

Tumwater Education Association

ADVOCATE

TumwaterEA.org

December 2025



WEA Children's Fund

No child should go without the basics

HOW CAN WE HELP?

The purpose of the Children's Fund, a registered 501(c)(3) foundation, is to make sure all Washington state children thrive in school, regardless of their family income. To that end, the fund reimburses WEA members in public education who purchase shoes, coats, clothing, and other necessities for needy students throughout our state. Members are allowed to purchase up to \$100 for a student who needs any of the above supplies. In the 2018-2019 school year, over 1,000 students were helped by the Children's Fund.

The fund was started in 1990 with \$30,000 but now requires close to \$100,000 per year to meet the demand of our students. It is because of generous donations that this program works. Throughout the year, contributions to WEA Children's Fund make it all possible. Please consider donating the money you already planned to give to charity this year to help out students in your district and in towns across Washington. You can make your tax-deductible contribution on the [donations page](#).

Members: Submit a Request for Funds

Unfortunately, there are students in our schools who don't have the basics. Some need clothing, school supplies, or other things we take for granted. If you are a WEA member and know of any child who is in need, you can help by accessing up to \$100 from the WEA Children's Fund. All requests are confidential. No child should go without.

Prior approval is required for reimbursement.

Approved requests will be reimbursed provided receipts are submitted within 30 days of your approval and adhere to the [guidelines](#). The WEA Children's Fund accepts requests from September 15 to June 15 or until funding is exhausted.

[WEA Children's Fund Request](#)

[Frequently Asked Questions](#)

Thank you for considering support of the WEA Children's Fund during this season of giving.

President's Corner

The following information from WEA outlines the upcoming 2026 elections.

"WEA will be conducting elections for WEA President, WEA Vice President and one NEA State Director. Nominations for these positions will close on the floor of the 2026 WEA Representative Assembly (RA) and voting will take place at the RA in Spokane. Members interested in seeking office can find more information and a nomination form on the [WEA website](#). Nominations for WEA Board of Directors, NEA State Delegate and NEA State Delegates At-Large will be accepted January 15-31, 2026. Voting for these positions will take place online from February 9-March 9. The number of available positions for Board Director and NEA State Delegate for each UniServ Council will not be finalized by NEA and WEA until January 15.

The WEA President serves as the primary spokesperson of the Washington Education Association. Elected by delegates to the WEA Representative Assembly, the President is responsible for guiding the strategic vision of the Association, representing WEA members at the state and national levels, and working closely with WEA governance and staff to support and advocate for public education and educators across Washington.

The WEA Vice President works in partnership with the President to support the leadership and vision of the Washington Education Association. Elected by delegates to the WEA Representative Assembly, the Vice President serves on the WEA Executive Committee and Board of Directors, contributing to decisions that impact WEA members and public education throughout the state. The Vice President often represents the Association at meetings, conferences, and events."

DJ



ESA of the Year Nomination

Complete the online nomination form

The WEA Educational Staff Associate (ESA) of the Year Award recognizes the positive impact of Educational Staff Associates (ESAs) on their schools, families, and their profession. ESAs include school psychologists, counselors, nurses, social workers, speech and language pathologists/audiologists, occupational therapists, physical therapists, orientation and mobility specialists, and behavior analysts. The deadline to [submit nominations](#) is 5 p.m.

Friday, Dec. 19.

WEA ESA of the Year Award Includes:

- A certificate of achievement
- Mention on WEA's website and social media channels
- Paid travel to that year's WEA Representative Assembly (RA)
- A physical award to be presented at RA

Eligibility:

The award is open to all current ESA members of a WEA local affiliate or bargaining unit who:

- Are currently active WEA members and have been WEA members for at least three years (as of September 1, 2025)
- Have not previously received the award
- Submit a complete nomination packet

Nomination Packet:

The nomination packet **must** include the following items:

- Nominee Statement
- Three (3) Letters of Recommendation

Multilingual Program MOU

The Association bargaining team negotiated an MOU for the Multilingual Program during our last round of bargaining. The District outlined drastic reductions to the program during the 2024-25 school year. The District implemented those reductions during this 2025-26 school year. There are now only a limited number of courses offered for Multilingual learners in the District. The resulting impact on students and educators in the District was unknown until now. Here is the MOU language:

"The parties will convene a committee of an equal number of Association and District members to discuss ML program structure and working conditions, including workload. This committee shall convene no later than October 15, 2025. Any portion of the CBA not specifically modified by this MOU shall remain in full force and effect. This memorandum of understanding shall expire at the end of the 2025-26 school year."

