Toto, I’ve a feeling we’re not in Kansas anymore. Dorothy, Wizard of Oz

Dear Colleagues:

With the Washington State Supreme Court’s November 15 McCleary order concluding that the State had met all 10 elements of basic education funding through EHB 2242, the funding and policy landscape has undergone a dramatic shift. Our challenge today is to use our heads, our hearts, and our courage to help shape a path to sensible legislative fixes. We need to improve the transition to this new public education finance structure so that it serves all children and school districts in a fair and equitable manner.

Recently, the Local Funding Work Group (LFWG) comprising six state education associations, including WASA, identified the following priority fixes to EHB 2242. The three priorities elevated by LFWG are generally consistent with WASA’s policy-fix positions.

Delay implementation of new levy and Local Effort Assistance policy. Maintaining current levy and LEA policy adopted in ESB 5023 (2017) would provide time and local levy resources without the swap to attend to additional compensation and the necessary improvements to the state’s obligation to fund actual district compensation costs. Changing the levy rate cap from “lesser” of $1.50 per $1,000, or $2,500 per student FTE, to whichever is “higher,” may exacerbate inequities. For example, using the minimum formula, Vancouver’s $1.50 levy rate generates $976 per student FTE. Vancouver’s local property tax rate increases by $1.54 from our current rate. Seattle’s $2,500 per student FTE results in a $.77 impact to the local levy rate. Seattle’s local tax rate declines by $.43. The difference in local revenue between Vancouver and Seattle using the minimum methodology is approximately $1,500 per student FTE.

Using the maximum methodology and 2016 assessed values, and assuming that local taxpayers will support the request at the ballot box, Vancouver’s $2,500 per student FTE generates a levy rate of $3.84. Vancouver’s local property tax rate increases by $8.80 from our existing rate. Seattle’s $1.50 levy rate generates approximately $4,875 per student FTE. The difference in local revenue between Vancouver and Seattle using the maximum methodology is approximately $2,375 per student FTE, growing the inequity by $875 per student FTE. Seattle’s local tax rate increases by $.30 from its existing rate.

Increase special education per pupil funding excess costs multiplier. According to OSPI, in 2015–16, the cumulative statewide reliance or encroachment on local levies for special education costs exceeded $275 million. The statewide three-year average, 2013–14 to 2015–16, year-over-year increase in expenditures was 9 percent in special education costs, far outstripping any maintenance revenue improvements to the multiplier. Using this actual trend data, we can forecast that the 2019–20 cumulative statewide reliance or encroachment on local levies is estimated to grow to more than $371 million. Superintendent Chris Reykdal’s proposed supplemental budget request includes $130 million more in special education funding in 2018 and $370 million more in 2019–21. This progress, although positive, is still insufficient to cover the forecasted encroachment on district local levies. Without additional support, Vancouver’s special education cost encroachment is forecasted to grow to more than $5 million in 2019–20.
Restore staff mix and a statewide salary schedule. As I reported in an earlier Hotline, districts with a staff mix above the state average are upside down as we transition to the new funding system. They are faced with cutting programs or services to extend regional competitive compensation or to engage in discriminatory hiring practices to lower their average cost per teacher. Those districts like Vancouver that are below the average staff mix are projected to receive slightly more funding as we transition to the new salary allocation model. The surplus, however, is short lived. By applying a typical teacher advancement pattern on the “old state base salary” schedule as adjusted with estimated CPI or IPD, we forecast that Vancouver will have a shortfall of nearly $1 million by 2022–23. A more aggressive advancement pattern yields an estimated $2 million shortfall by 2022–23.

In OSPI’s December 1, 2017, model salary grid report to the Legislature, Superintendent Reykdal wrote, “I strongly encourage the Legislature to delay, by at least one year, the shift from the staff mix model to the average CIS model. I would also be remiss if I did not share with you, the strong desire by our districts to restore staff mix permanently, and to more effectively address regional compensation differences that truly reflect regional differences ….” OSPI’s Salary Grid Workgroup had insufficient time or information to recommend a model salary grid. Of the two viable grids released, Option 5 results in an $8.2 million shortfall for Vancouver. Option 6 creates a $5 million surplus, but it reduces beginning teacher total compensation by $2,700 annually and takes 25 years for staff to top out. This approach does nothing to solve a statewide teacher shortage challenge. We can predict how teachers will feel about extending the schedule to 25 years. I do want to acknowledge the leadership of four WASA members who served on this workgroup representing district interests: Henry Strom, Grandview; Jim Kowalkowski, Davenport; Marci Larsen, Mukilteo; and Tim Yeomans, Puyallup.

Finally, clarify what is permitted or prohibited in supplemental compensation as an enrichment activity. I have heard from all corners of the state, including large and small districts and urban and rural colleagues, that we need greater specificity about enrichment activities permitted by local levies. In his October 25, 2017, preliminary guidance email to superintendents, Chris Reykdal wrote, “Let me be clear, additional compensation for TRI is still a permitted use, but critical new language in the bill explicitly establishes the legislative intent to “eliminate deemed done” contract language.” Absent a technical fix, this ambiguity has created a slippery slope for district leaders as they attempt to bargain in good faith and offer fair and competitive compensation.

Now, more than ever, as the 2018 Washington State Legislative Session begins, our 1.1 million students are counting on us. Let’s make this a Happy New Year!

Nominations Requested for 2018–19 WASA President-elect

Lois Davies, WASA Past President, is seeking nominees for WASA President-elect for 2018–19. Nominees must presently serve as an administrator on the westside of Washington. Nominations can be made by regions, components, individuals, or by self nomination.

The deadline to submit a nomination is Friday, January 19, 2018. The campaign will include information in several Hotlines, candidate brochures emailed to all WASA members, and candidate speeches given during the WASA Honorary Award Luncheon at the 2018 WASA/AWSP Summer Conference. Electronic ballots will be emailed on Wednesday, August 1, 2018. Please direct questions and forward nominations to Lois Davies, Superintendent, Pateros School District, at 509.923.2751 x4. Or by email at ldavies@pateros.org.

Dr. Howard M. Coble Scholarship for Under-Represented Educational Leaders

In honor of Dr. Howard M. Coble, former WASA Executive Director, a scholarship is being established to assist talented, under-represented educators to pursue graduate studies that prepare for central office leadership positions. The $5,000 scholarship will be awarded by the Washington School Administrators Foundation in partnership with WASA to an educator pursuing graduate studies in education leadership by the fall of 2018. More information about the scholarship will be provided later this winter.
Local Funding Work Group Releases Priorities

With the Supreme Court’s November ruling that EHB 2242 (McCleary Education Funding Plan) fully funds each of the components of basic education (including the funding of basic education salaries, albeit beyond the Court’s September 1, 2018, deadline), any major changes to the new legislation will face an uphill climb in the 2018 Session. There are several obstacles to any effort to “fix” the Education Funding Plan, including money, time, and will. There is a lack of additional available revenue to increase education funding, especially if the Legislature attempts to comply with the Court’s recent Order and cobbles together another $1.0 billion for salaries. The 2018 Session is the second year of the 65th Legislature, and therefore, is a short, 60-day session. Most Olympia observers are expecting Sine Die to arrive on time (March 8), given the longest-in-history, 193-day session last year and a November election upcoming, wherein all House seats and half the Senate seats will be up on the ballot. Finally, after so much energy was expended to adopt a McCleary Plan—followed by acceptance of the Court—there appears to be a lack of political will to further address education financing.

Even though legislative success will be difficult, it is incumbent upon school business officials, other school administrators, and the entire education community to stay engaged—and unified. The Local Funding Work Group (LFWG), started by WASBO and WASA in 2014, and later joined by WSSDA (school directors), WSPA (HR directors), AEA (school nutrition directors and school maintenance officials), and AWSP (principals), continue to meet in an effort to assist in defining a common message. The LFWG recently adopted its priorities for 2018, with a focus on the necessary “fixes” to EHB 2242. While numerous deficiencies were discussed, members agreed to tackle Leveies and Local Effort Assistance (LEA), Special Education, and Salary Allocations and State Schedule (similar to WASA’s adopted platform).

The adopted priorities urge the Legislature to:

- Delay the implementation of new levy and LEA policy until a more workable and equitable levy reduction plan is developed.
- Increase per-student special education funding, via the “excess cost multiplier.”
- Implement a simplified mandatory state salary schedule and allocation model that includes a staff mix factor.

Educators are encouraged to continue building relationships with local legislators and continue to engage in the conversation. Use the LFWG 2018 priorities and WASA’s 2018 Legislative Platform to guide your discussions. Together, we can be successful.

Deadline to Submit Application Materials for WASA’s Executive Director Position Approaching

Executive Director Bill Keim retires effective June 30, 2018, after five years of exemplary service to the Association. Recruitment for the next Executive Director has been underway since November. Dr. Dennis Ray, of Northwest Leadership Associates, is conducting the search on behalf of the WASA Board. Key responsibilities of this position include: leadership, government relations, interagency relations, communications, member relations and services, organization management, and contract services. To apply, applicants must submit application materials electronically by January 29, 2018, to Dr. Dennis Ray, Northwest Leadership Associates, at dennisray@superintendentssearch.com. For questions, Dr. Ray can be reached at 509.979.5561.

To view the complete WASA Executive Director Recruitment announcement, go to http://bit.ly/2zGeJYg.

Bill’s Blog

See Executive Director Bill Keim’s most recent post about funding McCleary. The post can be found at http://billsblog-wasa.weebly.com. Bill updates his blog regularly, so check back often for association news, information on education issues, and education success stories.
WASA Board Minutes in Brief—December 6, 2017

The Board approved the following:

• Consent Calendar (WASA October 2017 Financials; Conference Financials; October 9, 2017 Board Meeting Minutes; and November Membership Report)
• Legal Assistance Fund Access Procedures Revision
• Revision of WASA’s Standing Rules and Policies

Information items included:

• WASA 2017–18 Goals, Actions Steps, and Tasks Review for December
• McCleary Update
• Status Report on WASA’s 501 (c)(3) Foundation and the Dr. Howard Coble Scholarship
• Reminder of the 2018 WASA Leaders Workshop
• 2018–19 WASA President-elect Nominations Requested
• Update on Learning First Alliance Teacher Shortage Project
• WASA Executive Director Recruitment
• Reports by WASA Assistant Executive Directors
• Reports by WASA Liaisons

The next WASA Board of Directors meeting is January 28, 2018, in conjunction with the WASA/WSSDA/WASBO Legislative Conference at South Puget Sound Community College in Olympia.

WANT TO TELL YOUR STORY?

Public education has never been better. WASA is looking for stories on the great learning and teaching taking place in our Washington schools. To “Tell Your Story,” please send information, pictures, materials, etc., to Tricia McCosh at pmccosh@wasa-oly.org.
### Upcoming Conferences

<table>
<thead>
<tr>
<th>Conference Name</th>
<th>Dates</th>
<th>Location</th>
<th>Registration Details</th>
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<tbody>
<tr>
<td><strong>2018 WASA/WSSDA/WASBO LEGISLATIVE CONFERENCE</strong></td>
<td>January 28–29</td>
<td>South Puget Sound Community College &amp; Capitol Campus, Olympia</td>
<td>Register now at <a href="http://www.wasa-oly.org/Leg18">www.wasa-oly.org/Leg18</a>.</td>
</tr>
<tr>
<td><strong>2018 ERNN REGIONAL WORKSHOPS</strong></td>
<td>January 31, Feb 7, Feb 28</td>
<td>NEWESD 101, Red Lion, ESD 105, Spokane, SeaTac, Yakima</td>
<td>Register now at <a href="http://www.wasa-oly.org/ERNN18">www.wasa-oly.org/ERNN18</a>.</td>
</tr>
<tr>
<td><strong>2018 WASA WINTER CONFERENCE: LEGAL ISSUES</strong></td>
<td>February 27</td>
<td>Four Points by Sheraton, Seattle Airport South, Des Moines</td>
<td>Register now at <a href="http://www.wasa-oly.org/Winter18">www.wasa-oly.org/Winter18</a>.</td>
</tr>
<tr>
<td><strong>2018 WASA WOMEN IN LEADERSHIP CONFERENCE</strong></td>
<td>May 5</td>
<td>Campbell’s Resort, Chelan</td>
<td>Registration opens February 28.</td>
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<tr>
<td><strong>2018 WASA SUPERINTENDENT CONFERENCE</strong></td>
<td>May 6–8</td>
<td>Campbell’s Resort, Chelan</td>
<td>Registration opens February 28.</td>
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The WASA Spring Conference gathers school and district administrators from small districts throughout Washington State to assemble and engage in meaningful keynote addresses, best practice concurrent sessions, and ongoing participant dialogue around critical issues and common interests. Districts with 2,500 students or less have unique challenges for district operations, student program needs, fiscal limitations, and community expectations. Exhibitor registration is open at [www.wasa-oly.org/Spring18](http://www.wasa-oly.org/Spring18). Conference registration opens January 4.

### AASA Statement on the Tax Bill

AASA Executive Director Dan Domenech issued a statement on the newly passed tax bill: “This policy may be a win for the wealthy, but it is an absolute defeat to our nation’s public schools and the students they serve.” Read the entire statement at [http://bit.ly/2BQzxQw](http://bit.ly/2BQzxQw).
The 2018 WASA Winter Conference will offer a “lay of the land” presentation on legal matters of critical interest, focused on providing information and practical assistance to school administrators. The multiple topics to be addressed will assist district and building administrators as they seek legal input and/or exchange advice and strategies.

About our Speaker

CHRIS BURTON

Chris spent 14 years as a teacher and coach prior to becoming an attorney 16 years ago. As an attorney, he represented numerous school districts throughout Washington State. Chris has conducted over 200 investigations in Harassment, Intimidation and Bullying, Workplace Misconduct, Civil Rights, Athletics, and Boundary Invasions. His practical knowledge and engaging presentation style has been retained to provide staff and administrator trainings in Washington, Oregon, Idaho, Nevada, Louisiana, and Washington D.C. Chris currently serves as the Executive Director of Compliance and Legal Affairs for Issaquah School District.

Agenda

Topics to be addressed through the day include:

- Foundational Principles
- Free Speech
- Social Media
- Public Records Act
- Open Public Meetings
- FERPA
- Maintaining Professional Boundaries
- Investigation Training
- Immigration
- Transgender/Diversity
- Student Discipline

Register now at [www.wasa-oly.org/Winter18](http://www.wasa-oly.org/Winter18).

The annual WASA/WSSDA/WASBO Legislative Conference is an important partnership among school administrators, school board directors, and district business managers. It provides the opportunity to hear updates on our shared legislative priorities and the current education policy landscape.

Sunday’s program takes place in the Minnaert Center at South Puget Sound Community College. Tentative topics/presenters include:

- Education Funding Plan, EHB 2242 Implementation
- School Facilities
- Chris Reykdal (Invited)
- Governor Jay Inslee (Invited)
- Hot Topics Briefing

Sunday concludes with a conference reception following the Day on the Hill Regional Coordination Meetings. Attendees are welcome and encouraged to invite their legislators to attend the reception.

Monday’s Day on the Hill meetings with legislators take place on the Capitol Campus. Attendees will meet with their legislators to discuss shared priorities. WSSDA Legislative Committee members will schedule these critical meetings and the meeting schedule will be posted weekly at [www.wasa-oly.org/Leg18](http://www.wasa-oly.org/Leg18) beginning early January.

Register now and view full conference details at [www.wasa-oly.org/Leg18](http://www.wasa-oly.org/Leg18).
ERNN is coming to you! New this year, ERNN is offering a one-day workshop, repeated across the state, in lieu of the annual conference.

Bring your district’s bargaining team to review basic bargaining techniques and skills, the planning needed before you get to the table, and what to do when you get there. The afternoon will be devoted to examining what we know (or don’t know) about the impacts of EHB 2242 on local bargaining; including salary schedules, enrichments, and what each district needs to keep in mind as we watch what happens in the Legislature this session.

ERNN Regional Workshops around bargaining and EHB 2242 will be held as follows:

- January 31: ESD 101, Spokane
- February 7: Red Lion Hotel, SeaTac
- February 28: ESD 105, Yakima

Registration is open at www.wasa-oly.org/ERNN18.

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**Save Time & Money With e-Convene!**

WASA supports district efforts to go paperless in all their meetings—board, administrative, PTA, and public communications. Leveraging the power of e-Convene, districts can share important documents with the board, staff, and public.

As a seamless component of the Washington State EduPortal®, e-Convene becomes a cost-effective and convenient platform for document management. Using e-Convene for your document archival system provides secure storage, convenient searching, and easy retrieval. Advantages of going paperless include:

- No more meeting packet assembling and mailing.
- Ability to revise agenda and supporting documents in real time.
- Managing board policies.
- Keeping the board, staff, and public more informed.
- Saving staff time and the district money.
- Linking your public website to the e-Convene eliminates duplication and reduces webmaster time.

The e-Convene solution is less expensive than other common solutions and can be customized to fit your district needs. If you would like more information about this service or to schedule a webinar tour, contact Andy Wolf at 360.489.3646 or awolf@wasa-oly.org.

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**WITH SINCERE APPRECIATION TO**

**WASA’S 2016-17 CORPORATE PARTNERS AND EVENT SPONSORS**

WASA is grateful to the companies that support our professional learning conferences, workshops, and specific events. During the 2016-17 year, nearly $200,000 of corporate dollars were realized to support activities serving WASA membership. Cost containment for conference expenses is critical to our members’ ability to participate. Thanks to those companies that partnered with WASA during the past year for helping make our events a huge success.

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Upcoming Awards & Scholarships

**Doyle E. Winter Scholarship for Administrative Leadership in Education**

Designed to assist talented and committed educational administrators as they enhance those skills and abilities needed to serve as educational leaders in the field of K–12 public education.

**Application Process:** March 1–April 25, 2018

**PEMCO Robert J. Handy Most Effective Administrator Awards**

One highly effective superintendent, central office administrator, or building administrator will be selected from a small district (up to 500 students), medium-sized district (501–2,000 students), and large district (over 2,000 students).

**Application Process:** January 17–March 21, 2018

**WASA HONORARY AWARDS**

**State Awards**

The state awards include the Golden Gavel, Barbara Mertens Legacy, Service to WASA, and WASA Leadership.

**Application Process:** March 1–May 1, 2018

**Region Awards**

These awards are handled at the region level and include the Award of Merit, WASA Student Achievement Leadership, Twenty-Year, Retirement, and Community Leadership.

**Application Process:** March 1–May 2018 (deadlines vary by region)

**Superintendent of the Year**

The Superintendent of the Year program is designed to recognize the outstanding leadership of active, frontline superintendents.

**Application Process:** May 1–October 1, 2018

To review the criteria for the various awards, visit the WASA website at [http://bit.ly/2g3DV0W](http://bit.ly/2g3DV0W). More information will be included in future editions of Hotline.

Recruitment for WASA Board of Directors’ Positions

WASA is seeking nominations for the following Board of Directors’ leadership positions. Terms begin July 1, 2018.

1. Superintendents Component Chair-elect (3-year commitment)
2. Instructional Program Administrators Component Chair-elect (3-year commitment)
3. Business and Personnel Administrators Component Chair (2-year commitment)

If you are interested in filling one of these WASA Board positions or nominating someone, please contact Bill Keim at bkeim@wasa-oly.org.

PLEASE UPDATE YOUR WASA PROFILE

Just as districts around the state are asked for staff and student demographics, WASA often receives requests regarding our members’ gender, race, and ethnicity. This information is helpful when specific invitations are made for members to serve on committees, task forces, or workgroups. In addition, we are also asked for a mix of geographic area (east/west) and/or size of district (small to large) as needed. Please take a moment to update your membership profile to assist us in appropriately responding to the requests we receive. Go to WASA’s website at [www.wasa-oly.org](http://www.wasa-oly.org) to log in/My WASA Profile/Update. You may also upload a photograph onto your profile.
 MANY WASA REGIONS CONDUCT MONTHLY GATHERINGS AND/OR PROVIDE ACTIVITY REPORTS IN CONJUNCTION WITH ESD MEETINGS (NOT LISTED BELOW).

| REGION 101 | January 18, 9:30 a.m.–12 p.m. | January 15, 9:30 a.m.–12 p.m. |
| PRESIDENT—BRIAN TALBOTT | General Member Meeting, NEWESD 101, Spokane | General Member Meeting, NEWESD 101, Spokane |

| REGION 105 | January 18, 8–11:30 a.m. | February 15, 8–11:30 a.m. |
| PRESIDENT—SHANE BACKLUND | General Member Meeting, Topic: Social Emotional Learning (SEL), ESD 105, Yakima | General Member Meeting, Topic: PBIS K–12; Making it Work as a System, Selah, ESD 105, Yakima |

| REGION 108 | January 5, 12 p.m. |
| PRESIDENT—RON SPANJER | General Member Meeting, ESD 189, Anacortes |

| REGION 109 | February 15, 8–10 a.m. |
| PRESIDENT—JUSTIN BLASKO | General Member Meeting, Everett SD, Community Resource Center, Everett |

| REGION 110 | January 19, 12–1:30 p.m. |
| PRESIDENT—TAMMY CAMPBELL | General Member Meeting, Topic: Leading for the Improvement of Learning and Teaching, by New Leaders, PSESD, Renton |

| REGION 111 | January 26, 7:30–8:30 a.m. |
| PRESIDENT—AMY MCFARLAND | General Member Meeting, Fife District Office, Fife |

| REGION 112 | January 12, 10 a.m.–12 p.m. |
| PRESIDENT—ANDREW KELLY | General Member Meeting, ESD 112, Vancouver |

| REGION 113 | February 28, 8–9:30 a.m. |
| PRESIDENT—KIM FRY | General Member Meeting, ESD 113, Tumwater |

| REGION 114 | January 26, 9 a.m.–12 p.m. | February 23, 9 a.m.–12 p.m. |
| PRESIDENT—DANA ROSENBACK | General Member Meeting, ESD 114, Room 202, Bremerton | General Member Meeting, ESD 114, Room 202, Bremerton |

| REGION 115 | January 18, 9:30 a.m.–12 p.m. | February 8, 9:30 a.m.–12 p.m. |
| PRESIDENT—TOM VENABLE | General Member Meeting, NCESD, Cottonwood Retreat Center, Wenatchee | General Member Meeting, NCESD, Cottonwood Retreat Center, Wenatchee |

| REGION 171 | January 18, 9:30 a.m.–12 p.m. | January 15, 9:30 a.m.–12 p.m. |
| PRESIDENT—TOM VENABLE | General Member Meeting, NCESD, Cottonwood Retreat Center, Wenatchee | General Member Meeting, NCESD, Cottonwood Retreat Center, Wenatchee |

**Contact WASA**

**GENERAL INFORMATION**
360.943.5717 / 800.859.9272

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- Shari Parsons, Executive Assistant (sparsons@wasa-oly.org)
- Alyssa Pietz, Office Assistant/Receptionist (apietz@wasa-oly.org)

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- Sheila Chard, Administrative Assistant (schard@wasa-oly.org)

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- Lisa Gehman, Professional Learning/Membership Assistant (lgehman@wasa-oly.org)
- Tricia McCosh, Communications (pmccosh@wasa-oly.org)

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- Eve Johnson, Accountant (ejohnson@wasa-oly.org)

**ADMINISTRATIVE OPERATIONS**
360.489.3646
- Andy Wolf, Assistant Executive Director (awolf@wasa-oly.org)

**2017–18 WASA OFFICERS**
President: Steve Webb, Vancouver
President-elect: Randy Russell, Freeman
Past President: Lois Davies, Pateros
Secretary: Vicki Bates, Auburn
Treasurer: Corine Pennington, Puyallup