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**To: WEA Representative Assembly Delegates**

**From: Deb Hansen and Audra Shaw, Co-Chairpersons  
WEA Documents and Resolutions Work Team**

**Date: May 16, 2023**

**Subject: Summary of Actions and Final Credentials Reports  
for the 2023 WEA Representative Assembly**

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At this Assembly, the 927 delegates present took action on the following Standing Rules Adoption and Amendments, Amendments to the Constitution and Bylaws, New Business Items, New Resolutions, and Amendments to Continuing Resolutions. The delegates also re-elected a WEA President and Vice President and elected one NEA Board Director.

The Washington Education Association's Representative Assembly was called to order by President Larry Delaney at 7:00 p.m., Thursday, April 13, 2023, and the time of adjournment was 12:37 a.m., Sunday, April 16, 2023.

A total of 156 affiliated locals were registered out of a possible 409. There were 927 present registered delegates (77 assembly officials, who are WEA Board of Directors and UniServ Council Presidents, plus 850 present local delegates out of a possible 1,675 local affiliate delegates). The complete Final Credentials Report for the 2023 WEA Representative Assembly follows the Summary of Actions Report.

If you have any questions or concerns, please contact your local affiliate president or UniServ Council Board Director.

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## 2023 WEA RA STANDING RULES AND ADOPTED PROCEDURES AMENDMENTS

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### Standing Rules and Adopted Procedures Amendment No. 1—Adopted Ranked Choice Voting for WEA Officers (Joe Thayer, Individual)

#### RECOMMENDED AMENDMENT(S)

#### IN PERSON XXI. NOMINATION AND ELECTION OF ASSOCIATION OFFICERS, WEA AT-LARGE DIRECTORS TO THE BOARD, AND NEA STATE DIRECTORS

##### E. Election Runoffs

1. Whenever three or more candidates are duly nominated for president, vice president, or any other position voted on during a Representative Assembly, the votes shall be tabulated using an instant runoff (ranked-choice) system. Each eligible representative will vote, at once, for the first, second, and if necessary, 3rd, 4th, 5th, etc., choice for each individual race in which there have been three or more duly nominated candidates.

2. When the votes are tallied, if a candidate wins an outright majority of first-place votes, then that candidate wins the race. If not, then the candidate with the lowest number of first-place votes is eliminated. All first-place votes for that candidate are discounted. The votes are recounted, but the second-place vote on any ballot which had a first-place vote for the eliminated candidate is to be counted as a first-place vote, hereafter called a “consolation vote”, in favor of the second-choice candidate. This process will continue until a candidate receives the outright majority of votes cast, or there is an exact tie. If a candidate receives the outright majority of votes cast, that candidate wins the race.

3. In the event of an exact tie, there will be a re-vote of the top two candidates of only those races where the tie vote exists. This election will follow the procedures of Article XXI sections A-C. If the runoff election also ends in a tie, the tie will be resolved by each candidate having the opportunity to give another speech which will then be followed by another runoff election.

~~1. If a majority is not achieved on the first ballot, the candidate receiving the least number of votes will be eliminated on each succeeding ballot.~~

~~2. When only two (2) candidates remain and no majority is achieved, the top two (2) will be retained on the ballot until a majority is achieved.~~

~~3. For at large director to the Board positions only, one (1) more candidate than the number of positions remaining open after the initial ballot shall be placed on the ballot for the runoff election.~~

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### Standing Rules and Adopted Procedures Amendment No. 2—Withdrawn Prohibition of Cannabis Products on the RA Floor (Thomas Fairchild, Individual)

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## 2023 WEA CONSTITUTION AND BYLAWS AMENDMENTS

(An amendment to the Constitution or Bylaws requires a two-thirds (2/3) vote for adoption.)

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### Constitution and Bylaws Amendment No. 1 – Adopted Modernizing Protections for Marginalized Groups (Joe Thayer, Individual)

#### RECOMMENDED AMENDMENT(S)

##### Constitution: Article III—Membership

Membership shall not be denied to individuals on the basis of race, age, creed, religion, color, national origin, sexual orientation, ~~including~~ or gender expression or identity, veteran or military status, the presence of any

sensory, mental, or physical disability, multilingual status, or the use of a trained dog guide or service animal by a person with a disability.

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**Constitution and Bylaws Amendment No. 2 – Withdrawn  
Bylaws Amendment for Certificated Dues  
(Larry Delaney, WEA Budget and Finance Committee)**

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**Constitution and Bylaws Amendment No. 3 – Adopted  
Bylaws Amendment for Certificated Dues  
(Jeremy Shay, WEA Budget and Finance Committee)**

**RECOMMENDED AMENDMENT(S)**

**Bylaws: Article II—Dues and Assessments**

Section 1. The annual dues of an active certified member shall be ~~seven tenths (0.700)~~ seven and three quarter tenths (0.775) of one (1) percent of the state average classroom teacher salary. Dues are to be adjusted in an amount to the nearest whole dollar. All certified and classified dues changes for the ensuing year will be announced at the annual Representative Assembly meeting and will go into effect on September 1 of each school year.

The annual dues of a certified or classified member, employed after the first month of the school year (September 1 — September 30) shall be the regular dues prorated by the number of months remaining in the school year.

The WEA Board shall annually set the dues for the following categories of membership:

- (a) members employed as part-time teachers;
- (b) substitute members;
- (c) student members;
- (d) staff members; and
- (e) reserve members.

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**Constitution and Bylaws Amendment No. 4 – Failed  
Expanding Member Voices  
(Katie Hanson, Individual)**

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**Constitution and Bylaws Amendment No. 5 – Failed  
Transparency in Political Contributions  
(Rey Waltz, Individual)**

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**Constitution and Bylaws Amendment No. 6 – Adopted  
At Large NEA Delegate Status for NEA Resolutions Committee Members  
(Jeremy Bort, Individual)**

**RECOMMENDED AMENDMENT(S)**

**Bylaws: Article IX—National Education Association**

Add: Members elected to the NEA Resolutions Committee by the WEA delegation to the NEA RA will be at-large state delegates to the NEA RA for the duration of their term on the NEA Resolutions Committee.

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## **2023 NEW BUSINESS ITEMS (NBIs)**

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### **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**

#### **Reauthorizing the Small/Rural Grants to Attend the NEA National ESP Conference (Shawn Brehm, Small Rural Committee)**

Cost to WEA: Staff: \$800 (existing)  
Non-Staff: \$15,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

### **RECOMMENDATION(S)**

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 2024 NEA ESP National Conference.

