



**WEA**  
WASHINGTON  
EDUCATION  
ASSOCIATION

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**To: WEA Representative Assembly Delegates**

**From: Lynn Maiorca and Deb Hansen, Co-Chairpersons  
WEA Documents and Resolutions Work Team**

**Date: April 27, 2022**

**Subject: Summary of Actions and Final Credentials Reports  
for the 2022 Virtual WEA Representative Assembly**

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At this Assembly, the 590 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 two NEA Board Directors and elected 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 7, 2022, and the time of adjournment was 3:48 p.m., Saturday, April 9, 2022.

A total of 115 affiliated locals were registered out of a possible 407. There were 677 total registered delegates (65 assembly officials, who are WEA Board of Directors and UniServ Council Presidents, plus 612 registered local delegates out of a possible 1,703 local affiliate delegates). The complete Final Credentials Report for the 2022 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.

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## **2022 WEA CONSTITUTION AND BYLAWS AMENDMENTS**

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

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### **Constitution and Bylaws Amendment No. 1 – Withdrawn**

**First Fair Five for Early Career Educators**

**(Joe Thayer, Ridgefield EA)**

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### **Constitution and Bylaws Amendment No. 2 – Adopted**

**Special Assessment Establishing a WEA Scholarship Fund**

**(Justin Fox-Bailey, Snohomish EA; Jared Kink, Everett EA; Pamela Sepúlveda-Wilson, Monroe EA as individuals)**

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### **RECOMMENDED AMENDMENT(S)**

#### **Bylaws: Article II—Dues and Assessments**

Section 5. Special assessments may be levied by a two-thirds (2/3) vote of the Representative Assembly provided a termination of the special assessment is included in either dollar amounts or a specific date.

Beginning September 1, 2022, and ending August 31, 2032, the annual dues of an active member shall include a temporary, monthly assessment of one dollar (\$1) dedicated to the establishment, maintenance, and disbursement of a fund for scholarships for individuals who are BIPOC and pursuing careers in public education.

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## **2022 NEW BUSINESS ITEMS (NBIS)**

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### **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**

**Appreciation for All Educators**

**(Carrie Suchy, NCSP, WEA ESA Committee)**

Cost to WEA: Staff: \$9,100 (existing)

Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

### **RECOMMENDATION(S)**

That WEA will work with appropriate committees, such as the ESA committee, to identify the nationally recognized day, week, or month of appreciation for various non-classroom-teacher groups represented by WEA.

WEA will then publicly acknowledge these days, weeks, or months in a manner comparable to the recognition and resources allocated to existing appreciation dates such as teacher appreciation week.

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### **New Business Item B—Adopted**

**ESA Training Cadre**

**(Carrie Suchy, NCSP, WEA ESA Committee)**

Cost to WEA: Staff: \$233,000 (new) + \$7,400 (existing)

Non-Staff: \$60,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**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; MTSS, intervention, and mental health. The cadre would be encouraged to work in collaboration with the ESA Committee as well as ESA professional organizations, as appropriate.

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**New Business Item C —Adopted  
National Board Parity for ESA Staff  
(Carrie Suchy, NCSP, WEA ESA Committee)**

Cost to WEA: Staff: \$5,900 (existing)

Non-Staff: none

Cost to the State: \$12,000,000 to \$24,000,000

WEA Goals and Objectives: 3

**RECOMMENDATION(S)**

That WEA will continue working actively to create and support the passage of legislation for national board parity for each ESA group. Progress toward this goal will be shared annually through existing communication publications.

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**New Business Item No. 1—Adopted  
Provide Substitute Professional Development and Organizational Meetings  
(Mike Acord, WEA-Retired, Individual)**

Cost to WEA: Staff: \$13,000 (included in existing staffing budget) + \$18,900 (new cost)

Non-Staff: \$33,800 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will support volunteer, substitute organizers by providing up to four statewide, remote, substitute professional development days open for free to all substitutes in school districts where WEA locals have collective bargaining agreements. Substitutes who work in districts with locals that represent substitutes will be encouraged to join their locals. WEA will host PDs of 2022-2023.

There will be one springtime, virtual/online organizational meeting. Substitutes who attend a PD Day will be invited, and all locals will be encouraged to invite their substitutes to attend.

