



WASHINGTON  
EDUCATION  
ASSOCIATION

# MEMBER RESOURCE GUIDE



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- Most topics link to a page on the [Washington Education Association website](#).
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## Welcome

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## Whether this is your first year of working in schools or your 31<sup>st</sup>, welcome!

This Member Resource Guide is designed to help you make the most of your union membership.

There are individuals and organizations who would like you to believe that your union does nothing but take your money each month. They would like you to believe that you do not benefit from union membership — but that's simply untrue. You'll see some of the benefits and programs listed here, but others are right there on your pay stub.

Like many of you, most months when I receive my pay stub, I fold it up, put it in a drawer and never look at it again. Recently, I was cleaning out that drawer and came upon years of old stubs that were destined for the shredder. As I looked through them, I noticed all the compensation items that my local has bargained for our members — and it was eye-opening!

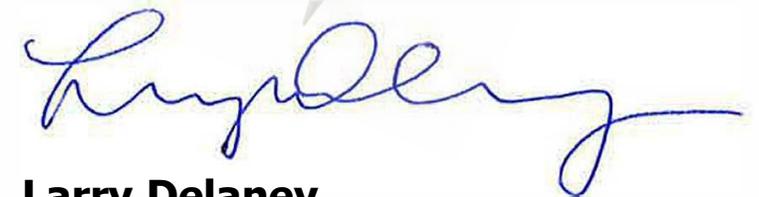
- One recent year, I made nearly \$15,000 in the form of professional learning stipends and longevity stipends.
- I was paid for my time on district committees.
- I was paid when I gave up my planning period to cover classes.
- I've received several other stipends through the years.
- I received compensation for oversized classes.
- I received 12 sick days per year. I can save unused leave. I can share my leave with other members. I can also use my sick leave to care for family members — this was not always the case. My local bargained this, too.

- I also receive personal leave days that I can save and bank for the future. I can also cash out those days if I choose.

WEA fights in Olympia for funding so that compensation for educators and school staff keeps pace with inflation. And it's not just pay: We fight to ensure that our students get the wraparound services they so desperately need — counselors, nurses, psychologists and social workers. In recent years, we have also defended school safety and our members' right to teach without outside interference.

Throughout this guide, you'll find links to more information online about who we are, what we have done in the past, what programs and benefits can help you in your career and how we are working together to build a brighter future for our students, our schools, our communities and each other.

Thank you for all you do,



**Larry Delaney**

Washington Education Association  
President

# Mission, Vision and Values

Washington Education Association is a union that elevates the collective voice of **95,000** professional public-school educators and school staff to best serve the students of Washington state.

- **Mission:** To advocate for excellence, inclusion and a racially equitable public school system for all students, staff and communities.
- **Vision:** Outstanding public schools for every student in Washington state.
- **Values**
  - **Unionism:** Collective action and solidarity improve both the professional status of our members and the quality of public education.
  - **Racial Justice:** Systematic treatment that results in equitable opportunities and outcomes for people of all races while eliminating/rejecting the behaviors and practices of White Supremacy Culture.

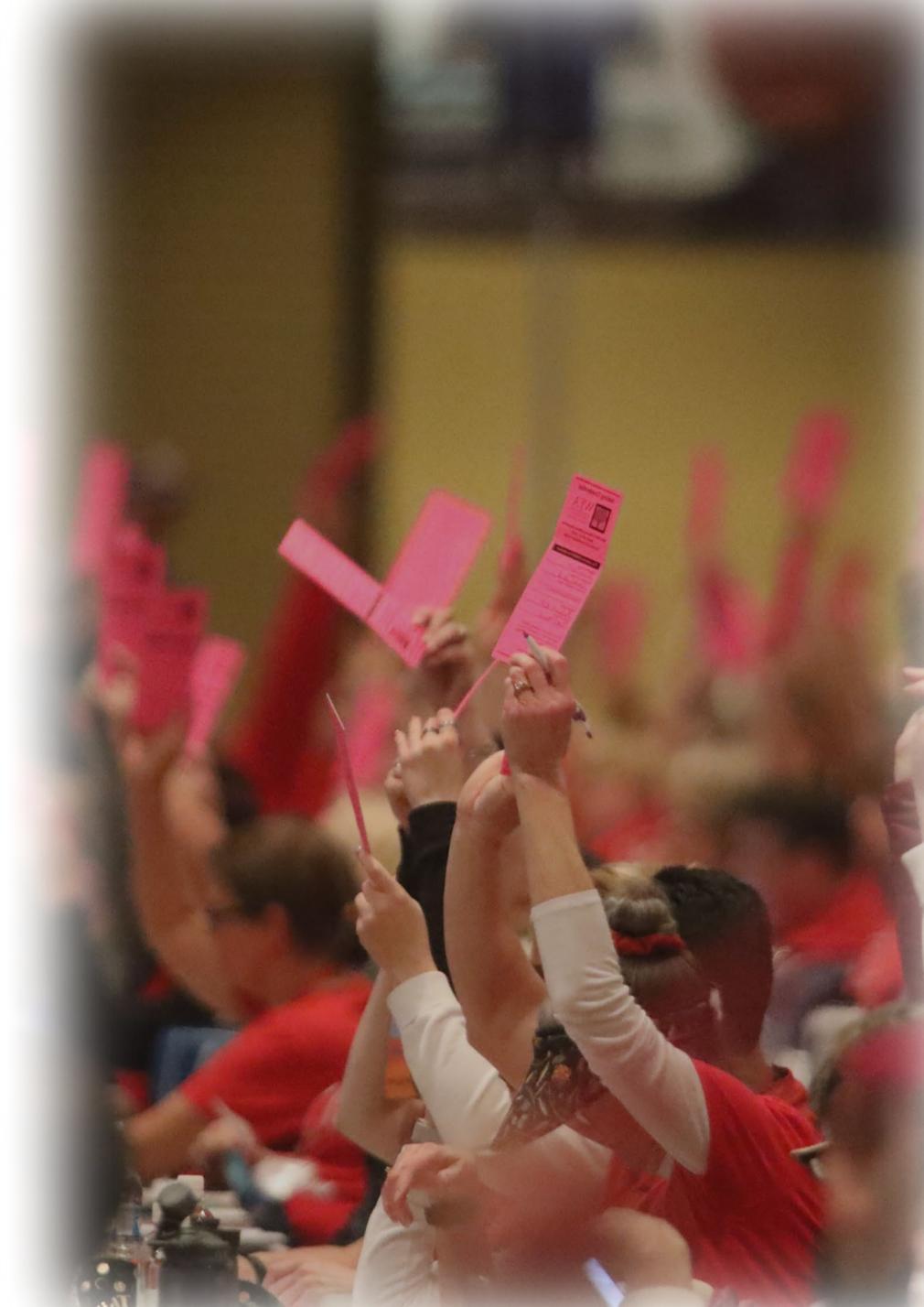
- **Social Justice:** The disruption and elimination of social systems that maintain advantages and disadvantages based on social group membership in order to create and sustain opportunities and outcomes rooted in equity.
- **Student success:** All students have the human and civil right to quality public education that develops their character and potential.
- **Professionalism:** The expertise and judgment of educational professionals are critical to student success. We expect the status, compensation, and respect due all professionals.
- **Dignity:** All individuals are deserving of universal human rights and respect.
- **Engagement:** Partnerships with students, families, communities, and other stakeholders are essential to quality public education and student success.
- **Democracy:** A healthy democracy depends on an educated population where public schools play a critical civil rights role and operate as a pathway to opportunities for all.



