



WEA  
WASHINGTON  
EDUCATION  
ASSOCIATION

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# 2017 NEW BUSINESS ITEM PROGRESS REPORT

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## 2017 NEW BUSINESS ITEMS

### 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 Standing Strong and United for Students (WEA Board of Directors)

Cost to WEA: Staff: \$19,500 (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 provide UniServ Councils and locals with legislative status reports. In order to provide full opportunity for engagement, the WEA will encourage locals to have 100% of their sites and buildings to hold meetings sharing the status reports prior to May 1, 2017. After May 1, 2017, the WEA will encourage locals to set general membership meetings where members will be able to decide on action plans with the goal of engaging the community and parents to join with educators to hold legislators accountable.

Staff: Shawn Lewis

Status: Completed

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### New Business Item B—Adopted Safe Zone School Board Resolution (WEA Board of Directors)

Cost to WEA: Staff: \$1,100 (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 provide copies of the SAFE ZONE Resolution to each local and electronically publicize the names of school districts adopting it. Copy of Resolution attached (Attachment 1).

Staff: Linda Mullen / HCR Committee

Status: Completed

- We sent 712 email messages to Local Presidents, the Board of Directors and staff, with a links to our Immigrant rights web page, (<https://www.washingtonea.org/membership/inclusive/immigrantrights/>) and a map (<http://educationvotes.nea.org/safezonedistricts/>) where districts can add a pin if they have passed a resolution (which is on the web page link).
  - As of 10/23/2017, 32.7% (236) of people opened the email. The click through rate was 4.6% (33). No new pins have been added to the map (two were there prior to the email).
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**New Business Item C—Adopted****Know Your Rights-Federal Changes to Deferred Action for Childhood Arrivals (DACA)  
(Human and Civil Rights Committee, Jenny Rose, Co-Chair, Maryziel Galarpe, Co-Chair)**

Cost to WEA: Staff: \$18, 200 (included in existing staffing budget)  
Non-Staff: \$2,500 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will create short videos and printable online toolkits/resources such as Know Your Rights or humanrights.org materials in multiple languages for educators, parents, and community members regarding issues concerning immigrant rights and a list of pro bono legal services. WEA will add a webpage to the WEA website with links to these materials.

Staff: Lisa Kodama / Linda Mullen / HCR Committee

Status:

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**New Business Item D—Adopted****Diversity SPARKS – Combating Institutional Racism Early  
(Human and Civil Rights Committee, Jenny Rose, Co-Chair, Maryziel Galarpe, Co-Chair)**

Cost to WEA: Staff: \$20,300 (included in existing staffing budget)  
Non-Staff: \$54,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will continue to sponsor and promote a Diversity SPARKS with an emphasis on members of color annually that focuses on retaining new educators and engaging members of color in union activities, and also issues around Institutional Racism.

Staff: Lisa Kodama / HCR Committee

Status:

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**New Business Item E—Adopted****Local Every Student Succeeds Act Engagement  
(Change, Innovation, and Achievements Committee, Shannon Rasmussen, Co-Chair, Amy Frost, Co-Chair)**

Cost to WEA: Staff: \$227,500 (included in existing staffing budget)  
Non-Staff: \$9,600 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will:

1. Provide information and resources to locals and councils for the purpose of engaging members in local conversations around the components of ESSA in which educator voice is necessary;
2. Ensure locals and Councils have information to develop a clear understanding of assessment and progress monitoring requirements under state and federal law;
3. Provide training regarding ESSA and its implications;
4. Engage locals and councils in planning activities that advocate for ESSA implementation that provides resources for public education;
5. Develop and provide on-going bargaining language for locals and councils;
6. Encourage community partnerships with allies to ensure ESSA implementation positively impacts public education.
7. Inform locals about allowable uses of funds in all Title sections of ESSA, especially those that require local bargaining or educator input.

