - D. Publish on WEA's, councils, and locals websites.
 - E. Publish in WEA publications.
4. Association leadership (WEA, Council, and Local) will be invited to share their information at the organizing meetings.
5. In person meetings and PDs may include a meal and possible facilities cost. Facilities may be provided by locals, councils, ESD's,

school districts, and/or other free / low-cost options.

6. The PDs could include workshops on de-escalation, racial equity, racial bias, student engagement, impromptu lesson plans, substitute's responsibilities and legal rights, and other topics. Clock hours would be offered as appropriate.

7. The PDs will endeavor to be staffed by volunteers from members of locals that accept substitutes, from locals and councils in the region, and other individuals interested in staffing and being presenters. Transportation and meals may be provided to volunteers. The PDs may also be in a hybrid option for delivery. A goal is to have one PD in Eastern Washington and the other in Western Washington.

Assigned to: Mary Howes, Advocacy and Organizing Center / WEA Communications

November 2021 update:

- Completed: Have held one Remote Substitute Organizational Meeting on October 16 meeting which included Seattle Council and Lake Washington council. I have attached the agenda for the October 16 meeting.
- Current: Prepared to host the next Remote Substitute Organizational Meeting on November 11. We have commitments from the leadership of the Cascade Council, the Kent Council, Tacoma Council and part of the Rainier Council (Renton EA and Highline EA, all presidents of the Rainier Council and the Council President were contacted, only the president of Bellevue College Association of Higher Education returned my email, explaining that they do not use substitutes.)
- Planned: Will begin reaching out to the following councils for our December 4 Sub Organizational Meeting: WEA Eastern, North Central WEA, and Spokane in the next couple of days. I have attached our calendar for all seven organizational meetings and three Substitute Professional Developments. Will begin planning Substitute Professional Developments. The goal is to have the PD planned by the December break.

New Business Item No. 17—Adopted

Police-Free Schools

(Sobia Sheikh, Mukilteo EA)

Cost to WEA: Staff: \$11,300 (included in existing staffing budget)

Non-Staff: \$10,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will lobby for police-free schools (school resource officers, law enforcement agents, police, agents with arresting powers, etc.), holistic restorative justice practices, and community school approaches.

Assigned to: Djibril Diop, Public Policy Center

New Business Item No. 18—Failed

Eastside Human and Civil Rights (EHCR) Committee

(Miguel Saldaña, Pasco AE)

New Business Item No. 19—Referred to committee

Health Services Providers

(Elizabeth Ward-Robertson, Seattle EA)

Cost to WEA: Staff: \$5,400 (included in existing staffing budget)

Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Create an awareness with OSPI and the state legislature of the lack of trained health service staff in our public schools.
2. Promote and advocate with OSPI and the state legislature the need to provide all elementary schools with properly trained health service staff.

Assigned to: Legislative Strategy Work Team

New Business Item No. 20—Adopted

Elevating Individuals with Invisible Disabilities

(Martha Patterson, Central Kitsap EA)

Cost to WEA: Staff: \$10,800 (included in existing staffing budget)

Non-Staff: (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will use existing channels, including social media platforms, the WEA website, WE 2.0, blog, video, and other media to publicize awareness, advocacy, accommodations, and support tools specifically for students and educators with invisible disabilities. This will be an ongoing effort by the Center for Advocacy and Organizing and the Communication Department, with WEA's social media platforms lifting up and celebrating individuals with invisible disabilities during Invisible Disabilities Week, October 17th-23rd, 2021.

Assigned to: Mary Howes, Advocacy and Organizing Center / WEA Communications / Lisa Kodama, Center for Education Quality
November 2021 update:

- Completed: WEA Communications featured Invisible Disabilities Week October 17-23, 2021 on the WEA website, blog and through WEA social media.
 - WEA blog link : <https://www.washingtonea.org/resources/weareblog/post/invisible-disability-week/>
 - WEA Facebook link 1: <https://www.facebook.com/WashingtonEducation/posts/234646068698845>
 - WEA Facebook link 2: <https://www.facebook.com/WashingtonEducation/posts/235323755297743>
 - WEA Facebook link 3: https://l.facebook.com/l.php?u=https%3A%2F%2Fwww.invisibledisabilityproject.org%2Fsocial-emotional-learning%3Ffbclid%3DIwAR3Y8iL13_-FGhj7HmTbVIIPOqWJGZdvI7YvWAQaQ7KN3w5BOoP783imdiY&h=AT1JqTBIwetbaBu7FpH2FurZIJvt_43QjHxgaEUzNUi4N692vXIT9BRF7W9_S3uDvWyt60FCdZpfAgCUqVR8PB55rk2_ayskaZ9ZPcGtECVTHalfuqxVWv_a1xyxoU9Vq9g
 - WEA Facebook link 4: <https://www.facebook.com/WashingtonEducation/posts/236616008501851>
 - -WEA Facebook link 5: <https://www.facebook.com/WashingtonEducation/posts/237240878439364>
- WEA also promoted Invisible Disabilities resources, including the resources below.
 - The Office of the Education Ombuds (OEO) promoted program called “One Out of Five: Disability History and Pride Project, which” is a series of student storytelling videos, resources, and lesson plans to support educators in promoting cultures of school and community inclusion.
 - OEO website link: <https://www.oeo.wa.gov/en/education-issues/one-out-five-disability-history-and-pride-project>.
 - OEO Facebook link 1: <https://www.facebook.com/WAEducationOmbuds/>
 - OEO Facebook link 2: <https://www.facebook.com/OmbudsdeEducacion/>
 - The “One Out of Five” project webinar featuring two of the students involved and one of the teacher-developers on October 28 from 11am-12pm at the Governor’s Lean Transformation Conference (held on Zoom) October 26 – November 4, 2021.
- Current: WEA staff continue to consult with WEA Governance to fulfill the work of this NBI. The 2021 WEA Bargaining Conference (scheduled for November 20, 2021) will feature a session that will elevate individuals (students and adults) with invisible disabilities.
- Planned: Invisible Disabilities will be featured in an upcoming edition of WE 2.0 (Winter 2022).

New Business Item No. 21—Referred to committee

Support the Protect the Right to Organize (PRO) Act

(Katie Hohnstein-Van Etten, Franklin Pierce EA)

Cost to WEA: Staff: \$900 (included in existing staffing budget)

Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 3

RECOMMENDATION(S)

That WEA will:

1. Affirm the rights of all workers to engage in collective action through union representation by declaring WEA's support for the PRO Act (H.R. 842, S. 420), a pro-worker, pro-union bill that recently passed in the U.S. House of Representatives. The Act is important for our future as an organization and racial and socioeconomic equity. It would eliminate anti-union laws and regulations that weaken unions and hurt workers, and expand the rights of all workers to organize for better wages and working conditions.
2. Send a communication through existing means to WEA membership in solidarity with efforts of the Washington State Labor

Council and other labor and civil rights allies who support the PRO Act.

3. Encourage the use of UniServ resources for organizing activities to support the PRO Act campaign.

Assigned to: WEA Executive Committee

New Business Item No. 22—Referred to committee

Membership Chair Program and Grants

(Eric Pickens, Port Angeles EA)

Cost to WEA: Staff: \$40,000 (included in existing staffing budget)

Non-Staff: \$260,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will:

1. Provide up to \$150,000 in grants for local associations to build and/or maintain a membership chair program. These activities would include, but not be limited to, membership engagement activities, release time associated with membership activities, membership chair stipends, new employee orientations, or expenses relating to bargaining unit roster management. The purpose is to strengthen and build capacity associated with membership in local affiliates. Grants will not exceed \$1,500 per local.
2. Provide up to \$110,000 in grants for WEA councils to build and/or maintain a membership chair program. These activities would include, but not be limited to, membership engagement activities, release time associated with membership activities, membership chair stipends, new employee orientations, or expenses relating to bargaining unit roster management. The purpose is to strengthen and build capacity associated with membership in local affiliates and councils. Grants will not exceed \$5,000 per council.
3. Provide training and resources at a local or council level to assist each local with the development and implementation of a membership plan as detailed above. Training and resources will also be made available to local affiliates and councils currently engaged in this work. This work will be done in collaboration with local presidents, council presidents, council staff, and state organizing staff.