# Constitution and Bylaws

WEA's core governing principles are spelled out in our constitution, bylaws and continuing resolutions. These key documents are debated and reviewed annually by [the Representative Assembly](#).

- [Constitution and Bylaws](#)
- [Continuing Resolutions](#)
- [Standing Rules and Adopted Procedures for RA \(in person\)](#)
- [Standing Rules and Adopted Procedures for RA \(virtual\)](#)
- [WEA-PAC Constitution](#)
- [WEA-Retired Constitution](#)
- [Mission Statements](#)
- [2022 RA Summary of Actions Report](#)
- [WEA Policy Manual](#)



# Joining WEA

**WEA Active membership**: Available only to public-school employees — teachers and other certificated staff, Education Support Professionals and higher-education faculty. If you are employed in public education in Washington state and represented by one of the more than 370 local associations affiliated with WEA, you can [enroll online here](#). Active membership is also available to certificated teachers and specialists employed full or part-time as guest/substitute educators. If you have questions about membership, check with [your local association](#).

**Student WEA membership**: Available to individuals enrolled in an accredited School of Education program in Washington state. To join SWEA, [enroll online](#) or send [this completed form](#) with a \$22.50 check or money order made payable to Student Washington Education Association and mail it to: Washington Education Association, P.O. Box 9100, Federal Way, WA 98063-9100.

**WEA-Retired membership**: As a member of WEA/NEA-Retired you remain a part of the nation's largest advocacy voice for public education. [Join or renew here](#).

**Associate and reserve membership**: Former WEA Active members (certificated or educational support professionals), including those on an unpaid leave of absence from public education employment are eligible for Reserve membership. Associate membership is open to community members who are public education supporters. You can [join as an Associate or Reserve member of the association online](#).

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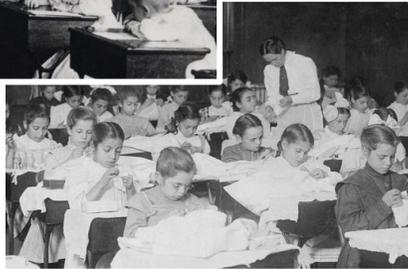
# WEA History

Washington Education Association is the voice of public educators in Washington — the voice calling for quality public education, reasonable class sizes, professional pay and respect for those responsible for our children. WEA members have been improving education for more than 100 years.



**1889**

WEA is founded April 2-3 as the Washington State Teachers' Association with 124 members.



**1915-1960s**

WEA's work results in basic education requirements to become a teacher, teacher retirement plans, state contributions to school construction, paid sick leave and the right for classified school employees to collectively bargain.



**1968**

Tacoma negotiates the state's first true collective bargaining contract for teachers.

**1972**

Aberdeen EA goes on strike, the first teachers in a Washington district to do so.

**1973**

Teachers in the Evergreen School District defy a court order to end a strike. Evergreen EA President Fred Ensmann and Action Committee chair Dick Johnson, and EEA Interim President John Zavodsky are jailed for more than 40 days.

**1980s**

The Washington Legislature approves a community college collective bargaining law after repeated attempts by WEA.



**2000**

WEA members win overwhelming approval of Initiative 732, requiring annual cost-of-living increases for all public-school employees.

## 2003

Marysville Education Association holds a 50-day strike, the longest by teachers in state history.



## 2003

The Jan.14 "Day of Action" includes rallies in Spokane, Kennewick and 25,000 members in Olympia calling for class-size limits and educator cost-of-living increases.



## 2004

Delegates at the Representative Assembly approve a special dues assessment to support a legal battle over Washington's inadequate education funding. This would eventually lead to the state Supreme Court decision known as "McCleary."



## 2012

The state Supreme Court's McCleary ruling is a decisive win for Washington students and the WEA coalition.

## 2007

WEA members successfully win legislative and voter approval to make it easier for local communities to approve school levies. Before the constitutional change levies needed a 60-percent supermajority to pass.



## TODAY

WEA members continue to fight for adequate education funding, reasonable class sizes, professional pay and common-sense approaches to standardized testing and teacher evaluations.

# The McCleary decision: Our students' right to education

The McCleary decision protects funding for basic education, which can only be cut for academic reasons — not for budget reasons. WEA and many of our locals have been major supporters and funders of the McCleary court case since the beginning.

Article IX of Washington's constitution mandates that the state fully fund education in the state for all children: *"It is the paramount duty of the state to make ample provision for the education of all children residing within its borders, without distinction or preference on account of race, color, caste, or sex."*

Despite this guarantee, Washington failed to live up to its promises, and many schools and districts struggled to get the funding they needed.

