

WEA BOARD MEETING MINUTES APRIL 6-7, 2022

MINUTES

CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 5:02 p.m. on Wednesday, April 6, 2022, via a Zoom conference call.

ROLL CALL

The following board directors were present for this meeting: Larry Delaney, Janie White, Eric Askeland, Kathie Axtell, Silas Berry, Jen Ben, Joe Bento, Jeb Binns, Josh Boe, Kaitlin Kamalei-Brandon, Shawn Brehm, Monika Christensen, Michael Cook, Barb Cruz, Shannon Ergun, Michelle Fayette, Antoinette Felder, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Cookie Grant-Suggs, Rochelle Greenwell, Bob Gustin, Brittany Haggard, Daniel Harada, Elaine Hogg, Glenn Jenkins, Vicky Jensen, Pam Johnson, Layla Jones, Sara Ketelsen, Jared Kink, Peter Knowles, Charlotte Lartey, Tani Lindquist, Mary Lindsey, Lindsay Lopata, Bill Lyne, Anna-Melissa Lyons, Tim Martin, Jennifer Matter, Ray Nelson, Courtney Mense, Margarita Morfin, Cameron Munro, LaVasha Murdoch, Carla Naccarato-Sinclair, Kirstin Nicholson, Andi Nofziger-Meadows, Janis Olmstead, Martha Patterson, Kaelyn Pyke (Friday), Eric Pickens, Shannon Rasmussen, Matt Reiman, Cerra Sand, Jim Schell (Thursday), Audra Shaw, Jeremy Shay, Sobia Sheikh, Susan Smith, Allison Snow, Suzanne Southerland, Keith Swanson, Joe Thayer, Caitlin Tumlinson, Nicole Way, Elizabeth Ward-Robertson, Pamela Wilson, and Terri Winckler.

The following board directors were excused from this meeting: Janet Caldwell, Debby Chandler, Kevin Cope, Keven Cummins, Julianna Dauble, Swan Eaton, Tammy Grubb, Rhonda Kinzebach, Howard Mawhinney, Shannon McCann, Mason Quiroz, Amy Stern, Rachel Tochiki, and Kari Van Nostran.

Chairperson Delaney declared a quorum was present.

The following WEA staff members were present for this meeting: Aimee Iverson, Donna Wesley, Djibril Diop, Lisa Kodama, Mary Howes, Rich Wood, Mike Gawley, Michael Pena, Yvette De La Cruz, A.J. Hoyla, Christina Martinez, Melody Rash, Lori Fleck (WEASO), Rachel Tom, Delilah Gillespie, and Tom Granger.

Guests present were Lynn Maiorca (DNR) and Deb Hansen (DNR)

WEA Parliamentarian present Natasha Jetton

NATIVE LAND ACKNOWLEDGEMENT

Chairperson Delaney acknowledges the native lands in the state of Washington.

ADOPTION OF AGENDA

It was **Moved** and **Seconded** that the WEA Board of Directors approve the Board Meeting Agenda as presented in Agenda Item No. 2-A.

There were no objections and the motion **Carried** by general consent. (040622-1).

BOARD ALTERNATE SEATING

It was **Moved** and **Seconded** that the WEA Board of Directors approve the board alternate seating as presented in Agenda Item No. 2-B.

- Traci Overstreet for Janet Caldwell (Summit)

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- Mark Morrow for Rachel Tochiki (WEA Sammamish)
- Katie Badger for Howard Mawhinney (Lake Washington)

There were no objections and the motion **Carried** by general consent. (040622-2).

APPROVAL OF MEETING MINUTES

It was **Moved** and **Seconded** that the WEA Board of Directors approve the Feb 16, March 4-5, 2022, meeting minutes and executive session minutes as presented in Agenda Item No. 2-C.

There was an objection and the minutes for March 4-5, 2022, will reflect Ray Nelson's attendance was "removed", not "excused", and the motion **Carried** by general consent. (040622-3).

WEA RA

Chairperson Delaney reviewed the number of registered WEA RA Delegates.

DOCUMENTS & RESOLUTIONS

2022 CB 01 First Fair Five for Early Career Educators

It was **Moved** by Jeremy Shay and **Seconded** by Kathie Axtell that the WEA Board take a position of "**Do Not Pass**" on 2022 CB No. 1.

A roll call vote was conducted, and the motion **Carried**. (040622-4)

No (18): Anna-Melissa Lyons, Antoinette Felder, Audra Shaw, Cerra Sand, Charlotte Lartey, Courtney Mense, Daniel Harada, Eric Askeland, Filma Fontanilla, James Schell, Joe Thayer, Joshua Boe, Mark Morrow, Raymond Nelson, Sara Ketelsen, Shawn Brehm, Shelley Houle, and Sobia Sheikh.