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**New Business Item No. 2—Adopted  
Local Representation and Reduced Local Membership Fee for Substitutes  
(Aneeka Ferrell, Renton Professional Technical Association, Individual)**

Cost to WEA: Staff: \$59,500 (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. Work to increase the number of locals who represent substitutes and provide information to locals about the annual, reduced membership fee set annually by WEA.
2. Provide substitutes both digital and print information through existing communication resources regarding reduced Association membership fees and the list of locals who represent substitutes.
3. Provide support through existing WEA membership staffing to facilitate distribution of Association membership materials to substitutes along with collecting completed membership materials to assure that locals process the memberships.

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**New Business Item No. 3—Adopted  
LGBTQ+ Student Privacy  
(Justin Raines, Montesano EA, Individual)**

Cost to WEA: Staff: \$18,400 (included in existing staffing budget)  
Non-Staff: none

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will work with the state legislature, through existing channels, to pass legislation declaring that the sexual orientation and gender identity of students are confidential. Such information cannot be disclosed by school employees, without the student's consent, unless required by law (requirements may include, but are not limited to, mandatory reporting obligations).

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**New Business Item No. 4—Adopted  
LGBTQ+ Inclusive Curriculum  
(Justin Raines, Montesano EA, Individual)**

Cost to WEA: Staff: \$12,500 (included in existing staffing budget)  
Non-Staff: none

Cost to the State: \$5,100,000

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will lobby the state legislature to pass a law that requires curriculum to be LGBTQ+ inclusive.

LGBTQ+ inclusivity may include, but is not limited to:

1. Including LGBTQ+ authors, characters, and age-appropriate LGBTQ+ themes within ELA/reading curricula.
2. Including the contributions of LGBTQ+ individuals and communities within social studies/history, mathematics, and all content areas.
3. Teaching LGBTQ+ movements along with other civil rights movements within social studies/history curricula.

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**New Business Item No. 5—Withdrawn  
LGBTQ+ Training  
(Justin Raines, Montesano EA, Individual)**

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**New Business Item No. 6—Referred to Committee  
Student WEA (SWEA) \$1000 grants for 2022-2023  
(Manuel Bosser, Student WEA, Individual)**

Cost to WEA: Staff: \$1,100 (included in existing staffing budget)  
Non-Staff: \$10,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will:

1. Work with the WEA Board of Directors to create ten (10) \$1,000 grants for Student WEA (SWEA) members for the 2022-2023 fiscal year. All SWEA members will be eligible except the SWEA President.
2. Communicate, in advance, the grant process to all SWEA members through the WEA SWEA Coordinator no later than November 1, 2022. Such grants will be available on a first-come, first-served basis to SWEA members.
3. Communicate grant awards to recipients through the WEA SWEA Coordinator working in conjunction with elected SWEA officers and/or SWEA delegates.
4. Pay grants directly to the college on behalf of the SWEA member or pay the member directly with the associated tax document. The grant is intended to offset tuition costs or other closely related educational expenses such as student teaching.
5. Provide the SWEA representative to the WEA Board or SWEA designee a status report or update on grants awarded to SWEA members no later than March 1, 2023.

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**New Business Item No. 7—Adopted  
WEA Equity Committee Structure  
(Amy Campbell, Camas EA, Individual)**

Cost to WEA: Staff: \$24,500 (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 establish a repository of information on NEA360 for local and UniServ equity committees that includes, but is not limited to:

1. A list of local associations and UniServ Councils that have equity committees and one contact for each equity committee.
2. Methods of establishing equity committees within councils and local associations.
3. Model language for adding an equity committee to association and/or council bylaws and potential policy language.
4. Ideas for materials that equity committees have used or could use.
5. Online training such as recorded webinars for equity committees.
6. Procedures for resolving equity concerns when they arise between members and governance.

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**New Business Item No. 8—Adopted  
Free Clock Hours to Substitute Educators  
(Krista Calvin, Richland EA, Individual)**

Cost to WEA: Staff: \$22,600 (new cost)  
Non-Staff: \$18,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will, beginning in September, 2022, include free clock hours to all attendees, regardless of WEA membership, for any free, guest educator (substitute) specific workshops or trainings offered to all substitutes, regardless of membership.

