



To: WEA Representative Assembly Delegates

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

Date: May 10, 2024

Subject: Summary of Actions and Final Credentials Reports
for the 2024 WEA Representative Assembly

At this Assembly, the 903 delegates present took action on the following Standing Rules Adoption, New Business Items, New Resolutions, and Amendments to Continuing Resolutions. The delegates also elected one NEA Board Director.

The Washington Education Association's Representative Assembly was called to order by President Larry Delaney at 7:05 p.m., Thursday, April 11, 2024, and the time of adjournment was 1:03 a.m., Sunday, April 14, 2024.

A total of 149 affiliated locals were present out of a possible 406. There were 903 present registered delegates (75 assembly officials, who are WEA Board of Directors and UniServ Council Presidents, plus 828 present local delegates out of a possible 1,667 local affiliate delegates). The complete Final Credentials Report for the 2024 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.

2024 WEA RA STANDING RULES AND ADOPTED PROCEDURES AMENDMENTS

No submissions.

2024 WEA CONSTITUTION AND BYLAWS AMENDMENTS

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

No submissions.

2024 NEW BUSINESS ITEMS (NBIS)

WEA Goals and Objectives:

- 1. Increase WEA members' professional status and job satisfaction.**
 - 2. Improve the quality of and access to public education for all students.**
 - 3. Forge partnerships with parents, business, other unions, and community groups.**
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New Business Item A—Adopted

Reauthorizing the Small/Rural Grants to Attend the NEA National ESP Conference (Pamella Johnson, Small Rural Committee)

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

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will create up to ten (10) grants of up to \$3,000 each (for a total of up to \$30,000) to help send up to ten (10) grantees to the 2025 NEA ESPs (Education Support Professionals) 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 must be ESPs from Small/Rural locals and 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.

New Business Item B—Adopted

WEA 2025 Legislative Priorities (Jared Kink, Legislative Strategy Committee)

Cost to WEA: Staff: \$61,300 (existing)
Non-Staff: \$15,600 (new)

Cost to the State: Indeterminate, but in the range of \$1,000,000,000

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will continue to organize within and seek partners to achieve the following legislative priorities:

1. advocate for fully funding special education in the state;
2. lobby and advocate for state-level systemic supports to address unmet student and staff needs, including but not limited to: staffing, policy, and professional development investments to address disruptions in learning and unsafe learning environments;
3. advocate for respectful, professional compensation for all Education Support Professionals (ESPs) and state support for additional ESP positions within the prototypical school model until the recommendations of prior studies are met. Continue to work with other school employee unions to achieve these shared priorities.

**New Business Item C —Adopted
Support Joint Ethnic Caucus Conference
(Filma Fontanilla, Human and Civil Rights Committee)**

Cost to WEA: Staff: \$1,900 (existing)
Non-Staff: \$8,700 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide grants for twelve (12) WEA members, who are current and active members of any WEA ethnic caucus, so they can attend the NEA 2025 Joint Ethnic Caucus Conference in June 13-15, 2025. The grant will cover total registration and lodging costs for the members to attend.

The WEA ethnic caucus chairs will confer and submit their list of twelve (12) names as recipients of the grant to the WEA Board of Directors at the January 2025 Board meeting.

**New Business Item No. 1—Adopted
Exemption Protections for Inequitable Effects of District-Wide Layoffs
(Kailani Rands, Individual)**

Cost to WEA: Staff: \$12,900 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will solicit a committee of WEA members who have bargaining experience and WEA staff to develop sample bargaining language that addresses equity-based layoff policies. Such sample language may include:

1. implementation of exemption protections for members of populations underrepresented among all employee groups which include certificated, licensed, and classified staff.
2. creation of an asset-based system to be used in addition to the order of seniority.
3. collection of demographic data of those laid off by districts.

**New Business Item No. 2—Adopted
Certificate Customization: Procedure to Remove Endorsements
(Jeremy Bort, Individual)**

Cost to WEA: Staff: \$5,000 (existing)
Non-Staff: \$500 (new)

Cost to the State: \$50,000 or less for year 1

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will promote and advocate with the Professional Educators Standards Board (PESB) and the state legislature the need to create a procedure through which certificated educators can remove no-longer-wanted endorsements from their certifications.

New Business Item No. 3—Adopted Professional Development Around Asian American Native Hawaiian Pacific Islander (AANHPI)/Asian Pacific Islander Desi American (APIDA) History (Filma Fontanilla, Individual)

Cost to WEA: Staff: \$12,000 (existing) + \$1,100 (new)
Non-Staff: \$20,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will promote the professional development of the Wing Luke Museum, Asian American Education Project, and Make Us Visible-WA using its existing methods of communication.

These professional development opportunities may be delivered within already existing conferences such as the Teaching Equity Conference, the Human and Civil Leadership Rights Conference, or other similar conferences.

The WEA will promote, through existing resources, these trainings within the already existing Professional Development Network.

New Business Item No. 4—Failed Committee to Reassess the Size/Makeup of the WEA Board (Joe Thayer, Individual)

New Business Item No. 5—Adopted Paid Student Teaching (Angela Caron, Student Washington Education Association)

Cost to WEA: Staff: \$2,600 (existing)
Non-Staff: None

Cost to the State: TBD

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will lobby the Washington State Legislature to fund grants or scholarships to provide paid student teaching experience for aspiring educators enrolled in a program that leads to a degree and licensure to teach and students completing their practicum to include itinerants, counselors, etc.

New Business Item No. 6—Withdrawn Cultural Expression at Graduation Ceremonies (Justin Raines, Individual)

New Business Item No. 7—Adopted Building Bridges Between WEA and the Washington State Indian Education Association (WSIEA) (Shawn Brehm, Individual)

Cost to WEA: Staff: \$300 (existing)

Non-Staff: \$9,000 (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 \$1,000 each which can be used to pay the fees for conference registration, travel costs, lodging, meals, etc.) up to a maximum total of \$4,000.

New Business Item No. 8—Adopted
Protect Our Pensions From Climate Financial Risks
(Andrew Eckels, Individual)

Cost to WEA: Staff: \$2,800 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will introduce a Committee on Political Education (COPE) resolution at the 2024-2025 Washington State Labor Council convention, asking the WSLC to support legislative and advocacy efforts to get the Washington State Investment Board to continue their existing efforts and expand them further to increase:

1. communication about their efforts to protect our pensions from climate-related financial risks, and roadmap to deepen those efforts, and
2. planning to meaningfully deepen the use of their shareholder power to push banks and other corporations to further align their business models with meeting the goals for climate emissions reductions in order to lower climate financial risks to our pensions.

New Business Item No. 9— Referred to Committee
Safety for Educators in Special Education Settings
(Michelle Mordaunt, Individual)

Cost to WEA: Staff: \$15,400 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will utilize existing media and communications to publish a "Bill of Rights" for education employees, with guidelines to apply in situations where they are injured on the job by a student receiving Special Education Services under IDEA (Individuals with Disabilities Education Act).

