

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2023

Open to Public Inspection

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.

Go to www.irs.gov/Form990 for instructions and the latest information.

Form

Department of the Treasury Internal Revenue Service

A For the 2023 calendar year, or tax year beginning 09-01-2023, and ending 08-31-2024

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: WASHINGTON EDUCATION ASSOCIATION. Doing business as. Number and street (or P.O. box if mail is not delivered to street address) Room/suite: PO BOX 9100. City or town, state or province, country, and ZIP or foreign postal code: FEDERAL WAY, WA 980639100

D Employer identification number: 91-0460645. E Telephone number: (253) 765-7007. G Gross receipts \$ 64,270,000

F Name and address of principal officer: LARRY DELANEY

H(a) Is this a group return for subordinates? H(b) Are all subordinates included? H(c) Group exemption number

I Tax-exempt status: 501(c)(3), 501(c)(5) (insert no.), 4947(a)(1) or 527

J Website: WWW.WASHINGTONEA.ORG

K Form of organization: Corporation, Trust, Association, Other

L Year of formation: 1889. M State of legal domicile: WA

Part I Summary

Table with 4 main sections: 1. Briefly describe the organization's mission or most significant activities. 2. Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3-7a. Financial summary rows. 7b. Net unrelated business taxable income. 8-12. Revenue summary table. 13-19. Expenses summary table. 20-22. Net Assets or Fund Balances summary table.

Part II Signature Block

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 DONNA WESLEY CFO, Date 2025-06-30. Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date 2025-06-30, Firm's name TREMPER & CO LLP, Firm's address 3131 ELLIOTT AVE STE 290 SEATTLE, WA 98121.

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III



1 Briefly describe the organization's mission:

THE MISSION OF THE WASHINGTON EDUCATION ASSOCIATION IS TO ADVANCE THE PROFESSIONAL INTERESTS OF ITS MEMBERS IN ORDER TO MAKE PUBLIC EDUCATION THE BEST IT CAN BE FOR STUDENTS, STAFF, AND COMMUNITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ ) GOVERNANCE/ADMINISTRATION - TO FORMULATE ASSOCIATION POLICY AND TO ENSURE IMPLEMENTATION OF THE GOALS, OBJECTIVES AND ACTIVITIES OF THE ASSOCIATION IN ACCORDANCE WITH THE DESIRES AND NEEDS OF THE MEMBERSHIP. TO PROVIDE GOVERNANCE WITH ADVICE AND COUNSEL AS PRESCRIBED IN WEA POLICY ON THE FORMULATION OF GOALS, OBJECTIVES, POLICY AND ACTIVITIES OF THE ASSOCIATION IN THE FOLLOWING GENERAL AREAS: ACCREDITATION, CERTIFICATION, INSTRUCTION, PERSONNEL, COLLECTIVE BARGAINING, STATE AND FEDERAL LEGISLATION, HUMAN RELATIONS, AND RIGHTS OF SCHOOL EMPLOYEES. TO PROVIDE LEGAL SERVICES AND ADVICE TO WEA, ITS STAFF AND GOVERNANCE, LOCAL ASSOCIATIONS, AND MEMBERS; TO PROTECT AND STRENGTHEN THE LEGAL AND BARGAINING RIGHTS OF SCHOOL EMPLOYEES. PUBLIC POLICY CENTER - TO ENSURE THAT WEA IS A SIGNIFICANT PARTICIPANT IN THE LEGISLATIVE PROCESS OF THE STATE AND NATION, OBTAIN PASSAGE AND IMPLEMENTATION OF LEGISLATION CONSISTENT WITH ASSOCIATION GOALS AND ASSURE ADEQUATE RESOURCE ALLOCATIONS TO IMPROVE SALARIES, CONDITIONS OF WORK, AND EDUCATIONAL PROGRAMS. CENTER FOR EDUCATION QUALITY: ORGANIZING AND ADVOCACY CENTER - TO PROVIDE PROGRAM AND STAFF SERVICES TO ASSIST INDIVIDUAL SCHOOL EMPLOYEES AND LEADERS TO OBTAIN AND UTILIZE THE INDIVIDUAL AND COLLECTIVE POWER THEY NEED TO CONTROL THEIR WORK ENVIRONMENT, INCLUDING APPROPRIATE COMPENSATION. TO PROVIDE RESEARCH SUPPORT ENABLING THE ASSOCIATION TO CARRY OUT ITS GOALS AND OBJECTIVES IN AN EFFICIENT MANNER. 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. RACIAL, SOCIAL, AND ECONOMIC JUSTICE CENTER - TO FACILITATE EQUITABLE POLICIES WITHIN THE ASSOCIATION AND OUTREACH TOWARDS MINORITY GROUPS. ORGANIZING AND ADVOCACY CENTER - TO PROVIDE RESEARCH AND OTHER SUPPORT TO MEMBER ORGANIZING AND BARGAINING POLICY.