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**New Business Item No. 9— Adopted**  
**Lobbying for Funding of Equity Educator Positions**  
**(Adam Aguilera, Evergreen EA, Individual)**

Cost to WEA: Staff: \$22,200 (included in existing staffing budget)

Non-Staff: None

Cost to the State: \$47,500,000 to \$250,000,000

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will:

1. Convene a committee of existing equity educators and WEA members to create recommendations of equitable hiring and retaining practices for WEA to use when engaging state partners in creating and hiring for these roles.
  2. Work with the state legislature, through existing channels, to dedicate funds for certificated equity educators with the FTE determined by a student-to-staff ratio that meets the needs of small and large school districts.
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**New Business Item No. 10—Failed**  
**Rebuild, Renew, and Reinvigorate Student WEA (SWEA)**  
**(Manuel Bosser, Student WEA, Individual)**

**New Business Item No. 11—Withdrawn**  
**Ensuring Transparency Through the Establishment of a 30-Day Comment and Review Period**  
**(Shawn Brehm, Wellpinit EA, Individual)**

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**New Business Item No. 12—Adopted**  
**Small/Rural Grants to attend the NEA National ESP Conference**  
**(Shawn Brehm, Wellpinit EA, Individual)**

Cost to WEA: Staff: \$2,400 (included in existing staffing budget)

Non-Staff: \$15,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will create five (5) grants of up to \$3,000 each (for a total of up to \$15,000) to help send up to five (5) grantees to the 2023 NEA ESP National Conference.

Each grant will help cover the conference fee, travel, lodging, meals, sub costs, and baggage fees, etc.

Grantees will be chosen by a selection committee of two (2) members of the WEA Small/Rural Committee, and two (2) members of the WEA ESP ACT (Action Coordinating Team) Committee with input from the Small/Rural and ESP staff organizers.

Upon selection, conference fees and travel arrangements will be booked directly by WEA staff from the grant allotment (up to the maximum amount allowed of \$3,000) with additional costs of meals, etc., reimbursed upon submission of receipts.

Grantees will be asked to submit a report of their experiences to both the WEA Small/Rural and WEA ESP ACT

Committees.

No individual grant will be reimbursed in excess of \$3,000. Any fees incurred beyond this amount are the responsibility of the grantee.

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**New Business Item No. 13—Adopted**

**What Exactly Does "Other Duties as Assigned" Mean?**

**(Becca Ritchie, Sequim EA, Individual)**

Cost to WEA: Staff: \$13,700 (included in existing staffing budget)  
Non-Staff: None.

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

The WEA shall establish a voluntary local and UniServ Council vice presidents' cadre to build a network of current union leaders who will collaborate to develop and broaden leadership in locals and councils throughout WEA.

Through this cadre, vice presidents shall learn and be prepared to share with members:

1. NEA and WEA history.
  2. How to bargain and how to support bargaining teams.
  3. Training around organizing and engaging members.
  4. How to represent and support members.
  5. Foundational union structures.
  6. How to conduct meetings.
  7. How to grow diversity, equity, and inclusion within the local/council.
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**New Business Item No. 14—Adopted**

**Assist Locals in Accepting Substitute Educators as Members**

**(Peter Henry, Seattle EA, Individual)**

Cost to WEA: Staff: \$11,700 (included in existing staffing budget)  
Non-Staff: None.

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will form a committee to investigate how to support locals with including substitute educators as members.

The committee will:

1. Identify locals which might be willing to include substitute educators as members.
  2. Investigate difficulties that locals might have including substitute educators and identify possible mitigations to these problems.
  3. Investigate systemic procedures within the WEA that might be changed to ease the process of including substitute educators as members.
  4. Investigate what actions the WEA might take to assist locals that are willing to include substitute educators.
  5. Make recommendations to the WEA as to what steps the WEA might take to make it easier for locals to incorporate substitute educators.
  6. Present a report to the 2023 RA of recommended actions by the WEA.
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**New Business Item No. 15—Adopted**

**Advocacy for Just Healthcare Reform**

**(Arwen Spice, Clark College AHE, Individual)**

Cost to WEA: Staff: \$11,600 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: TBD

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

The WEA will convene a strategic work group consisting of WEA and American Federation of Teachers (AFT) members to develop an evidence-based position on healthcare reform that will include universal coverage and quality care for all Washington state residents, students, and employees while reducing overall cost.

