

# Tumwater Education Association

## ADVOCATE

[TumwaterEA.org](http://TumwaterEA.org)

February 2026



## Roth 403(b) Plan Contributions

### Program now available in TSD

After-tax Roth 403(b) plan contributions offer features that are not available through traditional, pre-tax contributions, including:

- Contributions are made on an after-tax basis
- Tax-free withdrawals after age 59 ½
- No Required Minimum Contributions (RMD) if you transfer your Roth 403(b) plan assets to a Roth IRA when you retire
- Income limitations for eligibility to make Roth IRA contributions do not apply to Roth 403(b) plan contributions

Roth 403(b) contributions can be beneficial to employees in all career stages. Contact Financial Planner Jacob Baker of Ascent Financial for more information about this program.

Phone: 360-528-9924  
Email: [jacob@ascentfinancial.org](mailto:jacob@ascentfinancial.org)  
Web: [planmember.com/jbaker](http://planmember.com/jbaker)

A Roth 403(b) plan is an employer-sponsored retirement savings option for employees of public schools that allows, unlike traditional 403(b)s, contributions to be made with after-tax dollars.

Contributions are made after taxes are deducted from paychecks, but earnings grow tax-deferred and withdrawals are tax-free. Employers can match contributions, but employer matches are always placed in a pre-tax account, not the Roth account.

Unlike Roth IRAs, anyone with a 403(b) plan can participate in the Roth option regardless of income level. Participants can often split contributions between traditional (pre-tax) and Roth (after-tax).



Jacob Baker  
Financial Professional



### President's Corner

Thank you voters!

The Tumwater School District levy is passing at 59%, as of Wednesday, February 11, 2026, according to the Thurston County Auditor. Please visit the following website for updated election results.

#### [Tumwater School District Levy Results 2026](#)

The six year technology and capital levy for capital building projects totals \$49,084,418. There are five categories funded with the levy. These categories and fund amounts are:

Health, Safety, and Security  
\$6,600,000

Learning Environment  
Enhancements  
\$7,000,000

Major Maintenance  
\$15,010,000

Energy Savings  
\$3,800,000

Technology  
\$16,674,418

These improvements will be made across the District at BLE, EOE, LRE, MTS, PGS, THE, BMS, TMS, BHHS, CHS, THS, Support Services, TSD Stadium, and other locations. These improvements will help guide students toward meeting the District Strategic Plan Portrait of a Tumwater Graduate.

Please visit the following websites for more information.

#### [Tumwater School District Replacement Levy Information](#)

#### [Tumwater School District Strategic Plan](#)

Thank you for supporting the Tumwater School District community!

DJ



## WEA Representative Assembly 2026

### TumwaterEA delegates

The Association will send five delegates to the WEA RA in Spokane, WA April 9-12, 2026. The five delegates will represent our Association as WEA conducts annual business and elects a new President and Vice President. The following information is from WEA.

**“RA 101 Course:** RA 101 is an introductory course designed to provide a basic overview of the rules, procedures and policies of WEA RA. It is a perfect starting point whether you are new to RA or an experienced delegate who wants a refresher. The course is online, self-paced and free. You can dive in any time and start learning! Access the course at <https://washingtonea.instructure.com/courses/426>.

[Click here](#) to access the forms and procedures for submitting a **New Business Item, Resolution, Continuing Resolution, or Constitution and Bylaws Amendment**, along with their deadlines.

**Nominations & Elections:** RA delegates also elect the WEA President, Vice President and NEA State Board Directors when their varied terms are up as well as At-Large WEA Board Director positions in a Board election year. The 2026 WEA RA will be an election year for WEA President, WEA Vice-President and one NEA Board Director position.

[Click here](#) for more information, as well as the nomination form and campaign and elections guidelines.

[Click here for the 2025 WEA RA Summary of Actions.](#)”

### What is WEA RA?

“WEA is a member-driven, democratically governed organization and the annual Representative Assembly (RA) is its chief policy making body. Once a year, local associations select more than 1,000 WEA members to gather for RA.

Local associations attending RA hold an election among their membership to select delegates. Each local is allowed to bring one delegate per 60 members or major fraction thereof.

The annual meeting, which has a look and feel similar to a major political convention, provides a forum where WEA members can collaborate, debate and vote. Individual members and local associations submit New Business Items, New Resolutions or Amendments to Continuing Resolutions, Standing Rules, Bylaws, and WEA Constitution, which, when passed, set the organizational priorities for WEA for the coming year.

The Representative Assembly cannot operate without volunteers. They are placed in key roles during the assembly. RA Floor Ambassadors are neutral participants and non-delegates to the WEA RA and must be members in good standing. RA Floor Ambassadors must maintain neutrality towards candidates running for office and any other issues in debate before the WEA Representative Assembly.”

Source: WEA

## WEA Children’s Fund

### Auction items needed



The WEA Children's Fund will be raising money at the WEA Representative Assembly in Spokane with a silent auction and raffle.