Each grant will help cover the conference fee, the cost of travel and lodging, as well as meals, sub costs, 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 Committee with input from the Small/Rural and ESP staff organizers.

Conference fees and travel arrangements will be booked directly by WEA staff (upon selection) from the grant allotment with additional costs of meals, etc reimbursed (up to the maximum amount allowed of \$3,000) 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.

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### **New Business Item B—Adopted**

#### **ESA Training Cadre (Melissa Petersen, ESA Committee)**

Cost to WEA: Staff: \$243,800 (new) + \$7,400 (existing)  
Non-Staff: \$100,000 (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.

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**New Business Item C —Adopted  
National Board Parity for ESA Staff  
(Melissa Petersen, ESA Committee)**

Cost to WEA: Staff: \$5,400 (existing) + \$200 (new)  
Non-Staff: None

Cost to the State: \$12,000,000 to \$24,000,000

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will lobby the state legislature to create and support the passage of legislation for national board parity for each ESA group. Progress toward this goal will be shared through existing communication publications.

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**New Business Item D —Adopted  
ESA Workload/Caseload Study  
(Melissa Petersen, ESA Committee)**

Cost to WEA: Staff: \$23,700 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will work with the professional group or professional association of each ESA group to conduct a workload/caseload study in order to evaluate the state of the field at this time and to enable more informed advocacy for these professional groups.

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**New Business Item E—Adopted  
Establishing an Annual State Small/Rural and ESP Combined Conference  
(Anna-Melissa Lyons, Small Rural Committee)**

Cost to WEA: Staff: \$15,000 (existing)  
Non-Staff: \$35,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will establish funding, in the amount of up to (but no more than) \$35,000, in the 2023-2024 Association budget, to establish, and fund a hybrid live/on-line State Small/Rural and ESP Conference, to be held in the fall of 2023.

These funds will be used to provide meals, lodging, presenter honorariums, (potentially) cover substitute costs, and cover participant materials (and a modest amount of “swag”) for the conference.

The conference is intended to be held both live, in a regional location within the state (of the planning committee’s choosing), with a hybrid option available for those who want to participate but cannot attend live. The conference will be planned jointly by a planning committee consisting of members of both the Small/Rural and the ESP-ACT Committees, with dedicated tracks to address the issues each constituency faces, as well as a separate track focusing on issues of Cultural Competency, Diversity, Equity and Inclusion (CCDEI.)

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**New Business Item No. 1—Withdrawn**  
**Change the Name of the Students of Washington Education Association**  
**(Rebecca Lewis, Sedro Woolley EA)**

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**New Business Item No. 2—Adopted**  
**Positively WEA**  
**(Becca Ritchie, WEA Olympic)**

Cost to WEA: Staff: \$9,500 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will encourage members to submit stories for a social media blitz, through its existing channels, to engage members through the sharing of their positive stories about the work happening in our public schools and communities. Videos will be shared widely through social media and showcased throughout the 2024 WEA RA.

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**New Business Item No. 3—Adopted**  
**Funding Strong and Successful Public Schools**  
**(Eric Pickens, WEA Olympic)**

Cost to WEA: Staff: \$30,500 (existing) + \$800 (new)  
Non-Staff: \$250,000 (existing)

Cost to the State: TBD

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will:

1. Convene a strategic work group consisting of WEA members and staff for the purpose of strategizing adjustments to the capital gains tax structure or other sustainable and progressive funding sources to support the 2022 recommendations from the K-12 Basic Education Compensation Advisory Committee (also known as the Rebase Committee). Funding considerations should address regionalization, special education, and experience-mix factor needs that are aligned with the WEA legislative priorities and resolutions. Recommendations from this work group will be presented to the WEA Government Relations and lobbying team prior to the 2024 legislative session.
  2. Upon successful implementation of approved additional funding, in order to enhance professional and organizational regard, use digital and social media properties to publicize the outcome of this work as it relates to promoting strong, successful public schools.
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**New Business Item No. 4—Withdrawn**  
**Talking Points for Strong Public Schools**  
**(Eric Pickens, WEA Olympic)**

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**New Business Item No. 5—Withdrawn**  
**Publicize the Work of WEA**  
**(Eric Pickens, WEA Olympic)**

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**New Business Item No. 6—Adopted**  
**Create Strong Strategic Partnerships to Lobby for Equitable Regionalization**  
**(Eric Pickens, WEA Olympic)**

Cost to WEA: Staff: \$19,900 (existing) + \$300 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$1,000,000,000

WEA Goals and Objectives: 1, 2, and 3

### **RECOMMENDATION(S)**

That WEA will:

1. Build strategic partnerships with allies and organizations to lobby in support of equitable regionalization based on recommendations from the K-12 Basic Education Compensation Advisory Committee (also known as the Rebase Committee).

2. Prioritize the need to improve regionalization as a focus for the 2024 legislative session by communicating it as a priority on our website, social media platforms, and as part of WEA's legislative agenda/priorities.

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**New Business Item No. 7—Withdrawn**  
**Best Practices for Educators**  
**(Eric Pickens, WEA Olympic)**

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**New Business Item No. 8—Withdrawn**  
**Building School Communities**  
**(Becca Ritchie, WEA Olympic)**

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**New Business Item No. 9—Withdrawn**  
**WEA Organizing for Racial and Social Justice**  
**(Becca Ritchie, WEA Olympic)**

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**New Business Item No. 10—Withdrawn**  
**Best Practices**  
**(Becca Ritchie, WEA Olympic)**

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**New Business Item No. 11—Adopted**  
**What About Us?**  
**(Becca Ritchie, WEA Olympic)**

Cost to WEA: Staff: \$800 (existing)  
Non-Staff: \$20,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

### **RECOMMENDATION(S)**

That WEA will provide grants, in the year leading up to a bargain, that locals who range from 151 to 350 certificated or ESP members can apply for, for organizing, not to exceed an established grant fund of \$20,000.

A plan to utilize the grant would be submitted to WEA and the local will report back after the bargain about the impact of the grant funds on the bargain.