Staff: Lisa Kodama

Status:

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**New Business Item F—Adopted**  
**Updated WEA Mission, Goals, Objectives and Core Values**  
**(Human and Civil Rights Committee, Diversity Work Team)**

Cost to WEA: Staff: None  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA will accept the following updates to the WEA Mission, Goal, Objectives and Core Values.

**MISSION**

The mission of the Washington Education Association is to advance the professional interests of its members in order to make public education the best it can be for students, staff, and communities.

**GOAL**

Our goal is to build confidence in public education and increase support for Washington's public school system.

**OBJECTIVES**

Our objectives are to:

Increase WEA members' and employees' professional status and job satisfaction.

Improve the quality of and access to public education for all students.

Forge partnerships with parents, business, other unions, and community groups.

Promote a just and inclusive society with respect for the worth, dignity, and equality of every individual.

End institutionalized racism and bias in public education.

Increase participation of individuals from historically underrepresented groups in all aspects of WEA activity.

**CORE VALUES**

WEA members believe in:

Public education as the cornerstone of a strong democratic society.

The fundamental right of all students to have access to the best possible public education regardless of race, ethnicity, sexual orientation, gender identity and expression, sex, religion, or disability.

Life-long learning.

Individual and organization integrity and commitment to equity.

**WEA MISSION, GOAL, OBJECTIVE AND CORE VALUES**

Respect for diversity and full inclusion in employment and governance within WEA.

High professional standards for members.

Personal and professional growth.

Continuous improvement in the quality of public education.

Fair treatment for all people, including the right to due process and representation.

Shared decision making and shared accountability with the community for the quality of public education.

Academic freedom.

Safe learning and working environment.

Shared decision making and accountability for all constituencies within the WEA.

High expectations and performance standards for all students.

Commitment to fighting institutionalized racism and bias.

*Adopted by the 1994 WEA Representative Assembly; amended by the 2004 WEA Representative Assembly.*

Status: Completed

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**New Business Item G—Adopted**  
**Small/Rural Release Time Grant**  
**(Small/Rural Local Committee, Katie Leppanen, Chair)**

Cost to WEA: Staff: \$1,500 (included in existing staffing budget)  
Non-Staff: \$25,000 (modified Aug. 2017)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA provide grants for release time and substitutes for presidents and/or designee of small/rural locals to support the local membership. WEA would reimburse a maximum of 30 locals the cost of eight (8) sub days per local for the school year to attend conferences, association/council meetings, and/or training opportunities. This is a renewal of last year's NBI.

Staff: Rod Regan

Status:

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**New Business Item H—Adopted****Small/Rural Professional Development Grant**

**(Small/Rural Local Committee, Katie Leppanen, Chairperson)**

Cost to WEA: Staff: \$1,500 (included in existing staffing budget)  
Non-Staff: \$25,000 (modified Aug. 2017)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA provide up to 25 grants to cover costs/fees to attend various association activities or professional development. These activities would include, but not be limited to local presidents meetings, council and state trainings, and political advocacy events. The purpose is to promote membership involvement by small/rural local affiliates. This is a renewal of last year's NBI.

Staff: Rod Regan

Status:

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**New Business Item I—Adopted****Small/Rural Local Leader Mentorship**

**(Small/Rural Local Committee, Katie Leppanen, Chairperson)**

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

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will match small/rural presidents and local association leaders, who wish to participate in this program, with an established peer leader in another local or council. WEA Small/Rural Committee will be the lead task force to follow through with small/rural locals to connect them with a leader mentor.

Staff: Rod Regan

Status:

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**New Business Item J—Withdrawn****Small/Rural Member Engagement**

**(Small/Rural Local Committee, Katie Leppanen, Chairperson)**

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**New Business Item No.1—Adopted****Pledge Allegiance to Veterans and their Families**

**(Wil Johnson, Tukwila EA)**

Cost to WEA: Staff: \$2,900 (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 work with the PESB, OSPI, State Board of Ed, Troops to Teachers, and Department of Veterans Affairs to establish a system to recruit, retain, and support veterans and their family members in pursuing careers in education.

