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## BOARD OF DIRECTORS MEETING

### NOVEMBER 4-5, 2022

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#### **MINUTES**

##### **CALL TO ORDER**

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:02 p.m. on Friday, November 4, 2022, in Federal Way, Washington.

##### **ROLL CALL**

The following board directors were present for this meeting: Larry Delaney, Janie White, James Alexander, Kathie Axtell, Jen Ben, Joshua Boe, Shawn Brehm, Lori Byrnes, Janet Caldwell, Debby Chandler, Jennifer Collins, Michael Cook, Penny Cramer, Mark Craypo, Barb Cruz, Devon Del Rosario, Thomas Fairchild, Aneeka Ferrell, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Bob Gustin, Brittany Haggard, Daniel Harada, Chris Harris, Pamela Johnson, Maria Lee, Mary Lindsey, Tani Lindquist, Lindsay Lopata, Anna-Melissa Lyons, Tim Martin, Jennifer Matter, Courtney Mense, Shawna Moore, Autumn Morrison, Mark Morrow, Mary Moser, Cameron Munro, Raymond Nelson, Kirstin Nicholson, Sue Nightingale (Friday), Andi Nofziger-Meadows (Saturday), John Richardson, Sandra Robinson, Cerra Sand, Audra Shaw, Jeremy Shay, Susan Smith, Suzanne Southerland, Zachary Stockdale, Keith Swanson, Joe Thayer, Caitlin Tumlinson, Elizabeth Ward-Robinson, Pamela Wilson, and Terri Winckler.

The following board directors were excused from this meeting: Anita Benitez, Jeb Binns, Monika Christensen, Lavader (Cookie) Grant-Suggs, Katie Haynes, Ruth Ingebrand, Glenn Jenkins, Jenaia Johnson, Kaitlin Kamalei Brandon, LaRhonda Kinzebach, Charlotte Lartey, Howard Mawhinney, Janis Olmstead, Ellen Simonis, Allison Snow, Laura Treece, and Kari Van Nostran.

Chairperson Delaney declared a quorum was present.

The following WEA staff members were present for this meeting: Rachael Tom, Melody Rash, Mary Howes, Aimee Iverson, A.J. Hoyla, Christina Martinez, Donna Wesley, Mike Gawley (Saturday) Cassie Carrillo (WEASO Friday) Julie Salvi, Jennifer Silves (WEASO Saturday), and Rich Wood.

Guests: Mike Acord

##### **LAND ACKNOWLEDGEMENT**

Keith Swanson acknowledged the meeting is taking place on Indigenous land.

##### **BOARD ALTERNATE SEATING**

The WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A as updated on the WEA Board of Directors group in edCommunities and as follows:

- Melissa Walker for Ellen Simonis (WEA MidState)
- Jamie Anderson for Kari Van Nostran (Vancouver)
- Sally Loeser for Allison Snow (WEA Sammamish)

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- Kristin Parr for Anita Benitez (WEA Olympic)
- Nikole Lalas for Howard Mawhinney (Lake WA)

There were no objections and the motion **Carried** by general consent. (110422-1)

#### **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-B

There were no objections and the motion **Carried** by general consent. (110422-2).

#### **APPROVAL OF MEETING MINUTES**

It was **Moved** and **Seconded** that the WEA Board of Directors approve the September 16-17, and 28, 2022, board meeting and executive session minutes as presented in Agenda Item No. 2-C.

There were no objections and the motion **Carried** by general consent. (110422-3).

#### **WEA BUDGET ADJUSTMENT**

Donna Wesley, Chief Financial Officer, presented preliminary numbers for the fiscal year.

It was **Moved** by Keith Swanson and **Seconded** by Shawn Brehm that the WEA Board approve the budget adjustment as presented in Agenda Item No 2-E.

Without objection, the motion was put before the Board and the motion **Carried**. (110422-4)

#### **MEMBERSHIP REPORTS**

Mary Howes, Director of Advocacy, reviewed Strengthening Union Membership (SUM) Reports.

Rich Wood, AOC Manager, presented the 2022-23 classified and ESP salary data as of October 25, 2022.

#### **BUDGET**

Chairperson Delaney reviewed WEA's 3-Year Budget Projection and Assumptions. Discussion ensued.

#### **EXECUTIVE SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 8:24 p.m. on Friday, November 4, 2022.

#### **REGULAR SESSION**

Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 9:02 p.m. on Friday, November 4, 2022, after a discussion about management salaries.