In 2004, WEA members approved a special dues assessment to invest in the legal fight to hold the state accountable. The McCleary case was filed in 2007, and a superior court judge ruled in support in 2010.

In its January 2012 [McCleary decision](#), the state Supreme Court ordered the state to fully

fund K-12 public schools as required. The court ruled that the Legislature had failed to fulfill its constitutional obligation to our state's 1.1 million students. The court also retained jurisdiction in the case and ordered the state to report back on its progress in complying with the court's order.

Two years later, the court found the Legislature in contempt for its failure to establish a plan for fully funding K-12 public education by Sept. 1, 2018. The Legislature failed to provide a plan, and the court responded by fining the [state \\$100,000 a day](#).

In June 2018, the state Supreme Court ruled that the state is finally in compliance with the court's 2012 McCleary decision. Because of McCleary, state funding for K-12 basic education has increased by billions of dollars, including billions for competitive and professional educator compensation. In 2016-2018, WEA members in school districts across the state negotiated historic pay increases for both certificated and classified education support professionals.

[Here are links to all McCleary court decisions and reports.](#)

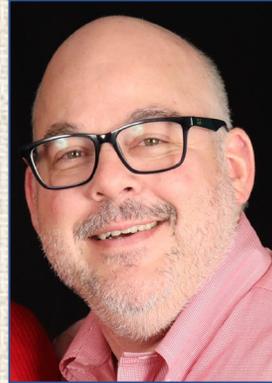
# WEA Leadership Team

WEA's president and vice president are elected every two years by delegates at the [WEA Representative Assembly](#). The executive director leads the management team of WEA's professional staff and is hired by officers and the board of directors.

## President Larry Delaney

Larry Delaney has been a high-school math teacher in the Lakewood School District in Snohomish County for 27 years. He came to education by way of a teacher, who advised him that though he'd be a good engineer – Larry always liked math and physics – his personality would also make him a great teacher.

Before being elected as WEA President, Delaney was the council president in WEA Fourth Corner and local president in Lakewood, where he started as a member of the bargaining team and later became a building rep. Delaney loves bargaining, and it opened his eyes about the value of the union.



## Vice President Janie White

Janie White is the first Education Support Professional, and first Black woman to be elected to one of WEA's statewide positions. Before her election, she served as office manager at Nelsen Middle School in Renton. She was the Renton ESP president after serving as a building rep and bargaining team member.

White has been active on WEA's ESP [Action Coordinating Team \(ACT\)](#) which advocates for ESPs and offers training and conferences specifically for ESPs. She is a graduate of the NEA ESP Leaders of Tomorrow program, and active in the Rainier Educators of Color Network. She was WEA's ESP of the Year in 2017.



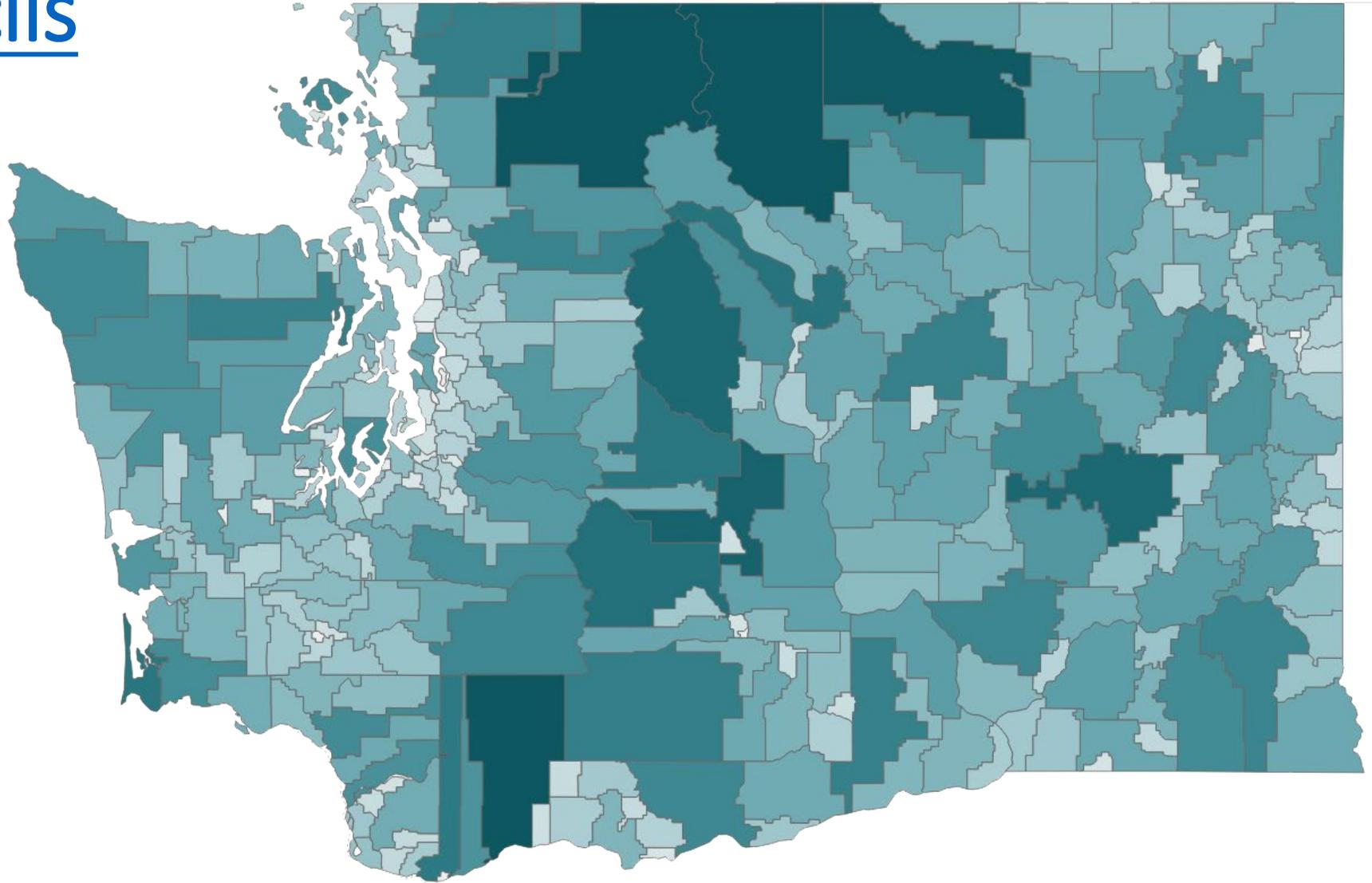
## Executive Director Aimee Iverson

Aimee Iverson is the first woman to be executive director in WEA's history, taking the helm in January 2021. She began her WEA career in 1997, serving in several positions, including becoming General Counsel in 2008. Navigating the McCleary case for its 14-year journey through the courts is when Iverson began realizing she had more to give. She finds problem solving and identifying strategies to get members the resources they need is what she loves most about her work.