Staff: Shawn Lewis

Status:

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**New Business Item No. 2—Withdrawn prior to distribution**

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**New Business Item No. 3—Failed**  
**Boycott of Trump Owned Family Businesses**  
**(Jeffrey Morgen, Seattle EA)**

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**New Business Item No. 4—Withdrawn**  
**Impacts of 1541 – Closing the Opportunity Gap**  
**(Becca Ritchie, Renton EA)**

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**New Business Item No. 5—Adopted**  
**Mentors of Color**  
**(Janie White, Renton EA; Becca Ritchie, Renton EA)**

Cost to WEA: Staff: \$9,300 (included in existing staffing budget)  
Non-Staff: \$20,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA shall establish a budgetary line item allotting \$20,000 for creation and maintenance of mentor networks for educators of color. This money shall be awarded to councils via a grant application process in the amount of \$2,000 each.

Staff: Lisa Kodama / HCR Committee

Status:

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**New Business Item No. 6—Adopted**  
**Trauma Informed Guide**  
**(Susan DuFresne, Renton EA)**

Cost to WEA: Staff: \$3,100 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 3

**RECOMMENDATION(S)**

That WEA will develop a resource guide of trauma informed trainers including contact information, and compensation amount to be shared through existing communication venues.

Staff: Linda Mullen / Aimee Iverson / School Safety Committee

Status:

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**New Business Item No. 7—Adopted as amended**  
**Support for the 10<sup>th</sup> Annual NW Teaching for Social Justice Conference**  
**(Mike Radow, Mercer Island EA)**

Cost to WEA: Staff: \$500 (included in existing staffing budget)  
Non-Staff: \$1,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA ~~support~~ sponsor the 10<sup>th</sup> Annual NW Teaching for Social Justice Conference, to be held this October at Chief Sealth High School with publicity and materials up to \$1,000. Such sponsorship continue on an annual basis.

Staff: Stephen Miller / External Partnerships

Status: Completed

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**New Business Item No. 8—Adopted**  
**Public Banking Makes Too Much Sense to Ignore**  
**(Julianna Dauble, Renton EA)**

Cost to WEA: Staff: \$3,500 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA will assemble the data from states that have public banking (public investment trusts) and develop a report showing how the revenue received is used for public services, including education. The report will be shared with the WEA Board and be available on the WEA website. Washington State Senator Hasegawa's work will be provided as well allowing the WEA Board to consider next steps.

Staff: Shawn Lewis

Status:

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**New Business Item No. 9—Failed**  
**Just What IS Devos Up To?**  
**(Sheri Ahlheim, Peninsula EA)**

**New Business Item No. 10—Withdrawn**  
**Adjustment of Classified Dues**  
**(Connie Kelly, President, Bellingham Association of School Employees)**

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**New Business Item No. 11—Adopted**  
**Shoring Up Teacher Pension System**  
**(Tim Odeen, Touchet EA)**

Cost to WEA: Staff: \$8,900 (included in existing staffing budget)  
Non-Staff: \$2,500 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA research and recommend to the Legislature ways to strengthen the current Teacher's Pension System.

Staff: Shawn Lewis

Status:

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**New Business Item No. 12—Adopted**  
**Fall NBI Progress Report**  
**(Ray Nelson, North Thurston EA)**

Cost to WEA: Staff: \$5,800 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

### **RECOMMENDATION(S)**

No later than the end of each October, use existing channels of communication to provide an electronic New Business Item (NBI) Progress Report to all members. The format would be identical to that used for the NBI Progress Report presented at the Representative Assembly, but would include the addition of information about how locals and individual members may get involved to assist WEA staff and achieve the stated and adopted aims of the NBIs.