If you, your local and/or council would like to donate items, please [fill out this form](#) to make sure we know who the donor is and what the estimated value is, so that everyone gets proper credit.

This annual fundraiser helps make it possible for the fund to reimburse members who buy coats, clothing and other necessities for students in need.

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.

Questions? Contact [WEA Children’s Fund Coordinator Luis Hernández.](#)”



# WEA National Board Certification

## Resources for program participants

Please visit [WEA National Board Certification](#) for a complete list of all resources and registration information.

**“National Board Information Session Series  
REGISTRATION IS NOW OPEN!**  
**Audience: Certificated Educators.** Our Certification Trainings are conducted online through Zoom, as a Member Benefit, free of charge **to WEA Members only.**

National Board Certification Overview: Session 1  
Wednesday, April 29, 2026 - 4:30 to 6:30 pm  
National Board Certification Standards & Process:  
Session 2  
Wednesday, May 6, 2026 - 4:30 to 6:30 pm

National Board Certification Support & Next Steps:  
Session 3  
Wednesday, May 13, 2026 - 4:30 to 6:30 pm

**WEA National Board Home Stretch  
REGISTRATION IS NOW OPEN!**  
Saturday, March 28th, 2026 -- 9:00am - 3:00pm

Visit [WEA Instructional Network \(WEA-WIN\)](#) for more information and to register. There is a \$100 course fee.

Home Stretch is an opportunity for National Board candidates to receive feedback on their written portfolio components, along with preparation for the Assessment Center.”

Source: WEA



Please watch your email for a message from WEA to nominate an educator.



## NEA Foundation Awards for Teaching Excellence

“The NEA Foundation proudly celebrates exceptional public school educators nationwide with the Travelers Insurance Awards for Teaching Excellence. Conferred annually by the Foundation since 2001, the awards recognize K-12 public school educators from around the country for excellence in the classroom, dedication to family and community engagement, a commitment to equity and diversity, and advocacy for the teaching profession.

The awards are then formally presented at the Salute to Excellence in Education, which takes place in the nation’s capital each year.

The NEA Foundation supports all educator awardees in sharing their stories and expertise and advocating for the teaching profession. As part of that commitment, the Foundation hosts a series of storytelling and advocacy workshops for the educators and facilitates opportunities for them to share about their work in the media.

National Education Association state affiliates each nominate a different educator every year as an exemplar of the best in the teaching profession in their state. Nominate an Educator for the NEA Foundation Awards for Teaching Excellence.”

Source: NEA Foundation



# TumwaterEA Contract Focus

## Article 17 Due Process

A. Just Cause and Progressive Discipline. No employee shall be reprimanded, disciplined, adversely affected or deprived of any professional advantage without just cause. It is expressly understood that the District will follow a policy of progressive discipline. Prior to issuing discipline, non-disciplinary, documented verbal warnings and Letters of Direction may be issued. Documentation of a verbal warning will be limited in description but will serve to verify the date and nature of the event, and the conversation which occurred between the employee and supervisor. The District may issue a Letter of Direction to an employee where appropriate. The Letter of Direction shall guide and advise the employee on future conduct, be non-disciplinary in nature, contain no findings of wrongdoing on the part of the employee, and will not include a suggestion that future acts of a similar nature will be disciplinary. Employees may have Association representation during a verbal warning conversation, as well as when receiving a Letter of Direction. Documentation of a verbal warning and a Letter of Direction may be placed in a building level administrative working file with the employees' knowledge of such placement, indicated by the employees' signature and a time/date stamp. Discipline shall include: (1) written warning(s), (2) Letter(s) of Reprimand, (3) suspension(s), and (4) discharge. Any disciplinary action taken against an employee shall be appropriate to the behavior which precipitates said action.

B. Written Explanation of Disciplinary Action. All information forming the basis for any disciplinary action shall be made available to the employee and the Association upon request. All specific grounds forming the basis for disciplinary action shall be in writing.

C. Limitations Upon Future Application of Disciplinary Notices. No disciplinary notices more than one (1) year old shall be applied toward future disciplinary actions unless the same offense was committed during the one (1) year period of time.

D. Disciplinary Notice Follow-Up. If an employee receives a disciplinary notice and if such employee goes for one (1) year without further discipline, they shall be furnished a follow-up notice to this effect with a copy of such follow-up notice placed in the employee's personnel file.

E. Limitations Upon Use of Complaints. Any complaint made against an employee or person for whom the employee is administratively responsible by any parent, student or other person, and not called promptly to the attention of the employee may not be used as the basis for any disciplinary action against the employee.

F. Employee Notification of and Right to Representation. An employee shall be entitled to have present a representative of the Association during any potential disciplinary action or during any investigatory meeting that the employee reasonably believes could lead to disciplinary action. When a request for such representation is made, no action shall be taken with respect to the employee until such representative of the Association is present. Further, in the event a disciplinary action is to be taken, the employee shall be advised of the right to representation under this provision of the contract prior to the action being taken."