# Locals & Councils

WEA UniServ Councils (a group of local associations in a geographic region) provide staff assistance and training resources to strengthen, promote and advance public education and advocate for the rights and livelihood of education employees. UniServ is short for Unified Services and the regional program is designed to give you access to your union closer to home. UniServ staff can help local associations with:

- Organizing
- Community outreach
- Trainings
- Political action coordination
- Contract enforcement and collective bargaining
- Individual member representation in employment related issues
- Signing up for membership
- Finding your WEA membership ID number



You can find [your UniServ office and contact information](#) or look up [your local association's website](#) on WEA's website.

# What do my dues pay for?

## 2022-23 WEA dues

	Cert	ESP	Higher Ed
<b>UniServ Council Funding:</b> Direct financial assistance to UniServ Councils.	\$131.23	\$103.10	\$112.10
<b>Operations</b> (accounting, technology, human resources, facilities): Providing financial and membership management that ensures sound fiscal stewardship, human resource system to advance the work of the association, facilities operation that produces a clean and safe environment, and information technology tools that help leaders and staff communicate and work productively.	\$110.25	\$86.61	\$94.17
<b>Professional &amp; Leadership Development:</b> Providing assistance to members, councils, local associations and individual schools in developing and implementing strategies for member and school improvement through effective and best educational practices.	\$109.25	\$85.83	\$93.33
<b>Bargaining, Grievance, &amp; Legal Protection:</b> Assisting affiliates by providing UniServ Staffing Program, legal resources, communication expertise, training tools and packages, and technical support to members.	\$75.27	\$59.13	\$64.29
<b>Political Action / Legislative Work:</b> Building visible and lasting bipartisan support from opinion leaders and policy makers for public education and the needs of our members. Includes related communication costs, litigation, and community outreach work.	\$59.70	\$46.90	\$51
<b>BIPOC Scholarship.</b> Fund for individuals who are BIPOC (Black, Indigenous, and People of Color) and pursuing a career in public education.	\$12	\$12	\$12
<b>Membership Organizing &amp; Involvement:</b> Support the future sustainability of WEA by advocating the value of membership as well as to engage, recruit, and retain leaders and members of WEA through systematic one-on-one organizing.	\$45.59	\$35.82	\$38.94
<b>Governance:</b> Implementing a governance process that fosters member participation and democratic decision-making through the Representative Assembly, Board of Directors, Executive Committee and other member/staff involvement in policy development.	\$37.02	\$29.08	\$31.62
<b>Racial, Social, &amp; Economic Justice.</b> WEA's primary resources devoted to the elimination of racial, social, and economic barriers in Washington's public education system that prevent educators and students from achieving their full potential. This work also includes identifying and eliminating these same barriers within the WEA and its affiliates throughout the state.	\$14.75	\$11.59	\$12.60

FY22-23 Top Lane for Cert Dues = \$571, for ESPs = \$446, and for Higher Ed\* = \$486. Rates shown above also include \$12 Community Outreach and \$12 BIPOC Scholarship special assessments. (1) the Higher Ed rate of \$486 + \$12 + \$12 shown above is the rate paid by CTC members. UFWS member rates are divided between WEA and AFT. WEA retains \$196 + \$12 + \$12 for UFWS members.

# What do my dues pay for?

## 2022-23 NEA dues

	Cert	ESP
<b>Build Safe, Healthy, Inclusive Learning Environments.</b> Support the development of modern, safe and supportive learning environments that are affirming to all students and employees and resourced to meet the academic and developmental needs of today's students.	\$4.44	\$2.67
<b>Support Professional Excellence and Respect.</b> Enhance and maintain an enterprise-wide system of Association-convened, member-led professional learning and supports for all educators across their career continua to ensure student success, to diversify the professions, to continuously improve their professional skills and to secure professional authority, collective autonomy and compensation.	\$15.21	\$9.13
<b>Advance Racial Justice in Education.</b> Support members in advancing racial justice in education and improving conditions for students, families and communities through awareness, capacity-building, partnership, and individual and collective action.	\$9.16	\$5.50
<b>Strengthen Public Education as the Cornerstone of Democracy.</b> Use all available means, including organizing, collective action, policy, legal, legislative and electoral, to safeguard the rights of students, communities and educators; to advance economic justice; to protect the future of public education; and to ensure that students are prepared in a learner-centered environment to participate fully in our democratic society.	\$25.79	\$15.49
<b>Enhance Professional and Organizational Regard.</b> Enhance member and public recognition of the positive contributions of the NEA, its affiliates and its members; demonstrate the value that the organization provides to educators, students and communities; and the positive outcomes to the public education system when professionals are in union with one another.	\$3.68	\$2.21
<b>Legal and Insurance Support.</b> Implement advocacy programs for members, including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance and a \$1 million per member Educators Employment Liability insurance program.	\$17.35	\$10.42
<b>Enhance Organizational Capacity.</b> Develop and leverage the collective organizational capacity across our association that is necessary to advance the mission of the NEA and its affiliates, with particular focus on organizing, technology, fiscal health, leadership development, and internal and external partnerships.	\$65.94	\$39.65
<b>Enhance Organizational Capacity.</b> Develop and leverage the collective organizational proficiencies across our association to advance the mission of the NEA and its Affiliates, with particular focus on Member Engagement; Organizing and Connectedness; Educator Voice, Autonomy and Leadership; Racial Justice Culture; Coalitions and Partnerships; Dynamic Alignment; and Enterprise/ Affiliate Health.	\$64.85	\$38.93
<b>Enterprise Operations.</b> Ongoing functions across the enterprise that support the Strategic Objectives, build lasting strength and sustain the organizational infrastructure.	\$61.88	\$37.16
<b>Contingency.</b> Provide funding for emergencies at the national, state or local levels.	\$1.64	\$0.99

Above shows how NEA dues (\$202.00; \$121.50 ESP) are allocated to support and represent members and affiliates in their efforts to achieve NEA's mission.