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**New Business Item No. 16—Adopted**

**Supporting Visual and Performing Arts in the Washington State Legislature**

**(James Andrews, North Kitsap EA, Individual)**

Cost to WEA: Staff: \$3,000 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will support and advocate for legislation, through existing government-relations systems and structures, that improves and expands upon the arts education received by K-12 students in the state of Washington, including but not limited to:

1. Ensuring that students have access to both visual and performing arts education in all elementary schools.
  2. Closing loopholes which weaken or eliminate arts education credits as a graduation requirement.
  3. Fully funding existing and future legislative directives and expectations for arts education in schools (no unfunded mandates).
  4. Advancing the beliefs laid out in Continuing Resolution B-22: Fine Arts Education.
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**New Business Item No. 17—Adopted**

**Make Elementary Music Required 100 Minutes**

**(Michael Lewis, Kent EA, Individual)**

Cost to WEA: Staff: \$4,800 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: \$66,000,000 to \$132,000,000

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

The WEA will:

1. Lobby the Washington Legislature to require 100 minutes of music at the elementary level to align with the existing requirement for physical education and to bring equity across all districts with regard to the music instruction each student receives.
  2. Advocate that music education is part of basic education and important to providing a well-rounded education for all Washington students.
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**New Business Item No. 18—Adopted**

**Staff Support for Coordinated Bargaining for Higher Education Locals**

**(Susan Nightengale, Bellevue College AHE, Individual)**

Cost to WEA: Staff: \$7,300 (included in existing staffing budget)  
Non-Staff: None



Cost to the State: None  
WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will provide staff support to plan and hold three coordinated bargaining meetings over the course of next year for bargaining-team chairs and/or local presidents of WEA higher education locals to facilitate coordinated bargaining.

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**New Business Item No. 19—Adopted  
Higher Ed Deserves Higher Pay!  
(Julianna Dauble, Renton EA, Individual)**

Cost to WEA: Staff: \$14,000 (included in existing staffing budget)  
Non-Staff: None  
Cost to the State: \$40,000,000 to \$80,000,000 (initial implementation)  
WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

That WEA will:

1. Prioritize the issues of inadequate Career and Technical Colleges (CTC) compensation and pay inequity in our 2023 legislative agenda.
  2. Join with American Federation of Teachers (AFT) Washington in building support within the Washington State Labor Council (WSLC) community to establish these issues as a top priority in the WSLC legislative agenda.
  3. Work in cooperation with community allies, such as the Communities for Our Colleges Coalition, the College Promise Coalition, and others to achieve significant funding to address inadequate compensation and pay inequity within the CTCs.
  4. Stand in solidarity with AFT Washington next fall and winter by supporting implementation of their resolution to achieve pay equity should it be found in alignment with WEA values and policies and should it pass at the WSLC July, 2022, convention.
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**New Business Item No. 20—Adopted  
Education Support Professional (ESP) Living Wage Campaign  
(Antoinette Felder, Seattle EA, Individual)**

Cost to WEA: Staff: \$24,700 (included in existing staffing budget)  
Non-Staff: None  
Cost to the State: \$60,000,000 to \$100,000,000  
WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

That WEA will assist the Action Coordinating Team (ACT) to organize Education Support Professionals (ESP) members to lobby with local, councils, and state legislators for a living wage.

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**New Business Item No. 21—Adopted  
Occupational Therapists Support School Mental Health  
(Dottie Handley-More, Highline EA, Individual)**

Cost to WEA: Staff: \$6,000 (included in existing staffing budget)  
Non-Staff: None  
Cost to the State: None  
WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will publish an article in one of the existing communication publications to raise awareness about the ways that occupational therapists support the mental and behavioral health needs of students. Key points should include:

1. Occupational therapists are qualified professionals who are trained to support mental health needs through multi-tiered systems of support.
2. Occupational therapists help students participate in meaningful activities (occupations) to promote physical health, mental health, and quality of life.
3. Occupational therapists analyze the interaction between the student's ability to engage in daily activities and how to adapt the activity and/or the environment to promote successful participation.
4. Occupational therapists help students learn about and develop emotional competencies through engaging in meaningful activities.