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response columns. Rows include questions 1 through 21, with sub-questions 11a-e and 12a-b. Questions cover topics like political activities, lobbying, donor funds, and fundraising.

**Part IV Checklist of Required Schedules (continued)**

		Yes	No
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>	Yes	
<b>23</b>	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>	Yes	
<b>24a</b>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>		No
<b>24b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .		
<b>24c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .		
<b>24d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . . . .</i>		
<b>25b</b>	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		
<b>26</b>	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?		No
<b>27</b>	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>		No
<b>28</b>	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
<b>28a</b>	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>28b</b>	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>28c</b>	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>		No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . . . .</i>		No
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?		No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>		No
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
<b>35b</b>	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		
<b>37</b>	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O. . . . .	Yes	

**Part V Statements Regarding Other IRS Filings and Tax Compliance**  
 Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
<b>1a</b>	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
<b>1b</b>	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
<b>1c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .		

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Main form area containing questions 2a through 17, including sub-questions like 2b, 3a, 3b, 4a, 5a, 5b, 5c, 6a, 6b, 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 8, 9a, 9b, 10a, 10b, 11a, 11b, 12a, 12b, 13a, 13b, 13c, 14a, 14b, 15, 16, 17. Includes a '210' entry in the 2a question box.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year... 1b Enter the number of voting members included in line 1a, above, who are independent... 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? 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? 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 Did the organization have members or stockholders? 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body? 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 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? 15a The organization's CEO, Executive Director, or top management official 15b Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. 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? 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
Own website Another's website Upon request Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: DONNA WESLEY 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**

Check if Schedule O contains a response or note to any line in this Part VII

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

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(1) LARRY DELANEY PRESIDENT	37.50	X		X			190,385	116,121	19,429
(2) JANIE WHITE VICE PRESIDE	37.50	X		X			172,637	77,796	14,431
(3) JAMES ALEXANDER BOARD MEMBER	5.00	X					1,595	0	0
(4) JAMIE ANDERSON BOARD MEMBER	5.00	X					0	0	0
(5) KATHLEEN AXTELL BOARD MEMBER	5.00	X					0	0	0
(6) CORTNEY BECK BOARD MEMBER	5.00	X					0	0	0
(7) JENNIFER BEN BOARD MEMBER	5.00	X					0	0	0
(8) JOHN BINNS BOARD MEMBER	5.00	X					0	0	0
(9) JOSHUA BOE BOARD MEMBER	5.00	X					0	0	0
(10) SHAWN BREHM BOARD MEMBER	5.00	X					1,183	0	0
(11) LORI BYRNES BOARD MEMBER	5.00	X					0	0	0
(12) JANET CALDWELL BOARD MEMBER	5.00	X					0	0	0
(13) ANGELA CARON BOARD MEMBER	5.00	X					13,183	0	0
(14) DEBRA CHANDLER BOARD MEMBER	5.00	X					2,699	0	0
(15) MONIKA CHRISTENSEN BOARD MEMBER	5.00	X					0	0	0
(16) JENNIFER COLLINS BOARD MEMBER	5.00	X					0	0	0
(17) LAWRENCE COOK BOARD MEMBER	5.00	X					1,222	0	0

**Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)**

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
(18) PENNY CRAMER BOARD MEMBER	5.00	X					0	0	
(19) MARK CRAYPO BOARD MEMBER	5.00	X					1,155	0	
(20) DEVON DEL ROSARIO BOARD MEMBER	5.00	X					0	0	
(21) ANEEKKA FERRELL BOARD MEMBER	5.00	X					2,183	0	
(22) VALLERIE FISHER BOARD MEMBER	5.00	X					1,573	0	
(23) FILMA FONTANILLA BOARD MEMBER	5.00	X					2,192	0	
(24) JUSTIN FOX-BAILEY BOARD MEMBER	5.00	X					0	0	
(25) M ANDREA FULLER BOARD MEMBER	5.00	X					0	0	
(26) LAVADER GRANT-SUGGS BOARD MEMBER	5.00	X					1,683	0	
(27) ROBERT GUSTIN BOARD MEMBER	5.00	X					0	0	
(28) BRITTANY HAGGARD BOARD MEMBER	5.00	X					620	0	
(29) DANIEL HARADA BOARD MEMBER	5.00	X					712	0	
(30) KATHRYN HAYNES BOARD MEMBER	5.00	X					0	0	
(31) RUTH INGEBRAND BOARD MEMBER	5.00	X					0	0	
(32) GLENN JENKINS BOARD MEMBER	5.00	X					600	0	
(33) NATASHA JETTON BOARD MEMBER	5.00	X					5,200	0	
(34) PRICE JIMERSON BOARD MEMBER	5.00	X					0	0	
(35) JENAIA JOHNSON BOARD MEMBER	5.00	X					0	0	
(36) PAMELLA JOHNSON BOARD MEMBER	5.00	X					786	0	
(37) LARHONDA KINZEBACH BOARD MEMBER	5.00	X					0	0	
(38) CHARLOTTE LARTEY BOARD MEMBER	5.00	X					0	0	
(39) MARIA LEE BOARD MEMBER	5.00	X					0	0	
(40) TANI LINDQUIST BOARD MEMBER	5.00	X					0	0	
(41) MARY LINDSEY BOARD MEMBER	5.00	X					1,183	0	
(42) SALLY LOESER BOARD MEMBER	5.00	X					0	0	
(43) LINDSAY LOPATA BOARD MEMBER	5.00	X					0	0	
(44) WILLIAM LYNE BOARD MEMBER	5.00	X					0	0	
(45) ANNA-MELISSA LYONS BOARD MEMBER	5.00	X					673	0	
(46) TIMOTHY MARTIN BOARD MEMBER	5.00	X					0	0	
(47) JENNIFER MATTER BOARD MEMBER	5.00	X					0	0	
(48) HOWARD MAWHINNEY BOARD MEMBER	5.00	X					0	0	
(49) COURTNEY MENSE BOARD MEMBER	5.00	X					0	0	
(50) SHAWNA MOORE BOARD MEMBER	5.00	X					845	0	
(51) AUTUMN MORRISON BOARD MEMBER	5.00	X					0	0	
(52) MARK MORROW BOARD MEMBER	5.00	X					0	0	
(53) MARY MOSER BOARD MEMBER	5.00	X					0	0	
(54) CAMERON MUNRO BOARD MEMBER	5.00	X					1,300	0	
(55) RAYMOND NELSON BOARD MEMBER	5.00	X					1,155	0	
(56) SUSAN NIGHTINGALE BOARD MEMBER	5.00	X					0	0	
(57) ANDREA NOFZIGER-MEADOWS BOARD MEMBER	5.00	X					0	0	
(58) JANIS OLMSTEAD BOARD MEMBER	5.00	X					0	0	
(59) MARIO ORALLO BOARD MEMBER	5.00	X					0	0	
(60) TRACI OVERSTREET BOARD MEMBER	5.00	X					0	0	
(61) ERIC PICKENS BOARD MEMBER	5.00	X					1,183	0	
(62) SHANNON RASMUSSEN BOARD MEMBER	5.00	X					1,300	0	
(63) JOHN RICHARDSON BOARD MEMBER	5.00	X					0	0	
(64) REBECCA RITCHIE BOARD MEMBER	5.00	X					0	0	
(65) SANDRA ROBINSON BOARD MEMBER	5.00	X					1,183	0	
(66) CERRA SAND BOARD MEMBER	5.00	X					0	0	
(67) AUDRA SHAW BOARD MEMBER	5.00	X					2,828	0	
(68) JEREMY SHAY BOARD MEMBER	5.00	X					683	0	
(69) ELLEN SIMONIS BOARD MEMBER	5.00	X					0	0	
(70) SUSAN SMITH BOARD MEMBER	5.00	X					1,183	0	
(71) SUZANNE SOUTHERLAND BOARD MEMBER	5.00	X					19,931	0	
(72) ZACHARY STOCKDALE BOARD MEMBER	5.00	X					0	0	
(73) KEITH SWANSON BOARD MEMBER	5.00	X					643	0	
(74) CAMOMILE SWARTS BOARD MEMBER	5.00	X					0	0	
(75) JOSEPH THAYER BOARD MEMBER	5.00	X					0	0	
(76) LAURA TREECE BOARD MEMBER	5.00	X					0	0	
(77) CAITLIN TUMLINSON BOARD MEMBER	5.00	X					0	0	
(78) ANITA VALDEZ BOARD MEMBER	5.00	X					0	0	
(79) MELISSA WALKER BOARD MEMBER	5.00	X					0	0	
(80) ELIZABETH WARD-ROBERTSON BOARD MEMBER	5.00	X					1,964	0	
(81) PAMELA WILSON BOARD MEMBER	5.00	X					0	0	
(82) TERRI WINCKLER BOARD MEMBER	5.00	X					0	0	
(83) AIMEE IVERSON EXECUTIVE DI	37.50			X			264,799	0	
(84) DONNA WESLEY CFO	37.50			X			263,883	0	
(85) MELODY RASH DIR HUMAN RE	37.50			X			281,569	0	
(86) DJIBRIL DIOP DIR. GOVERN	37.50			X			265,065	0	
(87) MICHAEL GAWLEY GENERAL COUN	37.50			X			253,400	0	
(88) RACHAEL TOM DIR COMMUNIC	37.50			X			243,478	0	
(89) LISA KODAMA DIR. PROFESS	37.50			X			238,006	0	
(90) JAMES MEADOWS DEAN EDUCATO	37.50			X			236,336	0	
(91) RICHARD WOOD ADV. AND ORG	37.50			X			230,992	0	
(92) MARY HOWES DIR. ADV. AN	37.50			X			226,642	0	
(93) MICHAEL PENNA DIR CENTER F	37.50			X			223,671	0	
(94) IRENE WOKABI PROFESSIONAL	37.50				X		231,820	0	
(95) JEREMY EICHHORN PROFESSIONAL	37.50				X		231,832	0	
(96) ARLYN PALOMO PROFESSIONAL	37.50				X		225,574	0	
(97) GARY MCNEIL PROFESSIONAL	37.50				X		225,930	0	
(98) ROBERT FORHAN PROFESSIONAL	37.50				X		218,742	0	
<b>1b Sub-Total</b>									
<b>c Total from continuation sheets to Part VII, Section A</b>									
<b>d Total (add lines 1b and 1c)</b>						4,297,401	193,917	2,124,666	