# Collective Bargaining

One area where you can exercise the greatest power of standing united is in your own local bargain. Collective bargaining is your opportunity to have an equal voice in wages, hours and working conditions. You have the chance to make significant improvements to your classroom and work environment. Members have a vital voice in shaping our schools and colleges. After all, our working conditions are our students' learning conditions.

## **Training programs and bargaining support**

Collective bargaining requires special skills, and you have the support of your union behind you. Tap into WEA trainings for basic and advanced strategies to use at the bargaining table. Individual locals and regional councils have access to WEA's highly trained bargaining experts.

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## **Bargaining gains**

Collective bargaining is responsible for a wide range of improvements. Here are some gains that locals have won through bargaining:

- Strong non-discrimination rights
- Paid leaves
- Defined evaluation procedures and criteria
- Class-size guidelines
- Specific workdays and hours
- Safety provisions
- Academic freedom
- Additional pay for extra time and responsibilities
- Fair grievance procedures
- "Just cause" provisions protecting teachers from being unfairly disciplined
- Fair layoff and recall provisions
- In-service training opportunities
- Job posting and transfer rights
- Prohibition against assigning teachers non-teaching duties
- Benefits including medical, dental, vision, life and long-term disability insurance and more.

# Professional Development

WEA's Professional Development Network was created and shaped by direct feedback from members. The goal is to help you easily find and register for clock-hour trainings in high-demand subjects.

Training areas include:

- Instruction for culturally, linguistically and economically diverse students
- Teacher/Principal Evaluation Project (TPEP) and the evaluation process
- Special education
- National Board certification
- Paraeducator certificate program

For updated course listings and other professional-development opportunities and resources, [please see our website.](#)



A hand holding a wooden gavel over a wooden surface. The gavel is positioned diagonally across the frame, with the head resting on a wooden block. The background is a blurred image of a person in a suit, suggesting a legal or professional setting.

# Educator Employment Liability (EEL) insurance

As a member, you have access to professional liability insurance through the EEL program. The program is completely dues-funded: You pay no separate fee. EEL is designed to protect you — whether you're certificated staff or support professional — from personal financial liability for most incidents arising out of your educational employment activities or duties.

The EEL Program provides insurance coverage for a variety of situations that result in injury to someone other than yourself. For example:

- Student injuries
- Charges of educational malpractice
- Corporal punishment

In Washington, the EEL Program is administered through WEA. Liability and insurance laws vary in each state. Visit [NEA for more details about the program](#) and [contact your UniServ Council office](#) for information on the specific provisions of EEL coverage in Washington.

# WEA Attorney Referral Program

NEA provides members with full legal protection in employment-related concerns. But what if you need legal counsel on a personal matter? NEA's Attorney Referral Program (ARP) provides members access to affordable legal advice.

The Attorney Referral Program is open to all membership categories (along with their spouses, domestic partners and dependent children). During any program year (from January 1 to December 31), eligible members are entitled to two, free 30-minute consultation sessions with any Association-affiliated attorney.

This benefit allows you to discuss personal legal issues with an attorney to determine whether you need further legal services. In addition to these free consultations, members may have specific legal work performed in five "core" areas at a 30 percent reduction of that attorney's normal fee. If your personal legal issue falls within any of the "core" areas listed below, the attorney's fees are discounted 30%. You should discuss any fee arrangements at your initial meeting.

- Real estate
- Wills and estates
- Domestic relations

- Consumer protection
- Traffic violations (includes DWI citations)

## **What's not included**

Certain topics are excluded during your free 30-minute conference: employment matters, member business dealings, preparation of income-tax returns, defense of criminal violations (other than traffic).

Participating attorneys are not permitted to represent a member in any matter in which the opposing party is the NEA, an NEA affiliate, or another NEA member except in separation or divorce proceedings. **[For an up-to-date listing of participating attorneys, please see our website.](#)**

Court costs, attorney out-of-pocket expenses, filing and service fees are not covered. You are responsible for legal fees and must show you are an NEA member at your initial meeting. The discounted rates only apply to attorneys in the ARP.

If you need assistance for employment related issues, **[contact your UniServ Council office.](#)**

# Race, Social and Economic Justice

Every student in Washington deserves a safe and welcoming school environment. Many educators have reported a recent uptick in hate speech or even violence. Now more than ever, educators need strategies and tools to counter these harmful attacks and to ensure that every student feels safe at school.

On our website, you'll find resources about [special education](#), [immigrants' rights](#), [racial justice](#), [disability history](#), [religious differences](#), [LGBT issues](#) and much more. If you have used a great resource in your classroom that you'd like to share, contact us at [wea@washingtonea.org](mailto:wea@washingtonea.org).

