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## BOARD OF DIRECTORS MEETING

### APRIL 12-13, 2023

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#### MINUTES

##### CALL TO ORDER

Chairperson Delaney called the regular meeting of the WEA Board of Directors to order at 1:12 p.m. on Wednesday, April 12, 2023, at the Davenport Grand Hotel in Spokane.

##### ROLL CALL

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

The following board directors were excused from this meeting: Kathie Axtell, Kaitlin Kamalei Brandon, Kirstin Nicholson, and Janis Olmstead.

Chairperson Delaney declared a quorum was present.

The following WEA staff members were present for this meeting: Rachael Tom, Melody Rash, Mary Howes, Aimee Iverson, A.J. Hoyla, Christina Martinez, Donna Wesley, Mike Gawley, Delilah Gillespie (WEASO), Michael Pena, Tom Granger, Jim Meadows, Lisa Kodama, and Rich Wood.

##### LAND ACKNOWLEDGEMENT

Chairperson Delaney acknowledged the meeting is taking place on stolen land.

##### BOARD NORMS

Chairperson Delaney reviewed the board norms.

##### BOARD ALTERNATE SEATING

The WEA Board approve the Board Alternate Seating as presented in Agenda Item No. 2-A as updated on the WEA Board of Directors group in edCommunities and the seating of the following:

- Silas Berry for Kirstin Nicholson (WEA Olympic)
- Jeff Moore for Kathie Axtell (WEA Chinook)

There were no objections and the motion **Carried** by general consent. (041231-1)



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### MINUTES

#### ADOPTION OF AGENDA

It was **Moved** and **Seconded** that the WEA Board of Directors approve the Board Meeting Agenda as presented in Agenda Item No. 2-B

There were no objections and the motion **Carried** by general consent. (041223-2).

#### APPROVAL OF MEETING MINUTES

It was **Moved** and **Seconded** that the WEA Board of Directors approve the March 17-18, 2023, board meeting as presented in Agenda Item No. 2-C.

There were no objections and the motion **Carried** by general consent. (041223-3).

#### 2023-24 ESP ACTIVE MEMBER DUES

It was **Moved** by Shawna Moore and **Seconded** by Vallerie Fisher that the Budget & Finance Committee approve FY23/24 ESP Dues Rate as presented in Agenda Item 2-E (2).

A roll call vote was conducted, and the motion **Carried unanimously**. (041323-4)

#### 2023-24 K-12 ACTIVE MEMBER DUES

It was **Moved** by Jeremy Shay and **Seconded** by Shawn Brehm that the WEA Board approve utilizing the current methodology and ratios used to calculate Certificated and Higher Ed Dues adjusting for any Bylaw amendments approved by the 2023 RA.

A roll call vote was conducted, and the motion **Carried**. (041223-5)

Abstentions (12): Shawn Brehm, Jeb Binns, Katie Haynes, Janet Caldwell, Penny Cramer, Rhonda Kinzebach, Sally Loeser, Autumn Morrison, Cam Munro, Ray Nelson, Sue Nightingale, and Traci Overstreet.

#### 2022-23 NON-ACTIVE-CLASS MEMBER DUES

It was **Moved** by Keith Swanson and **Seconded** by Audra Shaw that the Budget & Finance Committee approve utilizing the current methodology to calculate Non-Active Class Dues for Associate, Staff and Reserve-class memberships adjusting for any Bylaw amendments approved by the 2023 RA.

A roll call vote was conducted, and the motion **Carried**. (041223-6)

Abstentions (5): Janet Caldwell, Penny Cramer, Rhonda Kinzebach, Jennifer Matter, Traci Overstreet.

#### STUDENT DUES

It was **Moved** by Justin Fox Bailey and **Seconded** Shawn Brehm that the Budget & Finance Committee approve FY23/24 annual dues of \$7.50 for student members.

A roll call vote was conducted, and the motion **Carried unanimously**. (041223-7)



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### MINUTES

#### DOCUMENTS & RESOLUTIONS

##### NBI 2 - POSITIVELY WEA

It was **Moved** by Becca Ritchie and **Seconded** by Eric Pickens that the WEA Board of Directors recommend to the WEA Rep Assembly Delegates a position of “Do Pass” on NBI 2.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-8)

##### NBI 3 – CREATE STRONG PARTNERSHIPS TO LOBBY FOR EQUITABLE REGIONALIZATION

It was **Moved** by Eric Pickens and **Seconded** by John Richardson that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “Do Pass” on NBI 3.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-9)  
Abstentions (4): James Alexander, Jennifer Matter, Ray Nelson, Joe Thayer

#### SUSPEND RULES

It was Moved by Jeb Binns and Seconded by Becca Ritchie that the board suspend the roll call votes on board positions on NBIs.