Abstentions (2): Jared Kink and Susan Smith

Point of Order

Joe Thayer objected to the Board voting on the position of Do Not Pass for Progressive Dues Amendment and said the motion is out of order.

It was **Moved** by Jeremy Shay and **Seconded** by Shannon Ergun to postpone debate on CB No 1.

A roll call vote was conducted, and the motion **Carried**. (040622-5)

No (8): Antoinette Felder, James Schell, Jeb Binns, Justin Fox-Bailey, Keith Swanson, Michelle Fayette, Pamela Wilson, and Tammie Carr.

Abstentions (4): Allison Snow, Janis Olmstead, Raymond Nelson, and Shelley Houle

Natasha Jetton, Parliamentarian, ruled Jeremy Shay's motion to postpone debate out of order.

AMENDING THE RULES

It was **Moved** by Caitlin Tumlinson and **Seconded** by Vicky Jensen that the WEA Board amend whatever rules/procedures/practices previously in effect and NOT take positions on any items presented at the 2022 RA.

A roll call vote was conducted, and the motion **Failed**. (040622-6)

No (36): Allison Snow, Andi Nofziger, Antoinette Felder, Barb Cruz, Bill Lyne, Cameron Munro, Carla Sinclair, Cerra Sand, Charlotte Lartey, Elaine Hogg, Elizabeth Ward-Roberts, Eric Pickens, Filma Fontanilla, Glenn Jenkins Janie white, Janis Olmstead, Jennifer Matter, Joshua Boe, Justin Fox-Bailey, Kaitlin Kamalei Brandon, Kathie Axtell, Katie Badger, Keith Swanson, Kirstin Nicholson, Margarita Morfin, Mark Morrow, Martha Patterson, Mary Lindsey, Pamela Wilson, Pamella Johnson, Shannon Rasmussen, Shelley Houle, Sobia Sheikh, Tani Lindquist, Tammie

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Carr, and Traci Overstreet.

Abstentions (6): Jen Ben, Shawn Brehm, Michelle Fayette, Rochelle Greenwell, Daniel Harada, Matthew Reiman.

2022 NBI A – RECOGNITION FOR ALL EDUCATORS

It was **Moved** by Tani Lindquist and **Seconded** by Pamela Wilson that the WEA Board take a position of “**Do Pass**” on 2022 NBI A.

A roll call vote was conducted, and the motion **Carried**. (040622-7)

No (3): Courtney Mense, Joe Thayer, and Raymond Nelson

Abstentions (3): Jared Kink, Jennifer Matter, and Tim Martin

2022 NBI C – NATIONAL BOARD PARITY FOR ESA STAFF

It was **Moved** by Tani Lindquist and **Seconded** by Vallerie Fisher that the WEA Board take a position of “**Do Pass**” on 2022 NBI C.

A roll call vote was conducted, and the motion **Carried**. (040622-8)

No (5): Traci Overstreet, Raymond Nelson, Joe Thayer, James Schell, and Terri Winckler

Abstentions (3): Elizabeth Ward-Robertson, Jared Kink, and Susan Smith

2022 NBI 2 – SUBSTITUTE REDUCED MEMBERSHIP FEE

It was **Moved** by Pamela Wilson and **Seconded** by Vallerie Fisher that WEA Board take a position of “Do Pass” on 2022 NBI No. 2.

A roll call vote was conducted, and the motion **Carried**. (040622-10)

No (5): Elaine Hogg, Jeremy Shay, Joe Thayer, Raymond Nelson, and Tim Martin

Abstentions (3): Allison Snow, Jared Kink, and Justin Fox-Bailey

2022 NBI 3 – LGBTQ STUDENT PRIVACY

It was **Moved** by Keith Swanson and **Seconded** by Vallerie Fisher that the WEA Board take a position of “Do Pass” on 2022 NBI No. 3.

A roll call vote was conducted, and the motion **Carried**. (040622-11)

No (4): Joe Thayer, Raymond Nelson, Silas Berry, and Tammie Carr

Abstentions (2): Elizabeth Ward-Robertson and Jared Kink

2022 NBI 4 – LGBTQ INCLUSIVE CURRICULUM

It was **Moved** by Pamela Wilson and **Seconded** by Daniel Harada that WEA Board take a position of “Do Pass” on 2022 NBI No. 4.