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 177

	Yes	No
<b>3</b> 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		No
<b>4</b> For any individual listed on line 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 individual	Yes	
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		No

**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. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
OPTIMUM SECURITY SOLUTIONS LP 1131 ANCHOR BAY CIR GREENSBORO, GA 30642	SECURITY	514,140
EPIC BUSINESS APPS LLC 7350 E PROGRESS PLACE SUITE 100 GREENWOOD VILLAGE, CO 80111	APP DEVELOPMENT	290,482
VAN STICLEN STOCKS & FIRKINS 721 - 45TH STREET NE AUBURN, WA 98002	LEGAL	177,930
MONTOYA HINCKLEY PLLC 4301 TIETON DRIVE YAKIMA, WA 98908	LEGAL	157,635
CAPITOL CITY PRESS INC 2975 - 37TH AVE SW TUMWATER, WA 98512	PRINTING	143,324

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 11

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

Table with 5 columns: (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512 - 514. Rows include Contributions, Gifts, Grants, and Other Similar Amounts, and Federated campaigns through Total.

Table for Program Service Revenue with columns for Business Code, (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include MEMBERSHIP DUES, REIMBURSEMENTS, NATIONAL FINANCIAL SUPPORT, UNIFIED LEGAL SERVICES, BENEFIT SERVICE FEES, and Total.

Table for Other Revenue with columns for (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include Investment income, Income from investment of tax-exempt bond proceeds, Royalties, Gross rents, Net rental income, Net gain or (loss), Gross income from fundraising events, Net income or (loss) from fundraising events, Gross income from gaming activities, Net income or (loss) from gaming activities, Gross sales of inventory, Net income or (loss) from sales of inventory, and Total revenue.

Table for Other Revenue Misc Amt with columns for (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include Business Code, All other revenue, and Total.

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do 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
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	1,067,183			
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22	9,000			
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	3,477,094			
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	15,281,482			
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	6,064,849			
<b>9</b> Other employee benefits	4,001,349			
<b>10</b> Payroll taxes	1,460,455			
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				
<b>b</b> Legal	969,795			
<b>c</b> Accounting	133,146			
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees				
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,300,111			
<b>12</b> Advertising and promotion	20,800			
<b>13</b> Office expenses	4,634,777			
<b>14</b> Information technology	861,312			
<b>15</b> Royalties				
<b>16</b> Occupancy	1,471,218			
<b>17</b> Travel	1,669,031			
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	942,941			
<b>20</b> Interest	2			
<b>21</b> Payments to affiliates	15,254,921			
<b>22</b> Depreciation, depletion, and amortization	296,289			
<b>23</b> Insurance				
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> DUES AND FEES	180,742			
<b>b</b> CREDIT CARD AND BANK PROC	79,864			
<b>c</b>				
<b>d</b>				
<b>e</b> All other expenses				
<b>25 Total functional expenses.</b> Add lines 1 through 24e	61,176,361	0	0	0
<b>26 Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash-non-interest-bearing . . . . .	11,681,995	<b>1</b>	13,296,049
	<b>2</b> Savings and temporary cash investments	10,350,287	<b>2</b>	11,025,092
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .	8,379,125	<b>4</b>	8,917,635
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .		<b>9</b>	
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	<b>10a</b> 15,007,310		
	<b>b</b> Less: accumulated depreciation	<b>10b</b> 7,256,352	7,982,813	<b>10c</b> 7,750,958
	<b>11</b> Investments—publicly traded securities . . . . .		<b>11</b>	
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11	7,989,730	<b>15</b>	6,744,776
<b>16 Total assets:</b> Add lines 1 through 15 (must equal line 33) . . . . .	46,383,950	<b>16</b>	47,734,510	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	1,807,396	<b>17</b>	1,476,298
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .	591,620	<b>19</b>	707,925
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	36,611,249	<b>25</b>	34,926,895
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	39,010,265	<b>26</b>	37,111,118
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	7,373,685	<b>27</b>	10,623,392
	<b>28</b> Net assets with donor restrictions		<b>28</b>	
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
	<b>32</b> Total net assets or fund balances	7,373,685	<b>32</b>	10,623,392
<b>33</b> Total liabilities and net assets/fund balances	46,383,950	<b>33</b>	47,734,510	