Staff: Armand Tiberio

Status: Completed

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### **New Business Item No. 13—Adopted as amended It's Time to be Heard – A May Month of Action (North Thurston EA)**

Cost to WEA: Staff: \$60,500 (included in existing staffing budget)  
Non-Staff: \$26,000 (new cost)

Cost to the State: \$5 Billion if fully funded

WEA Goals and Objectives: 1, 2, and 3

### **RECOMMENDATION(S)**

That WEA will enhance NBI A by actively supporting locals in organizing a month of action in May 2017 for the express purpose of having members of participating locals plan a day or more of action in the month of May including, but not limited to: actions at the capitol; actions at offices, homes, or businesses of legislators; rolling walkouts; and/or letter writing or lobbying campaigns targeting key legislators. **These actions will be triggered in the event that the State Legislature fails to adopt a budget (by the expected end of the Regular 2017 Legislative Session – April 23) that at least:** a) makes significant strides toward funding equity; b) implements voter-approved class size and case load reductions for all grade levels; c) increases compensation; d) maintains collective bargaining rights for teachers and all state workers; & e) does not achieve the aforementioned by reducing compensation for other state public employee groups or services that support our students' health and wellbeing.

WEA preparation (which will begin immediately upon conclusion of the 2017 WEA-RA) will include, and not be limited to,

1. Informing local Presidents about the **specific budget/policy elements that are harmful** to WEA members and public school students, using existing means of communication;
2. Legal guidance with regard to local participation, as well as organizing guidance;
3. Acquisition of necessary permit(s) to have locals rally/march on the Capitol campus or other locations;
4. Working with local presidents, members of governing board, and regular members to **make appointments to speak** directly and/or leave written letters **with their state representatives and senator** highlighting points of concern with the proposed Senate budget;
5. Working with local presidents and members of their governing board to seek immediately the cooperation of their District's Superintendent and School Board to support and participate in this proposed collective action.
6. WEA keeps and communicates a calendar of action plans
7. Encourage every local to set a strike authorization vote for the 3<sup>rd</sup> week of August in the event that the legislature does not meet its constitutional duty.
8. Logistic support for locals choosing to engage in rolling walkouts beginning the third week of May.

The level of participation in this proposed month of action will be determined by each local association in accordance with their bylaws and other governing agreement and documents. This issue at hand is our State's Paramount Duty; not any specific issues or grievances local associations may currently have with their Districts.

Staff: Shawn Lewis / Rod Regan / Linda Mullen / Legislative Strategy Committee

Status: Completed

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### **New Business Item No. 14—Adopted WEA Discrimination Policy (Freedom Johnson, Bellevue EA; Stephen Miller, WEA Vice President)**

Cost to WEA: Staff: \$4,600 (included in existing staffing budget)  
Non-Staff: \$3,500 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3



**RECOMMENDATION(S)**

That the WEA Board review, adopt, or amend its policies to have procedures in place to address discriminatory actions by Association leaders or members against other members, leaders, or staff.

Staff: Armand Tiberio

Status: Completed

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**(Number 15 was unintentionally skipped.)**

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**New Business Item No. 16—Adopted****We Believe in Unstructured Playtime...Now What?**

**(Linda Myrick, Bellevue EA)**

Cost to WEA: Staff: \$2,200 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 2

**RECOMMENDATION(S)**

WEA will provide model bargaining language to support ample unstructured play time for elementary students that is equitable between schools within a district.

WEA will provide educational information through existing channels of communication to raise awareness of the positive impacts of unstructured play, and the negative impacts when there is not sufficient opportunity for unstructured play.

Staff: Rod Regan

Status:

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**New Business Item No. 17—Adopted****Substitute Membership Still Matters**

**(Peter Henry, Seattle EA)**

Cost to WEA: Staff: \$22,200 (included in existing staffing budget)  
Non-Staff: \$9,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

That WEA will continue to involve substitutes by forming a committee of interested leaders to continue investigating how best to encourage substitute educators' involvement within locals and the WEA.