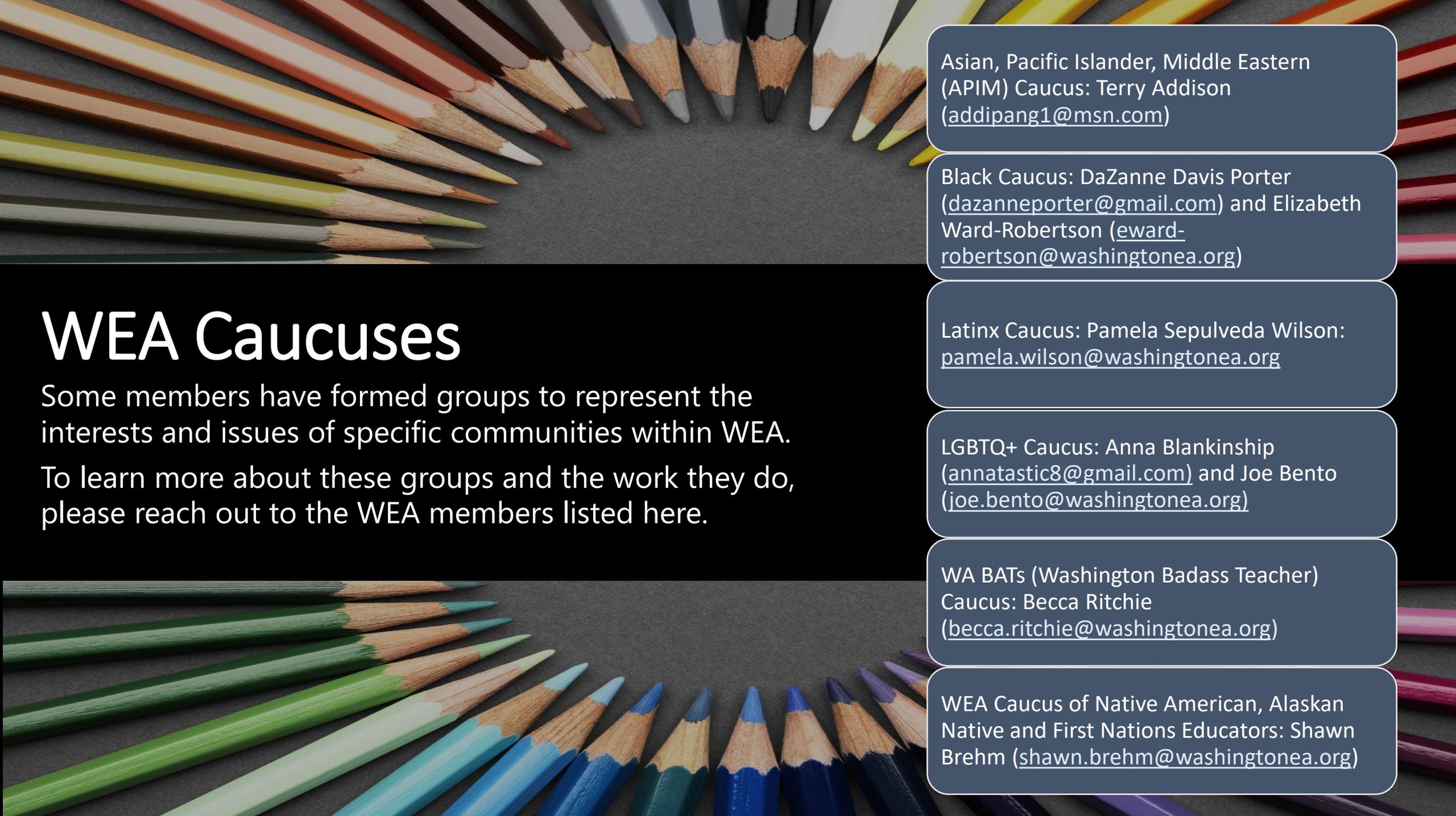
## **Board Resolutions on Race, Social and Economic Justice**

- [Resolution in Solidarity with our Native American, Alaskan Native and First Nations' Against MMIWG \(Missing, Murdered Indigenous Women and Girls\)](#)
- [A Resolution in Support of the State of Washington Officially Recognizing Indigenous Peoples Day](#)
- [Black Lives Matter Resolution](#)

## **Stay in the loop**

WEA's Racial, Social and Economic Justice Center will send a periodic newsletter about the ins and outs of the center. [Sign up](#) for news from the RSEJ Center.

Join our NEA edCommunities group, the [Washington Educators of Color Network](#). Create or log in to your existing account at [www.mynea360.org](http://www.mynea360.org) then search for Washington Education of Colors Network and ask to join the group.



# WEA Caucuses

Some members have formed groups to represent the interests and issues of specific communities within WEA. To learn more about these groups and the work they do, please reach out to the WEA members listed here.

Asian, Pacific Islander, Middle Eastern (APIM) Caucus: Terry Addison ([addipang1@msn.com](mailto:addipang1@msn.com))

Black Caucus: DaZanne Davis Porter ([dazanneporter@gmail.com](mailto:dazanneporter@gmail.com)) and Elizabeth Ward-Robertson ([eward-robertson@washingtonea.org](mailto:eward-robertson@washingtonea.org))

Latinx Caucus: Pamela Sepulveda Wilson: [pamela.wilson@washingtonea.org](mailto:pamela.wilson@washingtonea.org)

LGBTQ+ Caucus: Anna Blankinship ([annatastic8@gmail.com](mailto:annatastic8@gmail.com)) and Joe Bento ([joe.bento@washingtonea.org](mailto:joe.bento@washingtonea.org))

WA BATs (Washington Badass Teacher) Caucus: Becca Ritchie ([becca.ritchie@washingtonea.org](mailto:becca.ritchie@washingtonea.org))

WEA Caucus of Native American, Alaskan Native and First Nations Educators: Shawn Brehm ([shawn.brehm@washingtonea.org](mailto:shawn.brehm@washingtonea.org))