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##### **MEETING RECESSED**

Chairperson Delaney recessed the WEA Board of Directors meeting at 9:03 p.m. on Friday, November 4, 2022.

##### **MEETING RECONVENED**

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:37 a.m. on Saturday, November 5, 2022.

##### **LEGISLATIVE PRIORITIES**

It was **Moved** by Justin Fox-Bailey and **Seconded** by Vallerie Fisher that the WEA Board adopt the Legislative Strategy Committee's recommended legislative priorities as presented in Agenda Item No. 2-F, and the motion **Carried**.

Without objection, the motion was put before the Board and the motion **Carried**. (110522-5)

No (18): Susan Smith, Chris Harris, Joe Thayer, Terri Winckler, Traci Overstreet, Janet Caldwell, Jeremy Shay, Jennifer Collins, Ray Nelson, Barb Cruz, Joe Thayer, Andi Nofziger-Meadows, Eric Pickens, John Richardson, Kristin Parr, Brittany Haggard, Becca Ritchie, and Anna-Melissa Lyons.

Abstentions (4): Shawn Brehm, Penny Cramer, Thomas Fairchild, and Maria Lee.

##### **CHARTER SCHOOLS**

Julie Salvi, Chief Lobbyist, gave a brief history about charter schools, reviewed the WEA Board charter policy adopted in 2019, the authorization of charter schools in Washington, and issues expect during the legislative session.

##### **SMALL GROUPS**

Chairperson Delaney asked the Board to break into their small groups to discuss the WEA Strategic Plan, charter schools, and the WEA Dues structure.

##### **TRUTH & HEALING RESOLUTION**

It was **Moved** by Shawn Brehm and **Seconded** by Michael Cook that the WEA support a new resolution in favor of Federal legislation in favor of the creation of a Truth & Healing Commission on Indian Boarding Schools.

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (110522-6)

##### **2023 WEA RA TIMELINE**

It was **Moved** by Audra Shaw and **Seconded** by Cerra Sand that the WEA BOD adopt the proposed deadlines for submitting Constitutional amendments, bylaws amendments, NBIs, Resolutions, and Standing Rules as presented in Agenda Item No 2-G.

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Without objection, the motion was put before the Board and the motion **Carried**. (110522-8)  
No (7): Eric Pickens, John Richardson, Janet Caldwell, Becca Ritchie, Sandra Robinson, Kirstin Nicholson, and Jamie Anderson.

#### **WEA RA Timeline Amendment:**

It was **Moved** by Eric Pickens and **Seconded** by John Richardson that the WEA Board amend the 2023 WEA RA Timeline to remain consistent with our last in person RA.

Without objection, the motion was put before the Board and the motion **Failed**. (110522-7)

No (49): Caitlin Tumlinson, Devon Del Rosario, Audra Shaw, James Alexander, Debby Chandler, Jeremy Shay, Jennifer Matter, Nikole Lalas, Susan Smith, Cam Munro, Thomas Fairchild, Chris Harris, Tim Matin, Zachary Stockdale, Melissa Walker, Terri Winckler, Traci Overstreet, Jennifer Collins, Maria Lee, Cerra Sand, Andrea Fuller, Brittany Haggard, Pamella Johnson, Josh Boe, Mary Moser, Autumn Morrison, Lori Byrnes, Bob Gustin, Ray Nelson, Daniel Harada, Cam Swarts, Jennifer Matter, Joe Thayer, Elizabeth Ward-Robertson, Jamie Anderson, Filma Fontanilla, Justin Fox-Bailey, Anna Melissa Lyons, Barb Cruz, Andy Nofziger-Meadows, Sally Loeser, Pamela Wilson, Shawna Moore, Michael Cook, Tani Lindquist, Jen Ben, Vallerie Fisher, Shawn Brehm, and Keith Swanson

#### **CLOSE DEBATE**

It was **Moved** by Justin Fox-Bailey and **Seconded** by Pamela Wilson to close debate.

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (110522-6)

#### **POINT OF PERSONAL PRIVILEGE**

Justin Fox-Bailey, Shawn Brehm, and Eric Pickens asked the Board to do everything they can to get members signed up for WEAPAC.

#### **2022-23 WEA NOMINATIONS AND ELECTIONS GUIDELINES**

It was **Moved** by Eric Pickens and **Seconded** by Penny Cramer that the WEA Board of Directors approve the 2022-23 Nominations & Elections Guidelines and Forms for distribution to WEA members, local presidents, UniServ Council Presidents, and WEA Board Directors as presented in Agenda Item No 2-H on NEA 360.