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	64,269,963
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	61,176,361
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	3,093,602
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	7,373,685
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	156,105
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	<b>10</b>	10,623,392

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>b</b>	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
<b>c</b>	If "Yes," to line 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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	Yes	
<b>b</b>	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	Yes	

**Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Form 990, Special Condition Description:**

**Special Condition Description**

**Political Campaign and Lobbying Activities**  
**For Organizations Exempt From Income Tax Under section 501(c) and section 527**  
  
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**  
▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then**

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

**If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then**

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

**If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then**

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization WASHINGTON EDUCATION ASSOCIATION	<b>Employer identification number</b>  91-0460645
--	---

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

**1** Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

**2** Political campaign activity expenditures. See instructions ..... ▶ \$ 1,213,700

**3** Volunteer hours for political campaign activities. See instructions .....

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

**1** Enter the amount of any excise tax incurred by the organization under section 4955 ..... \$ \_\_\_\_\_

**2** Enter the amount of any excise tax incurred by organization managers under section 4955 ..... \$ \_\_\_\_\_

**3** If the organization incurred a section 4955 tax, did it file Form 4720 for this year? .....  Yes  No

**4a** Was a correction made? .....  Yes  No

**b** If "Yes," describe in Part IV.

**Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).**

**1** Enter the amount directly expended by the filing organization for section 527 exempt function activities ..... \$ \_\_\_\_\_

**2** Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ..... ▶ \$ \_\_\_\_\_

**3** Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... \$ \_\_\_\_\_

**4** Did the filing organization file **Form 1120-POL** for this year? .....  Yes  No

**5** Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
<b>1</b>				
<b>2</b>				
<b>3</b>				
<b>4</b>				
<b>5</b>				
<b>6</b>				

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

- A** Check  if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check  if the filing organization checked box A and "limited control" provisions apply.

<b>Limits on Lobbying Expenditures</b> (The term "expenditures" means amounts paid or incurred.)	<b>(a)</b> Filing organization's totals	<b>(b)</b> Affiliated group totals												
<b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying) .....														
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....														
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....														
<b>d</b> Other exempt purpose expenditures .....														
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....														
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e.													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000.													
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....														
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- .....														
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- .....														
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? .....	<input type="checkbox"/> Yes <input type="checkbox"/> No													

**4-Year Averaging Period Under Section 501(h)**  
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

**Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

	(a)		(b)
	Yes	No	Amount
<b>1</b> During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
<b>a</b> Volunteers? .....			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? .....			
<b>c</b> Media advertisements? .....			
<b>d</b> Mailings to members, legislators, or the public? .....			
<b>e</b> Publications, or published or broadcast statements? .....			
<b>f</b> Grants to other organizations for lobbying purposes? .....			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....			
<b>i</b> Other activities? .....			
<b>j</b> Total. Add lines 1c through 1i .....			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....			
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912 .....			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....			
<b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? .....			

**Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

	Yes	No
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members? .....	<b>1</b> Yes	
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less? .....	<b>2</b> Yes	
<b>3</b> Did the organization agree to carry over lobbying and political expenditures from the prior year? .....	<b>3</b>	No

**Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

<b>1</b> Dues, assessments and similar amounts from members .....	<b>1</b>	
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures ( <b>do not include amounts of political expenses for which the section 527(f) tax was paid</b> ).		
<b>a</b> Current year .....	<b>2a</b>	
<b>b</b> Carryover from last year .....	<b>2b</b>	
<b>c</b> Total .....	<b>2c</b>	
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	<b>3</b>	
<b>4</b> If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? .....	<b>4</b>	
<b>5</b> Taxable amount of lobbying and political expenditures. See Instructions .....	<b>5</b>	

**Part IV Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
SCHEDULE C, PART I-A, LINE 1	MEMBER COMMUNICATIONS, TRAINING AND INDIRECT SUPPORT CONCERNING EFFORTS TO ELECT STATE AND LOCAL CANDIDATES.

