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DLN: 93493188008090

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

2008

OMB No 1545-0047

Open to Public

Department of the Treasury

► The organization may have to use a copy of this return to satisfy state reporting requirements

B Che	rtha 1	2009 calandar	year or tay year beginning 00-01-2009	and anding 09-21-200	<u> </u>		
B Cu			cear, or tax year beginning 09-01-2008 C Name of organization	and ending 08-31-200	9	D Employer	identification number
— Adr	еск ітар dress ch	· Ficase	Washington Education Association			91-0460	645
	me chai	label o	I DOING DUSINESS AS			E Telephone	
_	al retur	type. S	ee			(253) 94	1-6700
_	minatio	Instru		s not delivered to street addre	ss) Room/suite	G Gross rec	eipts \$ 32,778,940
– Am	ended r	return	City or town, state or country, and ZIP -	- 4		1	
– App	olication	pending	Federal Way, WA 980639100				
		F	Name and address of Principal Officer		H(a) Is the	s a group ret	urn for
		Mar	garet Knight		affilia	•	TYes ▼No
			Box 9100 eral Way, WA 980639100				
r Ta	x-exem		1(c) (5) 4 (insert no)			l affiliates incl	•
	ob site	e: ► www washi				o, attach a i p Exemption	ist See instructions) Number >
, **	CD SIL	e. F www wasiii	igtoriea org		11(0)	F	
К Тур	e of org	Janization 🔽 Corp	oration trust association other		L Year of Fo	rmation 1889	M State of legal domicile WA
Рa	rt I	Summary Briefly describe	the organization's mission or most sig	unificant activities			_
		-	teaching profession and public educat		naton		
Governance		To promote the	teaching profession and public educat	ion in the State of Washi	ngton		
<u> </u>							
9	2	Check this box	if the organization discontinued its	operations or disposed o	f more than 2	5% of its ass	sets
5 5			, ig members of the governing body (Par				70
đ			pendent voting members of the govern				68
ű	5	Total number o	employees (Part V, line 2a)			5	199
Activities &			volunteers (estimate if necessary)			6	<u> </u>
<u>့</u>	7a	Total gross un	elated business revenue from Part VII		7	a 452,961	
	ь	Net unrelated l	usiness taxable income from Form 990		7	b 0	
					Prio	or Year	Current Year
	8	Contributions	and grants (Part VIII, line 1h)		25,368,000	27,445,668	
를	9		ce revenue (Part VIII, line 2g)			1,378,228	
Revenue	10	Investment ır	come (Part VIII, column (A), lines 3, 4	, and 7d)		1,193,248	342,467
ά	11	Other revenue	(Part VIII, column (A), lines 5, 6d, 8d	c, 9c, 10c, and 11e)		461,124	473,313
	12	Total revenue	—add lınes 8 through 11 (must equal P	art VIII, column (A), lın	=		
		12)				28,400,600	
	13		nilar amounts paid (Part IX, column (A			7,315,042	
	14	•	o or for members (Part IX, column (A)	•			C
χ	15	Salaries, othe 10)	r compensation, employee benefits (Pa	rt IX, column (A), lines !	5-	16,778,440	32,878,313
Expenses	16a	•	undraising fees (Part IX, column (A), li	ne 11e)			0
_	ь		expenses, Part IX, column (D), line 25 ⁰	```			
	17	·	es (Part IX, column (A), lines 11a-11c	/ L 11f_24f)		11,576,506	20,247,653
ш			s—add lines 13–17 (must equal Part I			35,669,988	
ш	118	TOTAL CAPCILA	3 add mics 13 17 (mast equal) are 1	x, mic 25, column (x)		-7,269,388	· · ·
Ш	18	Revenue less	expenses Subtract line 18 from line 1	2			
	18 19	Revenue less	expenses Subtract line 18 from line 1	2	Reginni		
	19			2	Beginni	ng of Year	End of Year
	20	Total assets	Part X, line 16)	2	Beginni	ng of Year 23,423,027	End of Year 7 31,052,314
	19 20 21	Total assets	Part X, line 16) s (Part X, line 26)		Beginni	ng of Year 23,423,027 22,379,914	End of Year 31,052,314 50,629,513
Net Assets or Fund Balances	19 20 21 22	Total assets Total liabilitie Net assets or	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li		Beginni	ng of Year 23,423,027	End of Year 31,052,314 50,629,513
Net Assets or Fund Balances	19 20 21	Total assets Total liabilitie Net assets or Signature	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li Block	ne 20		ng of Year 23,423,027 22,379,914 1,043,113	End of Year 31,052,314 50,629,513 -19,577,199
Not Assets or Fund Balances	19 20 21 22	Total assets Total liabilitie Net assets or Signature Under penalties o	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li	ne 20 eturn, including accompanying	schedules and s	ng of Year 23,423,027 22,379,914 1,043,113	End of Year 31,052,314 50,629,513 -19,577,199 to the best of my knowledge
Fund Balances	20 21 22	Total assets Total liabilitie Net assets or Signature Under penalties o	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li Block f perjury, I declare that I have examined this r	ne 20 eturn, including accompanying	schedules and s	23,423,027 22,379,914 1,043,113 tatements, and	End of Year 31,052,314 50,629,513 -19,577,199 to the best of my knowledge
Fund Batances	20 21 22 rt III	Total assets Total liabilitie Net assets or Signature Under penalties of and belief, it is to	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li Block f perjury, I declare that I have examined this rule, correct, and complete Declaration of prepa	ne 20 eturn, including accompanying	schedules and s	ng of Year 23,423,027 22,379,914 1,043,113	End of Year 7
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Met Assets of Fund Batances	20 21 22 rt III	Total assets Total liabilitie Net assets or Signature Under penalties of and belief, it is to ****** Signature of of	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li Block f perjury, I declare that I have examined this rule, correct, and complete Declaration of prepa	ne 20 eturn, including accompanying	schedules and s d on all informat 2010-	23,423,027 22,379,914 1,043,113 tatements, and	End of Year 31,052,314 50,629,513 -19,577,199 to the best of my knowledge
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Pleases of Paragrams of Paragra	20 21 22 rt III	Total assets Total liabilitie Net assets or Signature Under penalties of and belief, it is to ****** Signature of of Margaret Knig Type or print	Part X, line 16) s (Part X, line 26) fund balances Subtract line 21 from li Block f perjury, I declare that I have examined this rule, correct, and complete Declaration of prepa	ne 20 eturn, including accompanying er (other than officer) is base	schedules and s d on all informat 2010- Date Check if	23,423,027 22,379,914 1,043,113 tatements, and ion of which pre	End of Year 31,052,314 50,629,513 -19,577,199 to the best of my knowledge parer has any knowledge
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Part III Statement of Program Service Accomplishments (See the instructions.)