That WEA will also provide ongoing substitute organizing updates to Council Presidents and the WEA Board for distribution to local affiliates, including periodic posts on the WEA website.

Responsible: UniServ Council Presidents

Status:

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**New Business Item No. 18—Withdrawn prior to distribution**

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**New Business Item No. 19—Withdrawn prior to distribution**

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**New Business Item No. 20—Adopted****Moral Misalignment Marginalizing Members**

**(Jeb Binns, Highline EA)**

Cost to WEA: Staff: \$8,800 (included in existing staffing budget)  
Non-Staff: None

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

**RECOMMENDATION(S)**

That WEA compile a list of colleges and universities providing educator licensure trainings and programs that have codes of conduct policies for faculty and students what align with WEA values.

That WEA share that list with locals, councils, and school districts through existing channels.

If an institution does not align with WEA values the WEA President may notify that institution as to how they are misaligned.

Staff: Lisa Kodama

Status:

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**New Business Item No. 21—Adopted**  
**Funding for Action Supporting the McCleary Decision**  
**(John Richardson, South Kitsap EA)**

Cost to WEA: Staff: \$2,300 (included in existing staffing budget)  
Non-Staff: \$250,000 (new cost)

Cost to the State: \$5 Billion when fully funded  
WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That WEA allocate up to \$250,000 for a McCleary Crisis Grant Fund to support actions across the state designed to influence the 2017 legislative session.

Staff: Shawn Lewis

Status: Completed

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**New Business Item No. 22—Referred to committee**  
**Where, oh where do our students' data go?**  
**(Julianna Dauble, Renton EA)**

Cost to WEA: Staff: \$1,400 (included in existing staffing budget)  
Non-Staff: None

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

**RECOMMENDATION(S)**

That WEA post information on its website regarding the limitations and legal requirements districts in Washington State should abide by when deciding what entities receive personally identifiable student data.

WEA will also provide on its website a generic template letter addressed to school district administrators that can be used when someone may wish to inquire about student data security in their specific location.

Specifically, questions will clarify:

1. How the school district defines and enforces 'educational purposes' for allowable student data sharing practices;
2. What partnerships exist between the district and outside agencies that collect disaggregated student data;
3. What contracts districts have entered into with educational partners and any other organization that collects student data.

These questions should be worded to maximize disclosure of all academic achievement information, health information, or other personally identifiable data that is being released outside of the parent-student-teacher relationship.

This information may also be used by locals to educate the public about what policies are, or should be, in place to protect personally identifiable student data from being transmitted beyond classroom learning needs.

To assist concerned locals, the WEA will create language for use in collaborative discussions with our districts or for bargaining.

Staff: Linda Mullen / Aimee Iverson

Status:

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**New Business Item No. 23—Adopted**

**Social Media Protection**

**(Mike Alfred, Clarkston EA)**

Cost to WEA: Staff: \$2,000 (included in existing staffing budget)  
Non-Staff: None

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will create on line resources for educators in order to receive help when faced with slander on the various forms of social media. This would consist of a website created by specialists in the field to advise educators of their rights and potential recourses to mitigate slanderous attacks. This site could offer links to resources and to information on previous actions and litigations taken by other educators to assist members with their decisions on how to address a particular issue. Members would also have access to WEA Legal Department to allow educators to understand their rights if they are victims of this type of character assassination.

Staff: Linda Mullen / Aimee Iverson

Status:

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**New Business Item No. 24—Failed**

**Fully Fund Highly Capable Education**

**(Reby Parsley, Kent EA)**

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**New Business Item No. 25—Adopted**

**Career and Technical Education (CTE) Funding**

**(Tricia Littlefield, Sumner EA)**

Cost to WEA: Staff: \$3,700 (included in existing staffing budget)  
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

That WEA will continue to lobby the Washington Legislature to increase funding for CTE programs in order to continue to offer high quality CTE programs such as increased MSOC (Materials, Supplies and Operating Costs) funding, per pupil funding enhancements, lower class size staffing ratios, CTSO (Career and Technical Student Organizations) funding, and decreasing the allowable indirect percentages that can be taken by school districts.