A roll call vote was conducted, and the motion **Carried**. (040622-12)

No (4): Joe Thayer, Raymond Nelson, Silas Berry, and Tammie Carr

Abstentions (5): Allison Snow, Elizabeth Ward-Robertson, Janis Olmstead, Jared Kink and Terri Winckler

2022 NBI 7 – WEA EQUITY

It was **Moved** by Keith Swanson and **Seconded** by Vallerie Fisher that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 7.

A roll call vote was conducted, and the motion **Carried**. (040622-13)

No (2): Joe Thayer and Raymond Nelson

Abstentions (4): Elizabeth Ward-Robertson, Jared Kink, Susan Smith, and Tammie Carr

2022 NBI 8 – FREE CLOCK HOURS FOR SUBS

It was **Moved** by Keith Swanson and **Seconded** by Pamela Wilson that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 8.

A roll call vote was conducted, and the motion **Failed**. (040622-14)

No (33): Anna-Melissa Lyons, Audra Shaw, Barb Cruz, Bill Lyne, Caitlin Tumlinson, Elaine Hogg,

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Elizabeth Ward-Robertson, James Schell, Janie White, Janis Olmstead, Jennifer Matter, Jeremy Shay, Joe Thayer, Joshua Boe, Kathie Axtell, Katie Badger, Layla Jones, Margarita Morfin, Mark Morrow, Michael Cook, Michelle Fayette, Monika Christensen, Raymond Nelson, Rochelle Greenwell, Shannon Ergun, Shannon Rasmussen, Silas Berry, Susan Smith, Tammie Carr, Terri Winckler, Tim Martin, Traci Overstreet, and Vicky Jensen

Abstentions (3): Allison Snow, Jared Kink, and Shawn Brehm

2022 NBI 9 – LOBBYING FOR EQUITY POSITIONS

It was **Moved** by Tani Lindquist and **Seconded** by Keith Swanson that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 9.

A roll call vote was conducted, and the motion **Carried**. (040622-15)

No (8): Bill Lyne, Eric Askeland, James Schell, Joe Thayer, Raymond Nelson, Robert Gustin, Tammie Carr, and Terri Winckler

Abstentions (3): Allison Snow, Jared Kink and Rochelle Greenwell

2022 NBI 12 – SMALL/RURAL GRANTS FOR NEA NATION ESP CONFERENCE

It was **Moved** by Daniel Harada and **Seconded** by Vallerie Fisher that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 12.

A roll call vote was conducted, and the motion **Carried**. (040622-16)

No (18): Audra Shaw, Brittany Haggard, Caitlin Tumlinson, James Schell, Joe Thayer, Justin Fox-Bailey, Keith Swanson, Mark Morrow, Michael Cook, Peter Knowles, Raymond Nelson, Robert Gustin, Sara Ketelsen, Shawn Brehm, Silas Berry, Tammie Carr, Terri Winckler and Tim Martin

Abstentions (6): Allison Snow, Jared Kink, Jennifer Matter, Michelle Fayette, Suzanne Southerland, and Vicky Jensen

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 8:00 p.m. on Wednesday, April 6, 2022.

MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 10:03 a.m. on Thursday, April 7, 2022.

TELEPHONIC JOIN & DIGITAL AD READINESS

Delilah Gillespie gave a high-level overview of Telephonic Join and how it can supplement field work and current organizing campaigns.

POINT OF PERSONAL PRIVILEGE

Kathie Axtell thanked Chairperson Delaney for asking Jerad Koepp to prepare the WEA Board Land Acknowledgement. WEA Chinook is excited to present educators of the year, including Pamela Johnson, ESP of the Year.

2022-23 K-12 ACTIVE MEMBER DUES

It was **Moved** by Glenn Jenkins and **Seconded** by Keith Swanson that the Board approve the annual, part-time 2022-23 WEA K-12 Active Certificated Member dues rates as proposed in Agenda Item No 2-F (1).

A roll call vote was conducted, and the motion **Carried**. (040722-17)

Abstentions (5): Elizabeth Ward-Robertson, Joe Thayer, Robert Gustin, Silas Berry, and Tim Martin

2022-23 ESP ACTIVE MEMBER DUES

It **Moved** by Kathie Axtell and **Seconded** by Jeremy Shay that the WEA Board approve the

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recommendation of the ESP Dues Committee to freeze the dues for ESP members for 2022-2023.

A roll call vote was conducted, and the motion **Carried**. (040722-18)
Abstentions (2): Monika Christensen and Susan Smith

2022-23 HIGHER ED ACTIVE MEMBER DUES

It was **Moved** by Bill Lyne and **Seconded** by Glenn Jenkins that the WEA Board approve dues rates for 2022-23 WEA Higher Education members as proposed in Agenda Item 2-F (3).