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## **2021 AMENDMENTS TO THE CONTINUING RESOLUTIONS**

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### **Amendment to Continuing Resolution No. 01 B-24 —Adopted Equitable Access for Highly Capable Services (Reby Parsley, Kent EA, Individual)**

#### **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 universal screening and talent development programs proven by the latest research data to be the most effective and equitable identification systems for identifying highly capable learners from all ethnicities, cultures, and socio-economic backgrounds.

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

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### **Amendment to Continuing Resolution No. 02 B-32—Adopted Amend Special Education Guidelines to Update and Address the Needs of Educators (Becca Ritchie, Sequim EA, Individual)**

#### **PROPOSED RECOMMENDATION(S)**

The Washington Education Association believes that ~~special education~~ students with special education services have unique needs. In order to best meet these needs, the Association also believes that:

1. Special education teachers should have an extensive preparation in special education.
2. Educational Staff Associates (ESA) shall have extensive preparation in their area of specialty.
3. Special education classified staff shall have extensive preservice and ongoing in-service in special education.
4. Quality training of all newly hired special education staff, and of all special education staff, regardless of when they are hired or of job classification, should be given priority through time and funding, in order to meet the needs of students with IEPs.
- 4.5. ~~Regular~~ General Education employees shall have training in providing services to students with IEPs.
- 5-6. Individuals with Disabilities Education Act (IDEA), Washington Administrative Code (WAC), Free and Appropriate Public Education (FAPE), Americans with Disabilities Act (ADA), and Rehabilitation Act Section 504 rules and regulations shall be maintained as enacted and adopted to include:

- a. due process rights;
- b. 504 plan and special education programs; and
- c. a full continuum of program options.

6 7. All information relevant to the students' program shall be available to all staff members working with students with disabilities.

7 8. Any deviation from standard grading practices for ~~disabled students~~ students with IEPs shall be specified in the student's Individual Education Program (IEP).

8 9. Programs for special education should be funded at a level that meets the individual student's needs and should include all costs such as:

- a. adequate staffing;
- b. transportation;
- c. non-employee related costs;
- d. equipment;
- e. special facilities and materials; and
- f. early childhood programs (from birth) and transitional programs.

9 10. ~~Serving the needs of special education~~ students with IEPs is best done by emphasizing specialized instruction and minimizing/streamlining paperwork accountability requirements. Special education personnel should receive sufficient secretarial support to enable them to primarily focus on the instruction of students.

10 11. Time shall be provided to special service educators, ~~and~~ general education educators, and special education support professionals to collaborate regarding individualized education programs.

12. Case managers for students with IEPs need ample time during their workday to accomplish the workload. Quality special education services happen when the workload is manageable and supports are in place to accomplish the work.

13. Lower special education caseloads benefit the students as well as special education staff.

14. Special education position resignations impact programs and the profession negatively.

15. Special education educators provide the much needed supports for general education inclusion models, and without their support, the task of providing services to students with IEPs in general education classes is not the robust model that is needed.

**Amendment to Continuing Resolution No. 03 E-7—Adopted  
Strikes Work When We Are Prepared  
(Julianna Dauble, Renton EA, Individual)**

**PROPOSED RECOMMENDATION(S)**

The Washington Education Association believes that when local school directors and/or elected state legislative and executive officials fail to respond to the needs of students, educators, or support personnel; and when bargaining in good faith does not exist, it is the right of members of local affiliates to vote to authorize a strike.

The Association also believes that the success of a strike may depend on the extent of preplanning with a broad range of stakeholders that may include other labor allies as well as ample preparation for members to anticipate the challenges that will be faced.

The Association further believes that a robust strike fund should be started well before the work stoppage begins so that it can be utilized as soon as possible to support members in meeting their basic needs should they go without pay during or after the strike.

The Association also believes that a local's democratic processes should be clearly articulated ahead of time so

members understand how their voice will be heard before, during, and after a strike. These processes should include how a vote for strike authorization will be conducted, how a subsequent contract ratification vote will be conducted, and how return-to-work conditions will be agreed to by local governance and the general membership.