1	Briefly describe the organization's mission				
	The mission of the Washington Education Associated and communities	ciation is to advance the profession	al interests of its members in o	rder to make public o	education the best it can be for
	students, staff, and communities				
2	Did the organization undertake any si	gnıfıcant program servıces d	uring the year which were	not listed on	
	the prior Form 990 or 990-EZ? .				┌ Yes ┌ No
	If "Yes," describe these new services				
3	Did the organization cease conductin		s in how it conducts any p	orogram	┌ Yes ┌ No
) fes / No
	If "Yes," describe these changes on S				
4	Describe the exempt purpose achieve Section 501(c)(3) and (4) organization				
	others, the total expenses, and reven			nount or grants a	ind anocations to
4a	(Code) (Expenses \$	ıncludıng	grants of \$) (Revenue \$)
	Governance/Administration - To formulate A with the desires and needs of the membersh	ssociation policy and to insure imple	ementation of the goals, object	ives and activities of	f the Association in accordance
	policy and activities of the Association in the	following general areas accreditat	ion, certification, instruction, pe	ersonnel, collective b	argaining, state and federal
	legislation, human relations, and rights of sc to protect and strengthen the legal and barg		rvices and advice to WEA, its s	taff and governance	, local associations, and members,
	to protect and strengthen the legal and barg	anning rights of school employees			
	(Code) (Expenses \$	ıncludına	grants of \$) (Revenue \$)
	Public Policy Center - To insure that WEA is	<u> </u>	,	, ,	,
	legislation consistent with Association goals a				
4c	(Code) (Expenses \$	•	grants of \$) (Revenue \$)
	Organizing and Advocacy Center - To provide collective power they need to control their w				
	its goals and objectives in an efficient mann				
	Other program services (Describe i	n Schedule O)			
	(Expenses \$	including grants of \$) (Rever	nue \$)
	Total program service expenses \$		equal Part IX, Line 25, colu	<u>_</u>	·
		.,050	,		

art IV	Checklist of	Required	Schedules
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			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		Νo
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		
5	Section $501(c)(4)$, $501(c)(5)$, and $501(c)(6)$ organizations. Is the organization subject to the section $6033(e)$ notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		No
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I.	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		Νο
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.	9		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part V	10		No
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VIII, IX, or X as applicable	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII .	12	Yes	
13	Is the organization a school as described in section $170(b)(1)(A)(II)^{9}$ If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the U.S.?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If "Yes," complete Schedule F, Part I	14b		Νο
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16		No
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		N o
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		Νο
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		Νo
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Νο
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes	
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section $501(c)(3)$ and $501(c)(4)$ organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I			
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No

Part IV Checklist of Required Schedules (Continued)

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part			
		28a		No
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b		No
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV.	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νο
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? <i>If</i> "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		No
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No

Pa	rt V Statements Regarding Other IRS Filings and Tax Complian	ce				
					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal					
	of U.S. Information Returns. Enter -0- if not applicable					
		1a	146			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
С	Did the organization comply with backup withholding rules for reportable payments	to ven	dors and reportable	_		
_	gaming (gambling) winnings to prize winners?	; ·		1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this return		199			
h	return					
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file the			2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the strength of the organization have unrelated business gross income of \$1,000 or more during the strength of the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross income of \$1,000 or more during the organization have unrelated business gross gr	ng the	year covered by this	3a	Yes	
ь	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Sc	hedule	0	3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a over, a financial account in a foreign country (such as a bank account, securities a	sıgnatı	ire or other authority			
	account)?		, or other illiancial	4a		Νo
ь	If "Yes," enter the name of the foreign country					
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, /	Report c	f Foreign Bank and			
	Financial Accounts.					
5a	Was the organization a party to a prohibited tax shelter transaction at any time du	ring the	tax year?	5a		Νο
b	Did any taxable party notify the organization that it was or is a party to a prohibite	d tax sl	nelter transaction?	5b		Νo
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exem	pt Enti	ty Regarding Prohibited	5c		
6a	Did the organization solicit any contributions that were not tax deductible?			6a		Νο
ь	If "Yes," did the organization include with every solicitation an express statement					
	were not tax deductible?			6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization provide goods or services in exchange for any quid pro quo comore?	ntrıbut	ion of \$75 or	7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services	provide	ed?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal prop	erty fo	which it was required to	7c		No
الد	file Form 8282?	 7d		/c		IN O
u	If res, indicate the number of Forms 8282 med during the year	_ /u				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pa		niums on a personal	7e		Νο
f	Did the organization, during the year, pay premiums, directly or indirectly, on a per		enefit contract?	7f		Νο
g	For all contributions of qualified intellectual property, did the organization file Form	8899	as required?	7g		Νο
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization					
	required?			7h		Νο
8	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds supporting organizations. Did the supporting organization, or a fund maintained by a excess business holdings at any time during the					
	year?			8		
9	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds					
а	Did the organization make any taxable distributions under section 4966?			9a		
Ь	Did the organization make a distribution to a donor, donor advisor, or related perso	n? .		9b		
10	Section 501(c)(7) organizations. Enter					
а	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations Enter					
	Gross income from members or shareholders	 11a				
Ь	Gross income from other sources (Do not net amounts due or paid to other sources	5				
	against amounts due or received from them)	11b				
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990	ın lıeu	of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the					
	year	12b				

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section	<u>A. Governing</u>	j Body and M	anagement	

						165	140
	For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below processes, or changes in Schedule O. See instructions.	, desc	ribe the circumstan	ices,			
1a	Enter the number of voting members of the governing body	1a		70			
b	Enter the number of voting members that are independent	1b		68			
2	Did any officer, director, trustee, or key employee have a family relationship or a bus other officer, director, trustee, or key employee?	•	2	Yes			
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?						Νo
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?						Νo
5	Did the organization become aware during the year of a material diversion of the organization's assets?						
6	Does the organization have members or stockholders?						
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?						
b	Are any decisions of the governing body subject to approval by members, stockhold		7b		Νo		
8	Did the organization contemporaneously document the meetings held or written active year by the following	ons ur	ndertaken during th	he			
а	the governing body?				8a	Yes	
b	each committee with authority to act on behalf of the governing body?				8b	Yes	
9a	Does the organization have local chapters, branches, or affiliates?				9a		Νo
b	If "Yes," does the organization have written policies and procedures governing the adaffiliates, and branches to ensure their operations are consistent with those of the or		•		9b		
10	Was a copy of the Form 990 provided to the organization's governing body before it was describe in Schedule O the process, if any, the organization uses to review the		_		10	Yes	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section Athe organization's mailing address? If "Yes," provide the names and addresses in Sc	,			11		Νο

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? If "No", go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13		Νo
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
а	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		Νo
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
- Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply own website.

 upon request
- 19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

Margaret Knight PO Box 9100 Federal Way, WA 980639100 (253) 765-7007

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed

Check this box if the organization did not compensate any officer, director, trustee or key employee

- * List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid
- * List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- * List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- * List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

The check this box in the organization and i	·	Posit	(C) chec	:k al				(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Chrector	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)		Estimated amount of other compensation from the organization and related organizations
							_			

Part VII Continued

			tion that a			all			(E)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Оппо	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
			-							
							<u> </u>			
		-	+	\vdash						
			-	\vdash			\vdash			
			+							
1b Total							 -	1,198,508	133,696	535,536

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization►81

			Yes	No		
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee					
	on line 1a? If "Yes," complete Schedule J for such individual	3		Νo		
4	For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such					
	ındıvıdual	4	Yes			
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services					
	rendered to the organization? If "Yes," complete Schedule J for such person	5		Νo		