New Business Item No. 10—Withdrawn
State-level Protection for Payroll Deduction of Union Dues
(Linda Albright-Campbell, Individual)

New Business Item No. 11—Failed
Fund Robust WEA Professional Development Network
(Adam Aguilera, Individual)

New Business Item No. 12—Adopted
Privacy Protections for Transgender Students
(Sasha Hawthorn, Individual)

Cost to WEA: Staff: \$5,900 (existing)
Non-Staff: \$300 (new)

Cost to the State: \$2,000,000 or less

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will endeavor to strengthen educators' rights to protect the confidentiality of transgender students who seek gender-affirming school experiences by making this issue a focus for the 2025 legislative session. WEA will communicate it as a priority on our website, social media platforms, and as a part of WEA's legislative agenda/priorities.

New Business Item No. 13—Adopted
Email WEA's Ceasefire Support to Members
(Tai Kaku, Individual)

Cost to WEA: Staff: \$200
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 3

RECOMMENDATION(S)

That WEA will email to every WEA member the entire statement of "The US Labor Movement Calls for Ceasefire in Israel and Palestine" that was endorsed by the WEA Board of Directors in January 2024: "We, members of the American labor movement, mourn the loss of life in Israel and Palestine. We express our solidarity with all workers and our common desire for peace in Palestine and Israel, and we call on President Joe Biden and Congress to push for an immediate ceasefire and end to the siege of Gaza. We cannot bomb our way to peace. We also condemn any hate crimes against Muslims, Jews, or anyone else. In issuing this call, U.S. unions are joining the efforts of 13 Congressmembers and others who are calling for an immediate ceasefire. The basic rights of people must be restored. Water, fuel, food, and other humanitarian aid must be allowed into Gaza, power must be restored, and foreign nationals and Palestinians requiring medical care must be allowed out of Gaza. The Israeli hostages taken by Hamas must be immediately released. Both Hamas and Israel must adhere to standards of international law and Geneva Convention rules of warfare concerning the welfare and security of civilians. There must be a ceasefire in Gaza. The cycle of violence must stop so that negotiations for an enduring peace can proceed. The U.S. must act. We call on President Biden to immediately call for a ceasefire. The road to justice cannot be paved by bombs and war. The road to peace cannot be found through warfare. We commit ourselves to work in solidarity with the Palestinian and Israeli peoples to achieve peace and justice. Union members come from diverse backgrounds, including Jews, Muslims, and Middle Eastern communities. The rising escalation of war and arms sales doesn't serve the interests of workers anywhere. In the end, we all want a place to call home and for our children to be safe. Working people around the world want and deserve to live free from the effects of violence, war and militarization. Thousands of Americans have joined the groundswell of global solidarity demanding a ceasefire now. It's the labor movement's turn to make our voices heard and demand a ceasefire. Together, we can stand for peace, justice, and a better future for working people everywhere."

New Business Item No. 14—Adopted
WEA Taking the Lead to Urge Congress to Fully Fund Special Education
(Roni Cook, Individual)

Cost to WEA: Staff: \$1,300 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

WEA will establish a process by which a business item (e.g. NBI, Amendment to Resolution, etc.) may be submitted to the NEA Representative Assembly by WEA as a state affiliate.

New Business Item No. 15—Adopted
Anti-Zionism and Antisemitism Terminology Education
(Sean Foster, Individual)

Cost to WEA: Staff: \$800 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will use existing digital communication tools to educate members about the difference between anti-Zionism and antisemitism.

New Business Item No. 16—Adopted
Implement Regionalization Recommendations
(John Henry, Individual)

Cost to WEA: Staff: \$12,300 (existing)
Non-Staff: \$500 (new)

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

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will propose legislation to adopt improvements to regionalization based on recommendations from the K-12 Basic Education Compensation Advisory Committee (also known as the Rebase Committee). Additionally, WEA will prioritize the need to improve regionalization as a focus for the 2025 legislative session by communicating it as a priority on our website, social media platforms, and as a part of WEA's legislative agenda/priorities.

New Business Item No. 17—Referred to Committee
Statewide Lobby Day to Fully Fund Special Education
(Jill Rock, Individual)

Cost to WEA: Staff: \$174,000 (existing)
Non-Staff: \$112,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will use existing communication channels to promote a statewide organizing event to gather union members from around the state at the Washington State Capitol building in Olympia on January 20, 2025, demanding Washington legislators fully fund special education.

**New Business Item No. 18—Withdrawn
Funding a Mock RA for NEA Delegates
(Christopher Smith, Individual)**

**New Business Item No. 19—Adopted
Establish an AI Policy for WEA
(Nicole Harreld, Individual)**

Cost to WEA: Staff: \$27,200 (existing) + \$59,000 (new)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will:

1. establish a system for WEA to report its AI use, specifically to identify details on how they are using safety-impacting and rights-impacting AI, the risks—including risks to equity—and how they are managing those risks. Possible systems for reporting may include requiring an Impact Assessment prior to implementing a new AI program. The Impact Assessment may include stating: intended use, potential risks, and quality and appropriateness of the relevant data.
2. establish thresholds for periodic human review of AI program use in WEA communications and day-to-day work done by WEA: including the Board of Directors, and WEA leadership. This includes monitoring rights-impacting AI to assess and mitigate AI-enabled discrimination against protected classes that might arise from unforeseen circumstances, changes to the system after deployment, or changes to the context of use or associated data.
3. establish thresholds for discontinuing use of an AI program when risks to rights or safety exceed an acceptable level and mitigation is not possible in WEA communications and day-to-day work done by WEA.
4. ensure adequate human training and assessment is available for WEA staff prior to the approval and implementation of any AI program, including training on how to preserve confidentiality and security of member information while using AI programs.
5. establish protection for all WEA documents and IP. For example, adding the following text to all published documents and the WEA website: “The content generated by WEA may not be used for training AI or machine learning algorithms.”
6. establish a process for ensuring that AI used in WEA Communications and day to day work does not violate the IP rights of artists and other content creators.
7. establish a means to collect feedback from affected groups, including underserved communities, in the design, development, and use of AI, and use such feedback to inform decision-making regarding the AI program being implemented.
8. ensure options to opt-out of AI programs are available to WEA members and staff, and a human alternative is available when practicable.
9. provide guidance for AI implementation within the union for councils and locals when determining their own AI policies.

**New Business Item No. 20—Ruled Out of Order
WEA Demands: Cease Funding the Siege on Gaza and Instead, Fund IDEA Special Education
(James Whitney Parker, Individual)**

**New Business Item No. 21—Adopted
Advocating for a 2024 Prototypical Model of Funding
(Becca Ritchie, Individual)**

Cost to WEA: Staff: \$22,600 (existing)
Non-Staff: \$400 (new)

Cost to the State: \$600,000,000 per year

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will advocate to the legislature and political leadership, through existing channels, for a prototypical model of funding that amply meets the needs of schools in 2024 and beyond to address the funding gaps left by the loss of Elementary and Secondary School Emergency Relief (ESSER) funds and a loss of student enrollment.