The Association ~~also~~ further believes in its right to call upon WEA members to authorize a statewide strike when the state legislature and governor fail to adequately meet the needs of education.

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## **2022 NEW RESOLUTIONS**

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**New Resolution No. 1—Adopted**  
**Incentivize Union Work**  
**(Adam Aguilera, Evergreen EA, Individual)**

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

Believes UniServ councils and local associations should create financial incentives to compensate members for their commitment, dedication, and participation in association work.

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**New Resolution No. 2—Adopted**  
**WEA-Retired Membership**  
**(Mary Lindsey, WEA Retired, Individual)**

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

Believes that membership recruitment is key to maintaining a strong union, including promoting Washington Education Association-Retired (WEA-Retired) membership.

The Association also believes that WEA-Retired provides invaluable services to current WEA members including pre-retirement seminars; WEA-Retired scholarships; support for national, state, council, and local union activities; and legislative/congressional work with WEA, NEA, and other state and national senior organizations to promote retirement security for current and future retirees.

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## **2022 RA BALLOT RESULTS**

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**Constitution & Bylaws Amendment No. 2: Special Assessment Establishing a WEA Scholarship Fund**

**Yes votes:** 73.82 %

**No votes:** 26.18 %

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

**NEA State Director – Position 1**

**\*Becca Ritchie** 56.38 %

**Rita Daniels** 43.62%

**NEA State Director – Position 2**

**\*Jeb Binns** By acclamation

**NEA State Director – Position 3**

**\*Pamela Sepúlveda Wilson** By acclamation

**\*Successful candidate**

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## 2022 WEA RA FINAL CREDENTIALS REPORT

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### Attendance

Local Affiliates Eligible (including Student WEA chapters)	407
Local Affiliates Present	115
Local Affiliate Delegates Possible	1,703
Local Affiliate Delegates Pre-Registered	677
Local Affiliate Delegates Present	525
Assembly Officials Present (Board / Council Presidents)	65
Total Voting Delegates Present including Officials	590
Total Number of Successor Delegates Present	1
Voting Delegate Breakdown by Membership/Employment Type	
PK12 Certificated	482
ESP	60
Higher Education	14
Retired	29
Student	5
Voting Delegate Breakdown by Race/Ethnicity	
American Indian / Alaska Native	17
Asian	19
Black	37
Hispanic / Latinx	42
Native Hawaiian / Pacific Islander	6
Multi-Ethnic / Multi-Racial	54
<u>Other Person-of-Color</u>	<u>7</u>
Total BIPOC Delegates	182
(30.8%* of Voting Delegates)	

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

In 2006, WEA RA Delegates adopted new Standing Rules language related to BIPOC representation. Since adopted, every local association has been tasked with increasing BIPOC participation. WEA understands that local associations may not influence district hiring practices. The local inclusive diversity plans help us expand opportunities for growth in BIPOC participation and perspectives.

The following Locals did not meet goals for participation by BIPOC Delegates at the 2022 WEA RA and are scheduled to update their existing inclusive diversity plans over the next year.

Everett EA (Pilchuck) 2021  
Mercer Island EA (WEA Sammamish) 2014  
North Thurston EA (WEA Chinook) 2016  
Oak Harbor EA (WEA Fourth Corner) 2021  
Puyallup EA (Summit) 2021  
Puyallup ESP (Summit) 2019  
Ridgefield EA (WEA Riverside) 2019  
Sedro Woolley EA (WEA Fourth Corner) 2021

Sequim EA (WEA Olympic Council) 2006  
Tacoma EA (Tacoma) 2021  
Tahoma EA (WEA Sammamish) 2021  
Tukwila EA (Puget Sound) 2021  
Tumwater EA (WEA Chinook) 2019  
Vancouver AESP (WEA Riverside) 2017

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

The following Locals did not meet goals for participation by BIPOC Delegates at the 2021 WEA RA. They did not register delegates for the 2022 RA, and did not participate in the inclusive diversity planning process after the 2021 RA.

Central Valley EA (WEA Eastern Washington) - update of 2007 plan  
Wahluke EA (North Central WEA) - initial plan