**Additional Data**

**Return to Form**

**Software ID:**  
**Software Version:**

Supplemental Financial Statements

2022

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization WASHINGTON EDUCATION ASSOCIATION

Employer identification number

91-0460645

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor informed.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II Conservation Easements. Includes checkboxes for various purposes, a table for conservation contributions (2a-2d), and questions about monitoring and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting and amounts for art and historical treasures.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

**3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a**  Public exhibition
- b**  Scholarly research
- c**  Preservation for future generations
- d**  Loan or exchange programs
- e**  Other .....

**4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

**5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .  **Yes**  **No**

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

**1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .  **Yes**  **No**

**b** If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
<b>c</b> Beginning balance . . . . .	<b>1c</b>
<b>d</b> Additions during the year . . . . .	<b>1d</b>
<b>e</b> Distributions during the year . . . . .	<b>1e</b>
<b>f</b> Ending balance . . . . .	<b>1f</b>

**2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  **Yes**  **No**

**b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . .

**Part V Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
<b>1a</b> Beginning of year balance . . . . .					
<b>b</b> Contributions . . . . .					
<b>c</b> Net investment earnings, gains, and losses					
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .					
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .					

**2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment ▶ .....
- b** Permanent endowment ▶ .....
- c** Term endowment ▶ .....

The percentages on lines 2a, 2b, and 2c should equal 100%.

**3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** Unrelated organizations . . . . .
- (ii)** Related organizations . . . . .

**b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . .

	Yes	No
<b>3a(i)</b>		
<b>3a(ii)</b>		
<b>3b</b>		

**4** Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .		2,573,437		2,573,437
<b>b</b> Buildings . . . . .		9,131,222	4,170,847	4,960,375
<b>c</b> Leasehold improvements				
<b>d</b> Equipment . . . . .		1,978,886	1,820,935	157,951
<b>e</b> Other . . . . .		1,323,765	1,264,570	59,195
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				7,750,958

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely-held equity interests, (3) Other, and rows (A) through (H). Total row at the bottom.

**Part VIII Investments - Program Related.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows (1) through (9). Total row at the bottom.

**Part IX Other Assets.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

Table with 2 columns: (a) Description, (b) Book value. Rows include (1) UNFUNDED PENSION RECEIVABLE - AFFILI, (2) SUPPLIES AND DEFERRED EXPENSES, and rows (3) through (9). Total row at the bottom.

**Part X Other Liabilities.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

Table with 2 columns: (a) Description of liability, (b) Book value. Rows include (1) Federal income taxes, ACCRUED PENSION CONTRIBUTION, ACCRUED POST RETIREMENT BENEFITS, ACCRUED PTO AND SICK LEAVE, ACCRUED PAYROLL AND PAYROLL TAXES, OPERATING LEASE LIABILITIES, DUES COLLECTED, PAYABLE TO AFFILIATE. Total row at the bottom.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .		<b>1</b>	64,269,963
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>		
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	64,269,963
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .		<b>5</b>	64,269,963

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .		<b>1</b>	61,176,361
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>		
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>		
<b>c</b>	Other losses . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	61,176,361
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .		<b>5</b>	61,176,361

**Part XIII**

**Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
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## **Additional Data**

**Return to Form**

**Software ID:**  
**Software Version:**

**Schedule I  
(Form 990)**

Department of the  
Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States**

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

Name of the organization  
WASHINGTON EDUCATION ASSOCIATION

**Employer identification number**  
91-0460645

**Part I General Information on Grants and Assistance**

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .  Yes  No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) DEFEND WASHINGTON PO BOX 21961 SEATTLE, WA 98111	93-4932914	(C)(1)	40,000				PROVIDE SUPPORT TO O
(2) FOUNDATION FOR WESTERN WASHINGTON 516 HIGH STREET OLD MAIN 430 MS 9034 BELLINGHAM, WA 98225	91-6073519	(C)(3)	300,000				PROVIDE SUPPORT TO O
(3) INVEST IN WASHINGTON NOW CAMPAIGN 603 STEWARD STREET STE 819 SEATTLE, WA 98101	85-1501210	(C)(1)	250,000				PROVIDE SUPPORT TO O
(4) NO 2109-001 PO BOX 21961 SEATTLE, WA 98111	99-1350192	(C)(1)	374,000				PROVIDE SUPPORT TO O
(5) NORTHWEST ACCOUNTABILITY PROJECT 2010 MASSACHUSETTS AVE NW 2ND PL WASHINGTON, DC 20036	32-0478413	(C)(4)	20,000				PROVIDE SUPPORT TO O
(6) URBAN LEAGUE OF METROPOLITAN SEATTLE 105 14TH AVE STE 200 SEATTLE, WA 98122	91-0575954	(C)(3)	7,500				PROVIDE SUPPORT TO O
(7) WASHINGTON COMMUNITY ALLIANCE ACTIO PO BOX 4334 SEATTLE, WA 98194	87-1399272	(C)(4)	25,000				PROVIDE SUPPORT TO O
(8) WASHINGTON STATE LABOR COUNCIL 321 SIXTEENTH AVE S SEATTLE, WA 98144	91-0668471	(C)(3)	23,000				