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

\$100,000 of compensation from the organization					
(A) Name and business address	(B) Description of services	(C) Compensation			
Foster Pepper and Shefelman PLL 1111 Third Ave Ste 3400 Seattle, WA 98101	Legal Services	643,250			
Codgil Nichols Rein 3232 Rockefeller Everett, WA 98201	Legal Services	249,738			
Harriet Strasberg 3136 Maringo South East Olympia, WA 98501	Legal Services	141,190			
Tremper & Co LLP 3131 Elliott Ave Ste 290 Seattle, WA 98121	Accounting and Auditing Services	108,763			
The Rants Group 724 Columbia St NW Ste 200 Olympia, WA 98501	Property Management Services	106,510			
2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization					

Statement of Revenue

				(A) Total Revenue	(B) Related or	(C) Unrelated	(D) Revenue
					Exempt Function Revenue	Business Revenue	Excluded from Tax under IRC 512, 513, or 514
	1a	Federated campaigns 1	a		Revenue		312, 313, 01 314
nts Lits	ь	Membership dues	27,445,668				
gra mou	c	Fundraising events					
a jij	d	Related organizations					
% E	e	Government grants (contributions) 16	<u> </u>				
ution er si	f	All other contributions, gifts, grants, and similar amounts not included above					
Contributions, gifts, grants and other similar amounts	g	16 Noncash contributions included in					
္မ	h	Ines 1a-1f \$ Total (Add lines 1a-1f)		27,445,668			
			Business Code				
III e	2a	Nat'l Financial Suppor	611,710	2,816,320	2,816,320		
ever.	ь	Unified Legal Services	611,710	691,967	691,967		
य <u>ें</u> व	с	Conference/workshops	611,710	525,297	525,297		
Ž.	d	Reimbursements	611,710	478,676	478,676		
33	e		_				
Program Serwce Revenue	f	All other program service revenue	9				
£	g	Total. Add lines 2a-2f					
	3	Investment income (including div	ıdends, ınterest				
		other similar amounts)		344,601			344,601
	4	Income from investment of tax-exempt	bond proceeds				
	5	Royalties					
		(ı) Real	(II) Personal				
	6a	Gross Rents	, ,				
	b	Less rental expenses					
	С	Rental income					
	d	or (loss) Net rental income or (loss)	 				
			<u> </u>				
	7a	Gross amount from sales of	(II) O ther 3,098				
		assets other than inventory					
	ь	Less cost or other basis and	5,232				
	c	sales expenses Gain or (loss)	-2,134				
	d	Net gain or (loss)		-2,134	-2,134		
	8a	Gross income from fundraising	i i				
ψ.		events (not including \$					
Other Revenue		of contributions reported on line 1c) See Part IV, line 18					
ěve		Attach Schedule G If total exceeds					
ű.		\$15,000					
the	b c	Less direct expensesb. Net income or (loss) from fundrais					
Ö			sing events ▶				
	9a	Gross income from gaming activities See part IV, line 19					
		Complete Schedule G If total exceeds \$15,000					
		exceeds \$15,000	.				
	ь	Less direct expensesb	,				
	с	Net income or (loss) from gaming					
	102	Gross sales of inventory, less	<u>•</u>				
		returns and allowances .					
		a	20,332				
	b c	Less cost of goods sold b Net income or (loss) from sales o		20,352	20,352		
		Miscellaneous Revenue	Business Code	20,002	20,332		
	11a	Benefit services fees	524,298	452,961		452,961	
	ь						
	С						
		All other revenue					
	d e	All other revenue Total. Add lines 11a-11d					
			\$ 452,961				
	12	Total Revenue. Add lines 1h, 2g, 8c,	3, 4, 5, 6d, 7d, ⊾	32,773,708	4,530,478	452,961	344,601

Part IX Statement of Functional Expenses

A	Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).								
Do ı	not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses				
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	268,054							
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22								
3	Grants and other assistance to governments, organizations and individuals outside the U.S. See Part IV, lines 15 and 16								
4	Benefits paid to or for members								
5	Compensation of current officers, directors, trustees, and key employees	1,000,238							
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$								
7	Other salaries and wages	7,302,414							
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	22,391,139							
9	Other employee benefits	1,584,995							
10	Payroll taxes	599,527							
11	Fees for services (non-employees)								
а	Management								
b	Legal	3,687,572							
c	Accounting	122,155							
d	Lobbying								
е	Professional fundraising See Part IV, line 17								
f	Investment management fees								
g	Other	1,297,602							
12	Advertising and promotion	315,763							
13	Office expenses	1,466,398							
14	Information technology	508,993							
15	Royalties								
16	Occupancy	500,784							
17	Travel	1,389,805							
18	Payments of travel or entertainment expenses for any Federal, state or local public officials								
19	Conferences, conventions and meetings	913,767							
20	Interest	416,211							
21	Payments to affiliates	8,830,609							
22	Depreciation, depletion, and amortization	400,378							
23 24	Insurance								
а	Offsite data management	233,095							
b	Temporary services	102,054							
c	Other fees	33,041							
d	A utomated message servi	16,299							
e	Licenses & software sup	11,192			_				
f	All other expenses	1,935							
25	Total functional expenses. Add lines 1 through 24f	53,394,020							
26	Joint Costs. Check if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation								

Part X	Balance	Sheet

					(A) Beginning of year		(B End of	-
	1	Cash—non-interest-bearing			5,130,559	1		4,505,247
	2	Savings and temporary cash investments				2		
	3	Pledges and grants receivable, net				3		
	4	Accounts receivable, net			4,214,759	4		4,082,724
	5	Receivables from current and former officers, directors, trustees other related parties $Complete\ Part\ II\ of\ Schedule\ L$		employees or •		5		
	6	Receivables from other disqualified persons (as defined under se persons described in section 4958(c)(3)(B) Complete Part II of S			6			
	7	Notes and loans receivable, net				7		
	8	Inventories for sale or use				8		
\$	9	Prepaid expenses and deferred charges				9		
Assets	10a	Land, buildings, and equipment cost basis	10a	14,328,497				
-	ь	Less accumulated depreciation Complete Part VI of Schedule D	10Ь	3,781,141	10,730,623	10c	1	0,547,356
	11	Investments—publicly traded securities				11		
	12	Investments—other securities See Part IV, line 11 $\it Complete Passing Schedule D$	rt VII	of		12		
	13	Investments—program-related See Part IV, line 11 $\it Complete Part Schedule D$.	art VII	I		13		
	14	Intangible assets				14		
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule D			3,347,086	15	1	1,916,987
	16	Total assets. Add lines 1 through 15 (must equal line 34)			23,423,027	16	3	1,052,314
	17	Accounts payable and accrued expenses		1,130,412	17		1,955,935	
	18	Grants payable			18			
	19	Deferred revenue				19		
	20	Tax-exempt bond liabilities				20		
<u>6</u>	21	Escrow account liability Complete Part IV of Schedule D				21		
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified						
<u> </u>		persons Complete Part II of Schedule L				22		
	23	Secured mortgages and notes payable to unrelated third parties		-	6,667,180	23	ı	6,468,377
	24	Unsecured notes and loans payable				24		
	25	Other liabilities Complete Part X of Schedule D			14,582,322	25	4	2,205,201
	26	Total liabilities. Add lines 17 through 25			22,379,914	26	5	0,629,513
		Organizations that follow SFAS 117, check here ▶	ete li	nes 27				
anx	27	Unrestricted net assets			1,043,113	27	-1	9,577,199
Balance	28	Temporarily restricted net assets				28		
	29	Permanently restricted net assets				29		
r Fund		Organizations that do not follow SFAS 117, check here ► ☐ and lines 30 through 34.	d com	plete				
Š	30	Capital stock or trust principal, or current funds				30		
že Ž	31	Paid-in or capital surplus, or land, building or equipment fund .				31		
Assets	32	Retained earnings, endowment, accumulated income, or other fur				32		
Net	33	Total net assets or fund balances			1,043,113	33	-1:	9,577,199
<u> </u>	34	Total liabilities and net assets/fund balances			23,423,027	34		1,052,314
Рa	rt XI	Financial Statements and Reporting						
							Yes	No

Dart VI	Einancial	Statements	and D	oporting
7. 1 4 2 . 1 2	FINANCIAL	Statements	ann R	emmetiliki.

