

WEA BOARD MEETING MINUTES MARCH 17-18, 2023

Call to Order

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 7:02 p.m. on Friday, March 17, 2023, at WEA Headquarters.

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, Debby Chandler, Monika Christensen, Jennifer Collins, Michael Cook, Penny Cramer, Mark Craypo, Barb Cruz, Devon Del Rosario, Thomas Fairchild, Aneeka Ferrell (Friday), Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Lavader (Cookie) Grant-Suggs, Bob Gustin, Brittany Haggard, Daniel Harada, Chris Harris, Katie Haynes, Ruth Ingebrand, Glenn Jenkins, Jenaia Johnson, Pamela Johnson, LaRhonda Kinzebach, Charlotte Lartey, Maria Lee, Mary Lindsey, Tani Lindquist, Sally Loeser, Lindsay Lopata, Anna-Melissa Lyons, Tim Martin, Jennifer Matter, Courtney Mense, Shawna Moore, Autumn Morrison, Mark Morrow, Mary Moser, Cameron Munro, Raymond Nelson, Sue Nightingale, Andi Nofziger-Meadows, Janis Olmstead, Traci Overstreet, Eric Pickens, Shannon Rasmussen, 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, Howard Mawhinney, Bill Lyne, Kirstin Nicholson, and Susan Southerland.

Chairperson Delaney declared a quorum was present.

Guests: Dominic Padilla, NEA

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, Jennifer Silves (WEASO), Michael Pena, and Rich Wood.

LAND ACKNOWLEDGEMENT

Chairperson Delaney presented a video.

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:

- Silas Berry for Kirstin Nicholson (WEA Olympic)
- Mike Fisher for Courtney Mense (WEA Fourth Corner)

There were no objections and the motion **Carried** by general consent. (031723-1)

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. (031723-2).

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APPROVAL OF MEETING MINUTES

It was **Moved** and **Seconded** that the WEA Board of Directors approve the January 26-27, 2023, board meeting as presented in Agenda Item No. 2-C.

There were no objections and the motion **Carried** by general consent. (031723-3).

WEA BOARD MEETING AGREEMENTS

Jennifer Matter reviewed the WEA Board meeting agreements sourced from Equity Matters and board norms.

Color Brave Space

1. **Put Relationship First** – Work to build community and trust with an awareness of power dynamics.
2. **Keep Focused on Our Common Goal** – We care deeply about educators, students, their families, and our communities, especially those who are directly impacted by racism and injustice.
3. **Notice Power Dynamics in the Room** – Be aware of how you use your privilege; From taking up too much emotional and airtime space or disengaging.
4. **Create Space for Multiple Truths and Norms** – Speak your truth, and seek understanding of truths that differ from yours, with awareness of power dynamics.
5. **Be Kind and Brave** – Remember relationships first, and work to be explicit with your language about race, class, gender, immigration, etc.
6. **Practice Examining Racially Biased Systems and Processes** – Individual actions are important, and systems are what are left after all the people in this room leave.
7. **Look for Learning** – Have a growth mindset and show what you're learning, not what you already know. Avoid playing devil's advocate, the devil has enough advocates.

WEA BOARD ROLES & RESPONSIBILITIES

Dominic Padilla, NEA, presented indicators of effective boards.

MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 9:38 p.m. on Friday, March 17, 2023.

MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 8:35 a.m. on Saturday, March 18, 2023.

BOARD NORMS

Board members took turns reading the equity norms aloud.

EXECUTIVE SESSION

Chairperson Delaney moved the WEA Board of Directors meeting to Executive Session at 8:40 a.m. on Saturday, March 18, 2023.

REGULAR SESSION

Chairperson Delaney moved the WEA Board of Directors meeting to Regular Session at 11:10 p.m. on Saturday, March 18, 2023, after a policy manual amendment, contract announcements, the Executive Director's successor agreement, and bargaining.

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GR UPDATE

Djibril Diop, Director of Governmental Relations, presented updates on Town Hall meetings happening across the state and encourage councils to send members to Olympia to speak with legislators.

There are several training opportunities available for members interested in school board races, recruitment, and endorsement. All information shared at the trainings is assembled into a school board recruitment kit.

WEA-PAC launched an in-depth research project to assess members' knowledge and determine the most effective ways of recruiting. 23 for 2023 is the first campaign this year. The second focuses on gaining PAC members or bumping up existing donor's level of support.

WEA-PAC will present a constitutional amendment to their members at the 2023 WEA Representative Assembly.

TEACHER RESIDENCY

On March 16, WEA received final approval from the Professional Educator Standards Board to offer a new teacher preparation program in Washington. WEA is the first NEA affiliate to become an approved educator preparation program.