A roll call vote was conducted, and the motion **Carried unanimously**. (041223-10)

##### NBI 6 – CREATE STRONG PARTNERSHIPS TO LOBBY FOR EQUITABLE REGIONALIZATION

It was **Moved** by Eric Pickens and **Seconded** by Becca Ritchie that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 6.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-11)

##### NBI 11 - WHAT ABOUT US?

It was **Moved** by Becca Ritchie and **Seconded** by Anita Benitez that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 11.

Without objection, the motion was put before the Board and the motion **Failed**. (041223-12)  
**The Board took no position.**

##### NBI 13 – PROFESSIONAL DEVELOPMENT FOR GUEST EDUCATORS

It was **Moved** by Shawna Moore and **Seconded** by Vallerie Fisher that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 13.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-13)

#### Close Debate

It was **Moved** by Joe Thayer and **Seconded** by Anna-Melissa Lyons to close debate.

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### MINUTES

Without objection, the motion was put before the Board and the motion **Carried**. (041223-14)

*NBI 14 - NBCT Local President Inclusion in State-provided National Board Stipend*

It was **Moved** by Janet Caldwell and **Seconded** by Traci Overstreet that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 14.

Without objection, the motion was put before the Board and the motion **Failed**. (041223-15)

**The Board took no position.**

*NBI 17 – FUNDING FOR EXPERIENCE AND EDUCATION*

It was **Moved** by Eric Pickens and **Seconded** by Becca Ritchie that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 17.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-16)

*NBI 18 - Lobby for an Equitable Prototypical Model*

It was **Moved** by Anita Benitez and **Seconded** by Eric Pickens that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 18.

Without objection, the motion was put before the Board and the motion **Carried**. (041323-1)

*NBI 23 - Study Group for Automatic WEA-Active to WEA-Retired Membership Status*

It was **Moved** by Mary Lindsey and **Seconded** by Cameron Munro that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “Do Pass” on NBI 23.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-17)

*NBI 28 - Prioritizing WEA Collaboration and Legislative Advocacy for Special Education Funding*

It was **Moved** by Justin Fox-Bailey and **Seconded** by Shawna Moore that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 28.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-18)

*NBI 32 – ESP TO ESP*

It was **Moved** by Anita Benitez and **Seconded** by Eric Pickens that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 32.

Without objection, the motion was put before the Board and the motion **Carried**. (041323-2)

*NBI 39 - UPDATING MEMBERS ON CEDARS AND STATE TESTING NAME POLICIES*

It was **Moved** by Mary Moser and **Seconded** by Filma Fontanilla that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 39.



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Without objection, the motion was put before the Board and the motion **Carried**. (041223-19)

*NBI 42 - Effective Advocacy for Members Experiencing Discrimination and Retaliation*

It was **Moved** by Charlotte Larney and **Seconded** by Daniel Harada that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 42.

Without objection, the motion was put before the Board and the motion **Carried**. (041323-3)

*NBI 44 - Keep National Board-Certified Educators on Focused Evaluations*

It was **Moved** by Zack Stockdale and **Seconded** by Tim Martin that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 44.

Without objection, the motion was put before the Board and the motion **Failed**. (041223-20)

**The Board took no position.**

*NBI 45 - Prioritizing WEA Collaboration and Legislative Advocacy for Special Education Funding*

It was **Moved** by Justin Fox-Bailey and **Seconded** by Pamela Wilson that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 45.

Without objection, the motion was put before the Board and the motion **Carried**. (041323-4)

*NBI 48 – A MORE JUST WEA MISSION STATEMENT*

It was **Moved** by Pamela Wilson and **Seconded** by Shawn Brehm that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Not Pass**” on NBI 48.

Without objection, the motion was put before the Board and the motion **Carried**. (041223-21)

*NBI 49 - Elevating Wages and Professional Development for Education Support Professionals*

It was **Moved** by Shawna Moore and **Seconded** by Vallerie Fisher that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 49.

