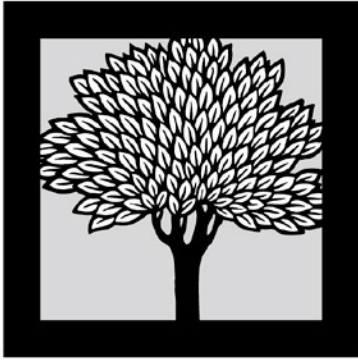


September 2022



WEA
WASHINGTON
EDUCATION
ASSOCIATION

2022 NEW BUSINESS ITEM PROGRESS REPORT

2022 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.
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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.

Assigned to: [Rachael Tom](#)

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.

Assigned to: [Lisa Kodama](#)

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.

Assigned to: Legislative Strategy Committee / Djibril Diop

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.

Assigned to: TBD

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.

Assigned to: TBD

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).

Assigned to: Legislative Strategy Committee / Djibril Diop

**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.

Assigned to: Legislative Strategy Committee / Djibril Diop

**New Business Item No. 5—Withdrawn LGBTQ+ Training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

**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.

Assigned to: SWEA Committee TBD / Brook Mattox-Ball

**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.

Assigned to: Michael Pena / Randy Paddock

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.

Assigned to: Lisa Kodama

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.

Assigned to: Legislative Strategy Committee / Djibril Diop

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)

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.

Assigned to: Mary Howes

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.

Assigned to: Aimee Iverson

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.

Assigned to: Mary Howes

**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.

Assigned to: Djibril Diop / Julie Salvi

**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.

Assigned to: Legislative Strategy Committee / Djibril Diop

**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.

Assigned to: Legislative Strategy Committee / Djibril Diop

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.

Assigned to: Mary Howes

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.

Assigned to: Mary Howes

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.

Assigned to: Mary Howes

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.

Assigned to: TBD