Furthermore, the WEA Board of Directors will assess the continued shortfall in education funding after the 2025 legislative session and determine a course of action to make sure the State of Washington remains compliant to the McCleary decision that each and every student has a basic education amply funded by the State.

New Business Item No. 22—Referred to Committee Cell Phones? The Good and the Bad.

(Becca Ritchie, Individual)

Cost to WEA: Staff: \$3,500 (existing)
Non-Staff: \$500 (new)

Cost to the State: \$300,000 or less

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will partner with the Office of Superintendent of Public Instruction (OSPI) to develop guidance and best practices around the use of cell phones or other personal electronic devices at school(s).

New Business Item No. 23—Adopted Support Local Campaigns to Increase Housing Access and Affordability (Jeff Paul, Individual)

Cost to WEA: Staff: \$64,700 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will provide communications and/or other reasonable staff support for locals or councils who have endorsed local ballot measures or campaigns related to social housing, permanent supportive housing, community land trusts, housing cooperatives, tenant protections, or increased home ownership programs.

New Business Item No. 24—Adopted Budget Tracker for WEA RA Delegates (Linda Freeland, Individual)

Cost to WEA: Staff: \$2,500 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will create a spreadsheet for WEA RA delegates that:

1. provides a total staff and non-staff cost estimate for implementing all NBIs submitted before the submission deadline (assuming all were to pass); and
2. tracks the total costs of all NBIs (both staff and non-staff) which have passed so far during the WEA RA.

That WEA will share and update this document on the delegate resource site during the course of the representative assembly; and will periodically post updated numbers on the assembly floor to keep delegates informed of the ongoing impact to the budget of the adopted NBIs.

That WEA will further share the most recent WEA budget with delegates, including:

1. total dues collected from all members;
2. total income from all sources other than dues;
3. total expenditures for salaries and benefits for WEA staff (WEASO);
4. total expenditures for salaries and benefits for WEA managers and directors;
5. total expenditures for salaries and benefits for WEA officers; and
6. total expenditures on travel/ lodging/and meals for WEA staff and governance members (not including trainings provided for WEA members).

**New Business Item No. 25—Adopted
Statewide LGBTQ+ Educator Conference
(Joseph (Joe) Bento, Individual)**

Cost to WEA: Staff: \$17,600 (existing) + \$14,400 (new)
Non-Staff: \$50,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2 and 3

RECOMMENDATION(S)

That WEA will work in partnership with the WEA LGBTQ+ caucus to establish and plan an annual conference for LGBTQIA+ Educators and their Allies. Topics for this conference may include:

1. inclusive curriculum, including new LGBTQIA+ requirements
2. legal defense
3. legislative updates
4. our rights as LGBTQIA+ educators
5. how to support LGBTQIA+ students and their families
6. using already existing model language to strengthen contract
7. NEA Freedom To Learn/Teach Truth

**New Business Item No. 26—Adopted
Strengthening Member Organizing through NEA Center for Organizing
(Meesh Vecchio, Individual)**

Cost to WEA: Staff: \$8,500 (existing)
Non-Staff: None

Cost to the State: NA

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will solicit interest from local EAs to increase access to Member Organizer programs and initiatives;

WEA will collaborate with the NEA Center for Organizing to increase local access to NEA grants, instructional materials, resources, and national networking opportunities to support interested local EAs, and;

WEA will connect Member Organizers from interested locals to build our collective capacity to develop a year-round Member Organizer structure that can activate our member leaders statewide.

New Business Item No. 27— Adopted
Labor History in the Classroom
(Jill Rock, Individual)

Cost to WEA: Staff: \$2,900 (existing) + \$49,600 (new)
Non-Staff: \$20,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will share and distribute to members, through existing channels and methods, the NEA developed “Unionism Training and Materials” resources. These resources can be used by individuals in their classrooms, or by locals to hold their own virtual institutes/workshops for educators.

The existing resources already include: labor history, rights in the workplace, negotiation and organizing, examples of empowerment and collective action, solidarity from National and International labor, as well as historical examples of the labor movement from Washington State history.

New Business Item No. 28— Adopted
Educators Must Educate to Save WA’s Climate Commitment
(Julianna Dauble, Individual)

Cost to WEA: Staff: \$9,500 (existing)
Non-Staff: \$1,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will explicitly seek WEA members to collaborate on the design of infographics, a toolkit and/or standalone modules of instruction in various formats on the backers of Initiative 2117 and the likely impacts of the repeal of the climate commitment act should statewide Initiative 2117 pass the ballot in November.

The amount, format, content and type of these materials will be decided upon by the WEA members who show up to the work with support from WEA Communications staff as needed. Any of these materials may be translated into other languages as feasible.

These materials will be shared with members using existing communication channels. Local leaders will also be encouraged to share these materials with labor and community organizations with the intent of building voter awareness on the initiative itself as well as building foundational knowledge about climate issues and policy solutions that WA has adopted or may adopt. These materials will be designed to support issue based organizing strategies to defeat the ballot measure with members leading the way.

New Business Item No. 29— Failed
Solidarity with Palestinians
(Darrin Hoop, Individual)

New Business Item No. 30— Withdrawn
Local Name Change
(Angela Caron, Student Washington Education Association)

New Business Item No. 31— Adopted
Funding CTE Courses at Open Doors Youth Reengagement School Programs
(Suzanne Krause, Individual)

Cost to WEA: Staff: \$2,400 (new)
Non-Staff: \$500 (new)

Cost to the State: \$50,000 or less

WEA Goals and Objectives: 2 and 3

RECOMMENDATION(S)

That WEA will lobby the legislature, through existing channels, to ensure districts allocate funding for Career and Technical Education (CTE) courses at Open Doors Youth Reengagement School Programs that meet state requirements.

New Business Item No. 32—Withdrawn
Provide Additional Graduation Pathways
(Suzanne Krause, Individual)

New Business Item No. 33—Withdrawn
Lobby the State to Modify CTE and MLE Requirements for Currently Licensed Teachers
(Suzanne Krause, Individual)

New Business Item No. 34—Adopted
Better Job Protections for New and Provisional Educators
(Suzanne Krause, Individual)

Cost to WEA: Staff: \$13,700 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will help locals bargain provisional educator protections into their contracts. Protections are meant to help provisional educators who earn at least "Basic" reviews receive support in their roles rather than being non-renewed without the due process afforded teachers with continuing contracts.

This assistance may include but is not limited to:

1. providing draft bargaining language that protects new and provisional educators
 2. providing a toolkit to educate local members on the need to bargain to protect provisional educators
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New Business Item No. 35—Adopted
Aspiring Educator and Local Connections
(Angela Caron, Student Washington Education Association)

Cost to WEA: Staff: \$20,500 (existing)
Non-Staff: \$2,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 3

RECOMMENDATION(S)

That WEA will create pathways to foster connections between locals/UniServ councils and aspiring educators such as:

1. provide local/council leadership the contact information of aspiring educators enrolled in educator preparation programs however it is feasible e.g. through colleges of education within the geographical borders of the Council, through other aspiring educator recruiting data, or student teaching program leaders, etc.;
2. provide examples of ways in which a council or local may reach out to aspiring educators in their region and for what purpose;

3. share examples of strategies and ways to connect with the WEA Board of Directors for regular review and discussion.