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**New Business Item No. 12—Adopted**  
**Special Education Organizing Opportunities**  
**(Julianna Dauble, Individual)**

Cost to WEA: Staff: \$800 (existing)  
Non-Staff: \$115,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

### **RECOMMENDATION(S)**

That WEA will create an organizing grant fund of up to \$115,000 for locals or UniServ councils to access in reasonable increments not to exceed a total of \$5,000 per UniServ council. These funds are for the purpose of training and releasing members for organizing efforts related to special education. This is intended to achieve the following NEA goals:

1. Increasing retention, training support and recruitment of special education teachers, related service providers, and education support professionals;
2. Empowering parents and community to be involved in advocating for all necessary educational materials, professional development, and supportive services to be provided;
3. Increasing rates of students with physical disabilities and/or medical needs requiring nursing procedures having their medical needs met by certified/professional school nurses;
4. Reducing in class size, caseloads, and/or workload of educators and service providers, using methods such as the workload analysis model, modified scheduling, and/or curriculum design determined by each student's IEP or other learning accommodations;
5. Providing all teachers who serve students with disabilities to have fairly compensated, scheduled access to resource personnel, instructional assistants, paraeducators, co-teachers, and special education teachers;
6. Recruiting, training, and involving members in monitoring school system compliance with federal special education legislation;
7. Securing adequate release time or funded additional time so that educators can carry out the increased demands placed upon them by federal special education legislation, including the development and administration of alternate forms of assessment; and
8. Creating collective bargaining supports to minimize the potentially severe impact on staff that results from the implementation of special education legislation.

If a council or local does not apply for a grant before a specified date, the funds will be made available for the locals or councils who have already accessed their \$5,000 amount to continue or strengthen their ongoing work.

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### **New Business Item No. 13—Adopted Professional Development for Guest Educators (Mike Acord, Individual)**

Cost to WEA: Staff: \$13,200 (existing) + \$19,600 (new)  
Non-Staff: \$33,800 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

### **RECOMMENDATION(S)**

The WEA will provide four (4) free remote substitute workshops for guest educators of school districts with WEA local affiliates. The workshops shall continue to be organized by substitute volunteers. Free clock hours will be available for all attendees. All workshop presenters shall receive workshop pay rate.

We recommend that local presidents continue to ask their school districts to send out the flyers to district guest educators.



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**New Business Item No. 14—Withdrawn**  
**NBCT Local President Inclusion in State-Provided National Board Stipend**  
**(Janet Caldwell, Individual)**

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**New Business Item No. 15—Referred to Committee**  
**TRS Plan Choice**  
**(Frances Guerrero, Yakima EA)**

Cost to WEA: Staff: \$25,400 (existing) + \$300 (new)  
Non-Staff: \$800

Cost to the State: TBD

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will lobby the legislature, through existing channels, to allow for, at a minimum, a one-time opportunity for educators who were hired between 1996-2008 and were automatically enrolled into TRS Plan 3, with no option to choose TRS Plan 2, to choose whether they wish to be switched to TRS Plan 2.

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**New Business Item No. 16—Adopted**  
**Organization for Substitutes**  
**(Mike Acord, Individual)**

Cost to WEA: Staff: \$1,000 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will support volunteer substitutes as they organize and conduct a remote organizational meeting for the substitutes in WEA local affiliates.

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**New Business Item No. 17—Adopted**  
**Funding for Experience and Education**  
**(Eric Pickens, Individual)**

Cost to WEA: Staff: \$19,900 (existing) + \$300 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$150,000 per biennium

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will:

1. Build strategic partnerships with allies and organizations to lobby in support of additional funding for districts who have above-average experience or above-average education based on recommendations from the K-12 Basic Education Compensation Advisory Committee (also known as the Rebase Committee).
  2. Prioritize the need to improve this funding as a focus for the 2024 legislative session by communicating it as a priority on our website, social media platforms, and as a part of WEA's legislative agenda/priorities.
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**New Business Item No. 18—Adopted**  
**Lobby for an Equitable Prototypical Model**

**(Jacob Robinson, Individual)**

Cost to WEA: Staff: \$16,300 (existing) + \$500 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$4,000,000,000 to \$5,000,000,000 per year

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will lobby the Washington Legislature to invest in the prototypical model of funding education. Additional resources are needed in our schools to address the needs of both students and staff. Current staffing ratio allocations need to be addressed to allow for the comprehensive services that are necessary.

The prototypical model staffing levels should be adjusted as recommended by the Staffing Enrichment Workgroup and the K–12 Basic Education Compensation Advisory Committee to be included as part of the program of basic education in RCW 28A.150.260.

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**New Business Item No. 19—Adopted**  
**Substitute In-Person Organizational Meetings**  
**(Mike Acord, Individual)**

Cost to WEA: Staff: \$3,100 (included in existing staffing budget)  
Non-Staff: \$16,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will support volunteer substitute organizers with transportation, lodging and meal cost for four (4) in-person organizational meetings with locals that are ready to invite substitutes into their local.

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**New Business Item No. 20—Withdrawn**  
**Connecting Delegates to Galvanize Action**  
**(Joe Thayer, Individual)**

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**New Business Item No. 21—Adopted**  
**Maintain Support for WEA Substitutes Committee**  
**(Peter Henry, Individual)**

Cost to WEA: Staff: \$62,000 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will continue to support the Substitutes Committee established by NBI 14 at the 2022 WEA Representative Assembly. Work will be accomplished by volunteers, including members of the Substitutes Committee. The committee will:

1. Work with locals, that plan to accept substitutes, and their related UniServ staff to provide examples of what locals that currently represent substitutes do for dues collection and its implementation.
2. Work with locals to provide model bylaws language and model contract language that locals could use when deciding how to incorporate substitutes and bargain on their behalf.
3. Continue working with locals that accept or plan to accept substitutes to determine how they might reach out to encourage substitutes to join.

4. Continue outreach to locals that might be considering acceptance of substitutes.
5. Present a report to the 2024 RA of progress towards increasing substitute membership in WEA locals.

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**New Business Item No. 22—Withdrawn**  
**Alter the Basic Prototypical School Model Ratio Developed in 1977**  
**(Michael Alfred, Clarkston EA)**

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**New Business Item No. 23—Adopted**  
**Study Group for Automatic WEA-Active to WEA-Retired Membership Status**  
**(Mary Lindsey, WEA-Retired)**

Cost to WEA: Staff: \$14,100 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

That WEA will form a study group to discuss the benefits of implementing a continuous membership plan within WEA to automatically transition WEA-Active members to WEA-Retired/NEA-Retired life members. The study group members will be appointed by the WEA president with input from the WEA-Retired president. The group's findings and recommendations will be reported to the WEA Board by February 2024.

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**New Business Item No. 24—Referred to Committee**  
**The History of the American Education System and the Prussian Model**  
**(Casey Pilgeram, Individual)**

Cost to WEA: Staff: \$7,100 (existing)  
Non-Staff: \$1,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA, through existing channels of communication, will support the creation of an educational presentation(s) about the historical background of the Prussian model of education and its adoption, implementation, and consequential impacts on American education.

