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Form 990-EZ

Department of the Treasury  
Internal Revenue Service

Short Form

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Information about Form 990-EZ and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-1150

2015

Open to Public Inspection

**A** For the 2015 calendar year, or tax year beginning 09-01-2015, and ending 08-31-2016

**B** Check if applicable  
☐ Address change  
☐ Name change  
☐ Initial return  
☐ Final return/terminated  
☐ Amended return  
☐ Application pending

**C** Name of organization  
Olympia Education Association

Number and street (or P O box, if mail is not delivered to street address)Room/suite  
1619 State Ave NE

City or town, state or province, country, and ZIP or foreign postal code  
Olympia, WA 98840

**D** Employer identification number  
23-7332836

**E** Telephone number  
(360) 525-5255

**F** Group Exemption Number

**G** Accounting Method ☐ Cash ☒ Accrual Other (specify)   
  
**I** Website: [N/A](#)

**H** Check ☒ if the organization is **not** required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

**J** Tax-exempt status (check only one) - ☐ 501(c)(3) ☒ 501(c)(5) (insert no ) ☐ 4947(a)(1) or ☐ 527

**K** Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other

**L** Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ. \$ 166,266

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)									
Check if the organization used Schedule O to respond to any question in this Part I <input checked="" type="checkbox"/>									
Revenue	1	Contributions, gifts, grants, and similar amounts received		1					
	2	Program service revenue including government fees and contracts		2					
	3	Membership dues and assessments		3	163,921				
	4	Investment income		4					
	5a	Gross amount from sale of assets other than inventory	5a						
	b	Less cost or other basis and sales expenses	5b	0					
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c						
	6	Gaming and fundraising events							
	a	Gross income from gaming (attach Schedule G if greater than \$15,000)	6a						
	b	Gross income from fundraising events (not including \$ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	6b						
Expenses	c	Less direct expenses from gaming and fundraising events	6c						
	d	Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	6d						
	7a	Gross sales of inventory, less returns and allowances	7a						
	b	Less cost of goods sold	7b						
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c						
	8	Other revenue (describe in Schedule O)	8	2,345					
	9	Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8	9	166,266					
	10	Grants and similar amounts paid (list in Schedule O)	10	4,000					
	11	Benefits paid to or for members	11						
	12	Salaries, other compensation, and employee benefits	12	96,330					
Net Assets	13	Professional fees and other payments to independent contractors	13						
	14	Occupancy, rent, utilities, and maintenance	14	38,126					
	15	Printing, publications, postage, and shipping	15						
	16	Other expenses (describe in Schedule O)	16	29,676					
	17	Total expenses. Add lines 10 through 16	17	168,132					
	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	-1,866					
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	206,102					
	20	Other changes in net assets or fund balances (explain in Schedule O)	20	0					
	21	Net assets or fund balances at end of year. Combine lines 18 through 20	21	204,236					

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 10642I

Form 990-EZ(2015)

Part II

Balance Sheets (see the instructions for Part II)  
Check if the organization used Schedule O to respond to any question in this Part II

☒

	(A) Beginning of year		(B) End of year
22 Cash, savings, and investments	179,912	22	179,877
23 Land and buildings	18,316	23	15,939
24 Other assets (describe in Schedule O)	13,663	24	14,209
25 Total assets	211,891	25	210,025
26 Total liabilities (describe in Schedule O)	5,789	26	5,789
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	206,102	27	204,236

Part III

Statement of Program Service Accomplishments (see the instructions for Part III)  
Check if the organization used Schedule O to respond to any question in this Part III

☒

What is the organization's primary exempt purpose?  
To promote the cause of public education on behalf of its members

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title

28  
See Additional Data Table

(Grants \$ ) If this amount includes foreign grants, check here

28a

29  
(Grants \$ ) If this amount includes foreign grants, check here

29a

30  
(Grants \$ ) If this amount includes foreign grants, check here

30a

31 Other program services (describe in Schedule O)  
(Grants \$ ) If this amount includes foreign grants, check here

31a

32 Total program service expenses (add lines 28a through 31a)

32

Part IV

List of Officers, Directors, Trustees, and Key Employees (list each one even if not compensated — see the instructions for Part IV)  
Check if the organization used Schedule O to respond to any question in this Part IV.

☐

(a) Name and title	(b) Average hours per week devoted to position	(c)Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
Adam Brickell President	30 00	88,930	0	0
Anna Beraun Vice President	2 00	800	0	0
Dan McCartan Secretary	2 00	1,900	0	0
Jenny Morgan Treasurer	2 00	2,725	0	0
Tim Brewer Board Member	2 00	500	0	0
Marty Manley Board Member	2 00	500	0	0
Janet O'Halloran Board Member	2 00	575	0	0
Tom Parnell Board Member	2 00	400	0	0
compensation paid as a reimburseme of salary and benefits	0 00	0	0	0

Part V

Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V ) Check if the organization used Schedule O to respond to any question in this Part V . . . . .