Staff: Shawn Lewis

Status: Completed

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**New Business Item No. 26—Adopted**

**Contract Language for School Psychologists**

**(Laurie Anne Harrison, Snohomish EA)**

Cost to WEA: Staff: \$8,500 (included in existing staffing budget)  
Non-staff: \$3,800 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

The WEA will work directly with the Washington State Association of School Psychologists (WSASP) to jointly develop a survey regarding contract language for school psychologists across the state of Washington. This would include, but not be limited to,

reviewing the WSASP draft survey, providing advice on survey language, and then implementing the survey. The goal is to survey every Washington school psychologist, with the support of education association presidents, by October 30th, 2017.

Aggregated survey returns will be used to provide statewide recommendations regarding contract language for school psychologists, no later than January 15th, 2018.

Using existing media WEA will share these results with respective education association presidents, and other interested members, so the data can be used during contract negotiations.

Staff: Rod Regan

Status:

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**New Business Item No. 27—Adopted**  
**Support March for Science April 22<sup>nd</sup> 2017**  
**(Noam J. Gundle, Seattle EA)**

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

Cost to the State: None

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

The WEA will promote the March for Science to its members, which is happening on Earth Day April 22nd in Washington DC, as well as more than 425 satellite marches across the USA, including 15 in Washington State.

More than 170 national organizations have endorsed the action including education unions, science organizations and education organizations. The WEA should add their name to this list and encourage their members to be involved in defending science and speaking out in favor of evidence-based decision making.

Status: Completed

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**New Business Item No. 28—Adopted**  
**Climate Justice Education**  
**(Noam J. Gundle, Seattle EA)**

Cost to WEA: Staff: \$1,000 (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 encourage local affiliates to work with their school boards to pass a climate justice education resolution for their local districts, as the NEA RA 2016 NBI encouraged.

These resolutions will help provide resources for educators to teach about climate change and climate justice at all grade levels using factual information and research data to support student learning and educator professional development as we implement the Next Generation Science Standards.

Staff: Linda Mullen / Lisa Kodama

Status:

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**New Business Item No. 29—Adopted**  
**Ethical Investment**  
**(Lake Washington EA)**

Cost to WEA: Staff: \$10,400 (included in existing staffing budget)  
Non-staff: \$3,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 3

**RECOMMENDATION(S)**

That the WEA Budget and Finance Committee research credit unions at the state and federal level whose ethical principles are closely aligned with the WEA, and begin to transfer WEA investments and financial operations to such credit union that would be able to handle all of the operations necessary to the economic functions of the WEA.

Staff: Margaret Knight

Status:

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**New Business Item No. 30—Adopted  
Support Immigrant Students and Families  
(Juan Córdova, Highline EA)**

Cost to WEA: Staff: \$900 (included in existing staffing budget)  
Non-staff: \$10,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will post on its website:

1. a template letter for personal character references for parents of students, so they may prepare for potential interaction with ICE;
2. a list of verified resources members can use to help families get legal help for immigration issues.

WEA will also develop a training module for locals to use with school office staff to increase the likelihood that students' rights will be protected regarding immigration status and deportation.

WEA will budget no more than \$10,000 per year for locals to support educators who wish to advocate on behalf of families of students whose parents have been taken to a detention center.

Staff: Linda Mullen

Status:

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**New Business Item No. 31—Adopted  
Call to Action-October 2017  
(Janie Hitchen, Bethel EA)**

Cost to WEA: Staff: \$900 (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 assist in drafting a model New Business Item for Washington's NEA RA delegates to consider submitting to the NEA RA in July as a call to action in support of public education for ALL states.