A roll call vote was conducted, and the motion **Carried**. (040722-19)
No (1): Bob Gustin
Abstentions (3): Silas Berry, Susan Smith, and Tim Martin

2022-23 NON-ACTIVE-CLASS MEMBER DUES

It was **Moved** by Jeremy Shay and **Seconded** by Pamela Wilson that the Board approve dues rates and ratios for 2022-23 WEA non-Active-class Members as proposed in Agenda Item 2-F (4).

A roll call vote was conducted, and the motion **Carried**. (040722-20)
Abstentions (2): Susan smith and Tim Martin

2-H GLOBAL MAJORITY AFFAIRS COMMITTEE

It was **Moved** by Pamela Wilson and **Seconded** by Shawn Brehm that the WEA Board of Directors adopts the proposed Global Majority Affairs Committee bylaws.

A roll call vote was conducted, and the motion **Carried**. (040722-21)
No (1): Tammie Carr
Abstentions (5): Joe Thayer, Kathie Axtell, Michelle Fayette, Shelley Houle, and Tim Martin

2-I COMMENT & REVIEW PERIOD

It was **Moved** by Shawn Brehm and **Seconded** by Joe Thayer that the WEA Board create a 30 Day Comment & Review period on any non-HR expenditure of over \$100,000.

A roll call vote was conducted, and the motion **Carried**. (040722-22)
No (20): Allison Snow, Cameron Munro, Carla Sinclair, Cerra Sand, Charlotte Lartey, Eric Askeland, Filma Fontanilla, Glenn Jenkins, Janie White, Jared Kink, Jennifer Matter, Justin Fox-Bailey, Kaitlin Kamalei Brandon, Lindsay Lopata, Mary Lindsey, Matthew Reiman, Pamela Wilson, Robert Gustin, Sobia Sheikh, and Vallerie Fisher
Abstentions (1): Raymond Nelson

Amendment

It was **Moved** by Shawn Brehm and **Seconded** by Kathie Axtell that the WEA Board create up to a 30 Day Comment & Review period on any non-HR expenditure of over \$100,000.

A roll call vote was conducted, and the motion **FAILED**. (040722-23)
No (48): Allison Snow, Anna-Melissa Lyons, Audra Shaw, Barb Cruz, Brittany Haggard, Caitlin Tumlinson, Cameron Munro, Charlotte Lartey, Courtney Mense, Elaine Hogg, Elizabeth Ward-Robertson, Eric Askeland, Eric Pickens, Filma Fontanilla, Glenn Jenkins, Janie White, Janis Olmstead, Jared Kink, Jeb Binns, Jennifer Matter, Jeremy Shay, Joe Thayer, Joshua Boe, Justin Fox-Bailey, Kaitlin Kamalei Brandon, Kathie Axtell, Katie Badger, Keith Swanson, Kirstin Nicholson, Lindsay Lopata, Martha Patterson, Matthew Reiman, Michael Cook, Nicole Way, Peter Knowles, Robert Gustin, Rochelle Greenwell, Sara Ketelsen, Shannon Ergun, Shawn Brehm, Shelley Houle, Silas Berry, Sobia Sheikh, Tammie Carr, Tani Lindquist, Traci Overstreet, Vallerie Fisher, and Vicky Jensen

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Abstentions (1): Mary Lindsey

POINT OF ORDER

Joe Thayer said the discussion between the amendment and the original motion is causing confusion, and questions should address the amendment, not the main motion.

DOCUMENTS & RESOLUTIONS

2022 NBI 16 - SUPPORTING VISUAL AND PERFORMING ARTS IN THE WASHINGTON STATE LEGISLATURE

It was **Moved** by Vicky Jenson and **Seconded** by Vallerie Fisher that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 16.

A roll call vote was conducted, and the motion **Carried**. (040722-24)

No (3): Joe Thayer, Raymond Nelson, and Tammie Carr

Abstentions (2): Allison Snow and Jared Kink

2022 NBI 17 - MAKE ELEMENTARY MUSIC REQUIRED 100 MINUTES

It was **Moved** by Vallerie Fisher and **Seconded** by Keith Swanson that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 17.

A roll call vote was conducted, and the motion **Carried**. (040722-25)

No (3): Joe Thayer, Raymond Nelson, and Shannon Ergun

Abstentions (4): Allison Snow, Jared Kink, Jeb Binns, and Pamela Wilson

2022 NBI 18 - STAFF SUPPORT FOR COORDINATED BARGAINING FOR HIGHER EDUCATION LOCALS

It was **Moved** by Tani Lindquist and **Seconded** by Keith Swanson that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 18.