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (110522-8)

#### **WEA ACADEMY**

The co-chairs of the WEA Academy are working closely with CEQ staff and committee review to have conditional approval on 170 professional development courses. They've reviewed and confirmed 76

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instructors, 2 new courses since Sept 7 and 124 courses in 250 sessions. WEA is the member source of timely and relevant courses and the highest quality of professional development. The Committee is also working on a more efficient approval process until PDN 2.0 is proficient.

#### WEA LOGO

Rachael Tom, Director of Communications, presented a draft of three variations for a new WEA logo. The design's intent communicates unity, unionism, Red for Ed while ensuring the logo is visible and timeless. The process involved Communications staff, and internal and external graphic designers. The Board will decide on the logo in January. Discussion ensued.

It was **Moved** by Pamela Wilson and **Seconded** by Daniel Harada that the WEA Board approve the WEA logo as presented.

Without objection, the motion was put before the Board and the motion **Failed**. (110522-9)

No (31): Caitlin Tumlinson, Audra Shaw, Debby Chandler, Courtney Mense, Nikole Lallas, Susan Smith, Zachary Stockdale, Cameron Munro, Tim Martin, Thomas Fairchild, Chris Harris, Melissa Walker, Terri Winckler, Mark Craypo, Maria Lee, Brittany Haggard, Autumn Morrison, Penny Cramer, Becca Ritchie, Cam Swarts, Mark Morrow, Andi Nofziger-Meadows, Jamie Anderson, Kristin Parr, Sally Loeser, Joe Thayer, Michael Cook, Kirstin Nicholson, Suzanne Southerland, Shawn Brehm, and Anna-Melissa Lyons.

Abstentions (3)

#### RETENTION/RECRUITMENT COMMITTEE

Jennifer Matter asked the Board to approve the creation of a Retention/Recruitment of Management and exempt/non-WEASO staff committee:

1. The charge of this committee is to review WEA's efforts to recruit and retain management and exempt/non-WEASO staff while keeping WEA fiscally solvent.
2. The committee will make recommendations to the WEA Executive Board and the WEA Board to ensure that the wages and benefits of these positions are in line with the current labor market in advance of contract renewals and hiring in the case of vacancies. This does not preclude the Executive Director from making separate recommendations.
3. In an effort to remain fiscally solvent, the committee will also make recommendations on other non-monetary benefits to improve workload/working conditions to attract or retain managers and exempt/non-WEASO staff to maintain competitiveness and ensure a positive work environment/culture. This may include recommendations on staffing levels or other budget offsets.

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4. The committee will accomplish this by working with the HR Director, Executive Director, WEA Governance, and other staff as well as by collecting input from WEA Board Directors, Local/Council Presidents, and managers.

It was **Moved** by Jennifer Matter and **Seconded** by Joe Thayer that the WEA create a committee with the charge of reviewing WEA's efforts to recruit and retain management and exempt/non-WEASO staff while keeping WEA fiscally solvent.

Without objection, the motion was put before the Board and the motion **Carried**. (110522-10)

No (23): Devon Del Rosario, Audra Shaw, Debby Chandler, Eric Pickens, Cam Munro, Thomas Fairchild, Traci Overstreet, Janet Caldwell, Cerra Sand, Maria Lee, Brittany Haggard, Josh Boe, Andrea Fuller, Pamella Johnson, Filma Fontanilla, Bob Gustin, Ray Nelson, Becca Ritchie, Justin Fox-Bailey, Mark Morrow, Pamela Wilson, Shawna Moore, and Keith Swanson.

Abstentions (2)

#### EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 1:46 p.m. on Saturday, November 5, 2022.

#### REGULAR SESSION

Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 2:18 p.m. on Saturday, November 5, 2022, after a discussion regarding

#### REPORTS

Becca Ritchie shared details about the upcoming NCUEA conference in Salt Lake City.

Daniel Harada asked the Board to contact him for additional details regarding the fundraiser he's involved with for clean air.

Thomas Fairchild mentioned there will be an NBI dues proposal presented at the 2023 WEA RA.

#### ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:12 p.m. on Saturday, November 5, 2022, in Federal Way, WA.

Submitted by: A.J. Hoyla

Reviewed by: \_\_\_\_\_  
Date Approved: January 27, 2023