
BOARD OF DIRECTORS MEETING

JANUARY 27-28, 2023

MINUTES

CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:00 p.m. on Friday, January 27, 2023, on Zoom.

ROLL CALL

The following board directors were present for this meeting: Larry Delaney, Janie White, James Alexander, Kathie Axtell, Jen Ben, Anita Benitez, Jeb Binns, Joshua Boe, Shawn Brehm, Lori Byrnes, Janet Caldwell (Saturday), Debby Chandler, Monika Christensen, Michael Cook, Penny Cramer, Mark Craypo, Barb Cruz, Devon Del Rosario, Thomas Fairchild, Aneeka Ferrell, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Lavader (Cookie) Grant-Suggs, Bob Gustin, Brittany Haggard, Chris Harris, Katie Haynes (Saturday), Ruth Ingebrand, Glenn Jenkins (Saturday), Jenaia Johnson, Pamella Johnson, LaRhonda Kinzebach, Charlotte Lartey, Maria Lee, Mary Lindsey, Tani Lindquist, Sally Loeser, Lindsay Lopata, Bill Lyne, Anna-Melissa Lyons, Tim Martin, Jennifer Matter, Courtney Mense, Shawna Moore, Autumn Morrison, Mark Morrow, Mary Moser, Cameron Munro, Raymond Nelson, Sue Nightingale (Saturday), Andi Nofziger-Meadows, Janis Olmstead, Traci Overstreet, Eric Pickens, John Richardson, Sandra Robinson, Cerra Sand, Audra Shaw, Jeremy Shay, Ellen Simonis, Susan Smith, Suzanne Southerland, Zachary Stockdale, Keith Swanson, Cam Swarts, Joe Thayer, Laura Treece, Caitlin Tumlinson, Kari Van Nostran, Elizabeth Ward-Robinson, Pamela Wilson, and Terri Winckler.

The following board directors were excused from this meeting: Kaitlin Kamalei Brandon, Jennifer Collins, Vallerie Fisher, Daniel Harada, Howard Mawhinney, and Shannon Rasmussen.

Chairperson Delaney declared a quorum was present.

Guests: Mike Acorn, NEA VP Princess Moss, Hanna Vaandering and Martha Patterson.

The following WEA staff members were present for this meeting: Rachael Tom, Melody Rash, Mary Howes, Aimee Iverson, A.J. Hoyla, Christina Martinez (Saturday), Donna Wesley, Mike Gawley, Rebecca Powell (WEASO), Michael Pena, Tom Granger, Julie Salvi (Friday), Yvette De La Cruz, and Rich Wood.

LAND ACKNOWLEDGEMENT

Chairperson Delaney recognized Indigenous Peoples as traditional stewards of the land where the meeting is taking place.

Tyre Nichols is a Memphis father who during a traffic stop in his neighborhood was beaten by five police officers and later died on January 10. The Board was asked to keep Tyre's memory and family in their thoughts.

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 the seating of the following:

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- Shirley Anderson for Janet Caldwell (Summit)
- Jacob Robinson for Kirstin Nicholson (WEA Olympic)
- Gina Harada for Daniel Harada (Puget Sound)
- Steve Mayer for Shannon Rasmussen (Puget Sound)
- DaZanne Davis Porter for Vallerie Fisher (Seattle)

There were no objections and the motion **Carried** by general consent. (012723-1)

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. (012723-2).

APPROVAL OF MEETING MINUTES

It was **Moved** and **Seconded** that the WEA Board of Directors approve the November 14-15, 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. (012723-3).

WEA BUDGET ADJUSTMENT

Donna Wesley, Chief Financial Officer, presented the budget report through the end of November 2022.

It was **Moved** by Tani Lindquist and **Seconded** by Shawna Moore 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**. (012723-4)

No (3): Charlotte Lartey, Jan Olmstead, Ray Nelson,
Abstentions (5): Becca Ritchie, Jennifer Matter, Joe Thayer, LaRhonda Kinzebach, Susan Smith

MEMBERSHIP REPORT

Mary Howes, Director of Advocacy, presented the Strengthening Union Membership (SUM) report.

NAKIA ACADEMY

Torian Hodges presented a video about the Nakia Academy.

NAKIA Academy is a mentoring and leadership academy by BIPOC and open to BIPOC. The Academy's purpose is to keep newer educators in the field by identifying and training veteran BIPOC educators who can support, mentor, guide, and build with the next generation of BIPOC leaders.