		Yes	No
33	Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O . . . . .		No
34	Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions) . . . . .		No
35a	Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)? . . . . .		No
b	If "Yes," to line 35a, has the organization filed a <b>Form 990-T</b> for the year? If "No," provide an explanation in Schedule O . . . . .		
c	Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III . . . . .		No
36	Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N . . . . .		No
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions ▶	37a	0
b	Did the organization file <b>Form 1120-POL</b> for this year? . . . . .	37b	
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return? . . . . .	38a	No
b	If "Yes," complete Schedule L, Part II and enter the total amount involved . . . . .	38b	
39	Section 501(c)(7) organizations Enter . . . . .		
a	Initiation fees and capital contributions included on line 9 . . . . .	39a	
b	Gross receipts, included on line 9, for public use of club facilities . . . . .	39b	
40a	Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ▶ , section 4912 ▶ , section 4955 ▶ . . . . .		
b	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I . . . . .	40b	
c	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ . . . . .		
d	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax on line 40c reimbursed by the organization . . . . . ▶ . . . . .		
e	All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T . . . . .	40e	No
41	List the states with which a copy of this return is filed ▶ . . . . .		
42a	The organization's books are in care of ▶ Adam Bnckell Telephone no ▶ (360) 525-5255 Located at ▶ 1619 State Ave NE Olympia, WA ZIP + 4 ▶ 98840 . . . . .		
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country ▶ . . . . .  See the instructions for exceptions and filing requirements for <b>FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)</b> . . . . .	Yes	No
c	At any time during the calendar year, did the organization maintain an office outside the U S ? If "Yes," enter the name of the foreign country ▶ . . . . .	42b	No
43	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of <b>Form 1041</b> - Check here . . . . . ▶ and enter the amount of tax-exempt interest received or accrued during the tax year . . . . . ▶ 43	42c	No
44a	Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ . . . . .	44a	No
b	Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ . . . . .	44b	No
c	Did the organization receive any payments for indoor tanning services during the year? . . . . .	44c	No
d	If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . . . .	44d	
45a	Did the organization have a controlled entity within the meaning of section 512(b)(13)? . . . . .	45a	No
45b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions) . . . . .	45b	

		Yes	No
46	Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I . . . . .	46	No

Part VI

Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

Check if the organization used Schedule O to respond to any question in this Part VI . . . . .

		Yes	No
47	Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II . . . . .	47	
48	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E . . . . .	48	
49a	Did the organization make any transfers to an exempt non-charitable related organization? . . . . .	49a	
b	If "Yes," was the related organization a section 527 organization? . . . . .	49b	

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization If there is none, enter "None "

(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
f Total number of other employees paid over \$100,000 . . . . . ▶				

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization If there is none, enter "None "

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation
d Total number of other independent contractors each receiving over \$100,000. . . . . ▶		

52 Did the organization complete Schedule A? **NOTE.** All Section 501(c)(3) organizations must attach a completed Schedule A . . . . . ▶ ☐ Yes ☐ No

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	***** Signature of officer		2017-02-11 Date				
	Adam Brickell President Type or print name and title						
Paid Preparer Use Only	Print/Type preparer's name Laird Vanetta		Preparer's signature		Date	Check <input type="checkbox"/> if self-employed	PTIN P00171649
	Firm's name ▶ TREMPER & CO LLP					Firm's EIN ▶ 91-0872222	
	Firm's address ▶ 3131 Elliott Ave Suite 290 Seattle, WA 98121					Phone no (206) 285-4456	
May the IRS discuss this return with the preparer shown above? See instructions . . . . . ▶ <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No							

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 23-7332836

**Name:** Olympia Education Association

### Form 990EZ, Part III - Statement of Program Service Accomplishments

Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

**Expenses**  
(Required for 501(c)(3) and  
501(c)(4) organizations and  
4947(a)(1) trusts; optional  
for others.)

**28**

Contract maintenance for members Organization is a teachers association for employees of the Olympia School District Activities include grievance proceedings, arbitration and representation for teachers at the state and national levels

(Grants \$ 0)

If this amount includes foreign grants, check here . . . ☐

**28a**

0

# SCHEDULE O (Form 990 or 990-EZ)

Department of the  
Treasury  
Internal Revenue  
Service

## Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at  
[www.irs.gov/form990](http://www.irs.gov/form990).

# 2015

Open to Public  
Inspection

Name of the organization  
Olympia Education Association

Employer identification number

23-7332836

## 990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990-EZ, Part I, Line 8 - Other Revenue	Description Other Income Amount 2,345 Total to Form 990-EZ, line 14 38,126
Form 990-EZ, Part I, Line 10 - Grants and Similar Amounts Paid	Activity Classification Scholarship Grantee Name Adan Espino Grantee Relationship none Amount Given 1,500

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990-EZ, Part I, Line 10 - Grants and Similar Amounts Paid	Activity Classification Donation Grantee Name Olympia Education Foundation Grantee Address 1113 Legion Way SE Olympia, WA 98501 Grantee Relationship none Amount Given 1,000
Form 990-EZ, Part I, Line 10 - Grants and Similar Amounts Paid	Activity Classification Scholarship Grantee Name Jenna Loose Grantee Relationship None Amount Given 1,500 Total included on Form 990-EZ, line 10 4,000



**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990-EZ, Part I, Line 14	Description Depreciation Amount 3,172 Description Other Expenses Amount 34,954
Form 990-EZ, Part I, Line 16 - Other Expenses	Description Conferences and Workshops Amount 142 Description Association Release Amount 1,940 Description Honorarium Amount 8,970 Description Mileage Amount 800 Des cription WEA/NEA Representative Assembly Amount 13,632 Description Association advanc ement Amount 2,000 Description AAA Expense Amount 2,192 Total to Form 990-EZ, line 16 29,676

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990-EZ, Part II, Line 24 - Other Assets	Description Accounts Receivable Beg of Year Amount 12,351 End of Year Amount 13,686 Description Other Depreciable Assets Beg of Year Amount 1,312 End of Year Amount 523
Form 990-EZ, Part II, Line 26 - Other Liabilities	Description Accounts Payable Beg of Year Amount 5,789 End of Year Amount 5,789