	_					
1	Accounting method used to prepare the Form 990					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Νο		
b	b Were the organization's financial statements audited by an independent accountant?					
С	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c		No		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		N o		
b	If "Yes," did the organization undergo the required audit or audits?	3b				

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Open to Public

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Supplemental Financial Statements

	e of the organization Ington Education Association		Employer identification number
Par	t I Organizations Maintaining Donor A organization answered "Yes" to Form 99		nds or Accounts. Complete if the
	organization answered Tes to Form 95	(a) Donor advised funds	(b) Funds and other accounts
լ -	Total number at end of year		
	Aggregate Contributions to (during year)		
	Aggregate Grants from (during year)		
	Aggregate value at end of year		
5	Did the organization inform all donors and donor adv funds are the organization's property, subject to the		radvised Yes No
5	Did the organization inform all grantees, donors, and used only for charitable purposes and not for the ber impermissible private benefit?	donor advisors in writing that grant funds n	nay be
	Conservation Easements. Complete	if the organization answered "Yes" to	Form 990, Part IV, line 7.
	Purpose(s) of conservation easements held by the o Preservation of land for public use (e g , recreat Protection of natural habitat Preservation of open space Complete lines 2a-2d if the organization held a qual	ion or pleasure)	nistorically importantly land area tified historic structure of a conservation easement
	on the last day of the tax year		Held at the End of the Year
а	Total number of conservation easements		2a
b	Total acreage restricted by conservation easement	rs.	2b
c	Number of conservation easements on a certified h		2c
d			2d
	Number of conservation easements included in (c)	•	
	Number of conservation easements modified, transfe	erred, released, extinguished, or terminated	by the organization during
	the taxable year 🕨		
ŀ	Number of states where property subject to conserv	ation easement is located ►	
	Does the organization have a written policy regardin enforcement of the conservation easements it holds		rions, and Yes No
5	Staff or volunteer hours devoted to monitoring, inspe	ecting and enforcing easements during the y	∕ear ►
7	A mount of expenses incurred in monitoring, inspecti	ng, and enforcing easements during the yea	ar ►\$
	Does each conservation easement reported on line 2 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?	2(d) above satisfy the requirements of secti	on ∀es
	In Part XIV, describe how the organization reports c balance sheet, and include, if applicable, the text of the organization's accounting for conservation easer	the footnote to the organization's financial s	• •
art	Organizations Maintaining Collection Complete if the organization answered		r Other Similar Assets.
	If the organization elected, as permitted under SFA S art, historical treasures, or other similar assets held provide, in Part XIV, the text of the footnote to its fir	l for public exhibition, education or research	n in furtherance of public service,
_	If the organization elected, as permitted under SFAS historical treasures, or other similar assets held for provide the following amounts relating to these items	public exhibition, education, or research in	·
	(i) Revenues included in Form 990, Part VIII, line 1		► \$
	(ii) Assets included in Form 990, Part X		► \$
	If the organization received or held works of art, hist following amounts required to be reported under SFA		financial gain, provide the
а	Revenues included in Form 990, Part VIII, line 1		▶ \$
b	Assets included in Form 990, Part X		► \$

3	Organizations Maintaining Collections of Art							
	Using the organization's accession and other records, check and items (check all that apply)	y of th	ne fol	owing that ar	re a significant i	ise of its collect	ion	
а	Public exhibition	d	Γ	Loan or exc	hange programs			
b	Scholarly research	e	Γ	Other				
c	Preservation for future generations							
4	Provide a description of the organization's collections and expla Part XIV	ın hov	w the	y further the	organization's e	kempt purpose i	n	
5	During the year, did the organization solicit or receive donations assets to be sold to raise funds rather than to be maintained as		,			nılar	Yes	┌ No
Par	Trust, Escrow and Custodial Arrangements. Part IV, line 9, or reported an amount on Form 99				anızatıon answ	ered "Yes" to	Form 9	990,
1a	Is the organization an agent, trustee, custodian or other interme included on Form 990, Part X?	diary	for c	ontributions	or other assets		Yes	┌ No
b	If "Yes," explain why in Part XIV and complete the following tab	le				T		
						An	ount	
с	Beginning balance				1c			
d	Additions during the year				1d			
e	Distributions during the year				1e			
f	Ending balance				1f			
2a	Did the organization include an amount on Form 990, Part X, line	e 21?					Yes	│ No
	If "Yes," explain the arrangement in Part XIV							
Pai	rt V Endowment Funds. Complete if the organization							
_	(a)Current Year	(D	Prior '	rear (c) iw	vo Years Back (d)	Three Years Back	(e)Four	rears Back
1a	Beginning of year balance							
b	Contributions							
с	Investment earnings or losses							
d	Grants or scholarships							
е	Other expenditures for facilities and programs							
f	Administrative expenses							
_								
g	End of year balance							
g 2	Provide the estimated percentage of the year end balance held a	as						
_	·	as						
2	Provide the estimated percentage of the year end balance held a	as						
2 a b	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment	as						
2 a	Provide the estimated percentage of the year end balance held a		that a	are held and a	admınıstered for	the		
2 a b	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment		that a	are held and a	admınıstered for	the	Yes	No
2 a b	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization.		that a	are held and a	admınıstered for	3a(i)	No
2 a b c 3a	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation			admınıstered for	3a(i) ii)	No
2 a b c 3a	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation :	 Sched	ule R?	administered for	3a(i) ii)	No
2 a b c 3a b	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation d on S	ched	 ule R?		3a(i) ii)	No No
2 a b c 3a b	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation d on S	sched ent fu iee F	ule R? nds orm 990, P	art X, line 10.	3a(i) ii)	No No
2 a b c 3a b	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation d on S	ent fu	 ule R?		3a(i) ii) o	No Dook value
2 a b c 3a b Par	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation d on S	ent fu	ule R? nds orm 990, P	art X, line 10.	3a(3a(3t	i) ii) o	pok value
2 a b c 3a b 4 Par	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	ation d on S	ent fu	ule R? nds orm 990, P	art X, line 10. (b)Cost or other basis (other)	3a(3a(3t	(d) Bo	2,573,437
2 a b c 3a b 4 Par	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's end To be provided the estimated percentage of the organization's endown.	ation d on S	ent fu	ule R? nds orm 990, P	art X, line 10. (b)Cost or other basis (other) 2,573,437	3a(3a(3a(3b)	(d) Bo	2,573,437
2 a b c 3a b 4 Pali	Provide the estimated percentage of the year end balance held a Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's endowned to the intended to the property of the p	ation d on S	ent fu	ule R? nds orm 990, P	art X, line 10. (b)Cost or other basis (other) 2,573,437	3a(3a(3a(3b)	(d) Bo	ook value 2,573,437 7,547,921
2 a b c 3a b 4 Par	Provide the estimated percentage of the year end balance held at Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations If "Yes" to 3a(ii), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's endotted the possession of the organization's endotted the provided that is a sequired by the provide	ation d on S	ent fu	ule R? nds orm 990, P	art X, line 10. (b)Cost or other basis (other) 2,573,437 8,887,721	(c) Depreciation	(d) Bo	