NAKIA Academy, named for a fictional unsung hero and a humanitarian whose philosophy includes lifting others up, is a community that is in continuous growth and support. It currently engages

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authentically with more than 180 members of color to lead, organize, and create equitable spaces in education. This fall, the academy will bring some 90 certificated educators (ESAs included) together in three cohort groups over a four-month period focused on thinking, learning, interacting, skill-building, and fun.

NEA ASSESSMENT TASK FORCE

The NEA Assessment Task Force was created to take the lead in envisioning a new way forward for how to drive instruction and measure and acknowledge student achievements. It's Co-Chaired by NEA Vice President Princess Moss and Executive Committee Member Hanna Vaandering of Oregon.

Becca Ritchie asked the Board to share their principles and lead a conversation in their local communities about how to improve the way assessments are used to inform and support student learning. Members can keep in touch, share input, ideas, and stories by emailing futureofschools@nea.org.

TEACHER RESIDENCY

Aneeka Ferrell gave an update on Emergency Substitute Teacher (EST) Support which represents 20% of the current teacher population, organizing outreach, identified professional development needs and demographics.

Martha Patterson presented a WEA Teacher Residency overview, reviewed the PESB approval process timeline, the design team stages of development, and listed the National Center for Teacher Residencies (NCTR) program commitments.

Dr. Jim Meadows, Dean, Center for Educator Career Pathways, mentioned accomplishments and next steps for Inclusionary Practices Project (IPP) and Special Education Support Center (SESC). He asked for the Board's support, feedback, and recommendations by completing a survey.

GR UPDATE

Djibril Diop, Director of Governmental Relations, gave week three highlights of the legislative session and listed current session goals.

Julie Salvi, Lead Lobbyist, said WEA members will be testifying Monday in Senate Early Learning and K-12 Education in favor of two bills on inclusive learning standards and inclusive curricula. A bill around Special Education evaluation and access is scheduled for hearing Monday in House Education. Transitional Kindergarten, parents' rights and student transportation funding are scheduled later in the week.

POINT OF PERSONAL PRIVILEGE

Eric Pickens asked the Board for support and prayers for Kirstin Nicholson's recovery.

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 9:44 p.m. on Friday, January 27, 2023.

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MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:30 a.m. on Saturday, January 28, 2023.

MARYSVILLE LEVY

Justin Fox-Bailey asked the Board to download Impactive, the all-in-one organizing platform app, to reach out to voters, increase voter turnout, and promote the Marysville levy agenda.

INVEST IN WA NOW

Chairperson Delaney gave background on Invest in WA Now's work on the capital gains tax.

3 (1) G REPORT

Shawna Moore presented WEA's 2022-23 Bylaw 3-1(g) Plan with relevant documentation assessing ethnic minority/members of color involvement in Association activities. This is the first year of a three year 3-(1)g cycle. WEA is focusing on creating an organizational culture that will eliminate institutional racism in WEA.

1. Recruit BIPOC Educators (school district, local, community collaboration)
2. Engaging Members of Color in Association Activities
3. Developing Leaders of Color (Local EA, UniServ, WEA, NEA)
4. Retain Educators of Color
5. Provide WEA Equity Based Professional Development Training (Cultural Competency, Diversity, Equity, Inclusion, Racial Justice, Social Justice)

CERTIFICATED DUES PROPOSAL

Chairperson Delaney explained that there is no singular reason why WEA is experiencing a budget deficit. An increase in dues will ensure the health of the organization continues.

It was **Moved** by Justin Fox-Bailey and **Seconded** by Audra Shaw that the WEA Board approve taking a recommendation to the 2023 RA to increase the certificated dues multiplier from .007 to .008 as a recommendation coming from the Budget & Finance Committee.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-5)

No (17): Andi Nofziger, Barbara Cruz, Becca Ritchie, Chris Harris, Eric Pickens, Janet Caldwell, Janis Olmstead, Jeb Binns, John Richardson, LaRhonda Kinzebach, Mary Lindsey, Monika Christensen, Raymond Nelson, Susan Smith, Suzanne Southerland, Tim Martin, Traci Overstreet
Abstentions (4): DaZanne Davis Porter, Ellen Simonis, Jennifer Matter, Kari Snow (Van Nostran)

It was **Moved** by Jen Ben and **Seconded** Shawna Moore by to close debate.