New Business Item No. 36—Adopted
Education to Save the Capital Gains Tax
(Ty Saxon, RAINIER)

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

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will explicitly seek WEA members to collaborate on the design of infographics, a toolkit and/or standalone modules of instruction in various formats on the backers of Initiative 2019 and the impacts of the repeal of the capital gains tax should statewide Initiative 2019 pass the ballot in November. Members and WEA staff may decide to include history of how the capital gains tax was won in Washington state if appropriate, timely, and cost-efficient to do so.

The amount and type of these teaching materials will be decided upon by the WEA members who show up to the work with support from WEA Communications staff as needed. Any of these materials may be translated into other languages as feasible.

These materials will be shared internally with members using existing communication channels. Local leaders will also be encouraged to share these with labor groups and community organizations with the intent of building voter awareness on the initiative itself as well as socializing voters to concepts of tax justice and revenue policy solutions that WA has adopted or may adopt. These materials will be designed to support issue based organizing strategies to defeat the ballot measure with members leading the way.

New Business Item No. 37—Failed
It's Time for Action; Wealth Tax Is the Answer
(Julianna Dauble, Individual)

New Business Item No. 38—Withdrawn
Grants to Support Nakia Academy and Other Professional Development
(Angela Comeaux, Individual)

New Business Item No. 39—Adopted
Training in Anti-Ableist Practices and Intersectional Identities
(Angela Samson, Individual)

Cost to WEA: Staff: \$19,700 (existing) + \$46,800 (new)
Non-Staff: \$50,000

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will provide virtual workshops to train members on disability justice and inclusion. These trainings will address ableism; intersectional identities in education; how ableist perspectives are barriers to inclusive education; and promote equitable practices.

The WEA will consolidate existing resources from disability rights and disability advocacy organizations at local, state, or national levels and provide members with access to these resources through a WEA SharePoint site.

**New Business Item No. 40—Adopted
Increasing Understanding of the Roles of Specialized Instructional Support Personnel (SISP) in the
Every Student Succeeds Act (ESSA)
(Angela Samson, Individual)**

Cost to WEA: Staff: \$19,100 (existing)
Non-Staff: \$7,500 (new)

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will use existing WEA communication channels such as the WEA website, email, WEA 2.0 publication, and conferences to increase understanding and awareness of the following:

1. how Specialized Instructional Support Personnel (SISP) professional's expanded roles under Every Student Succeeds Act (ESSA) in contributing to school wide health and to supporting school wide efforts to create school environments that help all students succeed.
2. how SISP-supported Multi-Tiered Systems of Support (MTSS) guiding frameworks contribute to supporting mental health, physical health and more.
3. publishing success stories of SISP's efforts to create supportive learning environments and contributions to tier 1 and 2 supports.

WEA will also increase awareness via WEA-created virtual trainings.

**New Business Item No. 41—Adopted
Childcare as a Member Benefit
(Adam Aguilera, Individual)**

Cost to WEA: Staff: \$22,500 (existing)
Non-Staff: \$1,800 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will:

1. convene WEA's Change, Innovation, and Achievements (CIA) committee with WEA's Bargaining Support Committee, to draft model language for locals to bargain subsidized childcare with their school districts, as an employee benefit of working within the school district.
2. The CIA committee will also develop an implementation plan so that locals can engage with their school districts to expand the district childcare program to high-needs families enrolled in their district in need of childcare.

**New Business Item No. 42—Withdrawn
Publishing Recipients of AIPAC and/or DMFI Funds or Endorsements
(Sobia Sheikh, Individual)**

**New Business Item No. 43—Failed
Committee to Assess an Organizational Restructure or Reorganization
(Sobia Sheikh, Individual)**

**New Business Item No. 44—Withdrawn
High-Stakes Testing Deferral for Multilingual Students
(Aubrey Wilson, Individual)**

**New Business Item No. 45—Adopted
Small/Rural Conference
(Anna-Melissa Lyons, Individual)**

Cost to WEA: Staff: \$10,400 (existing)
Non-Staff: \$30,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

The WEA will establish funding, in the amount of up to (but no more than) \$30,000, in the 2024-2025 Association budget, to fund a State Small/Rural Conference, to be held during the 2024-2025 school year.

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 in a regional location of the planning committee's choosing within the state.

The conference will be planned by a planning committee consisting of members of the Small/Rural Committee, 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).

**New Business Item No. 46—Adopted
LGBTQIA+ Inclusive Book Fund
(Benjamin Folgers, Individual)**

Cost to WEA: Staff: \$1,600 (existing)
Non-Staff: \$20,000 (new)

Cost to the State: None

WEA Goals and Objectives: 2

RECOMMENDATION(S)

That WEA will develop an LGBTQIA+ Inclusive Book Fund of \$20,000 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 LGBTQIA+ students by including books in classroom libraries featuring authors/characters who are LGBTQIA+.

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

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

**New Business Item No. 47—Adopted
Community and Technical College Organizing and Bargaining Support
(Susan Nightingale, Individual)**

Cost to WEA: Staff: \$18,100 (existing)
Non-Staff: \$20,000 (new)

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will support an Organizing and Bargaining Training for Higher Education locals with the goals of increasing membership (particularly for adjunct members) and strengthening the locals through bargaining support. This support will include research staff support to create a document with all contract issues for each of the CTCs, similar to the data that is available for our K-12 locals.

New Business Item No. 48—Adopted
Inform Substitute Educators Which Locals Accept Substitutes
(Mike Acord, Individual)

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

Cost to the State: None

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will modify the "Become a WEA Member Today" page of the WEA website to provide a drop-down menu of the thirty-five (35) locals (updated as needed) accepting substitutes.

New Business Item No. 49—Ruled Out of Order
No NEA Recommendation for Joe Biden for 2024 President
(Joe Sugrue, Individual)

New Business Item No. 50—Adopted
Lobbying for Certificated School Librarians
(Gavin Downing, Individual)

Cost to WEA: Staff: \$4,400 (existing)
Non-Staff: \$500 (new)

Cost to the State: Indeterminate

WEA Goals and Objectives: 1, 2, and 3

RECOMMENDATION(S)

That WEA will lobby the state legislature to require all school districts to provide every student access to a certificated teacher-librarian.

New Business Item No. 51—Failed
Support Member Access to Job-shares
(Marian Wagner, Individual)

New Business Item No. 52—Adopted
Health Education for Middle School Students
(Aubrey Wilson, Individual)

Cost to WEA: Staff: \$4,700 (existing)
Non-Staff: \$500 (new)

Cost to the State: Indeterminate

WEA Goals and Objectives: 1 and 2

RECOMMENDATION(S)

That WEA will lobby the Washington Legislature to require a course or a section of health education or its equivalent for middle school students taught:

1. by a health certificated individual each year.