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . 3
- 3** Enter total number of other organizations listed in the line 1 table . . . . . 5

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) SCHOLARSHIPS	6	9,000			
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
SCHEDULE I, PAGE 1, PART I, LINE 2	GRANTS OR ASSISTANCE IS ONLY PROVIDED TO ORGANIZATIONS LOCATED WITHIN THE UNITED STATES SHARING COMMON INTERESTS.

**Additional Data**

[Return to Form](#)

**Software ID:**  
**Software Version:**

**Schedule J**  
**(Form 990)**

**Compensation Information**

OMB No. 1545-0047

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

- ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
- ▶ **Attach to Form 990.**
- ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**2023**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
WASHINGTON EDUCATION ASSOCIATION

Employer identification number

91-0460645

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |   |  |
|---|--|
| <input type="checkbox"/> First-class or charter travel            | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions                    | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account           | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**b** If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

**3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee              | <input checked="" type="checkbox"/> Written employment contract                     |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study                    |
| <input type="checkbox"/> Form 990 of other organizations                | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
  - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
  - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization? If "Yes," on line 5a or 5b, describe in Part III.

**6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization? If "Yes," on line 6a or 6b, describe in Part III.

**7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		No
<b>4b</b>		No
<b>4c</b>		No
<b>5a</b>		
<b>5b</b>		
<b>6a</b>		
<b>6b</b>		
<b>7</b>		
<b>8</b>		
<b>9</b>		

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on 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)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
<b>1</b> LARRY DELANEY PRESIDENT	(i)	190,385			13,160	6,269	209,814	
	(ii)	116,121				-	116,121	
<b>2</b> JANIE WHITE VICE PRESIDENT	(i)	172,637			11,832	2,599	187,068	
	(ii)	77,796				-	77,796	
<b>3</b> AIMEE IVERSON EXECUTIVE DIRECTOR	(i)	264,799			108,569	44,542	417,910	
	(ii)					-	-	
<b>4</b> DONNA WESLEY CFO	(i)	263,883			107,601	29,397	400,881	
	(ii)					-	-	
<b>5</b> MELODY RASH DIR HUMAN RESOURCES	(i)	281,569			101,001	20,677	403,247	
	(ii)					-	-	
<b>6</b> DJIBRIL DIOP DIR. GOVERNMENT REL.	(i)	265,065			102,752	44,285	412,102	
	(ii)					-	-	
<b>7</b> MICHAEL GAWLEY GENERAL COUNSEL	(i)	253,400			102,752	32,478	388,630	
	(ii)					-	-	
<b>8</b> RACHAEL TOM DIR COMMUNICATIONS	(i)	243,478			92,787	26,233	362,498	
	(ii)					-	-	
<b>9</b> LISA KODAMA DIR. PROFESSIONAL PR	(i)	238,006			97,052	43,834	378,892	
	(ii)					-	-	
<b>10</b> JAMES MEADOWS DEAN EDUCATOR CAREER	(i)	236,336			96,309	42,402	375,047	
	(ii)					-	-	
<b>11</b> RICHARD WOOD ADV. AND ORG. MANAGE	(i)	230,992			94,065	43,890	368,947	
	(ii)					-	-	
<b>12</b> MARY HOWES DIR. ADV. AND ORG.	(i)	226,642			92,787	29,200	348,629	
	(ii)					-	-	
<b>13</b> MICHAEL PENA DIR CENTER FOR RACE,	(i)	223,671			91,566	43,649	358,886	
	(ii)					-	-	
<b>14</b> IRENE WOKABI PROFESSIONAL STAFF	(i)	231,820			92,635	26,594	351,049	
	(ii)					-	-	
<b>15</b> JEREMY EICHHORN PROFESSIONAL STAFF	(i)	231,832			92,868	43,303	368,003	
	(ii)					-	-	
<b>16</b> ARLYN PALOMO PROFESSIONAL STAFF	(i)	225,574			88,920	19,991	334,485	
	(ii)					-	-	
<b>17</b> GARY MCNEIL PROFESSIONAL STAFF	(i)	225,930			84,657	25,592	336,179	
	(ii)					-	-	
<b>18</b> ROBERT FORHAN PROFESSIONAL STAFF	(i)	218,742			85,115	43,303	347,160	
	(ii)					-	-	