Without objection, the motion was put before the Board and the motion **Failed**. (012823-6)

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No (24): Andi Nofziger, Anna-Melissa Lyons, Barbara Cruz, Becca Ritchie, Debby Chandler, Ellen Simonis, Eric Pickens, Gina Harada, Jacob Robinson, Janet Caldwell, Janis Olmstead, Jennifer Matter, Joe Thayer, John Richardson, Kari Snow (Van Nostran), Kathie Axtell, Katie Haynes, Mark Craypo, Mary Lindsey, Michael Cook, Raymond Nelson, Susan Smith, Terri Winckler, Traci Overstreet
Abstentions (1): Anita Benitez

POINT OF ORDER

Ray Nelson asked to amend the motion prior to closing debate. Natasha Jetton, Parliamentarian, said the motion to close debate takes precedence over Ray's amendment.

DUES MULTIPLIER AMENDMENT

It was **Moved** by Ray Nelson and **Seconded** by Kathie Axtell that the Bylaws amendment being proposed is changed from the .008 multiplier to .00775.

Without objection, the motion was put before the Board and the motion **Failed**. (012823-7)

No (51): Andrea Fuller, Anita Benitez, Anna-Melissa Lyons, Audra Shaw, Barbara Cruz, Becca Ritchie, Bill Lyne, Brittany Haggard, Caitlin Tumlinson, Cam Munro, Cerra Sand, Chris Harris, Cookie Grant-Suggs, Courtney Mense, Debby Chandler, Devon Del Rosario, Ellen Simonis, Filma Fontanilla, Gina Harada, Glenn Jenkins, Jacob Robinson, Janet Caldwell, Janie White, Janis Olmstead, Jen Ben, Jeremy Shay, Joe Thayer, Joshua Boe, Justin Fox-Bailey, Kathie Axtell, Keith Swanson, LaRhonda Kinzebach, Laura Treece, Lori Byrnes, Mark Craypo, Mark Morrow, Mary Lindsey, Mary Moser, Michael Cook, Monika Christensen, Pamela Wilson, Pamella Johnson, Penny Cramer, Ruth Ingebrand, Sally Loeser, Sandra Robinson, Shawna Moore, Tani Lindquist, Thomas Fairchild, Traci Overstreet, Zack Stockdale
Abstentions (2): Sue Nightingale, Susan Smith

It was **Moved** by Jen Ben and **Seconded** Pamella Johnson by to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-8)

No (9): Becca Ritchie, Ellen Simonis, Eric Pickens, Jacob Robinson, Janis Olmstead, John Richardson, Mark Craypo, Mary Lindsey, Suzanne Southerland

It was **Moved** by Jen Ben and **Seconded** Shawna Moore by to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-9)

No (7): Eric Pickens, Janis Olmstead, Jeb Binns, John Richardson, Kari Snow (Van Nostran), Mark Craypo, Mary Lindsey

POINT OF PERSONAL PRIVILEGE

Shawna Moore thanked the Board for the discussion around the dues multiplier bylaws amendment.

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DOCUMENTS & RESOLUTIONS

The Documents and Resolutions Work Team proposed the following definition of the word housekeeping to be used when making or suggesting non substantive updates to WEA Governing Documents.

Housekeeping: Routine grammar, capitalization, spelling, typographical corrections, terminology, and formatting changes to improve clarity and consistency which do not change the meaning, interpretation, scope, or purpose of the language being modified.

It was **Moved** by Audra Shaw and **Seconded** by Joe Thayer that the WEA Board approve the housekeeping definition presented by the Documents and Resolution Work Team, and the motion **Carried**.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-10)

No (3): Katie Haynes, LaRhonda Kinzebach, Raymond Nelson

Abstentions (3): James Alexander, John Richardson, Sandra Robinson

2024 WEA RA TIMELINE

It was **Moved** by Audra Shaw and **Seconded** by Joe Thayer that the WEA Board of Directors approve the proposed deadlines for maker's submissions going before the 2024 WEA Representative Assembly.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-11)

No (12): Becca Ritchie, Charlotte Lartey, Eric Pickens, Gina Harada, Jacob Robinson, Janet Caldwell, Janis Olmstead, Jeb Binns, John Richardson, Sue Nightingale, Terri Winckler, Traci Overstreet

Abstentions (1): DaZanne Davis Porter

WEA LOGO

The Board was presented with a new WEA logo design that embraces strength, Red for Ed, our union pride, and connectedness as a statewide community. This new logo is designed to re-engage our members, showcase our continued growth as a union and pique the interest of potential members.