2. for all students in the middle grade levels 6-8 or in the middle grade levels 7-8 if the 6th grade class is included in elementary grades, unless waived, pursuant to RCW 28A.230.040. (RCW 28A.230.040; RCW 28A.655.070; RCW 28A.230.095; RCW 28A.300.475; RCW 28A.230.020)
3. following recommended standards for curriculum in the state adopted Health and PE Standards. (RCW 28A.320.230; RCW 28A.150.210; RCW 28A.300.475; WAC 392-410-140; RCW 28A.230.020; RCW 28A.230.070)

New Business Item No. 53—Adopted
Where Are The Attorneys?
(Mike Acord, Individual)

Cost to WEA: Staff: \$800 (existing)
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will keep the WEA Attorney Referral Program page up to date.

That WEA will place a short survey after each attorney's contact information that will ask if you were successful in reaching the attorney.

New Business Item No. 54—Failed
Free Community College for Washington State Students
(Coco Mayo-Shjerven, Individual)

New Business Item No. 55—Adopted
Equality for Part-Time Educators' Retirements
(Brian Herling, Individual)

Cost to WEA: Staff: \$15,100 (existing)
Non-Staff: \$200 (new)

Cost to the State: TBD

WEA Goals and Objectives: 1

RECOMMENDATION(S)

That WEA will lobby the legislature, through existing channels, to direct the Department of Retirement Systems (DRS) to change their system of accounting years of service for vestment of retirement plans. The WEA will advocate for changing the model from the currently tiered model in the range from 0.25 to 0.47 FTE (Full-time Equivalent) to one that credits educators based on the percentage of FTE that they work.

2024 AMENDMENTS TO THE CONTINUING RESOLUTIONS

Amendment to Continuing Resolution No. 01 G-4—Adopted
Mediation Support for Conflict Resolution
(Julianna Dauble, Individual)

PROPOSED RECOMMENDATION(S)

G-4 ABUSIVE CONDUCT IN THE WORK ENVIRONMENT (RA-09)

The Washington Education Association believes that no education employee should experience bullying or abusive conduct in the work environment.

The Washington Education Association also believes that interpersonal conflict between educators may be solved with existing district or school-based restorative practices or resolved with a third-party mediation

process that includes:

1. A clear intake process that assures the parties would benefit from mediation.
2. An assigned mediator who is trained in conflict resolution practices as established by the Washington Mediation Association or by a county or state government jurisdiction that engages in mediation.
3. Be offered at no cost to the member(s) undergoing mediation.

**Amendment to Continuing Resolution No. 02 C-2—Adopted
Voucher Plans and Tuition Tax Credits
(Becca Ritchie, Individual)**

PROPOSED RECOMMENDATION(S)

C-2 TUITION TAX CREDIT (RA-85)

The Washington Education Association opposes the concepts of voucher plans, tuition tax credits, or other such funding/financial arrangements and other federal incentive programs which would fund tuition to nonpublic pre-K to 12 schools and colleges to the detriment of public schools. in order to obtain educational services that are available to them in the public schools to which they have reasonable access.

The Association believes that voucher plans, tuition tax credits, or other funding/financial arrangements that use tax monies to subsidize pre-K through 12 nonpublic or homeschool education: undermine public education; reduce the support needed to adequately fund public education; cause racial, economic, and social segregation of students; and threaten the constitutional separation of church and state that has been a cornerstone of American democracy.

The Association also believes that any nonpublic pre-K through 12 school, homeschool education, or other agency that receives public funding through voucher plans, tax credits, or other funding/financial arrangements must be subject to all accountability measures and regulations required of public schools.

The Association further believes tax-exempt status should be denied to those institutions whose policies and/or practices are not welcoming and inclusive of all students and student groups.

**Amendment to Continuing Resolution No. 03 D-1—Adopted
Commitment to a Racially and Ethnically Diverse Workforce
(Kyle Helm, Individual)**

PROPOSED RECOMMENDATION(S)

D-1 EDUCATIONAL EQUITY AND QUALITY WORKFORCE DIVERSITY (RA-06, 16)

The Washington Education Association believes that positive value can be experienced when students and staff are able to work within school and campus environments that reflect the rich ethnic, racial, and cultural diversity of our state and our nation.

~~The Association also believes that age diversity is a critical component of workplace diversity, and that educational employees of experience should be supported and retained.~~

The Association further believes that age, race, and ethnicity are critical components of workplace diversity, and that those intersectional education employees should be supported and retained.

The Association supports efforts by local affiliates to work closely with their district administrators, families, parents, community groups, and other interested parties to develop effective strategies and create culturally responsive contexts for the successful recruitment, hiring, and retention of education employees of color.

**Amendment to Continuing Resolution No. 04 D-3—Adopted
Protecting Workforce Diversity During Layoffs
(Kyle Helm, Individual)**

PROPOSED RECOMMENDATION(S)

D-3 INCLUSIVE DIVERSITY (RA-07, 12)

The Washington Education Association believes that all local affiliates and UniServ Councils should develop plans for inclusive diversity that include strategies and efforts in such areas as the following:

1. working closely with other interested stakeholders to help diversify membership through effective recruitment, hiring, and retention of employees of color including protections during layoffs;
2. improving our cultural competency and culturally responsive and sensitive practices in our school districts, worksites, local Associations, and UniServ Councils;
3. creating safe opportunities for courageous conversations related to diversity issues; and
4. increasing member of color involvement and leadership in the Association, as well as participation by other historically under-represented groups.

Amendment to Continuing Resolution No. 05 I-12—Adopted Workers' Rights to a Reasonable Standard of Living (Julianna Dauble, Individual)

PROPOSED RECOMMENDATION(S)

I-12 LIVING WAGE FOR ALL WORKERS (RA-14) LIVING WAGE FOR ALL WORKERS' RIGHTS TO A REASONABLE STANDARD OF LIVING

The Washington Education Association believes in the basic rights of all workers to earn a living wage and have access to safe and affordable housing. ~~for all workers in every community is a basic right, and a living wage will ease the effects of poverty on our students, their families, and our communities.~~

The Association also believes that policies protecting these rights, such as rent control, ease the effects of poverty on students, which increases the chances of academic success while also improving overall community safety. ~~local association decisions to endorse or otherwise support initiatives that seek to compensate workers to meet their basic needs will decrease dependence on government assistance and increase opportunities for students to learn.~~

The Association further believes laws that ensure minimum standards for wages and improved access to affordable housing should consider regional differences in the cost of living, and as these laws are revised over time, the continual goal is to improve the standard of living for the lowest paid workers who disproportionately suffer from economic instability, pandemics, violence, effects of climate crises, and other human-caused and natural disasters.

