



WEA
WASHINGTON
EDUCATION
ASSOCIATION

Sharing the power of knowledge.

To: WEA Representative Assembly Delegates

**From: Lynn Maiorca and Bill Beville, Co-Chairpersons
WEA Documents and Resolutions Work Team**

Date: May 18, 2021

**Subject: Summary of Actions and Final Credentials Reports
for the 2021 Virtual WEA Representative Assembly**

At this Assembly, the 892 delegates took action on the following Virtual Standing Rules Adoption, Amendments to the Constitution and Bylaws, New Business Items, New Resolutions, and Amendments to Continuing Resolutions. The delegates also re-elected a WEA President and Vice President, and one NEA Board Director.

The Washington Education Association's Virtual Representative Assembly was called to order by President Larry Delaney at 6:00 p.m., Thursday, April 1, 2021. The Assembly reconvened at 6:05 p.m. Thursday, April 15, 2021, and the time of adjournment was 5:03 p.m., Saturday, April 17, 2021.

A total of 137 affiliated locals were registered out of a possible 407. There were 950 total registered delegates (76 assembly officials, who are WEA Board of Directors and UniServ Council Presidents, plus 892 registered local delegates out of a possible 1,740 local affiliate delegates). The complete Final Credentials Report for the 2021 WEA Virtual Representative Assembly follows the Summary of Actions Report.

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

2021 WEA RA VIRTUAL STANDING RULES AND ADOPTED PROCEDURES AMENDMENTS

Standing Rules and Adopted Procedures Amendment No. 1—Adopted Ranked Choice Voting (Matthew Yeager, Kennewick EA; Joe Thayer, Ridgefield EA)

RECOMMENDED AMENDMENT(S)

(by inserting a New Article V, and re-numbering)

XX. NOMINATION AND ELECTION OF ASSOCIATION OFFICERS, WEA AT-LARGE DIRECTORS TO THE BOARD, AND NEA STATE DIRECTORS

D. Election

WEA officers, WEA at-large directors to the Board, and NEA state directors shall be elected by secret ballot by a majority of the delegates voting.

E. Election Runoffs

- ~~1. If a majority is not achieved on the first ballot, the candidate receiving the least number of votes will be eliminated on each succeeding ballot~~ 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, second, and if necessary, 3rd, 4th, 5th etc choice for each individual race in which there have been three or more duly nominated candidates.
- ~~2. When only two (2) candidates remain and no majority is achieved, the top two (2) will be retained on the ballot until a majority is achieved~~ 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. This process will continue until a candidate receives the outright majority of votes cast, or there is an exact tie. If a candidate receives the outright majority of votes cast, that candidate wins the race.
- ~~3. For at large director to the Board positions only, one (1) more candidate than the number of positions remaining open after the initial ballot shall be placed on the ballot for the runoff election~~ In the event of an exact tie, there will be a revote of the top two candidates of only those races where the tie vote exists. This election will follow the procedures of Article XXI sections a-c. If the runoff election also ends in a tie, the tie will be resolved by each candidate having the opportunity to give another speech which will then be followed by another runoff election.

2021 WEA MISSION, VISION AND VALUES

Washington Education Association Mission, Goal, Objectives, Vision and Core Values
Adopted: 1994 WEA RA; amended: 2004 WEA RA, and 2017 WEA RA, and 2021 WEA RA

The Washington Education Association is a union that elevates the collective voice of professional public school educators to best serve the students of Washington state.

Mission

~~The mission of the Washington Education Association is to advance the professional interests of its members in order to make public education the best it can be~~ To advocate for excellence, inclusion and a racially equitable public school system for all students, staff, and communities.

Goal Vision

~~Our goal is to build confidence in public education and increase support for Washington's public school system.~~ Outstanding public schools for every student in Washington State

Objectives

~~Our objectives are to:~~

- ~~• Increase WEA members' and employees' professional status and job satisfaction.~~
- ~~• Improve the quality of and access to public education for all students.~~
- ~~• Forge partnerships with parents, business, other unions, and community groups.~~
- ~~• Promote a just and inclusive society with respect for the worth, dignity, and equality of every individual.~~
- ~~• End institutionalized racism and bias in public education.~~
- ~~• Increase participation of individuals from historically underrepresented groups in all aspects of WEA activity.~~