It was **Moved** by Tani Lindquist and **Seconded** by Janie White that the WEA Board approve the logo as presented.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-12)

No (17): Andi Nofziger, Anita Benitez, Anna-Melissa Lyons, Becca Ritchie, Chris Harris, Ellen Simonis, Jeb Binns, Jenaia Johnson, Jeremy Shay, LaRhonda Kinzebach, Mark Craypo, Mary Lindsey, Monika Christensen, Ruth Ingebrand, Susan Smith, Terri Winckler, Tim Martin

Abstentions (4): Janet Caldwell, Joe Thayer, Sandra Robinson, Traci Overstreet

CLOSE DEBATE

It was **Moved** by Eric Pickens and **Seconded** by John Richardson to close debate.

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Without objection, the motion was put before the Board and the motion **Carried**. (012823-13)

No (5) Abstentions (1)

EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 11:51 a.m. on Thursday, January 28, 2023.

REGULAR SESSION

Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 3:36 p.m. on Thursday, January 28, 2023, after a discussion about management COLA and bargaining.

HUMANE CIVIL RIGHTS

The WEA Human and Civil Rights Committee is accepting nominations for individuals or groups who are involved in exceptional work in the areas of community service, cultural awareness, international peace and understanding, and student involvement in Washington state. Anyone from the community can nominate a person or group for the awards. All nominations are accepted online and due by 5 p.m. Monday, May 1.

Board members requested copies of IDP Rubrics, Ideas for IDP's, and EXAMPLES of previous IDP's. Examples are posted on WEA BOD edCommunities group.

NEA DIRECTORS REPORT

Fund Our Future is a seven-state cohort of legislators and advocates who are working together, across states, to build a national movement for tax justice. With support from State Innovation Exchange and State Revenue Alliance, Fund Our Future is a national effort to move wealth tax measures across the country, ensuring that the ultra-wealthy pay what they owe so all of us can thrive. On Jan 19, they will introduce bills in 7 states.

Learn about energy efficiency, social equity & health in schools at the 2023 Green Schools Conference. Starting February 27th, discuss the future of environmentally sustainable education in New Orleans.

NEA is accepting applications from NEA local and state association teams for the 2023 NEA ESPs: Supporting Our Own Through Peer Mentoring Pilot Planning Workshop.

Registration is open for the 2023 NEA ESP National Conference, the premier professional development opportunity for education support professionals across the nation! Share this event with your ESP members and register by February 17.

WEA STRATEGIC PLAN

The Board was tasked with developing three to five long range strategic goals by the March board meeting, presented with a timeline and completing a forced choice survey by February 10. The goal is to present the plan for adoption at the March board meeting.

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STANDING UP FOR LGBTQ

It was **Moved** by Joe Thayer and **Seconded** by Pam Johnson that WEA supports La Center teachers in their civil rights complaint to OSPI pertaining to the directive that they are not allowed to ask students which pronouns they prefer.

Without objection, the motion was put before the Board and the motion **Carried**. (012823-14)

No (1): Ray Nelson

Abstentions (1): LaRhonda Kinzebach

POINT OF INFORMATION

Jeremy Shay said there is a need to ensure that WEA Board Directors receive essential information from leadership and all departments/centers at each board meeting.

Examples of additional information deemed helpful to Board Directors include:

- President and Vice-President reports
- RSEJ Center update
- HR/Labor Relations, including arbitrations and grievances
- Emergency Certification Support & Teacher Residency Programs
- Invite WEASO to provide an update to Board Directors

WEA REPRESENTATIVE ASSEMBLY (RA)

Chairperson Delaney reviewed the tentative schedule for the April board meeting and RA. A.J. Hoyla, Executive Assistant, will email the WEA RA Board RSVP link next week, which will include more details.

Maria Lee, WEA RA Work Team Chair, is looking for volunteers to help with the RA. Contact Jill Dahlen, Meeting Planner, for more information.

GOOD OF ORDER

Becca recognized that 37 years ago the space shuttle Voyager launched.

ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 4:12 p.m. on Saturday, January 28, 2023, on Zoom.

Submitted by: A.J. Hoyla

Reviewed by: _____ 

Date Approved: March 18, 2023