Without objection, the motion was put before the Board and the motion **Carried** unanimously. (041223-22)

*NBI 51 – LGBTQ+ BOOK*

It was **Moved** by Jeb Binns and **Seconded** by xx that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on NBI 51.

Without objection, the motion was put before the Board and the motion **Carried**. (041323-5)



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### MINUTES

#### GOOD OF ORDER

Pat Nicholson, a former board director and longtime member, passed away last week. The Board took a moment of silence.

#### MEETING RECESSED

Chairperson Delaney recessed the WEA Board of Directors meeting at 4:52 p.m. on Wednesday, April 12, 2023.

#### MEETING RECONVENED

Chairperson Delaney reconvened the WEA Board of Directors meeting at 9:08 a.m. on Thursday, April 13, 2023.

#### RSEJ CENTER UPDATE

Michael Pena, RSEJ Director, presented relevant work, a purpose statement, history, REBA methodology and themes, and a summary of the equity audit.

It was **Moved** by Ray Nelson and **Seconded** by John Richardson that WEA work with Michael Pena to work with Communications to develop a video presentation of his slide show with proper oral context that can then be shared with Councils and members.

Without objection, the motion was put before the Board and the motion **Failed**. (041323-6)  
Division was called. Motion Failed.

#### Point of Personal Privileged

Jennifer Matter centered the Board in their meeting, reminded them about meeting agreements and reflected on the power dynamics in the room.

#### LEGISLATIVE UPDATE

Jared Kink and Jen Black, Legislative Committee Co-Chairs, provide a link on edCommunities to a survey to be completed by the end of WEA RA. A legislative update will be provided at the WEA RA.

#### CB 1 – Modernizing Protections for Marginalized Groups

It was **Moved** by Tani Lindquist and **Seconded** by Vallerie Fisher that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on Constitution and Bylaws 1.

A roll call vote was conducted, and the motion **Carried unanimously**. (041323-7)

#### CB 4 – Expanding Member Voices

It was **Moved** by Keith Swanson and **Seconded** by Pamela Wilson that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Not Pass**” on Constitution and Bylaws 4.

A roll call vote was conducted, and the motion **Carried**. (041323-8)



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## BOARD OF DIRECTORS MEETING APRIL 12-13, 2023

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### MINUTES

Abstentions (1)

#### CB 5 – Transparency in Political Contributions

It was **Moved** by Justin Fox-Bailey and **Seconded** by Shawn Brehm that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Not Pass**” on Constitution and Bylaws 6.

A roll call vote was conducted, and the motion **Carried**. (041323-9)

No (1) Abstentions (3)

#### CB 6 – At-Large NEA Delegate Status for NEA Resolutions Committee

It was **Moved** by Daniel Harada and **Seconded** by Zack Stockdale that the WEA Board recommend to the WEA Rep Assembly Delegates a position of “**Do Pass**” on Constitution and Bylaws 6.

A roll call vote was conducted, and the motion **Carried**. (041323-10)

No (1) Abstentions (6)

### CENTER ANNUAL GOALS

It was **Moved** by Ray Nelson and **Seconded** by Robert Gustin that the following be included in the WEA Policies Manual in II Staff; C. Executive Director; Subsection 2. Job Description a. Administering the internal affairs of the Association directly or through delegation to include but not be limited to; (4): Page 9 (4) Monitor and report to the WEA Board progress being made toward achievement of the Association goals and objectives by directing all WEA center-department Managers and Directors to create annual Goals & Objectives Plans (presented to WEA Board Directors at the first WEA Board meeting of the new school year) and to provide written Progress Reports at least three times per year.

### Amendments to Center Goals

It was **Moved** by Joe Thayer and **Seconded** by Zack Stockdale that the WEA Board amend “center annual goals” by Ray Nelson to strike the words “at least three times a year” and replacing them with the words “before the board votes to renew management contracts”.

It was **Moved** by Penny Cramer and **Seconded** by Becca Ritchie that the WEA Board postpone consideration of the amendment to the Center Annual Goals to the June board meeting.

A roll call vote was conducted, and the motion **Carried**. (041323-11)

No (1): Ray Nelson

It was **Moved** by Becca Ritchie and **Seconded** by Penny Cramer that the Ray Nelson main motion be postponed for consideration until the June board meeting.