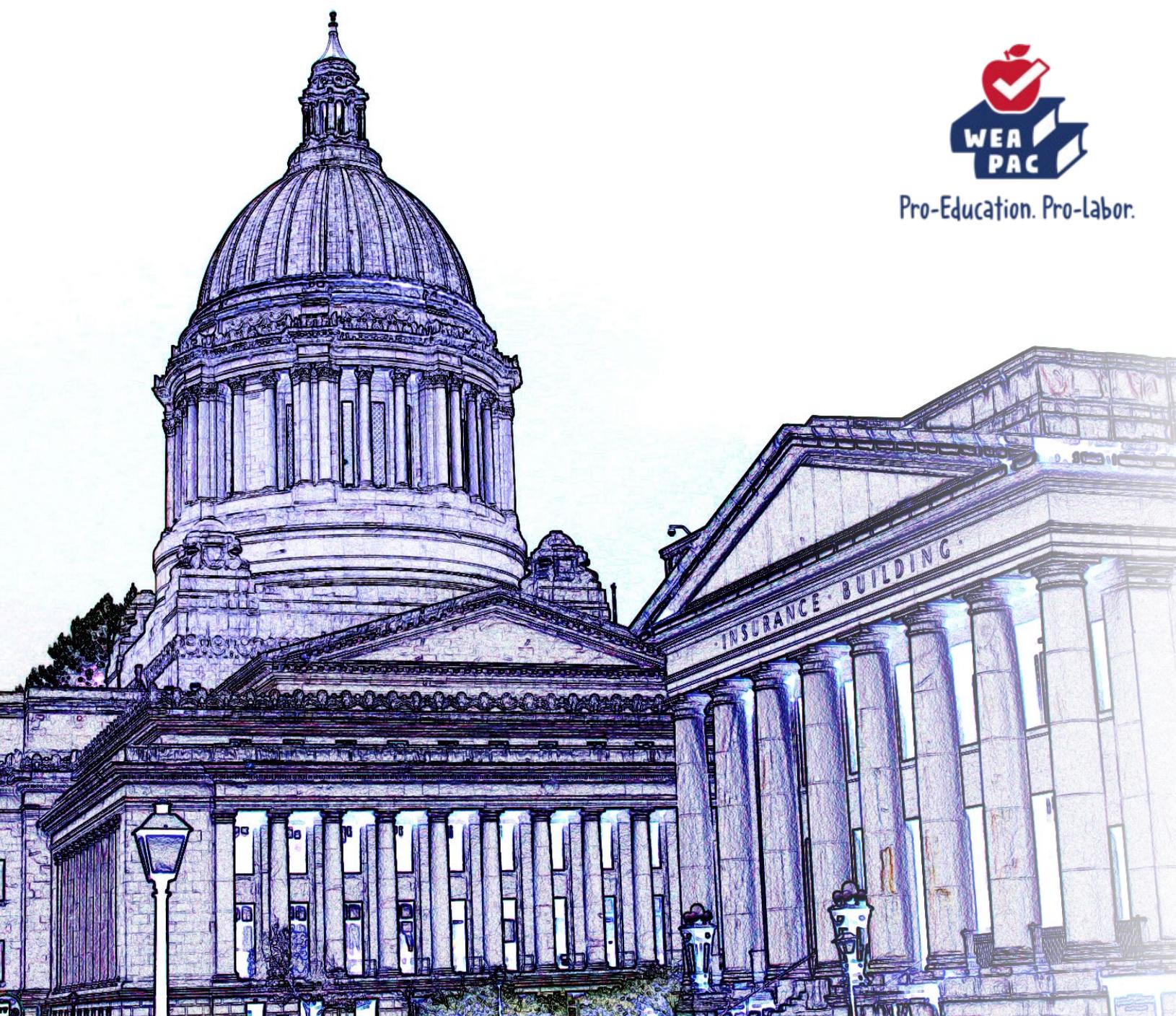


## WEA Children's Fund

No child should go without the basics. The Children's Fund helps ensure that they don't have to. WEA members in public education can buy shoes, coats, clothing and other necessities for a needy student and get \$100 reimbursement.

This WEA 501(c)(3) foundation is supported by individual donations from certificated staff, school support staff, higher-education faculty, WEA staff members and other caring people. Parents, businesspeople, corporations — anyone who cares about children — can donate. All donations are tax deductible.

- Donate [online here](#).
- Read program guidelines and submit a request for reimbursement [online here](#).



Pro-Education. Pro-Labor.

# Legislative and Political Advocacy

Together, WEA members create a strong, united, nearly unstoppable voice to advocate for our students, schools and school employees. WEA members lead the way on reducing class sizes, ensuring full funding for public education, and improving compensation and benefits for public-school employee

**WEA-PAC** is the Washington Education Association political action committee. It recommends and elect pro-public education, pro-labor candidates to office. Find out who WEA-PAC's elected board recommends in its election endorsements. To join WEA-PAC or increase your contribution amount, **please fill out this form.**

Issues affecting educators and schools come up frequently during the legislative session. To get updates and find out where your voice is needed, please see **our action page online.**

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# Aspiring Educators

If you're pursuing a career in education, membership in Student Washington Education Association is for you. Connect and network with other education majors, build and gain leadership skills through pre-professional opportunities, attend WEA conferences and get active in your union.

SWEA is part of the [NEA Student Program](#), made up of 55,000 student members on over 1,100 college/university campuses across all 50 states. As a student member, you'll have member benefits like educators' liability insurance and access to national workshops, leadership conferences, grants and scholarships. Learn and grow with peers from across the state and jump start your teaching career.

To join SWEA, [enroll online](#). The cost of SWEA membership is \$22.50 per year.

## **\$20 dues rebate after graduation**

During your first year of teaching and regular NEA membership, you are eligible to receive a rebate of \$20 for each year you were a student member (up to four years). Submit the form digitally [here](#). For more info check the [NEA website](#).



# Early Career Educators

Educators in the first seven years of their careers, have much to learn, but also so much to give. Being engaged in the Washington Education Association provides Early Career Educators with resources, professional growth opportunities, financial support, and, most importantly, a community and a collective voice that directly impacts students and our profession.

Some helpful links from our website:

- [Resources for Early Career Educators](#)
- [NAKIA Academy](#), a mentoring and leadership academy for BIPOC educators who can support, mentor, guide and build with the next generation of BIPOC leaders.