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**New Business Item No. 25—Adopted**  
**Building Bridges Between WEA and the Washington State Indian Education Association**  
**(Shawn Brehm, Individual)**

Cost to WEA: Staff: \$300 (existing)  
Non-Staff: \$7,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2 and 3

**RECOMMENDATION(S)**

That WEA will:

1. Contribute a sponsorship donation in the amount of \$5,000 to the Washington State Indian Education Association (WSIEA) Annual Conference.
2. Create up to four (4) scholarships to cover the conference fees for members of the WEA's Caucus of Native American, Alaskan Native, and First Nations Educators (WEA: NA/AN/FN) to attend the WSIEA annual conference (up to \$500 each which can be used to pay the fees for conference registration [\$250 each], travel costs, lodging, meals, etc.) up to a maximum total of \$2,000.

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**New Business Item No. 26—Referred to Committee  
Pay for Student Teaching  
(Kathleen Friend, Individual)**

Cost to WEA: Staff: \$10,700 (existing) + \$400 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$60,000,000

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will lobby the state legislature to secure state funding for school districts to offer paid internships for student teachers.

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**New Business Item No. 27— Referred to Committee  
Count Substitute Teaching Toward Student Teaching Experience  
(Sarah Sandstrom, Individual)**

Cost to WEA: Staff: \$15,500 (existing) + \$400 (new)  
Non-Staff: \$800 (new)

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will work with the Public Education Standards Board (PESB) to modify the current student teaching requirements to allow time spent in long-term positions using following certifications to count toward student teaching requirements:

1. Substitute Teaching Certifications.
2. Conditional Certifications.
3. Emergency Substitute Certifications.
4. First Peoples' Language, Culture, and Oral Traditions Certifications.

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**New Business Item No. 28— Adopted  
Prioritizing WEA Collaboration and Legislative Advocacy For Special Education Funding  
(Meesh Vecchio, Individual)**

Cost to WEA: Staff: \$44,700 (existing) + \$800 (new)  
Non-Staff: \$7,800 (new)

Cost to the State: \$600,000,000 to \$800,000,000 per biennium

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will make fully funding special education with state and federal dollars an on-going legislative priority until achieved.

WEA will implement a cross-center/cross-work team approach to build a coalition of members and key community and labor allies to achieve this goal.

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**New Business Item No. 29— Referred to Committee  
Voices of the Voiceless**

**(Krystina Cavanagh, Individual)**

Cost to WEA: Staff: \$25,000 (existing) + \$600 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$200,000,000 to \$600,000,000 per biennium

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will lobby for funding to provide teachers who serve highly impacted students, especially those who have complex language needs, access to extensive training and support in the inclusionary practices and instructional practices for students with complex language needs.

That WEA will lobby for funding to provide teachers and instructional staff access to collaborative time with general education teachers for the modification and accommodations of general education curriculum and practices to support positive inclusionary practices for students who have complex language needs.

That WEA will advocate for the obtainment of inclusive curriculum geared toward learners who have complex language needs to support the achievement of grade-level standards and inclusion in the general education classroom setting, curriculum, and environment.

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**New Business Item No. 30— Referred to Committee**

**Fine Arts Endorsed Teachers to Teach Fine Arts**

**(Sarah Sandstrom, Individual)**

Cost to WEA: Staff: \$17,100 (existing) + \$300 (new)  
Non-Staff: \$800 (new)

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

WEA will lobby the state legislature to require teachers K-12 who teach fine arts subjects to be endorsed in those subjects. These subjects include, but are not limited to: Choral Music, Dance, General Music, Instrumental Music, Theatre Arts, and Visual Arts.

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**New Business Item No. 31— Referred to Committee**

**Provide Professional Development for Social Emotional Learning Content Integration**

**(Sarah Sandstrom, Individual)**

Cost to WEA: Staff: \$142,000 (new)  
Non-Staff: \$75,000 to \$125,000 (new)

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will develop and facilitate professional development opportunities to help staff with strategies to embed the Washington State Social Emotional Learning standards within classroom learning and procedures. This shall include at least one (1) in-person training with an online option.

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**New Business Item No. 32—Failed**

**ESP to ESP Organizing Grant**

**(Jacob Robinson, Individual)**

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**New Business Item No. 33—Adopted**  
**School District Budgetary Education**

**(Marc DeArmond, Coupeville EA)**

Cost to WEA: Staff: \$9,500 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will develop and implement coursework and tools with the goal of greater understanding in the following areas: state apportionment, account coding, tracking revenue, expenditures, liabilities and encumbrances, and district payroll. These tools would be similar in complexity to the spreadsheets developed for creating payroll advancement schedules after the McCleary decision.

Develop and distribute a suite of tools that would allow:

1. Locals to create identification resources for district specific budget coding like payroll codes.
2. Quick identification of budget codes identified in the Accounting Manual for Public School Districts and annual updates.
3. Tracking of budget expenditures and revenue to monitor district budgeting.

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**New Business Item No. 34—Failed**  
**School District Rating, Reference, and Disclosure Committee**  
**(Paul Sayan, Individual)**

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**New Business Item No. 35—Failed**  
**National Walkout to Protest School Shootings**  
**(Caitlin Donnelly, Individual)**

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**New Business Item No. 36—Adopted**  
**Increasing High School Awareness of Hazing in Universities (“Sam’s Law”)**  
**(Michelle Mordaunt, Individual)**

Cost to WEA: Staff: \$3,400 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will use existing communication channels to provide high school educators with information and educational resources to instruct high school students about "Sam's Law". This education should include:

1. Hazing awareness, prevention, and intervention.
2. Learning the signs and dangers of hazing.
3. Understanding institutional prohibition of and policies on hazing.

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**New Business Item No. 37—Referred to Committee**  
**Unite Against Book Bans**  
**(Justin Raines, Individual)**

Cost to WEA: Staff: \$11,500 (existing) + \$400 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$50,000  
WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

WEA will lobby the legislature, through existing channels, to pass legislation limiting the removal of books from school and classroom libraries. This legislation must clarify that districts cannot remove books which feature individuals and characters from protected classes, including but not limited to race, religion, gender, or sexual minorities, while simultaneously allowing books with similar content from non-marginalized groups.

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**New Business Item No. 38—Referred to Committee  
Inclusive Learning Standards  
(Justin Raines, Individual)**

Cost to WEA: Staff: \$6,800 (existing) + \$400 (new)  
Non-Staff: \$800 (new)

Cost to the State: None  
WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

WEA will continue to lobby the legislature, through existing channels, to pass legislation for learning standards that are LGBTQ+ inclusive.

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**New Business Item No. 39—Adopted  
Educating Members on CEDARS and State Testing Name Policies  
(Mary Moser, Individual)**

Cost to WEA: Staff: \$5,100 (existing)  
Non-Staff: None

Cost to the State: None  
WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will:

1. Create an informational campaign explaining policies about student names and the use of the preferred-names features of the Comprehensive Education Data Research System (CEDARS), which communicates information to the state testing systems.
  2. Disseminate this information to its members through existing means of communication so that they can advocate within their districts on behalf of students.
  3. Investigate and clarify the state policies established on name fields used on state testing and report findings to the WEA Board prior to the 2024 legislative session.
- 

**New Business Item No. 40—Adopted  
President Training Reboot  
(Jared Kink, Individual)**

Cost to WEA: Staff: \$3,300 (existing)  
Non-Staff: \$30,000 (new)

Cost to the State: None  
WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

The WEA will identify a small team of presidents (local and council) and support them with \$30,000 to develop and hold a pilot presidents' training for presidents by presidents. These funds could be used to fund release time, travel expenses, meals for participants, training materials, or similar expenses. Upon completion of the pilot leadership academy, the team shall solicit feedback from participants, report to the WEA president, and provide recommendations for future on-going presidents' trainings.

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**New Business Item No. 41—Adopted**  
**Demographic Data Collection**  
**(Christie Tran, Individual)**

Cost to WEA: Staff: \$20,400 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will:

Develop a system for members to voluntarily submit changes in their membership or employment status, including experiences that led to the change in status.

Members will anonymously self-report and the data will be disaggregated by identity characteristics including but not limited to: race, ethnicity, gender, sexual orientation, age, abilities, years of experience, etc.

Data will be made accessible to inform all members on the retention and attrition trends in locals and councils across the state.

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**New Business Item No. 42—Adopted**  
**Effective Advocacy for Members Experiencing Discrimination and Retaliation**  
**(Christie Tran, Individual)**

Cost to WEA: Staff: \$12,600 (existing)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will:

1. Provide definitions for institutionalized discrimination for historically marginalized members whose identity characteristics include but are not limited to race, ethnicity, religious beliefs or absence of religious beliefs, gender identity, or expression, sexual orientation, age, and ability, which include that the effects are evident in the institutional data exhibiting disproportionate outcomes for members representative of the aforementioned groups.

2. Develop formidable advocacy procedures to prevent and disrupt discriminatory and retaliatory employment practices.

3. Provide regular and effective advocacy training for WEA members and staff for managing discrimination and retaliation by school administrators.

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**New Business Item No. 43—Withdrawn**  
**Protect Our Pensions from Climate Change**  
**(Andrew Eckels, Individual)**



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**New Business Item No. 44—Referred to Committee**  
**Keep National Board-Certified Educators on Focused Evaluations**  
**(Zachary Stockdale, Individual)**

Cost to WEA: Staff: \$10,000 (existing) + \$150 (new)  
Non-Staff: \$800 (new)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will lobby the state legislature to create and support the passage of legislation to allow for educators holding a National Board Certificate, or equivalent, to remain on Focus TPEP evaluations for the duration of time they hold their National Board Certificate rather than follow the current Focus to Comprehensive six-year cycle in state law.

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**New Business Item No. 45—Adopted**  
**Prioritizing Learning-Centered and Safe Instructional Spaces for All**  
**(Justin Fox-Bailey, Individual)**

Cost to WEA: Staff: \$25,800 (existing) + \$800 (new)  
Non-Staff: \$800 (new)

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will make it a legislative priority to address the unmet needs of students by advocating for state-level systemic supports in staffing, policy, and funding to address disruptions in learning and unsafe learning environments.

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**New Business Item No. 46—Failed**  
**Robust Models for Inclusive Schools**  
**(Shaun Gundert, Individual)**

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**New Business Item No. 47—Adopted**  
**Community Ally Implementation and Support**  
**(Shaun Gundert, Individual)**

Cost to WEA: Staff: \$24,300 (existing)  
Non-Staff: \$1,500 (new)

Cost to the State: None

WEA Goals and Objectives: 2 and 3

**RECOMMENDATION(S)**

That WEA will develop, implement, and maintain a simple-to-enroll WEA Community Ally database for community members to self-enroll, distinct from the Community Ally program of NEA, with enrollment accessible through the WEA webpage. The enrollment will collect the name, personal email address, and supported local association(s), as well as provide space for phone number, home address, and role for each enrolling community member. The system will be used strictly to allow for community organizing within WEA locals, including for use during contract campaigns, gathering community input, and in ongoing organizing efforts. Community Ally data will be made available to local association presidents based on home address and/or supported local association, as applicable.

That WEA will also develop policy, strategy, and/or training for use at the UniServ and local association levels

on methods for members to build the database, including safely soliciting enrollment of families without fear of repercussion or retaliation, as well as issue guidance for the maintenance of Community Ally data privacy.

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**New Business Item No. 48—Failed**  
**A More Just Mission Statement for WEA**  
**(Ray Nelson, Individual)**

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**New Business Item No. 49—Adopted**  
**Elevating Wages and Professional Development for Education Support Professionals**  
**(Kathie Axtell, Individual)**

Cost to WEA: Staff: \$39,800 (existing) + \$400 (new)  
Non-Staff: \$800 (new)

Cost to the State: \$3,000,000,000 to \$4,000,000,000 at full implementation

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will make changing the formula for state funding of ESP positions an on-going legislative priority until achieved. WEA will create bargaining language to help ESP locals with bargaining the effects of surplus dollars created by the change in state funding. WEA will implement a cross-center/cross work team approach to build a coalition of members and key community and labor allies to achieve this goal.

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**New Business Item No. 50—Adopted**  
**Advocacy For Mental Health Support for All, Inclusive of Educators**  
**(Jesse Holsworth, Individual)**

Cost to WEA: Staff: \$8,100 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will:

1. Publish a statement from leadership on the WEA website acknowledging the fact that educators and students are adversely impacted by the current, on-going mental health crisis that originated before the pandemic, and that the WEA is committed to working with membership, community members, and the state legislature to find solutions to the problem, and to support our members, students and families.
  2. Seek to publish an op-ed in a widely-read news publication inclusive of a call to action to the State legislature demanding more mental health supports for students AND educators in Washington public schools.
  3. Demand that the SEBB offer more educator-specific mental health support plans.
- 

**New Business Item No. 51—Adopted**  
**LGBTQ+ Inclusive Book Fund**  
**(Benjamin Folgers, Individual)**

Cost to WEA: Staff: \$3,600 (existing)  
Non-Staff: \$10,000 (new)

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

That WEA will develop an LGBTQ+ Inclusive Book Fund of \$10,000 for small/rural locals to access in reasonable increments not to exceed a total of \$500 per individual in a local. The purpose of this fund is to amplify representation for our LGBTQ+ students by including books in classroom libraries featuring authors/characters who are LGBTQ+.