Dr. Jim Meadows, Dean, Educator Career Pathways Center, reviewed the Teacher Residency three-stage certification process, the grant timeline, diversity recruitment, implementation progress, and local involvement.

WEA's Emergency Substitute Teacher Support Project, funded by an OSPI grant, is offering professional development for substitutes online, in real-time, via Zoom.

WEA BUDGET ADJUSTMENT

Donna Wesley, Chief Financial Officer, presented the budget report.

It was **Moved** by Shawn Brehm and **Seconded** by Pamela Wilson 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**. (031723-4)

Abstentions (2): Janet Caldwell and Traci Overstreet

SEE EDUCATORS RUN

Eric Pickens briefed the Board on the See Educators Run program which trains educators to create and promote a pro-public education platform and connect with voters who share our passion for strong public schools. Participants from NEA experts and top political consultants to help develop the confidence and skills needed to run a successful campaign.

DOCUMENTS & RESOLUTIONS

HOUSEKEEPING

It was **Moved** by Audra Shaw and **Seconded** by Cerra Sand that the WEA Board of Directors approve the proposed housekeeping changes to the governing documents as presented.

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Without objection, the motion was put before the Board and the motion **Carried**. (031823-5)

2023 CB3 – AMENDMENT FOR CERTIFICATED DUES

It was **Moved** by Tani Lindquist and **Seconded** by Vallerie Fisher to recommend to the WEA RA Delegates a position of “**Do Pass**” on 2023 CB3.

Without objection, the motion was put before the Board and the motion **Carried**. (031823-6)

The WEA Board took a position of **Do Pass** on 2023 CB3.

No (9): Silas Berry, Shawn Brehm, Jennifer Collins, Brittany Haggard, LaRhonda Kinzebach, Maria Lee, Tim Martin, Traci Overstreet, and Joe Thayer.

Yes (71): James Alexander, Kathie Axtell, Jen Ben, Anita Benitez, Jeb Binns, Joshua Boe, Lori Byrnes, Janet Caldwell, Debby Chandler, Monika Christensen, Michael Cook, Penny Cramer, Mark Craypo, Barb Cruz, Devon Del Rosario, Thomas Fairchild, Mike Fisher, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Lavader (Cookie) Grant-Suggs, Bob Gustin, Daniel Harada, Chris Harris, Katie Haynes, Ruth Ingebrand, Glenn Jenkins, Jenaia Johnson, Pamela Johnson, Charlotte Lartey, Mary Lindsey, Tani Lindquist, Sally Loeser, Lindsay Lopata, Anna-Melissa Lyons, Jennifer Matter, Shawna Moore, Autumn Morrison, Mark Morrow, Mary Moser, Cameron Munro, Raymond Nelson, Sue Nightingale, Andi Nofziger-Meadows, Janis Olmstead, Eric Pickens, Shannon Rasmussen, John Richardson, Sandra Robinson, Cerra Sand, Audra Shaw, Jeremy Shay, Ellen Simonis, Susan Smith, Zachary Stockdale, Keith Swanson, Cam Swarts, Laura Treece, Caitlin Tumlinson, Kari Van Nostran, Elizabeth Ward-Robinson, Pamela Wilson, and Terri Winckler.

CLOSE DEBATE

It was **Moved** by Eric Pickens and **Seconded** by Becca Ritchie to close debate.

Without objection, the motion was put before the Board and the motion **Carried**. (031823-7)

No (4): Jeb Binns, Janet Caldwell, Monika Christenson, and Jenaia Johnson

SRAP2 - PROHIBITION OF CANNABIS PRODUCTS ON THE RA FLOOR

It was **Moved** by Thomas Fairchild and **Seconded** by Zack Stockdale that the WEA Board of Directors take a position of “Do Pass” on SRAP2.

Without objection, the motion was put before the Board and the motion **Failed**. (031823-8)