The purpose of this NBI might include, but would not be limited to, the following:

1. For the first two weeks in October all locals across the country would participate in some type of action, to be voted upon by the locals.
2. These actions could be anything that locals feel they can do within the confines of their CBA and state laws.
3. NEA would provide a place online to share ideas and provide supports for these actions.
4. NEA would share publicly online the work of the almost 3,000,000 members of the NEA representing the voices of our local schools, colleges, and over 50,000,000 students.

Staff: Completed

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**New Business Item No. 32—Referred to committee  
Go Green...Almost  
(Whitney Wytko, Moses Lake EA)**

Cost to WEA: Staff: \$25,400 (included in existing staffing budget)  
Non-staff: \$10,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA have a live ~~stream~~ site that updates and loads new business so ~~members~~ delegates can have the latest information and remain truly Green.

Staff: Manny Bosser / Documents & Resolutions Work Team

Status: Work continues to be done.

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**New Business Item No. 33—Failed  
Invest Retirement Funds Ethically  
(Amy Hepburn, Highline EA)**

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**New Business Item No. 34—Adopted  
Developmentally Inappropriate K-3 State Standards  
(Pamela Wilson, Monroe EA)**

Cost to WEA: Staff: \$9,700 (included in existing staffing budget)  
Non-staff: \$3,800 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

That WEA will advocate to remove or revise developmentally inappropriate standards from the K-3 ELA and Math Washington State Learning Standards/Common Core State Standards that are used in Washington State classrooms.

Staff: Shawn Lewis

Status:

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**New Business Item No. 35—Failed  
Disinvest Retirement Funds from For-Profit Education  
(Caitlyn Donnelly, Olympia EA)**

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**New Business Item No. 36—Adopted  
Replace WA-AIM with a Useful and Valid Measure  
(Libby Black-Walker, Olympia EA)**

Cost to WEA: Staff: \$3,700 (included in existing staffing budget)  
Non-staff: \$1,000 (new cost)

Cost to the State: Indeterminate

WEA Goals and Objectives: 1 and 2

**RECOMMENDATION(S)**

That the WEA President will invite Superintendent of Public Instruction to co-write a letter to relevant parties in the state legislature describing special education teachers' and families' dissatisfaction with the current alternate assessment, the WA-AIM. The letter shall request a change in the legal requirement to administer the WA-AIM, and instead adopt individualized alternate achievement standards. WEA and OSPI leaders will offer to form a committee of special educators, families, and other stakeholders to provide recommendations.

Staff: Shawn Lewis

Status:

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**New Business Item No. 37—Adopted**  
**Protecting Local Collective Bargaining**  
**(Justin Fox-Bailey, Shaerie Bruton, Jared Kink, Pilchuck UniServ Council)**

Cost to WEA: Staff: \$1,800 (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:

1. Inform all local and council presidents about those ESD and Superintendent letters already signed;
2. Provide a template letter and talking points for local and council leaders that can be used with local district administration;
3. Create an online letter template which allows members to contact legislators about their support for collective bargaining and opposition to the superintendent letters;
4. Work with Washington State Labor Council to create a labor sign on letter that counters the attacks on collective bargaining in the Superintendent letter and places the focus back on funding to support students' needs.

Staff: Shawn Lewis

Status: Completed

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**New Business Item No. 38—Unanimously Adopted**  
**Support Student Washington Education Association**  
**(Sarah Gallagher, Morgan Burr, Stephanie Mock, Chelsea Vacanti, Veronica Haas, Nicole Way, Kenyah Thomas, Jacqueline Fisbeck, Student WEA)**

Cost to WEA: Staff: \$21,200 (included in existing staffing budget)  
Non-staff: \$13,000 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA shall sponsor Student Washington Education Association conferences on both the west and east sides of our state. These conferences will serve the purposes of student networking, professional and leadership development, building relationships across the state, strengthening chapters/locals, increasing membership, enhancing transparency and understanding of our union, and meeting our union's diversity and inclusion goals.