LGBTQ+ Inclusivity may include, but is not limited to:

1. Books written by LGBTQ+ authors, including authors of culturally diverse backgrounds that identify as LGBTQ+.
2. Books featuring LGBTQ+ characters, and age-appropriate LGBTQ+ themes.

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**New Business Item No. 52—Adopted**  
**Surveying Our Membership on How Climate Change Impacts Our School Communities**  
**(Andrew Eckels, Individual)**

Cost to WEA: Staff: \$8,200 (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 direct the WEA Health and Safety Committee to conduct a survey of all members, no later than the end of the 2023-24 school year, to better understand how extreme weather events impact working conditions, students' learning conditions, and school budgets.

WEA will share the results of the survey with members no later than 45 days after the survey response deadline.

Survey items may include questions similar to:

Have extreme weather events like heat, wildfire smoke, wildfires, and flooding impacted your working conditions, and your students' learning conditions? (Yes, No, I don't know)

If you answered yes please explain how:

Would you consider your building capable of providing a safe and suitable work environment during extreme heat or wildfire smoke events? (Yes, No, I don't know)

If you answered no, what would you change about your building to make it a suitable working and learning environment?

Have extreme weather events like fires, floods, or major storms impacted your districts property tax base and school funding? (Yes, No, I don't know)

If you answered yes please explain how:

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**New Business Item No. 53—Referred to Committee**  
**Required CPR/First Aid and AED training for all School Staff**  
**(Yelonda Wilke, Individual)**

Cost to WEA: Staff: \$10,000 (existing) + \$150 (new)  
Non-Staff: \$800 (new)

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will lobby the state legislature to amend the current guidelines to require school districts to assure that all staff members (including all classified and part-time employees) are certified, at least once, on basic CPR, First Aid and AED training.

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**New Business Item No. 54—Withdrawn**  
**Mental Health First Aid Training for All Staff**  
**(Yelonda Wilke, Individual)**

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**New Business Item No. 55—Adopted**  
**Free Meals for Staff**  
**(Yelonda Wilke, Individual)**

Cost to WEA: Staff: \$10,000 (existing) + \$150 (new)  
Non-Staff: \$800 (new)

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will lobby for legislation to fully fund free breakfast and lunch for all school staff, using the same Washington state criteria as families/students who qualify for free or reduced breakfast and lunch.

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**New Business Item No. 56—Withdrawn**  
**Fix Disproportionate Discipline Reporting**  
**(Yelonda Wilke, Individual)**

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**New Business Item No. 57—Referred to Committee**  
**Staff Training for AAC (Augmented and Alternate Communication) Devices in Schools**  
**(Yelonda Wilke, Individual)**

Cost to WEA: Staff: \$10,000 (existing) + \$150 (new)  
Non-Staff: \$800 (new)

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will lobby for legislation requiring all staff to be trained in the use of AAC and communication devices.

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**New Business Item No. 58—Withdrawn**  
**Limiting of IEP Meetings**  
**(Yelonda Wilke, Individual)**

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**New Business Item No. 59—Adopted**  
**ESP Member Organizer Cadres**  
**(Yelonda Wilke, Individual)**

Cost to WEA: Staff: \$18,300 (existing)  
Non-Staff: \$47,900 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will create an ESP member organizing cadre by:

1. Identify independent ESP cadre members.
2. Provide skills training and practice.
3. Keep track through support, monitoring, and accountability.

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**New Business Item No. 60—Withdrawn  
Disability Justice  
(Yelonda Wilke, Individual)**

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**New Business Item No. 61—Referred to Committee  
Negotiations and Portability  
(Paul Sayan, Individual)**

Cost to WEA: Staff: \$10,000 (existing) + \$150 (new)  
Non-Staff: \$800 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will lobby the legislature to create a law that allows contracted employees to exit their personal contracts with their current employer in the event that a tentative collective bargaining agreement is not reached prior to August 15th.

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**New Business Item No. 62—Ruled Out of Order  
Support for Civil Rights  
(Paul Sayan, Individual)**

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**New Business Item No. 63—Referred to Committee  
Legal Immunity for Acts of Safety  
(Paul Sayan, Individual)**

Cost to WEA: Staff: \$13,900 (existing) + \$400 (new)  
Non-Staff: \$800 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2 and 3

**RECOMMENDATION(S)**

That WEA will lobby the Washington State Legislature for legal protection for educators who act in good faith to protect students from injury and/or those students who attempt to intentionally damage property.

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**2023 AMENDMENTS TO THE CONTINUING RESOLUTIONS**

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**Amendment to Continuing Resolution No. 01 A-08 —Adopted  
The Future of Assessment  
(Becca Ritchie, Individual)**

**PROPOSED RECOMMENDATION(S)**

A-08 - STANDARDIZED TESTS ASSESSMENT

The Washington Education Association believes the goal of academic student assessment should be to improve instruction and that is attained when educators are free from standardized ~~testing~~ assessment mandates that undermine the student-teacher relationship and instead, are empowered to use assessments that support the

specific, diverse learning needs of students. The Association also believes standardized ~~tests-assessments~~ are acceptable when they meet the following criteria:

~~1. No single standardized test should be used for high-stakes decisions about schools or students. Standardized testing data should be used as one piece of information for high-stakes decisions, along with additional data like dropout rates, absenteeism, satisfaction surveys for schools and classroom assessments, portfolios, and special projects for students.~~

~~2.1. Parents and guardians are given ample notification of their protected right to refuse specific standardized tests-assessments and directions for how to exercise that right before an test-assessment is administered.~~

~~3-2. When a standardized test-assessment is introduced as a vehicle for statewide education reform, teachers and staff must have ample opportunities to access professional development and appropriate materials before schools, teachers, or students are sanctioned for failing to meet the new standards. Fairness requires that the governmental body that mandates a test should also provide resources to help all students meet high standards.~~