No (70): James Alexander, Kathie Axtell, Jen Ben, Anita Benitez, Silas Berry, Jeb Binns, Joshua Boe, Lori Byrnes, Janet Caldwell, Debby Chandler, Monika Christensen, Jennifer Collins, Michael Cook, Penny Cramer, Mark Craypo, Barb Cruz, Devon Del Rosario, Thomas Fairchild, Mike Fisher, Vallerie Fisher, Filma Fontanilla, Justin Fox-Bailey, Andrea Fuller, Lavader (Cookie) Grant-Suggs, Bob Gustin, Brittany Haggard, Daniel Harada, Chris Harris, Katie Haynes, Ruth Ingebrand, Glenn Jenkins, Jenaia Johnson, Pamela Johnson, LaRhonda Kinzebach, Charlotte Lartey, Maria Lee, Mary Lindsey, Tani Lindquist, Sally Loeser, Lindsay Lopata, Anna-Melissa Lyons, Tim Martin, Jennifer Matter, Shawna Moore, Autumn Morrison, Mark Morrow, Mary Moser, Cameron Munro, Raymond Nelson, Sue Nightingale, Andi Nofziger-Meadows, Janis Olmstead, Traci Overstreet, Eric Pickens, Shannon Rasmussen, John Richardson, Sandra Robinson, Cerra Sand, Audra Shaw, Jeremy Shay, Ellen Simonis, Susan Smith, Zachary Stockdale, Keith Swanson, Cam

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Swarts, Laura Treece, Caitlin Tumlinson, Kari Van Nostran, Elizabeth Ward-Robinson, Pamela Wilson, and Terri Winckler.

Abstentions (2): Shawn Brehm and Joe Thayer

The board took **NO position** on SRAP 2.

CR 1 THE FUTURE OF ASSESSMENT, Postponed

SRAP 1 RANK CHOICE VOTING FOR WEA OFFICERS, Postponed

NBI 2 POSITIVELY WEA, Postponed

NBI 6 Create Strong Strategic Partnerships to Lobby for Equitable Regionalization, Postponed

NBI 11 WHAT ABOUT US? Postponed

NBI 17 ORGANIZING FOR SUBSTITUTES, Postponed

WEA BIPOC SCHOLARSHIP

Justin Fox-Bailey provided information about the ten-year BIPOC Scholarship collaboration program. I-200 says it's discriminatory to distribute funding from a state entity based on protected classes. WEA will need to establish a non-competing foundation. Western Washington University is willing to speak to the Board about setting up and managing this fund under an agreement.

WEA ACADEMY

Caitlin Tumlinson and Becca Ritchie shared that WA State has specific requirements for providing Clock Hours. The WEA Academy approved 48 new courses, 9 new instructors and established a dedicated email for the Academy. The new CCDEI certificate requirements start July 1, 2023. The Academy is currently working with PD 2.0 to address system issues and asked for volunteers for the committee.

WEA ESP DUES WORK TEAM

A task force was developed about five years ago to address concerns with WEA ESP Dues. Currently, dues are based on OSPI's salary data. Dues were frozen before COVID and when information was being gathered.

WEA RA UPDATE

Maria Lee, WEA RA Work Team Co-chair, said volunteers and baskets for the WEA Children's Fund are needed for the WEA RA.

ONBOARDING

It was **Moved** by Debby Chandler and **Seconded** by Kathie Axtell that the WEA President institute a committee to take the lead to onboard new WEA Board Directors.

Without objection, the motion was put before the Board and the motion **Carried Unanimously**. (031823-9)

REPORTS

CEQ

Lisa Kodama provided a handout listing professional development staff, program features, and courses.

RSEJ Center

Michael Pena, RSEJ Director, is working on next steps for the Equity Audit. He plans to provide more information at the April board meeting.

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Vice President

Janie White mentioned her involvement with the WEA Children's Fund fundraising, ESP Dues Work Team, WSLC, legislative matters in Olympia, RECON training for shutting toxic conversations, member support, SPARKS, WEA ESP of the Year, Bruce Harold's State of City Address, Tacoma's Equity Team meeting, Lake WA Mock RA, Harry Lawson, NEA VP Lead Trainer for NEA Vice Presidents, NEA ESP Leadership Institute and the NEA Leadership Summit.

President

Chairperson Delaney attended NEA Super Week, RECON, NEA Leadership Summit, legislative meetings in Olympia, Mock RAs, NCSEA meetings, the NEA ESP Conference, WEAPAC, member lobby day, and WEA RA planning,

Executive Director

Aimee Iverson attended NCSEA Board as a management representative, Harry Lawson meetings, working on the HQ building sale, Teacher Residency Program, WEA Strategic Plan survey and timeline, labor management, budget planning, WEA RA, and security issues.

Chairperson Delaney and Aimee were invited to attend the NEA Leadership Institute in April after WEA RA.

NEA Resolutions Committee

The NEA Resolutions Committee shared information about the winter meeting.

GOOD OF ORDER

The Human Civil Rights Committee is creating and developing an inclusive program for the WEA RA.

Shawna Moore acknowledged several board directors.

March is Women's History Month and the end of WEA ESP Week.

ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:39 p.m. on Saturday, March 18, 2023, on Zoom.

Submitted by: A.J. Hoyla