**Part III Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**SCHEDULE O**  
**(Form 990)**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.Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023****Open to Public  
Inspection**Name of the organization  
WASHINGTON EDUCATION ASSOCIATION

Employer identification number

91-0460645

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	GOVERNANCE/ADMINISTRATION - TO FORMULATE ASSOCIATION POLICY AND TO ENSURE IMPLEMENTATION OF THE GOALS, OBJECTIVES AND ACTIVITIES OF THE ASSOCIATION IN ACCORDANCE WITH THE DESIRES AND NEEDS OF THE MEMBERSHIP. TO PROVIDE GOVERNANCE WITH ADVICE AND COUNSEL AS PRESCRIBED IN WEA POLICY ON THE FORMULATION OF GOALS, OBJECTIVES, POLICY AND ACTIVITIES OF THE ASSOCIATION IN THE FOLLOWING GENERAL AREAS: ACCREDITATION, CERTIFICATION, INSTRUCTION, PERSONNEL, COLLECTIVE BARGAINING, STATE AND FEDERAL LEGISLATION, HUMAN RELATIONS, AND RIGHTS OF SCHOOL EMPLOYEES. TO PROVIDE LEGAL SERVICES AND ADVICE TO WEA, ITS STAFF AND GOVERNANCE, LOCAL ASSOCIATIONS, AND MEMBERS; TO PROTECT AND STRENGTHEN THE LEGAL AND BARGAINING RIGHTS OF SCHOOL EMPLOYEES. PUBLIC POLICY CENTER - TO ENSURE THAT WEA IS A SIGNIFICANT PARTICIPANT IN THE LEGISLATIVE PROCESS OF THE STATE AND NATION, OBTAIN PASSAGE AND IMPLEMENTATION OF LEGISLATION CONSISTENT WITH ASSOCIATION GOALS AND ASSURE ADEQUATE RESOURCE ALLOCATIONS TO IMPROVE SALARIES, CONDITIONS OF WORK, AND EDUCATIONAL PROGRAMS. CENTER FOR EDUCATION QUALITY: ORGANIZING AND ADVOCACY CENTER - TO PROVIDE PROGRAM AND STAFF SERVICES TO ASSIST INDIVIDUAL SCHOOL EMPLOYEES AND LEADERS TO OBTAIN AND UTILIZE THE INDIVIDUAL AND COLLECTIVE POWER THEY NEED TO CONTROL THEIR WORK ENVIRONMENT, INCLUDING APPROPRIATE COMPENSATION. TO PROVIDE RESEARCH SUPPORT ENABLING THE ASSOCIATION TO CARRY OUT ITS GOALS AND OBJECTIVES IN AN EFFICIENT MANNER. 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. RACIAL, SOCIAL, AND ECONOMIC JUSTICE CENTER - TO FACILITATE EQUITABLE POLICIES WITHIN THE ASSOCIATION AND OUTREACH TOWARDS MINORITY GROUPS. ORGANIZING AND ADVOCACY CENTER - TO PROVIDE RESEARCH AND OTHER SUPPORT TO MEMBER ORGANIZING AND BARGAINING POLICY.
FORM 990, PAGE 6, PART VI, 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.
FORM 990, PAGE 6, PART VI, LINE 7A	MEMBERSHIP ANNUALLY ELECTS THE BOARD OF DIRECTORS.
FORM 990, PAGE 6, PART VI, LINE 8B	THERE ARE NO COMMITTEES WITH AUTHORITY TO ACT ON BEHALF OF THE GOVERNING BODY.
FORM 990, PAGE 6, PART VI, LINE 11B	THE FORM 990 IS REVIEWED BY MEMBERS OF THE BUDGET AND FINANCE COMMITTEE OF THE BOARD OF DIRECTORS PRIOR TO FILING.
FORM 990, PAGE 6, PART VI, LINE 12C	ANY IDENTIFIED CONFLICTS ARE ADDRESSED AS PROVIDED FOR IN THE BOARD APPROVED CONFLICT OF INTEREST DOCUMENT.
FORM 990, PAGE 6, PART VI, LINE 15A	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.
FORM 990, PAGE 6, PART VI, LINE 15B	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.
FORM 990, PAGE 6, PART VI, LINE 19	GOVERNING DOCUMENTS ARE AVAILABLE UPON REQUEST AT THE ORGANIZATION'S HEADQUARTERS AND ARE AVAILABLE ON THE ORGANIZATION'S WEBSITE.
FORM 990, PART XI, LINE 9	CHANGE IN UNFUNDED PENSION LIABILITY 156,105

## **Additional Data**

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