The Association supports local association decisions to endorse and/or otherwise support initiatives and campaigns that:

1. seek to compensate workers to meet their basic needs;
2. prevent cold weather evictions for late rent and evictions during the school year for families with school-age children;
3. require at least 180 days' notice before rent increases are enacted;
4. ban rent increases when code violations exist; and
5. provide permanently affordable housing.

Amendment to Continuing Resolution No. 06 C-14—Adopted Regionalization Improvements (Eric Pickens, Individual)

PROPOSED RECOMMENDATION(S)

C-14 STATE APPORTIONMENT AND DISTRIBUTION FORMULA (RA-85)

The Washington Education Association believes the following principles should be included in the state school apportionment formula:

1. availability of equal education programs to every child in the state of Washington regardless of the taxable wealth of the school district;
2. maintenance of a proper balance among all sources of revenue available to school districts so that no district is unduly penalized or unduly rewarded;
3. apportionment of funds on an objective basis easily estimated as to amounts and computed upon definite factors;
4. minimum state control over local school boards in the administration of funds;
5. incentives for development of school programs to meet the changing needs of local conditions and society in general;
6. incentives for efficient organization and operation of school districts;
7. allowances for some range in revenues among the school districts in recognition of differences in costs not otherwise provided for in the formula and in scope and philosophy of local education programs;
8. incorporation of factors promoting desirable certified classroom-teacher ratio;
9. a staff weighting formula which fully recognizes experience and education; ~~and~~
10. ~~a staff weighting formula that ensures that regionalization factor gaps between adjacent districts are 2% or less;~~
increased state funding to mitigate the gaps between adjacent districts which are created by regionalization factors; and
11. ensured equality of opportunity for students in federally impacted districts.

**Amendment to Continuing Resolution No. 07 E-28—Adopted
Acknowledge Faculty Success and Refocus Goals
(Susan Nightingale, Individual)**

PROPOSED RECOMMENDATION(S)

E-28 SALARY AND BENEFITS EQUITY FOR PART-TIME FACULTY (RA-86)

The Washington Education Association believes that part-time faculty must be:

1. compensated at a comparable rate of pay to full-time faculty with the same qualifications for performing instructional work and that this should be standard across all Washington State Community and Technical Colleges; and paid a portion of a full-time faculty position based on the number of class contact hours appropriate in a particular discipline rather than an hourly rate; and
2. compensated for noninstructional duties.

~~The Association also believes that pro-rata compensation must become standard in Washington State.~~

The Association supports maintaining equal benefits for part-time and full-time faculty working at least fifty percent (50%) of a full-time load including: health benefits, tuition waivers, life and disability insurance, and retirement. equality of benefits for part time higher education faculty. Part time equalization should include:

1. ~~that part time teachers be eligible for college paid health insurance during summer quarter in any year in which the faculty member teaches a fifty percent (50%) or greater load during the preceding three (3) quarters and there exists a mutual expectation that the employee will return to service;~~
2. ~~that RCW 28B.15.535 and WAC 131-28-085, "Waiver of Tuition and Fees for Full Time Employees-Conditions Guidelines," be changed to include eligibility for faculty members working a fifty percent (50%) load or more;~~
3. ~~that a pool of resources be created within the state employees insurance fund for paying benefits to part time higher education faculty who are employed by more than one (1) institution of higher education and whose total hours are fifty percent (50%) or more of full-time but less than fifty percent (50%) for any one (1) employer; and~~
4. ~~retirement benefits be made available for those part time faculty working at least fifty percent (50%) of a full-time load.~~

**Amendment to Continuing Resolution No. 08 F-07—Adopted
Clarify AHE's Commitment to Diversifying Higher Education Faculty
(Suzanne Southerland, Individual)**

PROPOSED RECOMMENDATION(S)

F-7 HIGHER EDUCATION PROGRAMS (RA-85, 17)

The Washington Education Association believes that higher education associations are confronted with increasingly complex problems, and that the success or failure of higher education associations has direct implications for the entire Association.

The Association also believes that programs should continue to be promoted which will serve to strengthen the operation of higher education associations.

The Association further believes that the majority of college courses should be taught by ~~tenure track, full time faculty tenured faculty, and that each higher education institution's faculty workforce should reflect the racial and cultural demographics of its community.~~

**Amendment to Continuing Resolution No. 09 E-17—Adopted
Safety Precautions
(Antoinette Felder, ESP Action Coordination Team)**

PROPOSED RECOMMENDATION(S)

E-17 HAZARDOUS WORKING CONDITIONS (RA-85, 18)

The Washington Education Association believes that education employees must not be required to work under unsafe or hazardous conditions (to include exposure to contaminants and extreme temperatures) or be asked to perform tasks which endanger their health, safety, or well-being. Protective gear must be provided if necessary.

**Amendment to Continuing Resolution No. 10 D-15—Adopted
Engaging Aspiring Educators
(Angela Caron, Student Washington Education Association)**

PROPOSED RECOMMENDATION(S)

D-15 ASSOCIATION SUPPORT FOR POTENTIAL TEACHERS (RA-85, 95)

The Washington Education Association believes that institutions of teacher preparation, Professional Education Advisory Boards, and/or local affiliates and UniServ Councils need to engage in outreach and provide support to affiliated aspiring educator ~~establish and/or assist in the maintenance of affiliated student chapters of WEA.~~

The Association also believes local affiliates should develop an orientation program for student teachers.

The Association also supports the efforts of the Teachers Recruiting Future Teachers Program.

**Amendment to Continuing Resolution No. 11 E-22—Adopted
Professional Salary Schedules for Education Support Professional and/or Classified Employees
(Antoinette Felder, ESP Action Coordination Team)**

PROPOSED RECOMMENDATION(S)

E-22 PROFESSIONAL SALARIES (RA-87, 01)

The Washington Education Association believes that the salary policy of any school system should be based on clearly defined factors which are applicable to salaries for all professional services and responsibilities.

Professional salary schedules for certified employees must:

1. recognize, through professional credit, participation in curriculum work in lieu of required college credit;
2. recognize, through additional compensation, each additional degree earned beyond the BA;
3. recognize, through additional compensation, each credit earned beyond the BA requirement whether that credit was earned before or after the granting of the BA;
4. provide at least two (2) incentive columns between the BA and fifth-year columns and between the fifth-year and sixth-year columns;
5. be regularly reviewed and revised to ensure competitive positions with other professional groups;
6. make provisions for severance pay;
7. recognize forms of national service, including military, Peace Corps, and VISTA-type service;
8. provide extra pay for extra activities according to an equitable and known scale;
9. provide for the addition of salary on a per diem basis when the contract is extended beyond 180 days;
10. be indexed in order to attract beginning teachers and hold experienced certified employees;
11. provide for variance in preparation, teaching experience, and professional training, and encourage competent teachers to remain in the classroom;
12. grant full credit for education and experience earned by all certified personnel in-state and out-of-state;
13. reflect the concept defined in RCW 28A.58.100 ensuring that certified employees moving from one district to another district within the state receive full compensation for training and experience;
14. provide for a guaranteed annual salary increase equal at least in amount to the rise in the cost-of-living as determined by an appropriate local or regional consumer price index for the previous twelve-month period;
15. provide that all certified employees performing bargaining unit work be placed on the contractual salary schedule;
16. provide overtime compensation for required extensions of the regular work day;
17. not be based on employee evaluation; and
18. consider that salary and retirement provisions are interdependent and of equal importance.