A roll call vote was conducted, and the motion **Carried**. (040722-26)

No (2): Joe Thayer and Raymond Nelson

Abstentions (3): Allison Snow, Elizabeth Ward-Robertson, and Jared Kink

2022 NBI 19 - HIGHER ED DESERVES HIGHER PAY!

It was **Moved** by Janie White and **Seconded** by Tani Lindquist that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 19.

A roll call vote was conducted, and the motion **Carried**. (040722-27)

No (2): Joe Thayer and Raymond Nelson

Abstentions (3): Allison Snow, Elizabeth Ward-Robertson, and Jared Kink

2022 NBI 20 - EDUCATION SUPPORT PROFESSIONAL (ESP) LIVING WAGE CAMPAIGN

It was **Moved** by Vallerie Fisher and **Seconded** by Pamela Wilson that the WEA Board take a position of “**Do Pass**” on 2022 NBI No. 20.

A roll call vote was conducted, and the motion **Carried**. (040722-28)

No (2): Allison Snow and Jared Kink

Abstentions (2): Joe Thayer and Raymond Nelson

2022 NR 02 – WEA-Retired Membership

It was **Moved** by Mary Lindsey and **Seconded** by Cameron Munro that the WEA Board a position of “**Do Pass**” on 2022 NR No 2.

A roll call vote was conducted, and the motion **Carried**. (040722-29)

No (1): Joe Thayer

Abstentions (5): Allison Snow, Elizabeth Ward-Robertson, Jared Kink, Raymond Nelson, and Tammie Carr

2022 CB 02 Article II – Special Assessment Establishing the WA Scholarship Fund

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It was **Moved** by Pamela Wilson and **Seconded** by Bob Gustin that the WEA Board a position of “**Do Pass**” on 2022 CB No. 2.

A roll call vote was conducted, and the motion **Carried**. (040722-30)

No (8): Andi Nofziger, Audra Shaw, Caitlin Tumlinson, Janis Olmstead, Joe Thayer, Michelle Fayette, Raymond Nelson, and Tammie Carr.

Abstentions (4): Allison Snow, Jared Kink, Martha Patterson, and Shelley Houle.

FEASIBILITY STUDY

It was **Moved** by Joe Thayer and **Seconded** by Anna-Melissa Lyons that the WEA conduct a feasibility study of the graduated dues proposal and report on its feasibility by February 1, 2023.

A roll call vote was conducted, and the motion **Carried**. (040722-31)

No (7): Elaine Hogg, Jared Kink, Justin Fox-Bailey, Layla Jones, Michelle Fayette, Shannon Ergun, and Tim Martin

COMMUNICATING WEA BOARD RA RECOMMENDATIONS

It was **Moved** by Sobia Sheikh and **Seconded** by Shawn Brehm that We, as the board, communicate with the maker of the motion with board recommendation but do not display “Do Pass/Do Not Pass” on RA floor.

A roll call vote was conducted, and the motion **Failed**. (040722-32)

No (45): Allison Snow, Andi Nofziger, Anna-Melissa Lyons, Audra Shaw, Barb Cruz, Cameron Munro, Cerra Sand, Charlotte Lartey, Daniel Harada, Elaine Hogg, Eric Askeland

Eric Pickens, Filma Fontanilla, Janie White, Janis Olmstead, Jeb Binns, Jen Ben, Jennifer Matter, Jeremy Shay, Joseph Bento, Joshua Boe, Justin Fox-Bailey, Kaitlin Kamalei Brandon, Kathie Axtell, Katie Badger, Keith Swanson, Layla Jones, Lindsay Lopata, Martha Patterson, Mary Lindsey, Matthew Reiman, Michelle Fayette, Nicole Way, Pamela Wilson, Pamella Johnson, Peter Knowles, Sara Ketelsen,, Shannon Ergun, Shelley Houle, Suzanne Southerland, Tani Lindquist, Tim Martin, Traci Overstreet, Vallerie Fisher, and Vicky Jensen

Abstentions (1): Caitlin Tumlinson

EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors meeting into Executive Session at 2:04 p.m. on Thursday, April 7, 2022.

EXECUTIVE SESSION

Chairperson Delaney reconvened the WEA Board of Directors meeting out of Executive Session at 3:00 p.m. on Thursday, April 7, 2022, after a management contract renewal and WEA staff.

SMALL GROUPS

Chairperson Delaney moved the WEA Board of Directors into their small groups.

ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:03 p.m. on Thursday, April 7, 2022, on Zoom.

Submitted by A.J. Hoyla