Core Values

~~WEA members believe in:~~

- ~~• Public education as the cornerstone of a strong democratic society.~~
- ~~• The fundamental right of all students to have access to the best possible public education regardless of race, ethnicity, sexual orientation, gender identity and expression, sex, religion, or disability.~~
- ~~• Life long learning.~~
- ~~• Individual and organization integrity and commitment to equity.~~
- ~~• Respect for diversity and full inclusion in employment and governance within WEA.~~
- ~~• High professional growth.~~
- ~~• Personal and professional growth.~~
- ~~• Continuous improvement in the quality of public education.~~
- ~~• Fair treatment for all people, including the right to due process and representation.~~
- ~~• Shared decision making and shared accountability with the community for the quality of public education.~~
- ~~• Academic freedom.~~
- ~~• Safe learning and working environment.~~
- ~~• Shared decision making and accountability for all constituencies within the WEA.~~
- ~~• High expectations and performance standards for all students.~~
- ~~• Commitment to fighting institutionalized racism and bias.~~

Unionism: Collective action and solidarity improve both the professional status of our members and the quality of public education.

Racial Justice: Systematic treatment that results in equitable opportunities and outcomes for people of all races while eliminating/rejecting the behaviors and practices of White Supremacy Culture.

Social Justice: The disruption and elimination of social systems that maintain advantages and disadvantages based on social group membership in order to create and sustain opportunities and outcomes rooted in equity.

Student success: All students have the human and civil right to quality public education that develops their character and potential.

Professionalism: The expertise and judgment of educational professionals are critical to student success. We expect the status, compensation, and respect due all professionals.

Dignity: All individuals are deserving of universal human rights and respect.

Engagement: Partnerships with students, families, communities, and other stakeholders are essential to quality public education and student success.

Democracy: A healthy democracy depends on an educated population where public schools play a critical civil rights role and operate as a pathway to opportunities for all.

2021 WEA CONSTITUTION AND BYLAWS AMENDMENTS

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

Constitution and Bylaws Amendment No. 1 – Referred to Committee Bylaws Amendment for Progressive Dues (2020) (Katie Agren)

RECOMMENDED AMENDMENT(S)

Article II – Dues and Assessments

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 (.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 - Withdrawn Constitution Amendment for Instant Run-Off Elections (Matthew Yeager, Kennewick EA)

Constitution and Bylaws Amendment No. 3 - Adopted Officers (Antoinette Felder, Seattle EA)

RECOMMENDED AMENDMENT(S)

Constitution, Article VI—Officers

Section 2. The president and vice president shall be elected by secret ballot following open nominations by the Representative Assembly for a ~~two-year~~ three-year term with a limit of ~~three (3)~~ two (2) consecutive terms and shall assume office upon adjournment of the NEA Representative Assembly except as provided in Sections 4 and 5 of this Article.

2021 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.**

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.

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.

**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. Gholdy 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.
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**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.
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**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.

**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.

**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.
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**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.

**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.

**New Business Item No. 10—Adopted
SEBB Should Allow for Dual Coverage of Benefits for Married/Domestic Partnership Educators
(Wendy Keomalū-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.
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**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: None

WEA 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.
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**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: None

WEA 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.

**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: None

WEA 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.

**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.

**New Business Item No. 16—Adopted
Professional Develop 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.

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.

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.

**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.

**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.

**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.

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.

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.

**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.

**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.

**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.

**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.

**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.

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.

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.
-

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.

**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).

**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.

**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.

**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.

**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.

**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.

2021 AMENDMENTS TO THE CONTINUING RESOLUTIONS

**Amendment to Continuing Resolution A-7—Adopted
Standardized Tests and Diverse Learning Needs (2020)
(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.

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.~~

**Amendment to Continuing Resolution D-9—Adopted
Improve Support for New Educator Candidates (2020)
(Julianna Dauble, Renton EA)**

PROPOSED RECOMMENDATION(S)

CERTIFICATION FOR NEW ~~TEACHERS~~ EDUCATORS (RA-16)

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 new and continuing educator 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, work as current certificated educator, 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.
-

Amendment to Continuing Resolution E-12—Adopted Shortage of Substitute Educators (2020) (Peter Henry, Seattle EA)

PROPOSED RECOMMENDATION(S)

...

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.

Amendment to Continuing Resolution B-24—Referred to committee Equitable Access for Highly Capable Services (Reby Parsley, Kent EA)

PROPOSED RECOMMENDATION(S)

The Washington Education Association supports the unique needs of highly capable learners.