~~4-3. The test-assessment must be determined to be valid for each purpose used. Each separate use of test an assessment for individual certification, school evaluation, curricular improvement, increasing student motivation, or other uses requires a separate evaluation of the strengths and limitations of both the testing program and the test itself.~~

~~5. All test items must be free of cultural, ethnic, or socio-economic bias.~~

~~6 4. Appropriate attention must be given to students who lack mastery of English. For these students, a-test an assessment written in English becomes, to one degree or another, a-test an assessment of language proficiency. Special accommodations for English learners may be necessary to obtain valid scores.~~

~~7 5. Appropriate attention must be given to students with disabilities. Not only must these students be given alternative tests-assessments or accommodations, but also the effects of the students' disabilities must be appropriately weighed in drawing conclusions from the tests-assessments results.~~

~~8 6. Clear policies are necessary to identify which students are to be tested-assessed and under what circumstances students may be exempted. Such policies must be uniformly enforced, and reporting of test assessment score results must portray accurately the percentage of students exempted.~~

~~9 7. When specific scores are set to determine "passing" or "meeting standard," the validity of these specific scores must be established, based on sound educational principles. Proficiency standards must be set at an appropriate developmental level and a clear distinction must be made to educators, students, and the public about minimum competency, national average, and "world class" standards.~~

~~10-8. Standardized test-assessment questions must be aligned to curriculum and state standards. Both the content of the test-assessment and the cognitive processes engaged in taking the test-assessment must adequately represent the curriculum. Tests Assessments must not become an excuse to narrow the curriculum.~~

~~11. All test items must be developmentally appropriate and consistent in difficulty from year to year.~~

~~12 9. Test Assessment scores must not be used for school-to-school comparisons.~~

~~13 10. Score reports from all standardized tests-assessments must include the error of measurement. Just as with public opinion polls which are reported to be accurate within plus or minus percentage points, all standardized tests-assessments have an error of measurement. Even though they may be reported as absolute, test assessment scores are subject to variations caused by anything from a change in testing-assessment conditions, to the health of the child on test-assessment day, to possible errors in scoring.~~

~~14 11. Tests-Assessments must be reevaluated on a regular basis to determine continued effectiveness for each intended purpose. Regular review for both intended and unintended consequences is also essential, along with publication of both the positive and the negative effects of the testing-assessment program.~~

Further, WEA believes public school systems should:

1. Create community-based and student-centered processes for assessing student growth, learning, and development.

a. Engage the community, including students, families, caregivers, educators, policymakers, and other stakeholders, in a process to grow knowledge about assessing what students know and can do.

b. Collaborate with stakeholders to establish shared beliefs and values about the various purposes, methods, and outcomes of assessment.

c. Rely on educator expertise to guide the community in establishing consensus on appropriate assessment for various purposes.

d. Together, with the community and students, contribute to determinations about what is assessed by identifying shared values and determining how we define and measure “success.”

e. Share high-quality, contextualized information about individual and schoolwide student achievements in a way that informs stakeholders and provides the data needed in order to make informed decisions to support student learning and success.

2. Prioritize assuring all educators are trained in assessment literacy and are able to ensure racially and culturally relevant and responsive assessment that meets the needs of all students and centers their full identities.

a. Implement high-quality systems that make equity and the expertise, knowledge, and experiences of educators inherent in the creation of classroom, local, and statewide assessment.

b. Utilize local knowledge and resources to integrate assessment systems that encompass both globally recognized competencies (knowledge, skills, and values that allow students to thrive in a diverse and interdependent world) and learning goals as well as local practices, values, and contexts.

c. Design assessment at all levels, including classroom, district, and statewide assessment, with educators who are steeped in assessment literacy and antiracist assessment practices.

d. Ensure that educators have the time, support, resources, and knowledge to create, implement, evaluate, and communicate a full array of assessment methods and assessment results, including deepening the use of low-stakes, curriculum-embedded, and formative assessment practices.

3. Design assessment that inspires learning. Assess what is meaningful to student well-being, learning, and individuality.

a. Place students at the center of our transformation of assessment systems to focus on assessing as a form of learning, increase student self-evaluation, and support student self-efficacy.

b. Increase the use of appropriate assessment methods, given the intended learning goals and purposes, which fit the context to gather holistic information about individual and institutional opportunities for student learning, growth, and success.

c. Ensure that all students have opportunities to develop and demonstrate higher-order thinking and problem-solving skills, including, but not limited to, self-evaluation and peer-evaluation methods.

d. Communicate and discuss assessment results with individual students in a language and format that is clear, understandable, and actionable in order to foster student self-efficacy and ownership of learning.

4. Utilize multiple sources and kinds of evidence of student learning to contribute to decisions on student promotion, retention, course grades and enrollment, and graduation.

a. Value the assets that students bring to school.

b. Ensure an antiracist approach in the design and administration of assessment to ensure fairness in the creation, administration, and evaluation of assessment for student learning.

c. Decouple federally mandated statewide student assessment from high-stakes consequences for students, schools, and educators to help ensure that no one measure should be used to determine a student's performance or access to supports and opportunities.

d. Make student promotion and retention decisions based on a combination of evidence from a variety of sources. Potential sources include educator recommendations; a representative sample of student work, which may include assessment; and conversations with students, families and caregivers, specialized instructional support personnel, and other stakeholders.

5. Provide students, educators, and schools with the resources needed to put these Principles into action, with opportunities for all students to demonstrate their knowledge, creativity, and skills.

a. Equip facilities and personnel with ample and equitable resources, materials, funding, tools, etc. to ensure that results are comparable and accurately reflect the knowledge and skills of all students across school sites.

b. Provide equitable opportunities to expand student assessment systems to include a diverse variety of assessment methods. All methods of assessment should be free of cultural, racial, gender, and other biases, and they should be evaluated regularly to prevent negative impacts based on identities.

c. Support the administration of a well-rounded system of assessment by assuring accommodations, adaptations (including appropriate time and technology, for example), exemptions, and ample flexibilities to give all students the opportunity to demonstrate their knowledge and skills.

d. Assess with full and appropriate accommodations, modifications, exemptions, and flexibilities for multilingual students and students with disabilities.

e. Ensure that methods of assessing do not disrupt learning for extended periods, especially for multilingual learners and students with disabilities.

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**Amendment to Continuing Resolution No. 02 B-32—Adopted  
Full Funding of Special Education by the State and Federal Governments  
(Meesh Vecchio, Individual)**

**PROPOSED RECOMMENDATION(S)**

9. Programs for special education should be fully funded by state and federal dollars at a level that meets the individual student's needs and should include all costs such as:

- a. adequate staffing;
- b. transportation;
- c. non-employee related costs;
- d. equipment;
- e. special facilities and materials; and
- f. early childhood programs (from birth) and transitional programs.