Assigned to: New Membership Committee

New Business Item No. 23—Referred to committee

The WEA Censures Recent Anti-Educator Rhetoric of Governor Jay Inslee

(Jennifer Hall, Seattle EA)

Cost to WEA: Staff: \$1,200 (included in existing staffing budget)

Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Vote to censure Governor Jay Inslee for his recent anti-educator rhetoric and actions.
2. State in no uncertain terms (to the governor's office, and by means of a press release and possibly press conferences):
 - A. That Governor Inslee was wrong to undermine the collective bargaining process in Washington school districts that were continuing to bargain safe returns to school buildings.
 - B. That the WEA protests the harsh public criticisms that Governor Inslee has heaped upon Washington teachers who have justifiably and pragmatically pointed out the dangers of re-opening school buildings while still in the midst of a global pandemic (as state and national COVID-19 infections and deaths continue to trend).
 - C. That Governor Inslee had not been regularly consulting with WEA-represented educators, and has not given due consideration and respect to members of BIPOC communities prior to making his proclamation.
 - D. That the contradictions and misstatements in the governor's "Back to School" proclamation, particularly day-lighting the fact that the governor is putting the onus of Washington State's current mental health crisis on the fact that school buildings have been closed.
3. Suggest possible pragmatic solutions to begin to ameliorate Washington State's mental health crisis, with appropriate advocacy measures that the Governor could take.

Assigned to: Legislative Strategy Committee

New Business Item No. 24—Referred to committee

Add Mental Health Therapists in Schools NOW, and Create an Elders of the Village Cohort!
(Jennifer Hall, Seattle EA)

Cost to WEA: Staff: \$11,900 (included in existing staffing budget)
Non-staff: None

Cost to the State: \$400,000,000 (per biennium)

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Lobby the governor and state legislature to allow currently licensed therapists to work in schools without the additional requirement of a Washington State school counseling certificate IMMEDIATELY in order to address the current mental health counseling gap.
2. Lobby the governor and state legislature to discuss with state college officials the creation of an "Elders of the Village" Teachers' Cohort program in state colleges to provide a fast-tracked masters program in licensed mental health counseling degrees to late-career teachers who would commit to providing counseling and mental health supports for students in Washington State schools for two years post-graduation. The degree program would be free of charge to EOTV cohort members.
3. Stress the following points of information with the governor, state legislature, and state college officials:
 - A. Merely reopening school buildings will not solve a burgeoning state mental health crisis unless action is taken to bring more mental health services into schools.
 - B. Highlight the stories of veteran education employees, the fact that school employees have been supporting students in mental health crises every day when other supports were not available, and that teachers and other school employees are compelled to provide mental health supports in addition to performing their regular job duties.
 - C. Seasoned educators who support and care about students have already had significant on-the-job training in providing mental health supports.

Assigned to: Legislative Strategy Committee

New Business Item No. 25—Referred to committee
Educational Support & Mentorship for BIPOC SWEA (Student WEA) Members
(Kathy Purviance-Snow, Snohomish EA)

Cost to WEA: Staff: \$9,100 (included in existing staffing budget)
Non-staff: \$200,400 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Make available up to 10 scholarships for BIPOC SWEA members in the amount of \$15,000 annually to increase the diversity of teaching staff and to remove barriers to entering the profession. These scholarships will be annually renewable for up to 4 years, so long as students continue to pursue undergraduate degrees in education.
2. Provide BIPOC pre-service educators with a mentor, and other necessary support to help prepare for the teaching profession through Nakia or other WEA partners. Mentors will assess district placement along with the university supervisor for suitability of the internship district.
3. Continue to support BIPOC teaching candidates with union mentors for the first five years of their teaching career.

Assigned to: Early Career Educators Committee

New Business Item No. 26—Referred to committee
Equity Officers
(April Eberhardt, Spokane EA)

Cost to WEA: Staff: \$32,500 (included in existing staffing budget)
Non-staff: \$30,400 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

create an anti-racism and anti-bigotry policy that prioritizes diversity, equity, and inclusion advocacy for district staff. The policy will:

1. Encourage local unions to establish Equity Officers within their Labor Management Teams.
2. Offer the position to invested and interested staff of BIPOC or other marginalized status as a way to promote inclusion, wherever possible.
3. Establish the rights of school district employees to a workplace that protects them from racism, discrimination, bigotry, and intimidation in all forms.
4. Establish a clear, research-based definition of hate speech as a distinct and separate form of intimidation for staff.
5. Establish a standard that denotes the difference between interpersonal conflict and acts of racism/bigotry via implicit and explicit biases that manifest as micro and macro aggressions/insults.
6. Establish the right of district employees to report incidents of bigotry and racism without fear of reprisal.
7. Establish a reporting tool of incidents of racism and bigotry to provide data.
8. Proactively provide anti-racism and anti-bigotry education and training opportunities for district staff on the nuances of racism and the different manifestations of bigotry.
9. Establish a follow-up process to address and rectify incidents of racism, discrimination, bigotry, and intimidation.

Equity Officers will:

1. Be vetted and selected based on their track record of advocacy for anti-bigotry and equity/inclusion work.
2. Be trained (if necessary) on anti-racism, anti-bigotry, and cultural responsiveness.
3. Document, in an official report, equity/inclusion work between districts and local unions.
4. Work with local union Labor Management Teams and other District stakeholders to contribute anti-bigotry and anti-racism insights and strategies for equitable practices for staff and students.
5. Employ accountability measures with the District, such as, but not limited to; whistle-blower protections, confidential reporting of incidences of equity/inclusion breaches in schools against both staff and students; beginning, mid, and year-end reporting of district, action steps, and strategies, revisiting environments that have been identified as places that breach equity and inclusion practices for proper follow-up.

Assigned to: Human & Civil Rights Committee

New Business Item No. 27—Referred to committee

Mental Health Support of Non-Medicaid Students (April Eberhardt, Spokane EA)

Cost to WEA: Staff: \$33,100 (included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will lobby to:

1. Provide opportunity for students needing mental health services to be seen regardless of their medical insurance situation by advocating for funding to be earmarked for mental health equity across the board.
2. Make mental health counselors accessible to all students.
3. Provide equitable access to mental health services to those students with Medicaid who have been put on a wait list for mental health services due to lack of resources.

Assigned to: Legislative Strategy Committee

New Business Item No. 28—Referred to committee

ESA Caseload Advocacy (Carrie Suchy, NCSP, Franklin Pierce EA)

Cost to WEA: Staff: \$14,600 (included in existing staffing budget)
Non-staff: None

Cost to the State: \$500,000,000 (Annual cost)

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. Support appropriate caseloads for ESAs at the state and local levels.
2. Lobby, and possibly draft legislation that positively impacts ESA caseloads.
3. Draft and share model bargaining language and share bargaining strategies to be used by members when bargaining in their locals.

Assigned to: **ESA Work Team**

New Business Item No. 29— Referred to committee

Personal Finance Class for Educators

(Denise Radecke, Lake Washington EA)

Cost to WEA: Staff: \$5,900 (included in existing staffing budget)
Non-staff: \$7,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

Develop and offer an online class to members that teaches the basics of personal finance (budgeting/planning), how taxation works, how to save for retirement, and how the Washington state pension system works for educators. This class could be taught by members who are knowledgeable about personal finance to avoid a conflict of interest if taught by a retirement planning company.

Assigned to: **WEA Budget & Finance Committee / Executive Committee**

New Business Item No. 30— Referred to committee

The Impact of High Fees on 403b Plan Earnings

(Denise Radecke, Lake Washington EA)

Cost to WEA: Staff: \$5,600 (included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

Publish an article through existing communication means to inform members about the significant impact of high fees on their 403b plan earnings. This article will have specific examples of how high fees can erode a member's investment earnings over time and will also provide examples of how lower fees can preserve a member's earnings.

Assigned to: **WEA Budget & Finance Committee / Executive Committee**

New Business Item No. 31— Referred to committee

Preparing and Electing WEA Members to School Board Positions

(Miguel Saldaña, Pasco AE)

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

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Provide training to prepare WEA members who want to run for school board positions.
2. Use existing WEA communications channels such as the WEA Website, email, WEA 2.0 publications, and conferences, etc., to encourage and support WEA members to run for school board.

Assigned to: WEA-PAC Board

New Business Item No. 32— Referred to committee
Review How Parliamentary Procedure Can Be Used More Equitably
(Jennifer Bradley, Evergreen EA)

Cost to WEA: Staff: \$4,500 (included in existing staffing budget)
Non-staff: \$45,400 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Form or task the appropriate committee to review bias in how parliamentary procedure is applied.
2. Make specific recommendations about parliamentary procedure practices that promote equity and address and minimize inequitable application and impacts of parliamentary procedure.
3. Provide a guide for state and local education associations toward making more equitable parliamentary procedural practices.

Assigned to: New committee TBD

New Business Item No. 33— Referred to committee
All Students Deserve to Flourish - Mental Health Supports
(Matt Reiman, Shoreline EA)

Cost to WEA: Staff: \$35,700 (included in existing staffing budget)
Non-staff: \$4,000 (new cost)

Cost to the State: \$750,000,000

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will fund and support lobbying efforts to:

1. Create a differentiated certification route for academic counselors, mental health counselors, and drug & alcohol counselors, establishing an appropriate Educational Staff Associate (ESA) certification for each of these essential, yet unique positions.

2. Acknowledge the differences between academic and mental health counselors.
3. Incorporate current certification requirements for drug and alcohol counselors into the new ESA certificate.
4. Incorporate full funding into the basic education prototypical schools model for the following:
 - A. 1.0 counselors per prototypical elementary school.
 - B. 1.0 drug & alcohol counselor per prototypical secondary school.
 - C. 1.0 mental health counselors per prototypical school (elementary and secondary).
 - D. Academic counselors funded to support a ratio of 1:350.
5. Create and require minimum care standards for mental health in schools, Pre-K to grade 12, by creating partnerships with the Washington State Nurses Association (WSNA).

Assigned to: Legislative Strategy Committee

New Business Item No. 34— Referred to committee
Require Community-Based Decision Making for Elementary and Secondary School Emergency Relief (ESSER) Funds Allocation
(Jenny Owens, North Thurston EA)

Cost to WEA: Staff: \$37,600 (included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will:

1. Support local affiliates in convening an ESSER Funds Allocation recommendation group consisting of members of the various school district employees' associations, parents, business and community groups, and district administration to create the plan for allocating ESSER funds in school districts.
2. Provide such support in the form of:
 - A. ESSER budget research for each local,
 - B. Research of "evidence-based interventions that respond to students' academic, social, and emotional needs",
 - C. Community organization templates,
 - D. A list of community organizer contacts.

Assigned to: Bargaining Support Work Team

New Business Item No. 35— Referred to committee
Support for Non-Release Presidents
(Anne Johannsen, North Mason EA)

Cost to WEA: Staff: \$159,900 (new cost)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will:

1. Create one Level 3 position statewide for non-release president support who will be able to assist with the needs of small/rural locals.
2. The Level 3 will curate and maintain information for non-release presidents to access so that they are able to more effectively serve members and maintain a work-life balance.

Assigned to: Small/Rural Task Force

New Business Item No. 36— Referred to committee
Organizing and Structuring of Schools in a Multicultural, Pluralistic Society
(Miguel Saldaña, Pasco AE)

Cost to WEA: Staff: \$40,400 (\$30,300 new cost, \$10,100 existing cost)
Non-staff: \$36,500 (new cost)

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will:

1. Create a diverse and inclusive committee integrated by ESPs, retired educators, K-12 educators, higher education professionals from different backgrounds, races, ethnicities, religions, genders, classes, sexualities, gender identities, immigrant status, age, language, ability, and culture.
2. Support the committee to gather information and evaluate how schools are organized and structured to meet the current needs of students.
3. Help the committee write a report with recommendations for reorganizing and structuring schools.
4. Use existing WEA communication channels such as the WEA website, email, WEA 2.0 publication, and conferences to disseminate the recommendations.

Assigned to: Human & Civil Rights Committee

New Business Item No. 37— Referred to committee
Statewide "Grow Your Own" Educator Recruitment Program
(Adam Aguilera, Evergreen EA)

Cost to WEA: Staff: \$53,200 (included in existing staffing budget)
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Designate a standing committee to collect information about existing Grow Your Own educator recruitment programs in Washington state.
2. Craft model bargaining language and organizing strategies to empower locals to negotiate Grow Your Own educator recruitment programs in their school districts.
3. Identify and support locals prioritizing Grow Your Own educator recruitment programs in bargaining.
4. Write an article in WE 2.0 educating members on the success and possibilities of Grow Your Own educator recruitment programs in public schools, and how they can partner with community groups to bargain for the common good.

Assigned to: New Membership Committee

New Business Item No. 38— Referred to committee
Equity Audit of the COVID-19 Pandemic & School Reopening Plans
(Adam Aguilera, Evergreen EA)

Cost to WEA: Staff: \$64,400 (included in existing staffing budget)
Non-staff: \$38,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. Convene a work group of governance, staff, and the WEA legal department to collect information from locals on member, student, and community impact from school reopening plans during the pandemic.
2. Provide an equity lens to reveal the disproportionate impact members and students of color and from marginalized groups experienced in their local school districts.
3. Provide recommendations to the WEA Board on establishing a plan to address equity concerns from the audit, provide legal direction to pursue justice through the courts, and lobby the legislature to pass laws that provide safety and equity to public schools.
4. Brief the 2022 Representative Assembly on the results of the equity audit and the WEA Board-approved recommendations from the work group.

Assigned to: Human & Civil Rights Committee