Professional salary schedules for Education Support Professionals and/or classified employees must:

1. recognize through professional/industry certifications, participation in credentials work in lieu of college credit;
2. recognize, through additional compensation, each additional degree earned in-state and/or out-of-state beyond the AA/AAS/BA;
3. recognize through additional compensation, each credit earned beyond the BA requirement whether that credit was earned before or after the granting of the BA;
4. be regularly reviewed and revised to ensure competitive pay compared to positions within other similar professional groups;
5. make provisions for severance pay;
6. recognize forms of national service, including military, Peace Corps, and VISTA-type service;
7. provide extra pay for extra activities according to an equitable and known scale;
8. provide for the addition of salary at a per diem rate and/or overtime basis when the day is extended beyond eight (8) hours;
9. reflect the concept defined in RCW 28A.400.300 ensuring that classified employees moving from one district to another district within the state receive full compensation for training and experience;
10. provide for a guaranteed annual salary increase equal at least in amount to the rise in the cost-of-living as determined by an appropriate local or regional consumer price index for the previous twelve-month period;
11. provide that all classified employees performing bargaining unit work be placed on the contracted salary schedule;
13. not be based on employee evaluation; and
14. recognize that salary and retirement provisions are interdependent and of equal importance.

**Amendment to Continuing Resolution No. 12 I-2—Adopted
Strengthen Our Commitment to Climate Justice
(Julianna Dauble, Renton E A)**

PROPOSED RECOMMENDATION(S)

I-2 CLIMATE CHANGE AND CLIMATE IMPACTS EDUCATION AT ALL GRADE LEVELS (RA-19)

CR I-2 CLIMATE CHANGE AND CLIMATE IMPACTS EDUCATION AT ALL GRADE LEVELS

The Association recognizes the climate crisis is an existential threat to the existence of humanity and the effects disproportionately affect communities of color and those furthest from economic justice.

The Association supports local, state, and national efforts to prioritize the teaching of climate change, climate issues, and climate impacts for all students and across all disciplines. This effectively empowers students to engage in scientific thinking, conduct research, evaluate evidence, review data, and design solutions to real-world problems.

The Association believes that educators play a critical role in supporting citizen access to objective and unbiased information about ecological changes so that as a society we can prevent and mitigate imminent climate catastrophe.

The Association also believes that educational efforts to increase general knowledge about the realities of climate change must be prioritized as a shared responsibility at all levels of society, including within our own organization and public institutions such as school districts.

The Association opposes efforts to roll back climate commitment legislation that has been proven to slow the release of carbon dioxide and other greenhouse gasses into the atmosphere.

The Association also supports efforts to work with elected leaders, labor groups, community organizations, and individuals to champion policies for clean energy usage, other carbon and greenhouse gas-emitting reduction efforts, green building practices, and restoration of ecological systems when appropriate.

The Association supports the teaching of climate change, climate issues, and climate impacts for all students at all grade levels and across all disciplines.

The Association believes climate education is an effective way for students to learn about evaluating evidence, reviewing data, and understanding human impacts.

The Association also believes that climate issues are a major part of the Next Generation Science Standards.

The Association further believes climate change is a social justice issue that disproportionately affects communities of color and poor communities.

The Association also believes learning about the issue is empowering for students to be active citizens and does not need to be political.

The Association further believes climate issues are connected to all disciplines.

2024 NEW RESOLUTIONS

**New Resolution No. 1—Adopted
Education Support Professional Constitutional Bill of Rights
(Pamella Johnson, ESP Action Coordination Team)**

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

supports education support professionals and/or classified employees who work in elementary, secondary, and/or public institutions of higher education which include the following categories: clerical and administrative services, transportation services, food and nutrition services, custodial and maintenance services, health and student services, technical services, and skilled trades.

The Association believes that education support professionals and/or classified employees should be compensated with professional, competitive wages and benefits.

The Association also believes that education support professionals and/or classified employees should have access to affordable health care and health care benefits at minimal personal cost.

The Association further believes that education support professionals and/or classified employees should be considered eligible employees under the Family and Medical Leave Act (FMLA) of 1993 and the Washington Paid Family Medical Leave Program (WA PFML) part of the Washington Family Care Act of 2017.

The Association also believes that education support professionals and/or classified employees should have paid leave for all planned and unplanned school closures including weather-related closures, professional development days, and other short-term closures.

**New Resolution No. 2—Adopted
Paid Student Teaching/Internship
(Angela Caron, Student Washington Education Association)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION believes that aspiring educators should be fairly compensated for work performed during student teaching/internship.

**New Resolution No. 3—Adopted
LGBTQ+ Inclusive Curriculum and Supplemental Materials
(Justin Raines, Individual)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION believes that all students deserve to see themselves and their families reflected in curriculum and supplemental instructional materials.

The Association supports efforts to ensure LGBTQ+ curriculum and materials are available to all students.

**New Resolution No. 4—Adopted
Full Implementation of the John McCoy (Iulilaš) Since Time Immemorial Curriculum (STI)
(Shawn Brehm, Individual)**

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION supports the full funding of Since Time Immemorial (STI), with full collaboration and consultation between OSPI and each of the 29 Federally Recognized Tribes across our state.

The Association believes each of the 29 Federally Recognized Tribes across the state should be justly and fairly compensated for their roles in the creation of such curricular material.

The Association also supports efforts to build a reporting system by which every district across our state will faithfully report the work that they are doing regarding implementation of Since Time Immemorial (STI) in their schools (thus meeting the full intent of SB 5433 [2015]).

The Association further supports the full implementation of STI as a fundamental piece of core curriculum in every district, community, school, and provided for all educators to utilize in educating every student across our state.

New Resolution No. 5—Adopted
Anti-Ableist Language in All WEA Communications
(Martha Patterson, Special Education Committee)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION believes in anti-ableist language and practices and in recognizing members, staff, and students with disabilities by their preferred identity.

The Association also believes that disability rights are civil rights, disabilities are both visible and invisible and the Association must respect the chosen identifiers of individuals with disabilities. It is an ally's responsibility to end the use of ableist language and use anti-ableist language.

The Association further believes that all written or verbal communications, when identifying members of the disabled community, will identify individuals by their preferred identity, either person first or disability first, and use such identifiers in the communications.

New Resolution No. 6—Adopted
Housing Justice
(Jeff Paul, Individual)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION believes that housing instability and homelessness harm students, their families, educators, and communities at large and that housing insecurity can limit access to education, jobs, health care, and other human services.