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**Amendment to Continuing Resolution No. 03 E-3—Adopted  
ESA Caseload Goals  
(Melissa Petersen, ESA Committee)**

**PROPOSED RECOMMENDATION(S)**



10. school nurse-to-student ratio of ~~1:750~~ no less than one (1) per school;
13. school psychologist-to-student ratio of no more than ~~1:500-700~~;
15. occupational therapist-to-student caseload ratio of 1:35;
16. physical therapist-to-student caseload ratio of 1:35;
17. behavior analyst-to-student caseload ratio for focused treatment 1:10-15, and for comprehensive treatment 1:6-12;
18. audiologist-to-student caseload ratio of 1:10,000;
- (re-number the existing clauses)

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## **2023 NEW RESOLUTIONS**

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**New Resolution No. 1—Withdrawn**  
**Coordinated Relationship Building**  
**(Becca Ritchie, WEA Olympic)**

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**New Resolution No. 2—Adopted**  
**Family Planning**  
**(Julianna Dauble, Individual)**

**NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION**

believes in family planning, including the human and civil right to full reproductive freedom.

The Association also believes the government should give high priority to making available all methods of family planning to people unable to take advantage of private facilities.

The Association further believes in the implementation of community-operated, school-based health clinics that will provide access to a full range of basic and preventative health care including family planning.

The Association also believes that continued funding of these facilities at both the federal and state levels is necessary to provide access to care for people who cannot travel to or afford private facilities.

The Association further believes that students who choose to be parents should be supported in furthering their education and post high school goals.

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**New Resolution No. 3—Failed**  
**Educating School Staff and Leaders about the Origins and Institutional History of the Prussian Model of Education**  
**(Casey Pilgeram, Individual)**

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**New Resolution No. 4—Withdrawn**  
**ESP (Education Support Professionals) Representation on Council Boards**  
**(Yelonda Wilke, Individual)**

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## 2023 RA BALLOT RESULTS

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### Constitution & Bylaws Amendment No. 1: Modernizing Protections for Marginalized Groups

Yes votes: 88.40%

No votes: 11.60%

*Note: Passes– must receive 2/3 vote for adoption.*

### Constitution & Bylaws Amendment No. 3: Bylaws Amendment for Certificated Dues

Yes votes: 73.72%

No votes: 26.28%

*Note: Passes– must receive 2/3 vote for adoption.*

### Constitution & Bylaws Amendment No. 4: Expanding Member Voices

Yes votes: 56.35%

No votes: 43.65%

*Note: Failed– must receive 2/3 vote for adoption.*

### Constitution & Bylaws Amendment No. 5: Transparency in Political Contributions

Yes votes: 51.43%

No votes: 48.57%

*Note: Failed– must receive 2/3 vote for adoption.*

### Constitution & Bylaws Amendment No. 6: At-Large NEA Delegate Status for NEA Resolution

#### Committee Members

Yes votes: 95.70%

No votes: 4.30%

*Note: Passes– must receive 2/3 vote for adoption.*

#### WEA President

\*Larry Delaney 87.44%

Write-in Vote (Total) 12.56%

#### WEA Vice President

\*Janie White 96.46%

Write-in Vote (Total) 3.54%

#### NEA State Director – Position 1

\*Audra Shaw By acclamation

\*Successful candidate

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## 2023 WEA RA FINAL CREDENTIALS REPORT

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### Attendance

Local Affiliates Eligible (including Student WEA chapters)	409
Local Affiliates Present	156
Local Affiliate Delegates Possible	1,675
Local Affiliate Delegates Pre-Registered	931
Local Affiliate Delegates Present	850
Assembly Officials Present (Board / Council Presidents)	77
Total Voting Delegates Present including Officials	927
Total Number of Successor Delegates Present	30

Voting Delegate Breakdown by Membership/Employment Type	
PK12 Certificated	769
ESP	98
Higher Education	14
Retired	42
Student	4
Voting Delegate Breakdown by Race/Ethnicity	
American Indian / Alaska Native	22
Asian	35
Black	48
Hispanic / Latinx	67
Native Hawaiian / Pacific Islander	7
Multi-Ethnic / Multi-Racial	74
<u>Other Person-of-Color</u>	<u>15</u>
Total BIPOC Delegates	268
(28.9%* of Voting Delegates)	

In 2006, WEA RA Delegates adopted new Standing Rules language related to BIPOC representation. Since adopted, every local association has been tasked with increasing BIPOC participation. WEA understands that local associations do not necessarily influence district hiring practices. The local inclusive diversity plans help us expand opportunities for growth in BIPOC participation and perspectives.

The following Locals did not meet goals for participation by BIPOC Delegates at the 2023 WEA RA and are scheduled to update their existing inclusive diversity plans or create initial plans over the next year.

Anacortes EA (WEA Fourth Corner) 2021	Mount Vernon EA (WEA Fourth Corner) 2019
Bellingham EA (WEA Fourth Corner) 2019	Mukilteo EA (Pilchuck) 2015
Bethel EA (Summit) 2021	Olympia EA (WEA Chinook) 2019
Camas EA (WEA Riverside) 2022	Peninsula EA (WEA Olympic Council) 2016
Clover Park EA (Soundview) 2019	Port Angeles EA (WEA Olympic Council) 2017
Edmonds EA (WEA Cascade) 2009	Pullman EA (WEA Eastern Washington) 2013
Ellensburg EA (WEA MidState) 2018	Richland EA (WEA Southeast) 2019
Everett EA (Pilchuck) 2022	Ridgefield EA (WEA Riverside) 2022
Evergreen EA (WEA Riverside) 2021	Shelton EA (WEA Chinook) 2017
Federal Way EA (Puget Sound) 2015	Snohomish EA (Pilchuck) 2021
Fife EA (Summit) 2019	Tacoma EA (Tacoma) 2022
Franklin Pierce EA (Summit) 2018	Tahoma EA (WEA Sammamish) 2022
Mead EA (WEA Eastern Washington) 2016	Vancouver Educ. Support Professionals (WEA Riverside) 2022
Mercer Island EA (WEA Sammamish) 2022	WEA Retired (WEA Retired) 2018
Monroe EA (Pilchuck) 2019	
Moses Lake EA (North Central WEA) 2016	

*(Note: Year listed is the most recent RA prior to 2023 in which the local did not meet the BIPOC participation goal)*