Part VII Investments—Other Securities. S	See Form 990, Part X, line 1.	2.	
(a) Description of security or cateory (including name of security)	(b)Book value		d of valuation year market value
Financial derivatives and other financial products			
Closely-held equity interests			
O ther			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12) F		
Part VIIII Investments - Program Polated	Soo Form 000 Part V June	1 2	
Part VIII Investments—Program Related.			d of valuation
(a) Description of investment type	(b) Book value		year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13,) -		
Part IX Other Assets. See Form 990, Part X			
	scription		(b) Book value
Supplies and deferred expenses			214,572
Unfunded Pension Receivable-affiliates			11,702,415
Total. (Column (b) should equal Form 990, Part X, col.(B) I.	ne 15.)		11,916,987
Part X Other Liabilities. See Form 990, Pa			. ,
(a) Description of Liability	(b) A mount		
Federal Income Taxes			
Accrued business taxes	1,427		
Accrued payroll and payroll taxes	18,422		
A ccrued vacation & sick leave	870,743		
Accrued post retirement benefits	1,508,811		
Deferred revenue	260,521		
Dues collected, payable to affiliates	510,464		
Accrued pension contribution	39,034,813		
Total. (Column (b) should equal Form 990. Part X. col (B) line 25	42 205 201		

Par	XI Reconciliation of Cl	hange in Net Assets from Forr	n 99	<u>0 to F</u>	<u>inancial Statem</u>	ents	
1	Total revenue (Form 990, Part V	VIII, column (A), line 12)				1	32,773,708
2	Total expenses (Form 990, Par	2	53,394,020				
3	Excess or (deficit) for the year	Subtract line 2 from line 1				3	-20,620,312
4	Net unrealized gains (losses) oi	n investments				4	
5	Donated services and use of fac	cilities				5	
6	Investment expenses					6	
7	Prior period adjustments					7	
8	Other (Describe in Part XIV)					8	
9	Total adjustments (net) Add Irr	nes 4 - 8				9	0
10	•	per financial statements. Combine line:	- 3 ar	v4 0		10	-20,620,312
		evenue per Audited Financial			ts With Revenue		
1	Total revenue, gains, and othe					1	32,773,708
	statements					1	
2	A mounts included on line 1 bu	t not on Form 990, Part VIII, line 12		1 1			
а	Net unrealized gains on invest		•	2a			
b	Donated services and use of fa	acilities		2b			
С	Recoveries of prior year grants		•	2c			
d	Other (Describe in Part XIV)		•	2d			
e	Add lines 2a through 2d .					2e	0
3	Subtract line 2e from line 1 .		•			3	32,773,708
4		0, Part VIII, line 12, but not on line 1		ı ı			
а		uded on Form 990, Part VIII, line 7b	•	4a			
b	Other (Describe in Part XIV)			4b			
С	Add lines 4a and 4b		•			4c	0
5		d 4c. (This should equal Form 990, Par				5	32,773,708
28170 1		xpenses per Audited Financia audited financial statements		teme	nts With Expense	s per	53,394,020
2	·	t not on Form 990, Part IX, line 25				+	55,394,020
ے a	Donated services and use of fa			2a	1		
a b	Prior year adjustments	icilicies		2b		-	
c	•	Part IX, line 25	•	2c			
d				2d		\dashv	
e e	Add lines 2a through 2d		•	Zu			0
3			•			3	53,394,020
4		D, Part IX, line 25, but not on line 1:	•	•		<u> </u>	33,334,020
a		uded on Form 990, Part VIII, line 7b		4a	1		
a b	•			4b			
c	Add lines 4a and 4b		•	40		4c	0
5		nd 4c. (This should equal Form 990, Pa	rt T li	ne 18		5	53,394,020
	t XIV Supplemental Inf			ne 10	,		33,334,020
Com	plete this part to provide the des	criptions required for Part II, lines 3, ! Part XII, lines 2d and 4b, and Part XI				Part XI\	/, lines 1b and 2b,
	Ident if ier	Return Reference			Explana	ıt ion	

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Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

OMB No 1545-0047

2008

DLN: 93493188008090

2000

Department of the Treasury Internal Revenue Service Name of the organization

Schedule I

(Form 990)

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

Open to Public Inspection

Employer identification number

Washington Education Associa	tion					91-0460645	
		nts and Assistance					
Does the organization mathe selection criteria useDescribe in Part IV the organization	d to award the gra	nts or assistance?					ע Yes Γ
Form 990, Part : Part IV and Sch	IV, line 21 for ai edule I-1 if addi	ny recipient that reco tional space is	eived more than \$5,0	000. Check this box	tes. Complete if the confirmation one recipient rec	ceived more than \$5,	
1(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)		(h) Purpose of grant or assistance
See Additional Data Table							
2 Enter total number of sec							18
organizations 3 Enter total number of oth							• 3
For Paperwork Reduction Act Not				Cat No 50055			hedule I (Form 990) 2008

Part III	Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990,	Part IV, line 22.
	Use Schedule I-1 (Form 990) if additional space is needed.	

(a)Type of grant or assistance	(b) Number of recipients	(c)A mount of cash grant	(d)A mount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

See Additional Data Table

Ident if ier	Return Reference	Explanation
Procedure for Monitoring Grants in the U S		Schedule I, Part I, Line 2 Grants or assistance is only provided to organizations located within the United States sharing common interests
1		

Software ID: Software Version:

EIN: 91-0460645

Name: Washington Education Association

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

· · · · · · · · · · · · · · · · · · ·		T	T			I	I
(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Seattle Center Foundation 305 Harrison Street Seattle, WA 98109	91-1003385	501(c)(3)	7,500				Provide support to organizations that share common interests
Urban League of Seattle105 14th Ave 100 Seattle, WA 98122	91-0575954	501(c)(3)	10,000				Provide support to organizations that share common interests
WEA Childrens FundPO Box 9100 Federal Way, WA 980619100	91-1470555	501(c)(3)	30,000				Provide support to organizations that share common interests
El Centro De La Raza2524 16th Ave S Seattle, WA 98144	91-0899927	501(c)(3)	10,000				Provide support to organizations that share common interests
The Center for Women and Democracy1700 7th Ave Seattle, WA 98101	20-2388274	501(c)(3)	5,000				Provide support to organizations that share common interests
Center For Career Alternatives 901 Rainier Ave S Seattle, WA 98144	91-1071090	501(c)(3)	9,000				Provide support to organizations that share common interests
Washington Alliance for Arts and Education158 Thomas Ste 16 Seattle, WA 98109	91-1189441	501(c)(3)	10,000				Provide support to organizations that share common interests
Lutheran Public Policy Office 766 John St Ste B Seattle, WA 98109		501(c)(3)	7,500				Provide support to organizations that share common interests
Alliance for Education509 Olive Way Ste 500 Seattle, WA 98101	91-1508191	501(c)(3)	6,000				Provide support to organizations that share common interests
NAACP105 14th Ave Ste C Seattle, WA 98122	13-1084135	501(c)(3)	10,000				Provide support to organizations that share common interests