Staff: Rod Regan

Status:

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**New Business Item No. 39—Adopted**  
**Student Leadership Conference for Student Washington Education Association (SWEA) Members**  
**(Sarah Gallagher, Morgan Burr, Stephanie Mock, Chelsea Vacanti, Veronica Haas, Nicole Way, Kenyah Thomas, Jacqueline Fisbeck)**

Cost to WEA: Staff: \$1,700 (included in existing staffing budget)  
Non-staff: \$12,700 (new cost)

Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA shall provide a grant for up to six additional SWEA members to attend NEA SLC. Having this many members attend SLC would create a climate of leadership continuity for our student chapters.

As future educators and union leaders, this opportunity would greatly benefit our members in the following ways: leadership and professional development, building relationships across the nation, strengthening the SWEA presence at a national level, and meeting our union's goals.

Status: Completed

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**New Business Item No. 40—Withdrawn prior to distribution**

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**New Business Item No. 41—Adopted**  
**End Privatization to Break the School-to-Prison Pipeline**  
**(Sandy Hunt, Highline EA; Kristie Peak, Highline EA)**

Cost to WEA: Staff: \$4,500 (included in existing staffing budget)  
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1

**RECOMMENDATION(S)**

WEA, using work being done by the NEA, will compile and publicize research on the effects of privatization of prisons, juvenile detention centers, and immigration detention centers on Washington students and their families. WEA will publicize this through already existing channels.

Staff: Linda Mullen / HCR Committee

Status:

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**New Business Item No. 42—Withdrawn prior to distribution**

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**New Business Item No. 43—Adopted**  
**How Can Restorative Justice Work in Schools?**  
**(Lucero Alegre, Renton EA)**

Cost to WEA: Staff: \$7,100 (included in existing staffing budget)  
Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

WEA will publish an article in WE 2.0 explaining how restorative justice practices are being adapted for education settings in Washington and around the nation. The article will include aspects of how restorative justice practices can help heal harm caused by institutional racism, bullying, harassment and conflicts between students. The article may also include research about the disproportionate rate of exclusion or other punitive consequences applied to students of color and may highlight the work NEA is doing to end the school to prison pipeline.

Staff: Linda Mullen / HCR Committee

Status:

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**New Business Item No. 44—Withdrawn**  
**It's Time to Be Heard; May Day Lobbying**  
**(Joshua Parker, North Thurston EA)**

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**New Business Item No. 45—Adopted as amended**  
**~~Teachers~~ Educators of Color State Conference**  
**(Michael Cook, Edmonds EA)**

Cost to WEA: Staff: \$17,000 (included in existing staffing budget)  
Non-staff: \$10,300 (new cost)



Cost to the State: None

WEA Goals and Objectives: 1, 2, and 3

**RECOMMENDATION(S)**

That WEA start a ~~Teachers~~ Educators of Color state wide conference that is directed to address the issues of ~~teachers~~ educators of color.

Staff: Lisa Kodama / HCR Committee

Status:

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**New Business Item No. 46—Withdrawn**  
**Sanctuary Schools**  
**(Brad Read, Spokane EA)**

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**New Business Item No. 47—Adopted**  
**Speak Out Against Age Discrimination; Support Members in the Protected Age Category**  
**(Jennifer L. Hall, Seattle EA)**

Cost to WEA: Staff: \$1,000 (included in existing staffing budget)

Non-staff: None

Cost to the State: None

WEA Goals and Objectives: 1 and 3

**RECOMMENDATION(S)**

The WEA will encourage locals to develop problem-solving support groups for educators who feel they have been targeted in their buildings. The WEA will take an active public stance against age discrimination in education, and will stress the importance of retaining educational employees in the protected age category, emphasizing the role of experienced educators as mentors and problem solvers in public education.

Staff: Linda Mullen / Shawn Lewis

Status: