efile	e GRA	APHIC F	print - DO NOT PROCESS	As Filed Data -			DLN	1: 93	493094010048
	aa	Λ	Return of Or	ganization Exe	mpt From	Income	Тах	0	MB No 1545-0047
Form 990			Under section 501(c), 52	-	-				2016
-24			foundations)			-			
Department of the Treasury Internal Revenue Service									Open to Public Inspection
A Fo	or the	2016 ca	alendar year, or tax year beg	inning 09-01-2016 , an	nd ending 08-3	1-2017			
B Che	ck if app	plicable	C Name of organization Seattle Education Association				D Employer ı	dentıf	ication number
	dress ch	-	Seattle Education Association				91-068429	8	
	me chai tial retu	-	Doing business as						
Fin Filetur	al n/termi	inated					E Telephone n	umber	
	iended i		Number and street (or P O box if 5501 4th Ave South No 101	mail is not delivered to street a	address) Room/su	ite			
🗆 App	olication	n pending	City or town, state or province, co	untry, and ZIP or foreign posta	al code		(206) 283-	0443	
			Seattle, WA 98109				G Gross receip	ots \$ 3	,162,473
			F Name and address of princip	pal officer		H(a) Is this	a group retur		· · ·
			Phyllis Campano 5501 4th Ave South No 101				dinates?		🗌 Yes 🗹 No
			Seattle, WA 98109			H(b) Are al includ	l subordinates		Yes No
I Tax	(-exem	pt status	□ 501(c)(3)	(Insert no) □ 4947(a)(1) or 🛛 527		," attach a list	(see	instructions)
J W	ebsite	e:► www	w seattlewea org		-		exemption nu		
						1.11		<u> </u>	
K Forn	n of org	janization	Corporation 🛛 Trust 🗌 As	sociation 📙 Other Þ		L Year of forma	ition 1958 M Wi		of legal domicile
Pa	rt I	Sumi	marv						
			cribe the organization's mission	or most significant activiti	es				
e	<u>Tc</u>	o promot	e the cause of public education of	on behalf of its members					
anc	_								
em	_								
Governance			s box \blacktriangleright \Box if the organization d				of its net asse		
			of voting members of the govern		3	28			
S.			of independent voting members on hber of individuals employed in c	•	4	28			
Mt			•	6	0				
Activities &			hber of volunteers (estimate if ne elated business revenue from Pa				•	7a	0
-			ated business taxable income fro				•	7a 7b	0
		ver unren			· · · · ·		or Year		Current Year
	8 0	Contributi	ions and grants (Part VIII, line 1	h)			139,335		242,658
enneven			service revenue (Part VIII, line 2				2,685,188		2,868,972
ō٨ċ		-	nt income (Part VIII, column (A)				2,860		8,754
æ			enue (Part VIII, column (A), line				41,880		41,880
			enue—add lines 8 through 11 (m				2,869,263		3,162,264
	13 0	Grants an	d similar amounts paid (Part IX)	, column (A), lines 1–3) .			0		0
	14 E	Benefits p	baid to or for members (Part IX,	column (A), line 4)			0		0
£	15 S	Salaries,	other compensation, employee l	penefits (Part IX, column (/	A), lines 5-10)		1,768,014		1,772,083
nse	16a i	Professio	nal fundraising fees (Part IX, col	iumn (A), line 11e)			0		0
Expenses	b⊤	otal fundr	aısıng expenses (Part IX, column (D),	, line 25) 🍽					
ш	17 (17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)							1,118,832
	18 T	Fotal exp	enses Add lines 13–17 (must eo	2,750,844		2,890,915			
	19 F	Revenue	less expenses Subtract line 18 t	from line 12			118,419		271,349
CeS CeS						Beginning	of Current Year		End of Year
alan	20 7	Total acco	ets (Part X, line 16)		_		4,819,381		4,909,409
Net Assets or Fund Balances			lities (Part X, line 26)				1,303,627	-	889,277
Fun			s or fund balances Subtract line				3,515,754		4,020,132
Par			ature Block				3,313,73		
Under	penal	ties of pe	erjury, I declare that I have exa						
	edge a nowled		f, it is true, correct, and complet	e Declaration of prepa					
j N		- -							
		* * * * * *	·						
Sign		Signatu	ire of officer						
Here			Campano President						
		/	r print name and title						
. .			rınt/Type preparer's name aırd Vanetta	Preparer's signature Laird Vanetta					
			rm's name F TREMPER & CO LLP						
-	bare		rm's address > 3131 Elliott Ave Suite	290					
use	Only	У [Seattle WA 98121						

May the IRS discuss this return with the preparer shown above? (see instru-For Paperwork Reduction Act Notice, see the separate instructions.

Form	990 (2016)				Page 2
Par	t III Statemen	t of Program Service Acc	omplishments		
	Check If Sch	edule O contains a response or	note to any line in this Part III		🗆
1	Briefly describe the	organization's mission			
To pr	romote the cause of p	public education on behalf of its	members		
2	-		gram services during the year which we	ere not listed on	
	•	or 990-EZ?			🗌 Yes 🗹 No
_		nese new services on Schedule			
3	-		nificant changes in how it conducts, ai	ny program	
					🗌 Yes 🗹 No
		nese changes on Schedule O			
4	Section 501(c)(3) a		plishments for each of its three larges required to report the amount of gran ervice reported		
4a	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	See Additional Data				
4b	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4c	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	-				
44	Other are seen as	uses (Dessube in Colordula O.)			
4d	(Expenses \$	vices (Describe in Schedule O)	grants of \$ (Revenue \$)
4			grants σι φ) (Ι	itevenue p)
4e	Total program se	i vice expenses 🖻			

Form **990** (2016)

Form 990 (2016)

Par	t IV Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section $501(c)(3)$ or $4947(a)(1)$ (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 😒 . 🛛 .	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 😒	3		No
	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section $501(c)(4)$, $501(c)(5)$, or $501(c)(6)$ organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 🛸	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 🕉	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 😒	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 😒	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?If "Yes," complete Schedule D, Part IV 🛸	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 😒	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 🛸	11a	Yes	
	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 🛸	11b		No
	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 😒	11c		No
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 😒	11d		No
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🕏	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X \Im	11f		No
	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 🛸	12a	Yes	
	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 🛸	12b		No
13	Is the organization a school described in section $170(b)(1)(A)(i)$? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV .	16		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e ⁹ If "Yes," complete Schedule G, Part I (see instructions)	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
		F	orm 99	0 (2016)

Form 990 (2016)
Part IV Checklist of Required Schedules (continued)

			Yes	No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		No
22	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? If "Yes," complete Schedule I, Parts I and III	22		No
23	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>	23	Yes	
24a	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</i> " <i>Yes," answer lines 24b through 24d and complete Schedule K If</i> " <i>No," go to line 25a</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? \ldots .	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
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? If "Yes," complete Schedule L, Part I	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M .	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I \cdot	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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 $512(b)(13)$? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
37	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? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	
		Ē	orm 99	0 (2016)

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Form	990 (2016)			Page 5
Par	t 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
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 21			
Ь	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by			
b	this return	2b		
_	Note.If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	_		
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		No
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	Зb		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
Ь	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
~	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	50		
Ľ		5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6 a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6 b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C ²	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12 10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O	13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			
	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>	14b		

Form **990** (2016)

Ba, Bb, or 10b below, describe the occumstance, processes, or changes in Schedule O Seinstructions Image: Check Schedule O Contains a response or notes to any line in this Part VI. Image: Check Schedule O Contains a response or notes to any line in this Part VI. 1a Enter the number of voting members of the governing body at the end of the tax year in an interval differences in vitter gripts among members of the governing body at the end of the tax year in a schedule O in the law year in the governing body at the end of the tax year in a schedule O interval to the governing body at the end of the tax year in a schedule O interval to the governing body at the end of the tax year interval differences in vitter gripts and at the tax above, who are independent in the law above interval to the governing body at the end of the tax year in the fore that the governing body at the end of the tax year in the fore that the governing body at the end of the capacitation the end of the schedule of the governing body at the end of the capacitation the end of the schedule of the end of the capacitation the capacitation the end of the capa		990 (2016)			Page
Section A. Governing Body and Management 1a Enter the number of voting members of the governing body at the end of the tx year If there are material differences in voting rights among members of the governing body body, or if the governing body degrade broad authority to an exective committee or similar commute, erglain in Schedule 0 1a 1a 28 1a 2 Dist be organization diagradic degrade broad authority to an exective committee or officer, director, trustee, or key employees to a management dures customarily performed by or under the direct supervision of officer, director, trustee, or key employees to a management dures customarily performed by or under the direct supervision of officer, director, trustee, or key employees to a significant diversion of the organization is asset? 3 No 5 Did the organization nave members, dischilders? 6 Yes 7 Did the organization nave members, dischilders? 6 Yes 7 Did the organization nave members, dischilders? 7 Yes 8 Did the organization nave members, dischilders? 7 Yes 9 Did the organization nave members, dischilders? 7 Yes 9 Did the organization nave members, dischilders? 7 Yes 9 Did the organization nave members, dischilders? 7 Yes 9 Did the organization nave diverse or ina	Par		" respo	nse to l	
In Enter the number of voting members of the governing body at the end of the tax year of the governing body, or if the governing body delegate bread authority to an executive committee or simular commute, evolue in Schedule 0 In		Check if Schedule O contains a response or note to any line in this Part VI			✓
1a Enter the number of voting members of the governing body at the end of the tax year in the governing body of the direct supervision of the officer, director, trustee, or key employees to a management company or other person? 1a 2a 2a No 2 Did are organization delegate correct on the supervision of the organization have members included in the 1a, above, who are independent in the first supervision of officer, director, trustee, or key employees to a management company or other person? 3 No 3 Did the organization nake are significant charges to the governing body or trustee, or states, or key employees to a management company or other person? 3 No 6 Did the organization nake are significant charges to the governing body? 3 No 6 Yes 7a Did the organization have members, stochholders? 5 No 6 Yes 7a Yes Yes Yes Yes	Se	ction A. Governing Body and Management	,		
If there are material differences in voting rights among members of the govering body, or if the govering body delegated broad authority to an executive commutee or immlar commune of schedule 0 b b	_			Yes	No
body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule 0 Image: Committee or committee o	1a	Enter the number of voting members of the governing body at the end of the tax year 1a 28			
10 10 20 2 Dut any officer, director, tructee, or key employee have a family relationship or abusiness relationship with any other officers, directors or trustee, or key employees to a management company or other person? 3 No 3 Dut the organization delegate control over management dutes customarily performed by or under the direct supervision of the direct supervision of the organization baceme avare during the year of a significant diversion of the organization's asset? 3 No 4 Dut the organization baceme aware during the year of a significant diversion of the organization's asset? 6 Yes 5 Dut the organization have members situation diversion of the organization's asset? 6 Yes 6 Dut the organization have members or stockholders, or members of the governing body? 7 7 7 8 Dut the organization contemporaneously document the meetings held or written actions undertaken during the year by the following 8 Yes 8 Dut the organization have members or stockholders, or affiliates? 7 8 No 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization rave written polices and procedures governing body by the Internal Revenue Code. 8 9 Is there any officer, director, strustes, and barbascon and addresses in Schedule		body, or if the governing body delegated broad authority to an executive committee or			
officer, director, trustee, or key employee? 2 No 3 Dut the organization delegate control over management dubes customarily performed by or under the direct supervision 3 No 4 Dut the organization bacement exploring the year of a significant duration of the organization's asset? 5 No 5 Dut the organization bacements or stockholders? 5 No 6 Dut the organization have members stockholders? 5 No 7a Dut the organization have members stockholders? 5 No 7b Dut the organization have members stockholders? 5 No 7b Dut the organization have members stockholders? 7b No 8 Dut the organization have members stockholders? 7b No 9 Latter any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or serving the dyrend the provent by the following 7b No 9 Latter any officer, director, trustee, or key employee listed in the YUI, Secton A, who cannot be reached at the organization's meating address? If 'Yes,' provide the names and addresses in Schedule O the Directed Latter stransmemet and addresses in Schedule O the process, if any, used by the organization's exempt purposes? No 10a Did the organization have a written policies and provide use source source of such chapters, affiliates, and branches to enganization have a written office (or merces of such chapters, affiliates,	b				
of officers, directors or trustees, or key employees to a management company or other person? 3 100 4 Did the organization make any significant changes to its governing documents since the pior Form 990 was filed? 3 100 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 Yes 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? 6 Yes 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 No 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following 8a Yes 9 Is there any officer, directric, trustee, or key employee listed in Part VIII. Secton A, who cannot be reached at the organization maing acdress? If Yes, "provide the names and addresses in Schedule 0 9 No 9 Is there any officer, directric, trustee, or key employee listed in Part VIII. Secton A, who cannot be reached at the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent writh the organization's exempt purposes? 10a No 10 Did the organization have written policies and procedures	2		2		No
3 0d the organization become aware during the year of a significant diversion of the organization's assets? 4 No 6 Did the organization have members or stockholders? No 6 Yes No 7a Did the organization have members, stockholders? 7a Yes Yes 7a Yes 7a Did the organization have members, stockholders, or other persons other than the governing body? 7b No 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following 8a Yes 9 Is there any officer, directry, trustee, or key employee licted in Part VII. Section A, who cannot be reached at the organization's mailing address? If 'yes,'' provide the names and addresses in Schedule 0. 8b No 9 Is there any officer, directry, trustee, or key employee licted in Part VII. Section A, who cannot be reached at the organization have exitements information about policies and proveming body? 8b No 10a Did the organization have locies and provider segureming the activities of such chapters, afflictes? 1a Yes No 11a bes enganization have a written conflicts? 1a Yes 1a Yes 12a Did the organization have a written onfrict on interest block? 1a<	3		3		No
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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 persons of the governing body? 7b 7b 7c 7c<td>5</td><td>Did the organization become aware during the year of a significant diversion of the organization's assets?</td><td></td><td></td><td></td>	5	Did the organization become aware during the year of a significant diversion of the organization's assets?			
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members of the governing body? 7a Yes b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persona other than the governing body? 7b No 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following 8a Yes Yes 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 0 9 No 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 0 9 No 9 Is the organization have local chapters, branches, or affiliates? 10a No 10a Did the organization have are consistent with the organization's exempt purposes? 10a No 11a Has the organization nowidel a complete copy of this Form 990 to all members of its governing body before filing the form? 10a 10a 10a 10a 10a 10a 12a		5	0	res	
a Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following a The governing body? a The governing body? b Ba Yes a The governing body?		members of the governing body?		Yes	
the following Ba Yes a The governing body? Ba Yes b Each committee with authority to act on behalf of the governing body? Bb No 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? Yes No 5 Ection B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No 10a Did the organization have local chapters, branches, or affiliates? 10a No b If "Yes," did the organization have intern policies and procedures governing bady before filing the form? 10a No 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 10a No 12a Did the organization have awritten conflict of interest policy? If 'No," go to line 13 12a Yes 12a 12a Did the organization have a written extently monitor and enforce compliance with the policy? If 'Nes," describe in Schedule O how this was done 12a Yes 12b Yes 13 Did the organization have a written document retention and destruction policy? 13 No 12c Yes 14 Did the organization have a written document retention and destruction policy? 13 No 1		persons other than the governing body?	7b		No
b Each committee with authority to act on behalf of the governing body? Bb No 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 0 9 No Section B, Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No 10a Did the organization have local chapters, branches, or affiliates? Yes No 10a Did the organization have local chapters, branches, or affiliates? 10a No 10a Did the organization have local chapters, branches, or affiliates? 10b 10a No 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 10b 11a Yes 10b 12a 10b 11a Yes 10b 11a Yes 10b 11a Yes 10b 11a Yes 12a Yes 11a Yes 12a Yes 12a Yes 12a Yes	8				
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 9 No Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No 10a Did the organization have local chapters, branches, or affiliates? 10a No b 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? 10a No 11a Has the organization have written conflict of interest policy? If 'No,'' go to line 13 11a Yes 10a 11a 12b Did the organization have a written conflict of interest policy? If 'No,'' go to line 13 12a Yes 12b Yes 12c Yes 12b Yes 12c Yes 12b Yes 12b Yes 12c Yes 12b Yes 12c Yes 12b Yes 12b Yes 12c Yes 12b Yes 12b Yes 12b Yes 12b Yes 12c Yes 12b Yes 12b Yes 12c Yes 12b	а	The governing body?	8 a	Yes	
organization's mailing address? If "Yes," provide the names and addresses in Schedule 0	b	Each committee with authority to act on behalf of the governing body?	8 b		No
10a Did the organization have local chapters, branches, or affiliates? Yes No 10a Did the organization have local chapters, branches, or affiliates? 10a No b 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? 10b 10a No 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11a Yes 11a Yes 10b 11a Yes 12a Yes 12a Yes 12a Yes 12a Yes 12b Yes 12b Yes 12b Yes 12b Yes 12b Yes 12b Yes 12c Yes 12b Yes 12c Yes 12b Yes 12b Yes 12c Yes 12b Yes 12b Yes 12c Yes 12b Yes 12c Yes 12b Yes 12b Yes 12b	9		9		No
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If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) Image: construction in the second	а		15a	Yes	
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? 16a No b 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? 16a No Section C. Disclosure 16b 16b 16b 17 List the States with which a copy of this Form 990 is required to be filed▶ 161 160 160 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply	b	Other officers or key employees of the organization	15b		No
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? 16a No b 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? 16a No Section C. Disclosure 16b 16b 16b 17 List the States with which a copy of this Form 990 is required to be filed▶ 161 160 160 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply		If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
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 List the States with which a copy of this Form 990 is required to be filed ► Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply 	C -	stion C. Disclosure	100		
18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply					
	18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only)			
		available for public inspection. Indicate how you made these available. Check all that apply Own website Another's website I Upon request Other (explain in Schedule O)			

Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest 19 policy, and financial statements available to the public during the tax year

State the name, address, and telephone number of the person who possesses the organization's books and records >Deb Brady 5501 4th Ave South Suite 101 Seattle, WA 98109 (206) 283-8443 20

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 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 and/or Box 7 of Form 1099-MISC) 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

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

📙 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	Positic than o is b	one bo	ox, u n ofi	t che Inles ficer	s pers and a	on	(D) Reportable compensation from the organization (W-	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the organization and	
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	key employee	Former Highest compensated employee		2/1099-MISC)	(Ŵ- 2/1099- MISC)	related organizations	
See Additional Data Table											
	•									Form 990 (2016)	

Par	t VII Section A. Officers, Direct	ors, Trustees	, Key I	Empl	loye	es,	and I	ligh	nest Comp	ensate	d Employees	(cont	inued)	
	(A) Name and Title	(B) Average hours per week (list any hours	than c ıs b	ne b	ox, u in ofi	t che inles ficer	and a	on	Report compens from t organizati	(D) (E) ortable ensation compensati m the from relate zation (W- organizations		w-	(F) Estimated amount of other compensation from the	
		for related organızatıons below dotted lıne)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	2/1099-1	MISC)	2/1099-MISC)	organizat relat organiza	ed
See	Addıtıonal Data Table													
												_		
												+		
							_							
с 1	Sub-Total	art VII, Sectio		· ·	•				773	3,474		0		278,110
2	Total number of individuals (including of reportable compensation from the c	but not limited	to thos			bove	e) who	rece	eived more	than \$1	00,000			
													Yes	No
3	Did the organization list any former of line 1a? If "Yes," complete Schedule J	•		ее, к •	ey ei •	•	oyee, c	or nig	ghest comp	ensated	employee on	3		No
4	For any individual listed on line 1a, is organization and related organizations individual										n the	4	Yes	
5	Did any person listed on line 1a receiv services rendered to the organization?									n or ındı • •	vidual for	5		No
Se	ection B. Independent Contract													
1	Complete this table for your five higher from the organization Report compen	isation for the c										mpens	sation	
	Name a	(A) nd business addre	955							Desc	(B) ription of services		(C Comper	

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 ► 0

Form 990 (20	,
Part VIII	Statement of Revenue

Page 🕯

		Check if Schedul	le O contains	a respo	nse or note to	o any line in t	hıs Part VII				<u> </u>
							(A) revenue	(B) Relate exem funct	d or npt ion	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections
	1a	Federated campaig	ns	1a				rever	lue		512-514
ts ts											
nan Dur		Membership dues		1 b							
ΰĔ	c	: Fundraising events	• •	1c							
Γ, A	d	Related organizatio	ins	1d							
ila Ila	e	Government grants (co	ontributions)	1e							
il is	F	All other contributions,	aifts arants								
Contributions, Gifts, Grants and Other Similar Amounts		and similar amounts ne above	ot included	1f	242,	658					
Contributions, Gifts, Grants and Other Similar Amounts											
	h	Total.Add lines 1a-1	lf	• •	1		242,658				
Цe					Bus	iness Code					
en es	2a	Membership Dues and R	le			611710	2,7	798,372	2,798,372	2	
à	b	NBCT Fees				611710		70,600	70,600	0	
Service Revenue	c										
۲. ۲	с А										
ŝ	<u> </u>										
ran	f	All other program se	rvice revenue	2							
Program						2,868,972					
٩		Fotal.Add lines 2a-2f									
		nvestment income (ir			nterest, and o		8,96	3			8,963
		imilar amounts)					0,50				0,505
		ncome from investme		-							
	5 1	Royalties				▶					
	_	c	(I) Rea	I	(II) Person	al					
	6a	Gross rents		41,880							
	b	Less rental expenses		0							
	с	Rental income or		41,880							
		(loss)					44.00				
	d	Net rental income of				•	41,88	0			41,880
			(I) Securi	ties	(II) Othei	r					
	7a	Gross amount from sales of									
		assets other than inventory									
	b	Less cost or other basis and				209					
		sales expenses				202					
		Gain or (loss)				-209					
		Net gain or (loss) .		-		•	-20	9	-209		
		Gross income from fu (not including \$		ents of							
ň		contributions reporte									
Other Revenue		See Part IV, line 18									
Re	b	Less direct expenses	s	b							
er	с	Net income or (loss)	from fundra	sıng eve	nts	•					
Ę		Gross income from g		les							
0		See Part IV, line 19		_							
				a							
		Less direct expenses		Ь							
		Net income or (loss)		activitie	25	<u>▶</u>					
		Gross sales of invent returns and allowanc									
				а							
	b	Less cost of goods s	sold	ь							
	с	Net income or (loss)	from sales of	L Finvento	prv	▶					
		Miscellaneous			Business Co	ode 🗌					
·	11;	а									
	1.							-			
	b										
	с										
	Ь	All other revenue									
		Total. Add lines 11a				▶					
	12	Total revenue. See	Instructions	• •	· · ·	▶	3,162,26	4	2,868,763		0 50,843
							,				Form 990 (2016)

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			<u> </u>
Dо 7Ь,	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
1	. Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	: Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	401,355			
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	813,999			
	Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	300,274			
9	Other employee benefits	181,005			
10	Payroll taxes	75,450			
11	Fees for services (non-employees)				
i	a Management				
I	b Legal				
		10,405			
	d Lobbying				
	e Professional fundraising services See Part IV, line 17				
1	f Investment management fees				
9	g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12	Advertising and promotion				
13	Office expenses	58,741			
14	Information technology				
15	Royalties				
16	Occupancy	55,159			
17	Travel	52,879			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19	Conferences, conventions, and meetings	224,906			
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	92,562			
23	Insurance				
24	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)				
	a Member Programs	206,366			
	b Center for Race and Equ	161,915			
	c Community Organizing	115,174			
	d Equipment and Maintenan	62,636			
	e All other expenses	78,089			
25	Total functional expenses. Add lines 1 through 24e	2,890,915			
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ► □ if following SOP 98-2 (ASC 958-720)				

Form 990 (2016)

Part X Balance Sheet

		Check if Schedule O contains a response or not	e to ar	y line in this Part IX			🗆
					(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing			1,378,243	1	1,573,639
	2	Savings and temporary cash investments		[950,625	2	855,798
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net		[163,475	4	199,259
	5	Loans and other receivables from current and for trustees, key employees, and highest compensa II of Schedule L	ated en	nployees Complete Part		5	
issets	6 7	Loans and other receivables from other disquali section 4958(f)(1)), persons described in sectio contributing employers and sponsoring organiza voluntary employees' beneficiary organizations Part II of Schedule L Notes and loans receivable, net	(c)(3)(B), and of section 501(c)(9)		6		
se	8	Inventories for sale or use				8	
As	9	Prepaid expenses and deferred charges	• •	· –	2.203	9	2,203
	-	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	 10a	3,157,603			2,200
	h	Less accumulated depreciation	10b	879.093	2,324,835	10c	2.278.510
	11	Investments—publicly traded securities .	100	010,000	2,021,000	11	2,210,010
	12	Investments—other securities See Part IV, line	-		12		
	13	Investments—program-related See Part IV, line			13		
	14	Intangible assets			14		
	15	Other assets See Part IV, line 11				15	
	16	Total assets.Add lines 1 through 15 (must equ			4,819,381	16	4,909,409
	17	Accounts payable and accrued expenses		,	284,871	17	166.533
	18	Grants payable	•	· · F	201,071	18	
	19		-	125,000	19	62.017	
	20	Tax-exempt bond liabilities	-	120,000	20	02,017	
	20	Escrow or custodial account liability Complete F	of Schodulo D		20		
Liabilities	22	Loans and other payables to current and former key employees, highest compensated employee	office	rs, directors, trustees,		21	
ā		persons Complete Part II of Schedule L .	o, ana	aisquainea		22	
Ë	23	Secured mortgages and notes payable to unrela	ted th	rd parties		23	
	24	Unsecured notes and loans payable to unrelated		· –		24	
		Other liabilities (including federal income tax, pa		· –	893.756	25	660,727
	25	and other liabilities not included on lines 17-24) Complete Part X of Schedule D	ayable	to related third parties,	000,100	23	
	26	Total liabilities. Add lines 17 through 25 .			1,303,627	26	889,277
Fund Balances		Organizations that follow SFAS 117 (ASC 9 complete lines 27 through 29, and lines 33			2 545 754		4 000 100
ala	27	Unrestricted net assets		_	3,515,754	27	4,020,132
B	28	Temporarily restricted net assets	•	· · · · · · -		28	
pui	29	Permanently restricted net assets				29	
		Organizations that do not follow SFAS 117	•				
ts or	30	check here L and complete lines 30 th Capital stock or trust principal, or current funds	34.		30		
Assets	31	Paid-in or capital surplus, or land, building or eq	nt fund		31		
	32	Retained earnings, endowment, accumulated inc	come,	or other funds		32	
Net	33	Total net assets or fund balances		3,515,754	33	4,020,132	
۷	34	Total liabilities and net assets/fund balances .	•		4,819,381	34	4,909,409

Form	990 (2016)				Page 12
Par	t XI Reconcilliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>		. 🗸
1	Total revenue (must equal Part VIII, column (A), line 12)	1		3	,162,264
2	Total expenses (must equal Part IX, column (A), line 25)	2		2	,890,915
3	Revenue less expenses Subtract line 2 from line 1	3			271,349
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) $$. $$.	4		3	,515,754
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			233,029
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10		4	,020,132
Par	t XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				
				Yes	No
1	Accounting method used to prepare the Form 990 Cash Z Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed separate basis, consolidated basis, or both	on a			
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate consolidated basis, or both	basis,			
	Separate basis Consolidated basis Both consolidated and separate basis				
С	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?		2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Sch	edule (> 🗌		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the S Audit Act and OMB Circular A-133?	ingle	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requ audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	ured	3b		

Form **990** (2016)

Additional Data

Software ID: Software Version:

EIN: 91-0684298 Name: Seattle Education Association

Form 990 (2016)

Form 990, Part III, Line 4a:

To provide programs and services to members through coordinated activities between national, state, and local configurations

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Engeloyees, and Independent, Contractors

Compensated Employees, and Indep	endent,Cont	ractor	s	(C))	,	-,-	(D)	(E)	(F)
Name and Title	Average hours per week (list any hours for related	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-	Reportable compensation from related organizations (W- 2/1099-	Estimated amount of other compensation from the organization and
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	related organizations
Phyllis Campano President	40 00			×				127,760	0	0
Michael Tamayo Vice President	40 00			×				109,972	0	0
Jennifer Matter Treasurer	2 00			×				1,449	0	0
Vaughan Amare Board Member	2 00	x						0	0	0
Heather Barker Board Member	2 00	x						0	0	0
Dazanne Davis Porter Board Member	2 00	x						0	0	0
Christina DeCarufel Board Member	2 00	x						0	0	0
Ann Dunbar Board Member	2 00	x						0	0	0
Douglas Edelstein Board Member	2 00	x						0	0	0
Vallerie Fisher Board Member	2 00	x						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Engeloyees, and Independent, Contractors

Compensated Employees, and Indep	endent ₎ Cont	ractor	s	(C))			(D)	(E)	(F)
Name and Title	Average hours per week (list any hours for related	Position (do not check more than one box, unless person is both an officer and a director/trustee)						compensation from the organization	Reportable compensation from related organizations (W- 2/1099-	Estimated amount of other compensation from the organization and
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	related organizations
Noam Gundle Board Member	2 00	x						0	0	0
Peter Henry Board Member	2 00	x						0	0	0
Len Hill Board Member	2 00	x						0	0	0
M Lynn Hubbard Board Member	2 00	x						0	0	0
Shelly Hurley Board Member	2 00	x						0	0	0
Darryl James Board Member	2 00	x						0	0	0
Gwendolyn Jımerson Board Member	2 00	x						0	0	0
Siobahn Kelly Board Member	2 00	x						0	0	0
Matthew Kırshman Board Member	2 00	x						0	0	0
Laura Lehnı Board Member	2 00	x						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Engeloyees, and Independent, Contractors

Compensated Employees, and Indep	endent ₎ Cont	ractor	S	(C))			(D)	(E)	(F)
Name and Title	Average hours per week (list any hours for related	Position (do not check more than one box, unless person is both an officer and a director/trustee)						compensation from the organization	Reportable compensation from related organizations (W- 2/1099-	Estimated amount of other compensation from the organization and
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	organization and related organizations
Joyce McDonald Board Member	2 00	x						0	0	0
Michael Melonson Board Member	2 00	x						0	0	0
Cheryl Parker-Mclane Board Member	2 00	x						0	0	0
David Posner Board Member	2 00	x						0	0	0
Marla Rasmussen Board Member	2 00	x						0	0	0
Andrew Russell Board Member	2 00	x						0	0	0
Jessica Torvik Board Member	2 00	x						0	0	0
Marian Wagner Board Member	2 00	x						0	0	0
John Donaghy Executive Director	37 50				x			162,173	0	73,543
Kathleen Bishop Uniserv Representative	37 50					x		110,480	0	67,135

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent, Contractors

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Positic tha pers	in (do an on on is	e bo both ecto	t che ox, u n an	nless officei ustee)	r	(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Timothy Kopp Uniserv Representative	37 50					×		120,828	0	70,117
Andrea Robinson Uniserv Representative	37 50					×		140,812	0	67,315
Paid as reimbursement to school district employer	0 00	x						0	0	0

.....

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efil	le GRAPHIC pri	nt - DO NOT I	PROCESS As Filed Data -			DL	.N: 93493094	010048
SC	HEDULE C	P	olitical Campaign and	d Lobbying /	Activitie	s	OMB No 1	.545-0047
(For EZ) Depar	rm 990 or 990-	►Complete if t	ations Exempt From Income T the organization is described belo nation about Schedule C (Form 99 <u>www.irs.gov</u>	ow. ►Attach to For 00 or 990-EZ) and i	rm 990 or Fo	orm 990-EZ	Open to	16 Public
• S • S • S If the • S • S If the (Pro:	Section 501(c)(3) org Section 501(c) (othe Section 527 organiz e organization ans Section 501(c)(3) of Section 501(c)(3) of e organization ans xy Tax) (see separ	ganizations Con er than section 5 cations Complet wered "Yes" or rganizations that rganizations that wered "Yes" or rate instructions	n Form 990, Part IV, Line 4, or Form thave filed Form 5768 (election unde thave NOT filed Form 5768 (election n Form 990, Part IV, Line 5 (Proxy	ete Part I-C arts I-A and C below n 990-EZ, Part VI, Iır er section 501(h)) Co under section 501(h)	Do not comp ne 47 (Lobby mplete Part I)) Complete	ilete Part I-B ing Activitie I-A Do not c Part II-B Do	e s), then complete Part II-l not complete P	B art II-A
	me of the organizat ttle Education Associat					nployer ide 0684298	ntification nun	nber
Par	t I-A Complet	e if the organ	nization is exempt under sec	tion 501(c) or is	a section !	527 organ	ization.	
1 2 3	Provide a descript Political expenditu Volunteer hours		ization's direct and indirect political o	campaign activities in	ı Part IV	۲	\$	
Par	t I-B Complet	e if the organ	nization is exempt under sec	tion 501(c)(3).				
1	Enter the amount	of any excise ta	ax incurred by the organization under	section 4955		•	\$	
2	Enter the amount	of any excise ta	ax incurred by organization managers	s under section 4955		•	\$	
3	If the organization	n incurred a sect	tion 4955 tax, did it file Form 4720 fo	or this year?			🗌 Yes	🗆 No
4a	Was a correction	made?					🗌 Yes	
b	If "Yes," describe						-	
Par	_		nization is exempt under sec		-	501(c)(3	-	
1			ed by the filing organization for secti			►	\$	
2	Enter the amount function activities		anızatıon's funds contributed to othe	r organizations for se	ection 527 exe	empt ►	\$	
3	Total exempt fund	tion expenditure	es Add lines 1 and 2 Enter here and	on Form 1120-POL,	lıne 17b	►	\$	
4	Did the filing orga	anızatıon file Forr	n 1120-POL for this year?				Yes	
5	organization mad of political contrib	e payments For outions received	employer identification number (EIN) each organization listed, enter the a that were promptly and directly deliv ee (PAC) If additional space is neede	mount paid from the vered to a separate p	filing organiz olitical organi	ation's fund	s Also enter the	
	(a) Nam	e	(b) Address	(c) EIN	filing orga funds If r	nt paid from anization's none, enter 0-	(e) Amount contribution: and prom directly deliv separate organization enter	s received otly and vered to a political i If none,

For Paperwork Reduction Act Notice, s	ee the instructions for Form 990 or 990-EZ

Scł	nedule C (Form 990 or 990-EZ) 2016				Page 2
Р	art II-A Complete if the organization is a section 501(h)).	exempt under section 501(c)(3) and	filed For	m 5768 (electio	on under
A	Check If the filing organization belongs to an expenses, and share of excess lobbying	affiliated group (and list in Part IV each affiliat g expenditures)	ed group n	nember's name, ad	dress, EIN,
в	Check	A and "limited control" provisions apply			
	Limits on Lobbyi (The term "expenditures" mea			(a) Filing organization's totals	(b) Affiliated group totals
1a	Total lobbying expenditures to influence public opinio	on (grass roots lobbying)			
b	Total lobbying expenditures to influence a legislative	body (direct lobbying)			
с	Total lobbying expenditures (add lines 1a and 1b)				
d	Other exempt purpose expenditures				
е	Total exempt purpose expenditures (add lines 1c and				
f	Lobbying nontaxable amount Enter the amount from columns				
	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			
		·			
g	Grassroots nontaxable amount (enter 25% of line 1f)			
h	Subtract line 1g from line 1a If zero or less, enter -()-			
i	Subtract line 1f from line 1c If zero or less, enter -0	-			
j	If there is an amount other than zero on either line 1 section 4911 tax for this year?	Lh or line 1i, did the organization file Form 472	0 reporting		🗌 Yes 🗌 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 Expenditu	res During 4-	Year Averagiı	ng Period		
	Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) Total
2a	Lobbying nontaxable amount					
b	Lobbying ceiling amount (150% of line 2a, column(e))					
с	Total lobbying expenditures					
d	Grassroots nontaxable amount					
е	Grassroots ceiling amount (150% of line 2d, column (e))					
f	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 a	each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying				(b)	
activi		Yes	No	4	Amoun	t
1	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					
а	Volunteers?					
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			1		
С	Media advertisements?			1		
d	Mailings to members, legislators, or the public?					
е	Publications, or published or broadcast statements?					
f	Grants to other organizations for lobbying purposes?					
g	Direct contact with legislators, their staffs, government officials, or a legislative body?					
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?					
i	Other activities?					
j	Total Add lines 1c through 1i					
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?					
b	If "Yes," enter the amount of any tax incurred under section 4912			1		
С	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?					
Par	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c (6).)(5), o	r sect	ion 5	501(c))
					Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?			1	Yes	
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?			2	Yes	

3 Did the organization agree to carry over lobbying and political expenditures from the prior year?

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6)Part III-B 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." 1

Dues, assessments and similar amounts from members 1

2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). 2a a Current year 2b c Total 2c 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues 3 4 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? 4 5 Taxable amount of lobbying and political expenditures (see instructions) 5	_		_	
a Current year 2b b Carryover from last year 2b c Total 2c 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues 3 4 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? 4	2			
c Total 2c 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues 3 4 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? 4	а	Current year	2a	
 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues 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	Carryover from last year	2b	
4 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?	С	Total	2c	
the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	3	Aggregate amount reported in section $6033(e)(1)(A)$ notices of nondeductible section $162(e)$ dues	3	
5 Taxable amount of lobbying and political expenditures (see instructions) 5	4	the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political	4	
	5	Taxable amount of lobbying and political expenditures (see instructions)	5	

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

3

No

efile GRAPHIC p	rint - DO NOT PROCESS	As Filed Data -			D	LN: 9349309401004 OMB No 1545-0047	
SCHEDULE D (Form 990)	Supple	Supplemental Financial Statements					
(Form 990) Department of the Treasury	 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. 					2016 Open to Public	
Internal Revenue Service	Information about Schedule	D (Form 990) and it	ts instructions is at				
Name of the organ Seattle Education Assoc					• •	entification number	
Part I Organi	izations Maintaining Donor	Advised Funds o	r Other Similar F		1-0684298		
Comple	ete if the organization answere	ed "Yes" on Form 9	90, Part IV, line 6.		lecounts.		
• T abal an and an	- h - m - h - f - m - m	(a) Donor adv	used funds		(b) Funds an	d other accounts	
	at end of year						
year)	ue of contributions to (during						
	ue of grants from (during year)						
	ue at end of year						
	ation inform all donors and donor rganization's property, subject to			donor advis	ed	🗆 Yes 🗌 N	
used only for ch	ation inform all grantees, donors, naritable purposes and not for the ermissible private benefit?				r purpose	□ Yes □ N	
	rvation Easements. Complet			on Form 9	90, Part IV	/, line 7.	
	onservation easements held by th	5					
_	on of land for public use (e g , rec of natural habitat	reation or education)	_		ified historic	oortant land area	
	on of open space			ion of a cert	inea historic	structure	
	2a through 2d if the organization	held a qualified conse	rvation contribution i	n the form	of a conserva	ation	
easement on th	e last day of the tax year				-	at the End of the Year	
	conservation easements	**		2			
-	estricted by conservation easemen ervation easements on a certified		uded in (a)	2	-		
d Number of cons	ervation easements included in (c in the National Register		. ,				
3 Number of cons tax year ►	ervation easements modified, tra	nsferred, released, ex	tinguished, or termin	ated by the	organızatıoı	n during the	
4 Number of state	es where property subject to cons	ervation easement is	located 🕨				
	ization have a written policy regar nt of the conservation easements		nitoring, inspection, h	andling of v	violations,	🗆 Yes 🗌 No	
6 Staff and volun ▶	teer hours devoted to monitoring,	inspecting, handling	of violations, and enf	orcing cons	ervation eas	ements during the year	
7 Amount of expe ► \$	enses incurred in monitoring, inspe	ecting, handling of vio	lations, and enforcing	g conservat	on easemen	ts during the year	
8 Does each cons and section 170	ervation easement reported on lir D(h)(4)(B)(ii)?	ne 2(d) above satisfy t	the requirements of s	ection 170(h)(4)(B)(ı)	🗌 Yes 🗌 No	
balance sheet,	scribe how the organization report and include, if applicable, the text n's accounting for conservation ea	of the footnote to the					
	izations Maintaining Collec ete if the organization answere				Similar A	ssets.	
art, historical tr	ion elected, as permitted under S reasures, or other similar assets h XIII, the text of the footnote to it	eld for public exhibitio	on, education, or rese	earch in furt			
historical treasu	ion elected, as permitted under Si ires, or other similar assets held f nts relating to these items						
(i) Revenue inclue	ded on Form 990, Part VIII, line 1				▶\$_		
(ii)Assets included	l ın Form 990, Part X				►\$_		
	ion received or held works of art, nts required to be reported under				al gain, prov	ide the	
a Revenue includ	ed on Form 990, Part VIII, line 1				►\$_		
b Assets included	ın Form 990, Part X				▶ \$		

For Paperwork Reduction	NAct Notice, see th	ne Instructions for Form 990.

Cat No 52283D Schedule D (Form 990) 2016

Schedule D (Form 990) 2016

e Other

Sche	edule D (Form 990) 2016							Page 2
Par	rt IIII Organizations Maintainin	g Collections o	of Art, Histori	cal Tre	easures,	or Other Simil	ar Assets (continued)
3	Using the organization's acquisition, ac items (check all that apply)	cession, and other	records, check a	any of th	ne following	g that are a sıgnıfı	cant use of it	s collection
а	Public exhibition		d	Π ι	oan or exc	change programs		
b	Scholarly research		e		Other			
С	Preservation for future generatio	ns						
4	Provide a description of the organizatio Part XIII	n's collections and	explain how the	y furthe	r the orga	nızatıon's exempt	purpose in	
5	During the year, did the organization so assets to be sold to raise funds rather t						□ Y e	es 🗆 No
Pa	rt IV Escrow and Custodial Arr Complete if the organization X, line 21.		" on Form 990	, Part I	V, line 9,	or reported an	amount on	Form 990, Part
1a	Is the organization an agent, trustee, c included on Form 990, Part X?	ustodian or other	intermediary for	contribu	itions or ot	her assets not	□ y e	es 🗌 No
b	If "Yes," explain the arrangement in Pa	art XIII and comple	te the following	table			Amount	
c	Beginning balance			cabie		1c		
d	5 5					1d		
е						1e		
f	Ending balance					1f		
2a	Did the organization include an amount	on Form 990 Pa	t X lune 21 for	escrow	or custodia	Laccount liability?	·	
	-							
b								· · · ⊔
Pa	art V Endowment Funds. Comp							4-35
1 -	Beginning of year balance	(a)Currer	it year (b)Pi	nor year	(c) I wo	years back (d)Th	ree years back	(e)Four years back
	Contributions							
	Net investment earnings, gains, and loss							
	- · - ·	,es						
	Grants or scholarships Other expenditures for facilities and programs							
f	Administrative expenses							
g	End of year balance							
2	Provide the estimated percentage of th	e current vear enc	balance (line 10	a. colum	n (a)) held	as		
а	Board designated or quasi-endowment	-	· · ·		())			
b	Permanent endowment 🕨							
c								
č	The percentages on lines 2a, 2b, and 2	c should equal 10(0%					
3a	•			: are hel	d and adm	inistered for the		Yes No
	(i) unrelated organizations				• •	•	3	a(i)
	(ii) related organizations							a(ii)
	If "Yes" on 3a(II), are the related organ				• • •		· · L	3b
4	Describe in Part XIII the intended uses		n's endowment f	unds				
Pa	rt VI Land, Buildings, and Equi Complete If the organization		on Form 990	Part IV	/ luno 11:	See Form 990) Part V lur	e 10
	Description of property (a) Cos	st or other basis nvestment)	(b)Cost or other			ccumulated deprecia		(d)Book value
1a	Land			358	,310		<u> </u>	358,310
	Buildings			2,558		73	1,641	1,826,605
	Leasehold improvements			_,	·	,,,,	·	_,,,-,-,-,-
	Equipment						<u> </u>	
u	-derburgere i i	1						

241,047

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)).

93,595

2,278,510

147,452

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	Form 990) 2016				Page 3
Part VII	Investments—Other Securities. Complete if the organ See Form 990, Part X, line 12.	ization ans	swered 'Yes' on	Form 990, Pai	t IV, line 11b.
	(a) Description of security or category	(b) Bool	k Coord	(c)Method of v	
(1)Financial	(including name of security)	value	Lost	t or end-of-year	market value
	eld equity interests				
(A)					
(B)					
(C)					
(D)					
(E)					
(F)					
(G)					
(H)					
Total. (Colum	n (b) must equal Form 990, Part X, col (B) line 12)	•			
Part VIII	Investments—Program Related. Complete if the orga	nızatıon ar		n Form 990, P	art IV, line 11c.
	See Form 990, Part X, line 13. (a) Description of investment (b)) Book value	e	(c) Method of v	valuation
(1)				or end-of-year	
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
	n (b) must equal Form 990, Part X, col (B) line 13)				
Part IX	Other Assets. Complete if the organization answered 'Yes' on (a) Description	Form 990, P	Part IV, line 11d S	See Form 990, P	art X, line 15 (b) Book value
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
	mn (b) must equal Form 990, Part X, col (B) line 15)				
	Other Liabilities. Complete if the organization answered	'Yes' on F	orm 990, Part I	V, line 11e or	11f.
1.	See Form 990, Part X, line 25. (a) Description of liability	(b)	Book value		
(1) Federal ı					
Tenant Secu	rity Deposits		1,312		
	insion Liability		659,415		
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Total. (Colum	n (b) must eaual Form 990, Part X, col (B) line 25)	.1	660.727		

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

Sche	dule D (Form 990) 2016		Page 4
Ра	rt XI Reconciliation of Revenue per Audited Financial Statements With Revenue Complete if the organization answered 'Yes' on Form 990, Part IV, lin		
1	Total revenue, gains, and other support per audited financial statements	1	3,162,473
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains (losses) on investments		
b	Donated services and use of facilities		
с	Recoveries of prior year grants		
d	Other (Describe in Part XIII)		
е	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	3,162,473
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIII)		
с	Add lines 4a and 4b	4c	-209
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	3,162,264
Par	t XII Reconciliation of Expenses per Audited Financial Statements With Exper Complete if the organization answered 'Yes' on Form 990, Part IV, lin		
1	Total expenses and losses per audited financial statements	1	2,891,124
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
а	Donated services and use of facilities		
b	Prior year adjustments		
с	Other losses		
d	Other (Describe in Part XIII)		
е	Add lines 2a through 2d	2e	209
3	Subtract line 2e from line 1	3	2,890,915
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIII)		
С	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	2,890,915

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
See Addıtıonal Data Table	

Schedule D (Form 990) 2015

Page **5**

Part XIII Supplemental Info	ormation (continued)
Return Reference	Explanation

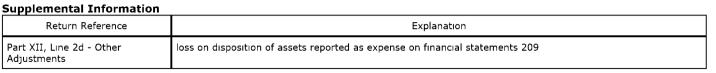
Schedule D (Form 990) 2016

Additional Data

Software ID: Software Version: EIN: 91-0684298 Name: Seattle Education Association

Supplemental Information

Return Reference	Explanation
Part XI, Line 4b - Other Adjustments	loss on disposition of assets reported as expense on financial statements -209



	edule J	orint - DO NOT PROCESS As	pensation Information		349309 MB No 1		
(Form 990)		For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees					
		Complete if the organization	ation answered "Yes" on Form 990, Part IV, Attach to Form 990.	ine 23.	20	┸	J
Сера	artment of the	► Information about Schedule J (F	Form 990) and its instructions is at <u>www.irs.</u>	<u>.gov/form990</u> .	Open t		
	sury mal Revenue				Inspe	ectio	n
Serv				Franka identifie	-		
	me of the organiz ttle Education Associ			Employer identific	ation nun	nder	
Da	rt I Questi	ons Regarding Compensatio	-	91-0684298			
Га	iti Questi	ons Regarding compensatio	n			Yes	No
1a			ovided any of the following to or for a person I to provide any relevant information regardii				
		or charter travel	Housing allowance or residence for	personal use			
	Travel for a	•	Payments for business use of perso				
	•	ification and gross-up payments	Health or social club dues or initiat				
	C Discretion	ary spending account	🖵 Personal services (e g , maid, chau	ffeur, chef)			
b			rganızatıon follow a wrıtten polıcy regardıng p escribed above? If "No," complete Part III t		1b		
2			reimbursing or allowing expenses incurred by				
	directors, trust	ees, officers, including the CEO/Exe	cutive Director, regarding the items checked	in line 1a?	2		
3	organization's	CEO/Executive Director Check all t	nization used to establish the compensation hat apply Do not check any boxes for metho sation of the CEO/Executive Director, but ex	ds			
	🖵 Compensa	tion committee	Written employment contract				
	• •	nt compensation consultant	Compensation survey or study				
	F Form 990	of other organizations	Approval by the board or compensation	ation committee			
4	During the year or a related org		Part VII, Section A, line 1a with respect to	the filing organizati	ion		
а	Receive a seve	rance payment or change-of-control	payment?		4a		No
b	Participate in, d	or receive payment from, a suppleme	ntal nonqualified retirement plan?		4b		No
с		or receive payment from, an equity-b			4c		No
	If "Yes" to any	of lines 4a-c, list the persons and pr	rovide the applicable amounts for each item i	n Part III			
5	For persons lis	, 501(c)(4), and 501(c)(29) organiza ted on Form 990, Part VII, Section A contingent on the revenues of	tions must complete lines 5-9. A, line 1a, did the organization pay or accrue	any			
а	The organizatio	201			5a		
b	Any related org	janization?			5b		
	If "Yes," on line	e 5a or 5b, describe in Part III					
6	•	ted on Form 990, Part VII, Section A contingent on the net earnings of	, line 1a, did the organization pay or accrue	any			
а	The organization	n?			6 a		
b	Any related org	anization?			6 b		
		e 6a or 6b, describe in Part III					
7	payments not c	lescribed in lines 5 and 6? If "Yes," o			7		
8			paid or accured pursuant to a contract that n Regulations section 53 4958-4(a)(3)? If "		8		
9	If "Yes" on line section 53 495		e rebuttable presumption procedure describ	ed in Regulations	9		

E

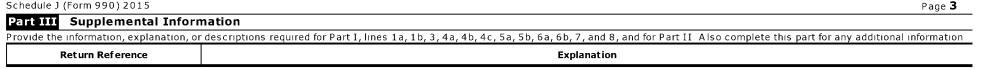
Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

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)(1)-(11) 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 and/or 1099-MIS	SC compensation	(C) Retirement and		(E) Total of columns	(F) Compensation in	
		Base (i) compensation	(II) Bonus & incentive compensation	(III) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	column(B) reported as deferred on prior Form 990	
1 John Donaghy Executive Director	(i)	162,173	0	0	59,900	13,643	235,716	0	
	(ii)	0	0	0	0	0	0	0	
2 Kathleen Bishop Uniserv Representative	(i)	110,480	0	0	41,970	25,165	177,615	0	
	(ii)	0	0	0	0	0	0	0	
3 Timothy Kopp Uniserv Representative	(i)	120,828	0	0	45,236	24,881	190,945	0	
	(ii)	0	0	0	0	0	0	0	
4 Andrea Robinson Uniserv Representative	(i)	140,812	0	0	51,304	16,011	208,127	0	
	(ii)	0	0	0	0	0	0	0	

Schedule J (Form 990) 2015





efile GRAPHIC print - DO NOT PROCESS As Filed Data - DL					
Supplement	al Informatio	n to Form 990 or 990 E7	OMB No 1545-0047		
(Form 990 or 990- EZ) Complete to prov Form 990 or		vide information for responses to specific questions on or 990-EZ or to provide any additional information. ▶ Attach to Form 990 or 990-EZ. t Schedule O (Form 990 or 990-EZ) and its instructions is at			
		Employer	identification number		
Seattle Education Association 91-0684298					
	Supplement Complete to pro Form 990 o	Supplemental Information Complete to provide information for Form 990 or 990-EZ or to provi Attach to Form Information about Schedule O (Form	Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or 990-EZ. Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. Employer		

Return Reference	Explanation
Form 990, Part VI, Section A, line 6	Members are school district employees

Return Reference	Explanation
Form 990, Part VI, Section A, line 7a	Members elect officers of the governing body

Return Reference	Explanation
Form 990, Part VI, Section A, line 8b	There are no committees with the authority to act on behalf of the governing body

Return Reference	Explanation
Form 990, Part VI, Section B, line 11b	A copy of the Form 990 is provided to the board of directors for review prior to filing

Return Reference	Explanation
Form 990, Part VI, Section B, line 12c	New contracts and payments are reviewed for possible conflicts of interest prior to signing

Return Reference	Explanation
Form 990, Part VI, Section B, line 15a	Compensation of the Executive Director is determined by Washington Education Association and then approved by the Board of Directors

Return Reference	Explanation
Form 990, Part VI, Section C, line 19	The governing documents and financial statements are available for review by members upon request at the Organization's office

Return Reference	Explanation
Form 990, Part XI, line 9	Accounting adjustment - unfunded pension liability change 233,029