The Association committee members include Multilingual Program educators. The Association committee members will develop potential contract language proposals for the upcoming bargain in 2026.

Student Physical Assault on Educators

Contractual rights as an employee



Incidents of student physical assault on certificated staff employees are increasing in the Tumwater School District. Educators have a contractual right to protection from physical injury and harm inflicted by students.

Article 31 Student Discipline Section I Assault:

"For the purposes of this section, assault is defined as an injury likely to require medical attention. The District will take necessary and reasonable steps to protect employees who are the subjects of assaults consistent with school district policies and state law. Pursuant to WAC 392-400-810, a student convicted of committing an offense under RCW 28A.600.460(2), when the activity is directed toward the teacher, shall not be assigned to that teacher's classroom for the duration of the student's attendance at that

school or any other school where the teacher is assigned. Students charged with a criminal offense under this provision will be so removed at least until the charges are resolved.

The principal will follow building discipline procedures as appropriate when dealing with students who commit any assault. The teacher may refer the student to the Student Support Team. When appropriate, the administrator or SST will create or revise a behavior contract with the student to ensure student success."

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Assault

Student Physical Assault on Educators Contractual rights as an employee

"In the event that an employee is assaulted, the building principal shall follow established discipline procedures and communicate any actions taken back to the employee. The affected employee may:

- a) meet with his or her supervisor within two (2) days of the incident or as soon as possible. Afterward, the employee may meet with the superintendent.
- b) meet with the Special Education Director, if appropriate, within two (2) days of the incident or as soon as possible.
- c) be provided access to the Employee Assistance Program.

- d) access District supports available and appropriate to meet student's needs. (i.e. behavior specialists, SRO, counseling support for the class, etc.)
- e) in the case of student receiving special education services, initiate the IEP review process.
- receive additional training if requested by the employee.
- f) be provided other available assistance as needed at the time of the incident, including but not limited to leave with pay on the day of the incident which will not be charged to any accumulated leave. If needed, additional time off may be requested from the Principal in consultation with the Human Resources Department. Such leave shall not be deducted from sick or personal leave if approved by Human Resources."



Tumwater Education Association stands in solidarity with Moses Lake Education Association.



Moses Lake Education Association

ON STRIKE

Moses Lake Education Association (MLEA) members have been bargaining for a new contract since June and are standing firm that students receive the supports they need to be successful. However, the district has continued to demand hurtful takebacks from the existing contract and refused to come to an agreement.

Send a message to the Moses Lake Superintendent Carol Lewis and School Board and tell them it's time to settle a contract with MLEA that provides what Moses Lake teachers need to support students, maintains educators' current contractual rights,

helps the district retain and attract the best educators for Moses Lake students and prioritizes spending on Moses Lake classrooms and educators instead of padding an already healthy reserve fund.

I SUPPORT MOSES LAKE EDUCATORS

Will you rise in solidarity with MLEA to achieve a contract that prioritizes the needs of students and educators? Show your support by sharing the apple image as your profile pic and sharing the message that you support MLEA educators on your feed!





Tumwater School District Policy 1109

Code of ethics for school board members

"The Tumwater School District Board of Directors endorses the following code for school board members.

As a member of the Tumwater School Board, I will strive to improve public education, and to that end I will:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Recognize that I should endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion of all board members, and seek systematic communications between the board and students, staff, and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority for the administration of the schools to the superintendent;
6. Communicate to other board members and the superintendent expression of public reaction to board policies, school programs, and other educational issues;
7. Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards association;

8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;

9. Avoid being placed in a position of conflict of interest;

10. Take no private action that will compromise the board or administration, and respect the confidentiality of information that is privileged under applicable law;

11. Remember always that my first and greatest concern must be the educational welfare of all students attending the public schools;

12. Work to help my community understand the importance and the need to support public education."