A roll call vote was conducted, and the motion **Carried**. (041323-12)

Abstentions (1): Silas Berry

No (5): Ray Nelson, Bob Gustin, Jennifer Matter, Zack Stockdale, and Elizabeth Ward-Robertson



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### MINUTES

#### INDEPENDENT CONSULTANT

It was **Moved** by Jeb Binns and **Seconded** by Robert Gustin that the WEA Board provide funds to hire an independent investigator, who will report directly to the WEA auditor, to look into the systems and structures that led to a former Executive Director's ability to take action that led to a significant financial liability for WEA without knowledge of the WEA Budget and Finance Committee or WEA Board. The investigator shall also make recommendations for better controls and/or checks and balances to help prevent future similar situations. The investigators unredacted report shall be made public to the WEA board of directors.

Without objection, the motion was put before the Board and the motion **Failed**. (041323-13)

#### Point of Personal Privilege

Tani Lindquist apologized to the body for her earlier comments.

#### POLICY MANUAL

It was **Moved** by Jennifer Matter and **Seconded** by Josh Boe that the WEA Board amend the Policy Manual to create a Management Compensation and Benefits Policy Committee.

1. The charge of this committee is to review WEA's efforts to recruit and retain management and exempt/non-WEASO staff while keeping WEA fiscally solvent.
2. The committee will make recommendations to the WEA governance (Budget and Finance Committee, Executive Committee, Board) to ensure that the wages and benefits of these positions are in line with the current labor market in advance of contract renewals and hiring in the case of vacancies. This does not preclude the Executive Director from making separate recommendations.
3. The committee shall annually bring all recommendations to WEA governance no later than the June board meeting so that changes in management compensation and benefits can be included in the annual budget adoption for the upcoming year.
4. The committee will accomplish this by working with the HR Director and other staff as well as by collecting input from WEA Board Directors, Local/Council Presidents, the Executive Director, WEA Governance, and managers.

A roll call vote was conducted, and the motion **Carried unanimously**. (041323-14).

#### WEA BUDGET ADJUSTMENT

It was **Moved** by Justin Fox-Bailey and **Seconded** by Shawna Moore that we transfer \$95k from CR14 (legislative issues) to CR19 (membership communications) to fund a Communications Campaign.

A roll call vote was conducted, and the motion **Carried unanimously**. (041323-15).



BOARD OF DIRECTORS MEETING
APRIL 12-13, 2023

MINUTES

CR 1 - STANDARDIZED TESTS

It was Moved by Becca Ritchie and Seconded by Shannon Rasmussen that the WEA Board of Directors take the position of "Do Pass" on Continuing Resolution 1.

Without objection, the motion was put before the Board and the motion Carried. (041323-16)
Abstentions (2)

CR 2 - B-32 SPECIAL EDUCATION GUIDELINES

It was Moved by Shawn Brehm and Seconded by Tani Lindquist that the WEA Board recommend to the WEA Rep Assembly Delegates the position of "Do Pass" on Continuing Resolution 2.

Without objection, the motion was put before the Board and the motion Carried. (041323-17)
Abstentions (1)

NR 2 - Family Planning

It was Moved by Keith Swanson and Seconded by that the WEA Board recommend to the WEA Rep Assembly Delegates a position of "Do Not Pass" on New Resolution 2.

Without objection, the motion was put before the Board and the motion Failed. (041323-18)
Abstentions (7) No (1) Yes (62)

The Board took no position.

NR 3 - Educating School Staff & Leaders about history of Prussian Model

It was Moved by Jeremy Shay and Seconded by Laura Treece that the WEA Board recommend to the WEA Rep Assembly Delegates a position of "Do Pass" on New Resolution 3.

Without objection, the motion was put before the Board and the motion Failed. (041323-19)
Abstentions (3) No (65) Yes (2)

The Board took no position.

GOOD OF ORDER

Chairperson Delaney announced the NEA ESP of the Year, Pamella Johnson.

ADJOURNMENT

Chairperson Delaney adjourned the WEA Board of Directors meeting at 3:39 p.m. on Thursday, April 13, 2023, at the Davenport Grand Hotel in Spokane.

Submitted by: A.J. Hoyla

Reviewed by: [Signature]

Date Approved: June 2, 2023