The Association recognizes that highly capable learners come from all ethnicities, cultures, and socio-economic backgrounds.

The Association also supports the latest research data that proves the most effective and equitable identification systems in identifying highly capable learners from all ethnicities, cultures, and socio-economic backgrounds is through universal screening and talent development programs.

To meet those needs, the Association believes the state should provide ample resources for the support of highly capable learners.

2021 NEW RESOLUTIONS

New Resolution No. 1—Adopted Multicultural Education Training (2020 New Resolution No. 1) (Aneeka Ferrell, Renton Professional Technical Assoc.)

New Resolution 1 of the WEA Representative Assembly was misclassified for consideration.

The obvious intent of New Resolution No. 1 was to amend the existing CR-D2, as a majority of the language was from the existing CR-D2. The following mark-up, as is customary with a CR Amendment, was used to capture the entire resolution that was considered by the Representative Assembly.

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 a minimum of ~~at least once~~ **a year** ~~every three (3) years.~~

The Association also believes that inclusive diversity **and equity in educational and non-educational environments** requires honest and open conversations ~~and encourages its members and all others in the educational community to engage in courageous conversations that examine our and their effects.~~ 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.

New Resolution No. 2—Adopted Bargaining for the Common Good (2020 New Resolution No. 2) (Michael Peña, Mukilteo EA)

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

Supports local bargaining whose demands would bargain 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.

**New Resolution No. 3—Adopted
Recognition of First Peoples' Language, Culture, and Oral Traditions Certification (2020 New Resolution 5)
(Shawn Brehm, Wellpinit EA)**

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

Believes in 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 believes that anyone who has been granted a First Peoples' Language, Culture, and Oral Traditions Certificate (defined in WAC 181-79A-700, "First peoples' language, culture, and oral tribal traditions certification program") should be recognized as holding a valid form of OSPI certification (defined in WAC 181-79A-400, "Types of certificates") that entitles that certificate holder to the same rights and privileges as all other forms of certification that OSPI offers.

The Association further believes in the role of these educators as key partners in healing 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, cultures, and traditions that were stolen from the Native American communities as well as promote knowledge and understanding among non-Native colleagues and students.

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

The Association further 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 public schools should have the same rights to fair and equitable compensation (on the same scale as other certificated educators, based on the level of education and years of experience as defined in the respective district's collective bargaining agreement), access to benefits, and/or access to Association membership as all other certificated educators in the district, regardless of endorsement area.

**New Resolution No. 4—Adopted
Support for Early Career Educators (2020 New Resolution 7)
(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 five to seven 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.

New Resolution No. 5—Adopted
Technology Improves Access to Education
(Thomas Fairchild, SWEA)

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

Believes all students should have access to affordable, high-speed internet to support a quality education.

New Resolution No. 6—Adopted
Police-Free Schools
(Sobia Sheikh, Mukilteo EA)

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

Supports movements for police free schools (SROs, law enforcement agents, police, agents with arresting powers, etc.), holistic restorative justice, and community school approaches.

New Resolution No. 7—Adopted
Information Literacy in the Digital Age
(Thomas Fairchild, SWEA)

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

Believes that students should be educated on the purpose and potential dangers of misinformation and supports information literacy training for both students and teachers.

New Resolution No. 8—Adopted
Support and Protect the Right to Organize
(Katie Hohnstein-Van Etten, Franklin Pierce EA)

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

Believes in the rights of all employee groups in the United States and abroad to organize into unions and collectively bargain on behalf of themselves and their colleagues without penalty, retribution, or interference.

New Resolution No. 9—Referred to committee
Shortage & Attrition Rates of Special Educators
(Heather Hamilton, South Kitsap EA)

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

Believes that alleviating stressful working conditions in special services, through personnel and workload supports, will stop or reverse shortage and attrition rates, while simultaneously supporting students in all classrooms/areas.

**New Resolution No. 10—Adopted
Solidarity with AAPI Communities
(Sobia Sheikh, Mukilteo EA)**

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

Opposes the Model Minority Myth, as it obscures and minimizes the struggles of Asian American and Pacific Islander communities.

The Association also supports higher Asian American and Pacific Islander representation in all educational organizations.

The Association further supports increased Asian American and Pacific Islander representation in the curriculum across all subject areas.

The Association also supports participation in Asian American and Pacific Islander Heritage Month from May 1st to May 31st.

The Association further supports professional development and conversations in actively addressing racial, social, and economic injustices and inequalities, especially within the Asian American and Pacific Islander communities, thereby increasing understanding and empowerment of our Asian American and Pacific Islander students and members.

**New Resolution No. 11—Referred to committee
COVID MOUs Voted on and Passed by General Membership
(Jennifer Bradley, Evergreen EA)**

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

believes that because COVID MOUs address safety, learning, and working conditions that impact all students, staff, and members, consideration of COVID-19 MOUs should be voted on and approved by the general membership of local education associations.

The Association also supports professional development and conversations in actively addressing racial, social, and economic injustices and inequalities, especially within the Asian American and Pacific Islander communities, thereby increasing understanding and empowerment of our Asian American and Pacific Islander students and members.

2021 RA BALLOT RESULTS

Virtual Standing Rules Adoption

Yes votes: 92.93 %
No votes: 7.07 %

WEA Mission, Vision and Values Statement

Yes votes: 96.26 %
No votes: 3.74 %

Constitution & Bylaws Amendment No. 3: Officers' Terms of Office

Yes votes: 81.57 %
No votes: 18.43 %

Note: Passes– must receive 2/3 vote for adoption.

WEA President

*Larry Delaney 95.39 %
Write-in Vote (Total) 4.61 %

WEA Vice President

*Janie White 97.68 %
Write-in Vote (Total) 2.32 %

NEA Board Director

*Charlotte Lartey 70.59 %
Miguel Saldaña 29.28 %
Write-in Vote (Total) 0.13 %

*Successful candidates

2021 WEA RA FINAL CREDENTIALS REPORT

Attendance

Local Affiliates Eligible (including Student WEA chapters) 407
Local Affiliates Present 137

Local Affiliate Delegates Possible 1,740
Local Affiliate Delegates Pre-Registered 950
Local Affiliate Delegates Present 816
Assembly Officials Present (Board / Council Presidents) 76
Total Voting Delegates Present including Officials 892

Total Number of Successor Delegates Present 21

Voting Delegate Breakdown by Membership/Employment Type

PK12 Certificated 745
ESP 98
Higher Education 12
Retired 34
Student 3

Voting Delegate Breakdown by Race/Ethnicity	
American Indian / Alaska Native	30
Asian	30
Black	56
Hispanic / Latinx	67
Native Hawaiian / Pacific Islander	6
Multi-Ethnic / Multi-Racial	67
<u>Other Person-of-Color</u>	<u>16</u>
Total BIPOC Delegates	272
(30.5%* of Voting Delegates)	

** Note: The percentage of BIPOC Delegates is an all-time record for the WEA RA*

Locals in the following two sections did not meet goals for participation by BIPOC Delegates at the 2021 WEA RA.

The Credentials Work Team and the Human and Civil Rights Committee look forward to working with the following locals to assist them in developing initial plans for inclusive diversity over the next year.

Lake Washington EA (Lake Washington)
Wahluke EA (North Central WEA)

The Credentials Work Team and the Human and Civil Rights Committee acknowledge and commend the following locals for maintaining effective plans for inclusive diversity, and look forward to working with and learning from them as they continue to make genuine progress in efforts to build strong and diverse educational communities. These locals are scheduled to update their existing inclusive diversity plans over the next year.

Aberdeen EA (WEA Chinook) 2007
Anacortes EA (WEA Fourth Corner) 2017
Bethel EA (Summit) 2019
Bremerton EA (WEA Olympic Council) 2019
Central Valley EA (WEA Eastern Washington) 2007
Everett EA (Pilchuck) 2018
Evergreen EA (WEA Riverside) 2019
Issaquah EA (WEA Sammamish) 2018
Oak Harbor EA (WEA Fourth Corner) 2011
Puyallup EA (Summit) 2019
Sedro Woolley EA (WEA Fourth Corner) 2019
Snohomish EA (Pilchuck) 2018
Tacoma EA (Tacoma) 2018
Tahoma EA (WEA Sammamish) 2019
Tukwila EA (Puget Sound) 2012
University Place EA (Soundview) 2016

(Note: Year listed relates to RA of most recent diversity plan)

The work teams would like to thank all those WEA locals who are having thoughtful deliberations about diversity, especially those that have engaged in courageous conversations not only internally but also with employers and community partners. WEA Continuing Resolution D-4 encourages all affiliates and UniServs to engage in these activities.