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States (d) A mount of cash (e) A mount of non-(a) Name and address of **(b)** EIN (c) IRC Code (f) Method of (a) Description of (h) Purpose of grant organization section grant cash valuation (book, non-cash assistance or assistance ıfapplıcable FMV, appraisal, or government assistance other) 22-2653502 Fairtest15 Court Sq Ste 501(c)(3) 5,000 Provide support to 820 organizations that Boston, MA 02108 share common ınterests 91-1999302 Economic Opportunity 501(c)(3) 20,000 Provide support to Institute1900 N organizations that Northlake Way share common Seattle, WA 98103 ınterests Children's Alliance2017 91-0982879 501(c)(3) 5,000 Provide support to E Spruce Street organizations that Seattle, WA 98122 share common ınterests Denise Louie Education 91-1016974 501(c)(3) 7.500 Provide support to Center801 S Lane St organizations that Seattle, WA 98104 share common ınterests 02-0647448 7,500 Minority Executive 501(c)(3) Provide support to Directors CoalitionPO organizations that share common Box 3064 Seattle, WA 98114 ınterests WA Budget and Policy 72-1612982 501(c)(3) 25,000 Provide support to Center1402 Third Ave organizations that Ste 1215 share common Seattle, WA 98101 ınterests 5,000 The Washington BusPO Provide support to Box 20188 organizations that Seattle, WA 98102 share common ınterests Anti-Defamation League 13-2887439 501(c)(3) 5.000 Provide support to 600 Stewart Street Ste organizations that 720 share common Seattle, WA 981011227 ınterests 7,000 Washington Tax Fairness 20-8997112 501(c)(3) Provide support to Coalition1402 Third Ave organizations that Ste 1211 share common Seattle, WA 98101 ınterests Washington Leadership 10,000 Provide support to FundPO Box 21194 organizations that Seattle, WA 98111 share common ınterests

Form 990,Schedule I,	Part II, Gra	ants and Other A	ssistance to Gov	<u>rernments and C</u>	Organizations in	the United States	5
(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
No on I-1033603 Stewart St 819 Seattle, WA 98101			25,000				Provide support to organizations that share common interests

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As Filed Data -

DLN: 93493188008090

OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury

Internal Revenue Service

For certain Officers, Directors, Trustees, Key Employees, and Highest **Compensated Employees**

► Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

Compensation Information

2008

Open to Public Inspection

Name of the organization Washington Education Association **Employer identification number**

91-0460645

Pa	rt I Questions Regarding Compensation	n				
					Yes	Νo
1a	Check the appropiate box(es) if the organization pro 990, Part VII, Section A, line 1a Complete Part II		,			
	First class or charter travel	Г	Housing allowance or residence for personal use			
	Travel for companions	Г	Payments for business use of personal residence			
	Tax idemnification and gross-up payments	Г	Health or social club dues or initiation fees			
	Discretionary spending account	Г	Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a w provision of all the expenses described above? If "			1b		
2	Did the organization require substantiation prior to officers, directors, trustees, and the CEO/Executiv		•	2		
3	Indicate which, if any, of the following the organizat organization's CEO/Executive Director Check all t		·			
	✓ Compensation committee	<u> - - - - - - - - - -</u>	Written employment contract			
	Independent compensation consultant	⋝	, ,			
	Form 990 of other organizations	굣	Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990,	, Part VI	I, Section A, line 1a			
а	Receive a severance payment or change of control	paymen	t?	4a		Νo
b	Participate in, or receive payment from, a suppleme	ental nor	nqualified retirement plan?	4b		Νo
c	Participate in, or receive payment from, an equity-b	based co	mpensation arrangement?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and p	rovide th	ne applicable amounts for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must co	omplete	lines 5-8.			
5	For persons listed in form 990, Part VII, Section A compensation contingent on the revenues of	, line 1a	, did the organization pay or accrue any			
а	The organization?			5a		
b	Any related organization?			5b		
	If "Yes," to line 5a or 5b, describe in Part III					
6	For persons listed in form 990, Part VII, Section A compensation contingent on the net earnings of	, lıne 1a	, did the organization pay or accrue any			
а	The organization?			6a		
b	Any related organization?			6b		
	If "Yes," to line 6a or 6b, describe in Part III					
7	For persons listed in form 990, Part VII, Section A payments not described in lines 5 and 6? If "Yes,"			7		
8	Were any amounts reported in Form 990, Part VII, subject to the initial contract exception described in Part III	•	•			

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(1)-(111) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

								1	
(A) Name		(i) Base compensation (ii) Base compensation (iii) Bonus & (iii) Other compensation (iii) Compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(I)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ	
Mary Lindquist	(I) (II)	98,414		67,462	50,988	16,808	166,210 67,462		
Mike Ragan	(1) (11)	78,498		66,234	44,420	17,851	140,769 66,234	· · ·	
John Okamoto	(ı) (ıı)	118,590			36,763	17,783	173,136	79,060	
Tom Hedges	(ı) (ıı)	143,171			36,857	17,700	197,728	143,171	
James Regan	(ı) (ıı)	134,661			41,745	23,263	199,669		
Gregory Aldrıd	(1) (11)				45,178	17,700	217,695		
Frieda Takamura	(1) (11)				31,555	17,700	184,116		
Gregg Wishkoski	(1) (11)	132,608			41,108	17,700	191,416		
Jerry Painter	(ı) (ıı)				39,264	17,700	216,475		
	(ii)								
	(i)								
	(ii)								
	(i)		 						
	(ii)		 						
	(i)								
	(ii)	į į	(]	, ,				

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Return Reference	Explanation
-		
	·	

Software ID: Software Version:

EIN: 91-0460645

Name: Washington Education Association

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

		-1	111311111111111111111111111111111111111				
(B) Breakdown o	f W-2 and/or 1099-MI	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation reported in prior Form	
(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) O ther compensation	compensation	benefits	(B)(ı)-(D)	990 or Form 990-EZ	
98,414		67,462	50,988	16,808	166,210 67,462		
78,498 1)		66,234	44,420	17,851	. 140,769 66,234	,	
118,590			36,763	17,783	173,136	79,060	
1) 143,171 1)			36,857	17,700	197,728	143,171	
134,661			41,745	23,263	199,669		
1) 154,817			45,178	17,700	217,695		
134,861			31,555	17,700	184,116		
132,608			41,108	17,700	191,416		
159,511			39,264	17,700	216,475		
	(B) Breakdown of (i) Base Compensation 98,414 1) 78,498 1) 118,590 1) 143,171 1) 134,661 1) 154,817 1) 134,861 1) 132,608	(B) Breakdown of W-2 and/or 1099-MIS (i) Base Compensation 98,414 (ii) Bonus & Incentive compensation 98,414 (iii) Bonus & Incentive compensation 98,414 (iii) Bonus & Incentive compensation 98,414 (iii) Bonus & Incentive compensation 10, 118,590 11, 118,590	(B) Breakdown of W-2 and/or 1099-MISC compensation (i) Base Compensation 98,414 78,498 118,590 1143,171 1154,817 11 134,861 11 132,608	(B) Breakdown of W-2 and/or 1099-MISC compensation (i) Base Compensation 98,414 78,498 118,590 118,590 134,661 134,861 132,608 (ii) Bonus & (iii) Other compensation 67,462 44,420 66,234 44,420 66,234 41,745 45,178 132,608 132,608 41,108	(i) Base Compensation (iii) Bonus & incentive compensation (iii) Other compensation compensation benefits (i) 98,414 67,462 50,988 16,808 (ii) 78,498 44,420 17,851 (iii) 80 66,234 44,420 17,851 (iii) 80 36,763 17,783 (iii) 90 36,763 17,783 (iii) 90 36,763 17,700 (iii) 90 36,763 17,700 (iii) 90 36,234 41,745 23,263 (iii) 90 41,745 23,263 (iii) 90 41,108 17,700 (iii) 90 134,861 31,555 17,700 (iii) 18,890 41,108 17,700 (iii) 18,890 41,108 17,700	(B) Breakdown of W-2 and/or 1099-MISC compensation (C) Deferred compensation (D) Nontaxable benefits (E) Total of columns (B)(i)-(D) (i) Base Compensation (iii) Bonus & incentive compensation (iiii) Other compensation 50,988 16,808 166,210 67,462 (i) 98,414 67,462 44,420 17,851 140,769 66,234 (ii) 118,590 36,763 17,783 173,136 (iii) 20,100 36,857 17,700 197,728 (iii) 30,100 41,745 23,263 199,669 (iii) 30,100 45,178 17,700 217,695 (iii) 30,100 41,108 17,700 191,416 (iii) 30,100 41,108 17,700 191,416 (iii) 30,100 41,108 17,700 191,416 (iii) 40,100 41,108 17,700 191,416 (iii) 50,100 41,108 17,700 191,416	

OMB No 1545-0047

Inspection

SCHEDULE 0

(Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 ▶ Attach to Form 990. To be completed by organizations to provide additional information for

Name of the organization Washington Education Association

Employer identification number

91-0460645

ldentifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	Communication and PR Center - To inform the membership and the public through utilization of internal and external media of the Association's goals and achievements and of the profession's concern for public education in Washington

responses to specific questions for the Form 990 or to provide any additional information.

ldentifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	Learning and Education Center - To strengthen the human rights of school employees, and to enhance school employees' personal and professional development. To work with schools and communities on efforts to improve student skills and facilitate an effective learning environment.

ldentifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	Support Services Center - To provide the Association with administrative support and business services including computer technology to assist the governance and program units of the Association in accomplishing their goals and activities

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 2		Board member Brian Lindquist is the nephew of the Organization's President, Mary Lindquist

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 6		The Organization has dues paying members that are public school employees in the State of Washington These members have the right to vote for members of the Board of Directors

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 7a		Membership annually elects the Board of Directors

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		The Form 990 is reviewed by members of the Budget and Finance Committee of the Board of Directors prior to filing

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		Any identified conflicts are addressed as provided for in the Board approved conflict of interest document

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		The compensation determination process includes approval by the Executive Committee of the Board of Directors, comparisons to other organizations, and is documented in Board minutes. Officer/Key Employee compensation is determined as employment contracts are established and renewed. President and Vice. President/Treasurer compensation is set by Board policy. Ongoing compensation is periodically reviewed by the Executive Committee or during contract renewals.

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 18		Forms are available online at various non-profit reporting sites or are available upon request at the Organization's headquarters

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		Governing documents are available upon request at the Organization's headquarters and are available on the Organization's website

For Paperwork Reduction Act Notice, see the Instructions for Form 990

Cat No 51056K

Schedule O (Form 990) 2008

Software ID: Software Version:

EIN: 91-0460645

Name: Washington Education Association

Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Add										
		Posi t	(C tion (hat a	chec		l .			(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)		Estimated amount of other compensation from the organization and related organizations
Olga Addae , Board Member	5 00	Х						0	0	0
Kathıe Axtell , Board Member	5 00	Х						0	0	0
Jerry Bounds , Board Member	5 00	Х						0	0	0
Lısa Brackın-Johnson , Board Member	5 00	Х						0	0	0
Tım Brıttell , Board Member	5 00	Х						0	0	0
Krısta Calvın , Board Member	5 00	Х						0	0	0
Carla Camp , Board Member	5 00	Х						0	0	0
Debby Chandler , Board Member	5 00	Х						0	0	0
Daphne Davies , Board Member	5 00	Х						0	0	0
Cathy deJong , Board Member	5 00	Х						0	0	0
Terry Fagın , Board Member	5 00	Х						0	0	0
John Fleming , Board Member	5 00	Х						0	0	0
Art Galloway , Board Member	5 00	Х						0	0	0
Ann Giles , Board Member	5 00	Х						0	0	0
Gordon Glenn , Board Member	5 00	Х						0	0	0
A dam Goldstein , Board Member	5 00	Х						0	0	0
Bill Green , Board Member	5 00	Х						0	0	0
Derrick Hartman , Board Member	5 00	Х						0	0	0
Dick Holand , Board Member	5 00	Х						0	0	0
Nat Hong , Board Member	5 00	Х						0	0	0
Mark Huber , Board Member	5 00	Х						0	0	0
Ken Ibach , Board Member	5 00	Х						0	0	0
Bob Ingraham , Board Member	5 00	Х						0	0	0
Myra Johnson , Board Member	5 00	Х						0	0	0
Marguerite Jones , Board Member	5 00	Х						0	0	0
Ellen Joslin , Board Member	5 00	Х						0	0	0
Catherine Kernan , Board Member	5 00	Х						0	0	0
Tım Kopp , Board Member	5 00	Х						0	0	0
Stephen Lalonde , Board Member	5 00	Х						0	0	0
Susan Leavell , Board Member	5 00	Х						0	0	0