# Education Support Professionals (ESPs)

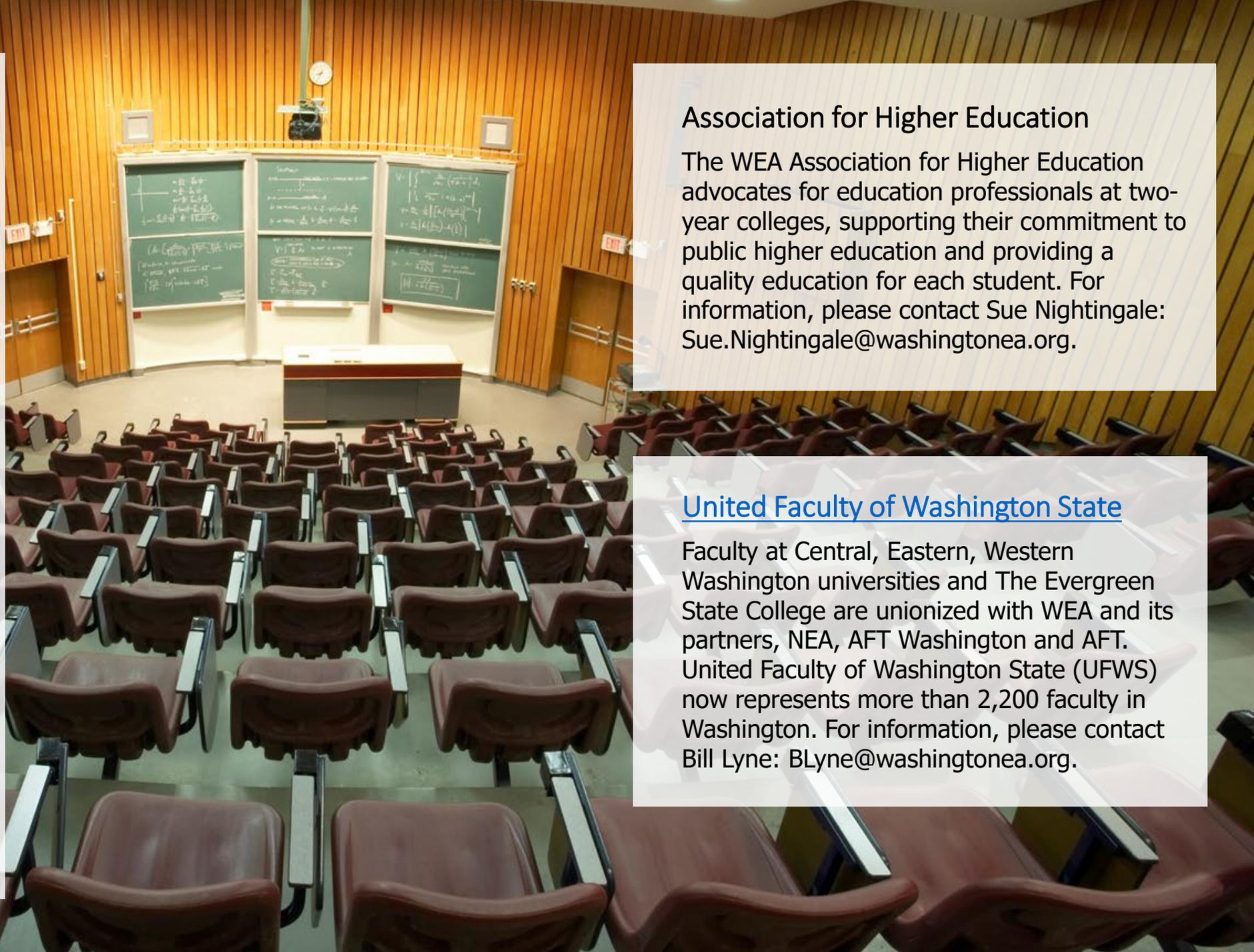
Great public schools require a combined effort by many dedicated people. Our Education Support Professionals (ESPs) are committed, caring WEA members who prepare students for success every day. They are secretaries and office clerks, bus drivers, paraeducators, food service workers, custodians and maintenance staff, security, healthcare providers, skilled trades and technical staff.

- [Resources for ESPs](#)
- [Professional development for ESPs](#)
- The [WEA/ESP Action Coordinating Team](#), a statewide group of leaders who advocate for and advise local ESP units. Also on this page is information on scholarships for ESPs who are pursuing professional advancement.

# Higher Education

WEA members working at colleges and universities across Washington strive to increase knowledge and improve our institutions through united action including:

- Collective bargaining
- Legislative action
- Coalition building and community organizing
- Ensuring academic freedom and students' rights



## Association for Higher Education

The WEA Association for Higher Education advocates for education professionals at two-year colleges, supporting their commitment to public higher education and providing a quality education for each student. For information, please contact Sue Nightingale: [Sue.Nightingale@washingtonea.org](mailto:Sue.Nightingale@washingtonea.org).

## United Faculty of Washington State

Faculty at Central, Eastern, Western Washington universities and The Evergreen State College are unionized with WEA and its partners, NEA, AFT Washington and AFT. United Faculty of Washington State (UFWS) now represents more than 2,200 faculty in Washington. For information, please contact Bill Lyne: [BLyne@washingtonea.org](mailto:BLyne@washingtonea.org).

# WEA-Retired

Your retirement does not have to be the end of your connection to WEA. WEA-Retired and pre-retired members share decades of experience in our schools to help improve public education in Washington.

WEA-Retired membership allows you to access WEA and NEA member benefits for the rest of your life, including

- Joining with other active retirees in a powerful organization that understands the value of public education and unions.
- Eligibility for NEA Member Benefits.
- Opportunities to continue advocating for the rights of retired educators, current educators and public-school students.
- Leadership and training opportunities.
- Involvement in activities such as local chapter lunch programs, pre-retirement seminars, and events within UniServ Councils and WEA.
- WEA and NEA newsletters and other informative materials about education and issues important to retired educators.



**Already retired?:** [Join here or renew annual membership](#) with your credit card for life or annual membership. [Join here](#) for the DRS monthly deduction.

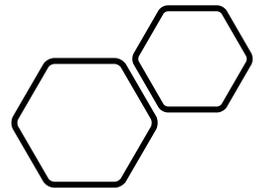
**Still working as an active WEA member? Become a pre-retired member:** [Join online](#) with your credit card. To enroll in payment plan for pre-retired life membership, email [karlakragelund@icloud.com](mailto:karlakragelund@icloud.com) with your name, address and school district.



Your union membership gives you special access to not only professional support, but also to a breadth of personal resources programs. You can get:

- Discounts on financial services and insurance
- Help with student loan debt
- Retirement planning services
- Shopping and travel deals

[Create a Member Benefits account](#) to explore what's available to you.



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