The Association also believes that society has the responsibility to lessen and eliminate the effects of housing instability and homelessness by addressing their root causes. Soaring housing costs, massive divestment in public housing, stagnating wages, a speculative real estate market, legacies of redlining, profound economic inequality, lack of access to healthcare (including mental healthcare), an opioid crisis fueled by profit-driven pharmaceutical companies, and numerous other factors have all lead to a worsening crisis of homelessness and housing insecurity across our country, which we feel very acutely in Washington.

The Association supports educators, unions, and working people collaborating with community groups and local, state, and federal agencies to create affordable housing opportunities and other meaningful solutions to the housing and homelessness crisis.

The Association further supports housing policies that follow Article Twenty-Five of the United Nations Declaration of Human Rights which upholds housing as a necessary prerequisite to an adequate standard of living.

The Association opposes policies or legislation that are harmful to efforts to provide robust housing and supportive services.

New Resolution No. 7—Adopted
Artificial Intelligence in the Education System
(Adam Aguilera, Individual)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION believes adoption of artificial intelligence (AI) into the education system should be member-led, human-centered, and in partnership with student voice to include:

1. advocating for ample resources and support to enable schools to implement AI technologies ethically and responsibly, including funding for infrastructure, training, and ongoing evaluation;

2. implementing AI technologies to improve WEA efficiencies, equitable practices, and organizational infrastructure;
 3. providing guidance and principles for the development of AI policies in the education system, ensuring that AI technologies are used equitably to support the profession and student learning;
 4. ensuring student privacy and data security when implementing AI technologies, in accordance with FERPA, COPPA, and CIPA regulations;
 5. designing and deploying AI systems used in education in a manner promoting inclusivity and accessibility for all students, consistent with the principles of IDEA and Section 504;
 6. establishing clear guidelines and regulations for the ethical use of AI in education, including transparency in algorithmic decision-making processes protecting the intellectual property rights of content creators and safeguards against bias and discrimination;
 7. providing ongoing training for educators and professional development opportunities to effectively integrate AI tools into their teaching practices and to critically evaluate their impact on student learning; and
 8. reviewing and updating policies regarding the use of AI in education regularly to reflect emerging technologies, best practices, and evolving legal and ethical standards.
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New Resolution No. 8—Adopted
Acknowledging the Generational Harm Caused by "Indian Boarding Schools"
(Daniel Razaia, Individual)

NOW, THEREFORE BE IT RESOLVED, THAT THE WASHINGTON EDUCATION ASSOCIATION believes institutions known as “Indian Boarding Schools, Indian Mission Schools, and Indian Day Schools” enacted undue cruelty upon indigenous people through unsafe learning and living conditions; intentional cultural destruction through forbidding use of native language, dress, tradition, and other expressions of culture and community; and administering physical, psychological, and sexual abuse; which led to still unknown numbers of deaths.

The Association also believes that the boarding school programs throughout the United States and Canada, and particularly within Washington State, were wrong to forcibly remove children from their indigenous communities with the intent to remove the students’ history, culture, and language from them.

The Association further believes that the generational harm caused by these schools is profound and enduring. The forced removal of children from their families and communities disrupted the transmission of cultural knowledge and values which led to loss of identity and the sense of belonging among the students. This loss has been passed down through generations, manifesting through social, economic, physical, and mental health issues in indigenous communities.

The Association also believes that educators within Washington State have had a role in administering both the assimilation-centered curriculum and the initial acts of abuse on these students.

The Association further believes that all Washington State residents who openly supported the Indian Boarding School program or maintained a position of ignorance or apathy are complicit in the harm committed against these students and their communities.

The Association also believes that we are academic and residential heirs to the educators who perpetrated the individual and collective violence against our indigenous communities within the borders of Washington State, and that we have an obligation to acknowledge and accept that educators and community members failed to protect these students and communities from catastrophic harm.

The Association supports educators accepting the responsibility to acknowledge, confront, and teach the legacy of these wrongs and to address the consequences of these policies through open, inclusive, and welcoming instruction for all students.

New Resolution No. 9—Withdrawn
WEA Rejects the NEA Recommendation of Joe Biden for 2024 President, and Instead Endorses Cornel West for President as a Part of Building a New, Independent Working Class Party
(Joe Sugrue, Individual)

2024 RA BALLOT RESULTS

NEA State Director – Position 1

*Charlotte Lartey	83.29%
Elizabeth Pray	16.71%

*Successful candidate

2024 WEA RA FINAL CREDENTIALS REPORT

Attendance

Local Affiliates Eligible (including Student WEA chapters)	406
Local Affiliates Present	149
Local Affiliate Delegates Possible	1,667
Local Affiliate Delegates Pre-Registered	932
Local Affiliate Delegates Present	828
Assembly Officials Present (Board/Council Presidents)	75
Total Voting Delegates Present including Officials	903
Total Number of Successor Delegates Present	33
Voting Delegate Breakdown by Membership/Employment Type	
PK-12 Certificated	758
Education Support Professionals	90
Higher Education	11
Retired	40
Student	4
Voting Delegate Breakdown by Race/Ethnicity	
American Indian/Alaska Native	25
Asian	28
Black	55
Hispanic/Latinx	68
Native Hawaiian/Pacific Islander	6
Multi-Ethnic/Multi-Racial	75
Other Person-of-Color	8
Total BIPOC Delegates	265
(29.3%* 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 2024 WEA RA and are scheduled to update their existing inclusive diversity plans or create initial plans over the next year.

Bellevue EA (WEA Sammamish) 2015	Port Angeles EA (WEA Olympic Council) 2023
Bethel EA (Summit) 2023	Puyallup EA (Summit) 2022
Bremerton EA (WEA Olympic Council) 2021	Puyallup ESP (Summit) 2022

Camas EA (WEA Riverside) 2023
Central Valley EA (WEA Eastern Washington) 2021
Community Colleges of Spokane AHE (WEA Eastern Washington) 2017
East Valley Spokane EA (WEA Eastern Washington) 2013
Everett EA (Pilchuck) 2023
Evergreen EA (WEA Riverside) 2023
Kennewick EA (WEA Southeast) 2016
Mead EA (WEA Eastern Washington) 2023
Oak Harbor EA (WEA Fourth Corner) 2022
Pasco Association Of Educators (WEA Southeast) 2018

Richland EA (WEA Southeast) 2023
Ridgefield EA (WEA Riverside) 2023
Sedro Woolley EA (WEA Fourth Corner) 2022
South Kitsap EA (WEA Olympic Council) 2017
Spokane EA (Spokane) 2017
Steilacoom EA (Soundview) - first year
Sumner-Bonney Lake EA (Puget Sound) 2015
Tacoma EA (Tacoma) 2023
Tahoma EA (WEA Sammamish) 2023
Walla Walla Valley EA (WEA Southeast) 2012
WEA Retired (WEA Retired) 2023

(Note: Year listed is the most recent RA prior to 2024 in which the local did not meet the BIPOC participation goal)