Form 990, Part VII - Section Aaa

C Position (check all that apply) C Position (check all that a	Form 990, Part VII - Section Aaa										
Compensation Comp				tion (chec		I		Reportable compensation from the organization (W-	Reportable compensation from related organizations (W- 2/1099-	(F)
Mary Lindsey , Board Member 5 00		A verage hours per	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former			amount of other compensation from the organization and related
Neva Luke , Board Member 5 00	Brıan Lındquıst , Board Member	5 00	Х						0	0	0
Karen McNamara , Board Member	Mary Lindsey , Board Member	5 00	Х						0	0	0
Kim Mead , Board Member 5 00	Neva Luke , Board Member	5 00	Х						0	0	0
Stephen Miller , Board Member 5 00 X 0 0 0 Patrick Nicholson , Board Member 5 00 X 0 0 0 0 Eric Nosler , Board Member 5 00 X 0 0 0 0 Jan Olmstead , Board Member 5 00 X 0 0 0 0 Maureen Ramos , Board Member 5 00 X 0 0 0 0 Shannon Rasmussen , Board Member 5 00 X 0 0 0 0 Donna Raymond , Board Member 5 00 X 0 0 0 0 Pat Roberts-Dempsey , Board Member 5 00 X 0 0 0 0 Pat Roberts-Dempsey , Board Member 5 00 X 0 0 0 0 Debbie Rose , Board Member 5 00 X 0 0 0 0 0 0 Jenny Rose , Board Member 5 00 X 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td>Karen McNamara , Board Member</td> <td>5 00</td> <td>Х</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td>0</td>	Karen McNamara , Board Member	5 00	Х						0	0	0
Patrick Nicholson , Board Member 5 00 X 0 0 0 Eric Nosler , Board Member 5 00 X 0 0 0 Jan Olmstead , Board Member 5 00 X 0 0 0 Maureen Ramos , Board Member 5 00 X 0 0 0 Shannon Rasmussen , Board Member 5 00 X 0 0 0 Shannon Rasmussen , Board Member 5 00 X 0 0 0 Donna Raymond , Board Member 5 00 X 0 0 0 0 Pat Roberts - Dempsey , Board Member 5 00 X 0 <td< td=""><td>Kım Mead , Board Member</td><td>5 00</td><td>Х</td><td></td><td></td><td></td><td></td><td></td><td>0</td><td>0</td><td>0</td></td<>	Kım Mead , Board Member	5 00	Х						0	0	0
Eric Nosler , Board Member 5 00	Stephen Miller , Board Member	5 00	Х						0	0	0
Eric Nosler , Board Member 5 00	Patrick Nicholson , Board Member	5 00	Х						0	0	0
Maureen Ramos , Board Member 5 00		5 00	Х						0	0	0
Shannon Rasmussen , Board Member 5 00	Jan Olmstead , Board Member	5 00	Х						0	0	0
Donna Raymond , Board Member 5 00	Maureen Ramos , Board Member	5 00	Х						0	0	0
Pat Roberts- Dempsey , Board Member 5 00	Shannon Rasmussen , Board Member	5 00	Х						0	0	0
Debbie Rose , Board Member 5 00 X 0 0 0 Jenny Rose , Board Member 5 00 X 0 0 0 0 Beverly Schaefer , Board Member 5 00 X 0 0 0 0 John Schuster , Board Member 5 00 X 0 0 0 0 Nyda Galbreath , Board Member 5 00 X 0 0 0 0 Pam Steinburg , Board Member 5 00 X 0 0 0 0 Carl Taylor , Board Member 5 00 X 0 0 0 0 Theresa Tommaney , Board Member 5 00 X 0 0 0 0 Terry VanMeter , Board Member 5 00 X 0 0 0 0 Karle Warren , Board Member 5 00 X 0 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 0 Alan Yabui , Board Member 5 00 X	Donna Raymond , Board Member	5 00	Х						0	0	0
Denny Rose	Pat Roberts-Dempsey , Board Member	5 00	Х						0	0	0
Beverly Schaefer	Debbie Rose , Board Member	5 00	Х						0	0	0
John Schuster	Jenny Rose , Board Member	5 00	Х						0	0	0
Nyda Galbreath , Board Member 5 00 X 0 0 0 Pam Steinburg , Board Member 5 00 X 0 0 0 0 Carl Taylor , Board Member 5 00 X 0 0 0 0 Theresa Tommaney , Board Member 5 00 X 0 0 0 0 Terry VanMeter , Board Member 5 00 X 0 0 0 0 Karle Warren , Board Member 5 00 X 0 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0 0	Beverly Schaefer , Board Member	5 00	Х						0	0	0
Pam Steinburg , Board Member 5 00 X 0 0 0 Carl Taylor , Board Member 5 00 X 0 0 0 0 Theresa Tommaney , Board Member 5 00 X 0 0 0 0 Terry VanMeter , Board Member 5 00 X 0 0 0 0 Karle Warren , Board Member 5 00 X 0 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0 0	John Schuster , Board Member	5 00	Х						0	0	0
Carl Taylor , Board Member 5 00 X 0 0 0 Theresa Tommaney , Board Member 5 00 X 0 0 0 Terry VanMeter , Board Member 5 00 X 0 0 0 Karle Warren , Board Member 5 00 X 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0	Nyda Galbreath , Board Member	5 00	Х						0	0	0
Theresa Tommaney , Board Member 5 00 X 0 0 0 Terry VanMeter , Board Member 5 00 X 0 0 0 Karle Warren , Board Member 5 00 X 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0	Pam Steinburg , Board Member	5 00	Х						0	0	0
Terry VanMeter , Board Member 5 00 X 0 0 0 Karle Warren , Board Member 5 00 X 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0	Carl Taylor , Board Member	5 00	Х						0	0	0
Karle Warren , Board Member 5 00 X 0 0 0 Julie Wickersham , Board Member 5 00 X 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0	Theresa Tommaney , Board Member	5 00	Х						0	0	0
Julie Wickersham , Board Member 5 00 X 0 0 0 Verleeta Wooten , Board Member 5 00 X 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0	Terry VanMeter , Board Member	5 00	Х						0	0	0
Verleeta Wooten , Board Member 5 00 X 0 0 0 Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0	Karle Warren , Board Member	5 00	Х						0	0	0
Alan Yabui , Board Member 5 00 X 0 0 0 Peter Donaldson , Board Member 5 00 X 0 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0 0	Julie Wickersham , Board Member	5 00	Х						0	0	0
Peter Donaldson , Board Member 5 00 X 0 0 0 Jaime Downing , Board Member 5 00 X 0 0 0 0 Lynn Emerson , Board Member 5 00 X 0 0 0 0	Verleeta Wooten , Board Member	5 00	Х						0	0	0
Jaime Downing , Board Member5 00 X000Lynn Emerson , Board Member5 00 X00	Alan Yabuı , Board Member	5 00	Х						0	0	0
Lynn Emerson , Board Member 5 00 X 0 0	Peter Donaldson , Board Member	5 00	Х						0	0	0
	Jaime Downing , Board Member	5 00	Х						0	0	0
Becky Fife , Board Member 5 00 X 0 0	Lynn Emerson , Board Member	5 0 0	Х						0	0	0
	Becky Fife , Board Member	5 00	Х						0	0	0

Form 990, Part VII - Section Aaa

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(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations	
Jan Fraley , Board Member	5 00	Х						0	0	0	
Daniel Gossett , Board Member	5 00	Х						0	0	0	
Gretchen Lındholm , Board Member	5 00	Х						0	0	0	
Bill Lyne , Board Member	5 00	Х						0	0	0	
Ted Mack , Board Member	5 00	Х						0	0	0	
Lynn Maiorca , Board Member	5 00	Х						0	0	0	
Steve McKenna , Board Member	5 00	Х						0	0	0	
Bonniejean Rytkonen , Board Member	5 00	Х						0	0	0	
Phyllis Silling , Board Member	5 00	Х						0	0	0	
Mary Lindquist , President	37 50			Х				98,414	67,462	67,796	
Mike Ragan , Vice-President	37 50			Х				78,498	66,234	62,271	
Margaret Knight , Chief Financial Officer	37 50			Х				7,792	0	2,416	
John Okamoto , Executive Director	37 50			Х				118,590	0	54,546	
Donald Maekawa , Interim CFO	37 50			Х				35,585	0	1,037	
Tom Hedges , Chief Financial Officer	37 50			Х				143,171	0	54,557	
James Regan , Managing Director	37 50					Х		134,661	0	65,008	
Gregory Aldrıd , Uniserv Representative	37 50					Х		154,817	0	62,878	
Frieda Takamura , Coordinator of Human Rel	37 50					Х		134,861	0	49,255	
Gregg Wishkoski , Manager/Uniserv	37 50					Х		132,608	0	58,808	
Jerry Painter , General Counsel	37 50					Х		159,511	0	56,964	