

# POLICIES of the Washington Association for Bilingual Education

February 10, 2023



## **WABE Vision Statement**

Strengthen mindsets and practices that validate, affirm, and build on students' cultural and linguistic identities.

Promote rigorous accessible instruction for multilingual learners that integrates content, language, and literacy through intentional collaboration. Amplify the voices and experiences of multilingual students, educators, and families.

Expand opportunities for heritage, tribal and dual language programs

## **WABE Mission Statement**

The mission of WABE is to promote inclusive and asset-based mindsets, systems, and practices that elevate multilingual learners.

## **Purpose of These Policies**

The purpose of this publication is to carry forward the records of the work done by the WABE Board of Directors and by other members of the Association so that it may result in lasting benefit and not be lost or duplicated by succeeding generations.

It is intended to be a dynamic document, changing with the needs of the Association. The Association Secretary is charged with maintaining the master file and with distributing updated policies to Board members.

# WABE Operational Policies

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## Section 1000 Administration

### 1010 Policy Development and Approval

In order for the business of the Association to have continuity over time, and for the Board of Directors to govern the Association, it is necessary to create policies.

1. Any member of the Association, the Board or any staff member may recommend a policy or policy revision for Board consideration. Policies should have a title and a concise statement of purpose. Written drafts should be given to the Board prior to the first Board meeting at which it is considered.
2. Approval of new or revised policy will be in two steps: review and final approval. Between the steps there will be a period for Board input.
3. Proposed policies or revisions should be referred to the relevant committees, groups or staff for input prior to consideration by the Board, and always before final approval.
4. After the new or revised policy has been reviewed by relevant committees and other interested parties, the Board will review the policy and comments and suggested revisions and take one or more of the following steps:
  - a. Reject
  - b. Revise
  - c. Table for further work or consideration (which may be specified)
  - d. Approve
5. In the case of 4 A-C above, a schedule will be developed for the final outcome of the proposed policy.
6. The Board Policies and Procedures Committee, composed of the Parliamentarian, one other executive board member, and two regional representatives, will review Policies and Procedures by June 30 of each year and prepare any necessary updates for the Late Summer/Fall meeting. Draft policy updates may be submitted by any Board member.
7. Policies will be adopted by a simple majority vote of the Board.

### 1020 Classes of Rules

WHEREAS, by their nature, rules of operation are distinguished by such attributes as the importance of their subject matter, the scope of their coverage, and the authority necessary to create or change them,

THEREFORE, be it resolved by the Board of Directors that the following categories will serve as guidelines for our operation:

#### **1. Bylaw:**

As defined in the Association bylaws. Bylaws can only be approved by a vote of the Association.

## **2. Policy:**

Policies address issues of importance that are wide in scope and/or of great interest to the Association at large. Policies are created by the Board. (Policy 1010)

## **3. Procedure:**

A procedure is established by a committee or a staff person and documents the process for some internal business below the level of policies. Procedures do not require approval by the Board, yet may benefit from Board input.

## 1100 Membership

WABE Membership is included in registration for the Annual Conference. Non-members may participate in all WABE events. Individuals may become members of WABE for a \$40 fee. Membership will expire the day before the Annual Conference regardless of when the fee was paid. Membership may be renewed either by attending the Annual Conference or paying \$40.

## 1120 Board Member Rights and Responsibilities

1. Members of the Board of Directors have the right to access WABE records, mailing lists, electronic and print archives for purposes of carrying out WABE business.
2. Members of the Board of Directors are encouraged to promote the Mission and Vision of WABE whenever possible through their professional contacts.
3. Board members are expected to attend and participate in support tasks at the Annual Conference. . In addition, they will attend at least one of the two institutes, the Board meetings, and the business meeting at the annual conference. All registration, travel and per diem costs will be paid by WABE.
4. If a Board member makes a presentation to promote WABE and WABE Mission at another organization's event, WABE will pay travel expenses. The Board member will petition the Board for approval. The Board member will seek to have the other organization provide free registration.
5. If a Board member elects to attend an approved conference as a representative of WABE, WABE will reimburse the general conference registration, travel and lodging expenses. The member also agrees to report back on key learnings, presenter ideas, and/or present at one of the upcoming WABE events.

## 1130 Conflict of Interest

1. A Member of the Board of Directors may not participate in a discussion or vote on a question concerning a decision in which they personally, their business operations, their business

- partners or their family might benefit financially.
2. Members of the Board of Directors may not use WABE resources such as mailing lists, website or newsletter for their personal or business gain.
  3. Members of the Board of Directors may contract with WABE for services delivered as long as the above conditions of this Policy are met.

## 1140 Regular Board of Director Meetings

Board of Director meetings are governed by Article 5.5 in the By-laws. The President will call a meeting in the summer, fall, and winter. Agendas may include, but not limited to:

### Summer meeting (July/Aug)

- Budget approval
- Assignment of annual conference duties
- Assignment of Fall Institute duties
- Assignment of liaisons to other organizations

### Fall Meeting (Sept/Oct)

- Tour Annual Conference facility
- Determine theme for subsequent year annual conference
- Determine venue for annual conference 2 years ahead
- Assignment of Winter Institute duties
- Review annual conference duties

### Winter meeting (Feb)

- Finalize annual conference details
- Review Bylaws and Policies

## 1141 Cyber Meetings

Cyber Meetings (email or virtual) are governed by Addendum A of the By-laws, adopted May 12, 2012. That text is copied here:

### Rules of Order for Email Meetings

As the following is limited, these guidelines should be supplemented by related material in the current edition of *Robert's Rules*, indicated by the references in the section headings below.

**Quorum [Robert's (S3, S39)].** For an e-mail message to be part of a meeting, it must be sent to *all* members (with the exception of returned ballots). Other messages may be sent for caucusing or other off-line discussion, but these are not officially part of the meeting.

For a vote to be valid in the context of an email meeting, a quorum of ballots must be returned. Unless otherwise provided for, this quorum is one half. This need for a vote quorum results from the

fact that it is harder to know who is following an e-mail meeting than who is attending a face-to-face meeting; hence, the concept of a quorum based on attendance is less applicable to email meetings. An equipment malfunction among the membership that significantly interferes with reading, writing, or delivering email requires the chair to recess or adjourn the meeting without a vote. Email meetings shall not be held when equipment malfunction is a significant hindrance. **Call to order [Robert's (S3)].** An email meeting is called to order with a message from the chair containing a "subject" (or equivalent) line stating "Call to order" and a body beginning with "The email meeting will come to order."

The call-to-order message should explain which meeting has been called to order, because unlike attendees at ordinary meetings, members may be participating in multiple simultaneous email meetings.

**Minutes [Robert's (S3)].** Minutes consist of the full transcript of the meeting, comprising all of the email messages that were part of it. Their accuracy can usually be assumed, so minutes need not be read or approved in email meetings.

**Floor [Robert's (S3)].** In face-to-face meetings, obtaining the floor prevents more than one person from speaking at the same time and gives various members a chance to be heard. Obtaining the floor is typically an arbitration process and is unnecessary in email meetings because messages can be sent simultaneously by different members. In an email meeting, the floor is trivially and implicitly obtained simply by sending an e-mail message to the membership, and rules of order for obtaining the floor are generally unnecessary.

**Voting [Robert's (S4)].** When issues are decided by a vote, all voters may have to be present in the same room at the same time, as when secret ballots must be counted in the presence of the membership. However, a vote by email shall be acceptable unless explicitly disallowed. To conduct an email vote, a ballot is sent to the voting membership stating exactly what is to be voted on and containing at the beginning a clearly designated place for the member to mark a vote. The subject line (or equivalent) should contain the term "ballot."

The simplest kind of vote is the *consensus vote*. The ballot specifies that only nay votes need be returned. No nay votes means the measure is approved, so no vote quorum applies. If a vote is to be counted, the ballot should clearly designate the choices. Here are two hypothetical examples:  
I vote \_\_\_\_\_ (fill in "yes," "no," or leave blank).

I vote for \_\_\_\_\_ (fill in "Jones," "Miller," "Wang," or leave blank).

In a *verbose public vote*, each voter e-mails a completed ballot to all members. In a *terse public vote*, completed ballots are returned to the sender. Voting may be conducted by the chair, the secretary, or the voting commissioner. The votes for each option are tabulated to produce a report that accompanies the announcement of the result. This report is sent after a deadline (by default, one full business day after ballot distribution). Ballots returned after the deadline but received before the report is sent are valid votes and must be included in the report.

Secret balloting may be conducted by the voting commissioner, who must be trusted to maintain the confidentiality of the ballots and to count them reliably. Alternatively, special software can be used for balloting, or a brief, appropriately scheduled face-to-face balloting session may be needed. **Voting commissioner [Robert's (S46)].** Voting in email meetings can be more complex than in face-to-face meetings, so it may be desirable to establish the office of voting commissioner. This person distributes ballots, receives and counts returned ballots, and announces results. The

voting commissioner's integrity must be trusted if the office is to be a help rather than a hindrance to the conduct of the meeting.

2. In lieu of ballots emailed to each Board member, votes not requiring confidentiality may be held electronically with tools such as Doodle or other.

## 1142 Board Minutes

1. Minutes for live and electronic meetings will be recorded by the Secretary.
2. The Minutes will be the official record of all decisions made by the Board of Directors.
3. The Secretary will store Minutes on Google docs for access to all Members of the Board of Directors.

## 1150 WABE Media

1. The President or his/her designee will report WABE news and announcements to the Membership through an electronic newsletter, *The World of WABE*. The newsletter will be sent to membership at least quarterly.
2. Articles and announcements submitted to the *World of WABE* are welcomed from members. They must support the mission of WABE, which is to promote inclusive and asset-based mindsets, systems, and practices that elevate multilingual learners.
3. This format is not intended for advertisement of commercial products or training. Maximum size is 500 words.
4. The President or his/her designee will maintain the **WABE website**. Updates will be kept current in all subpages. The President or designee will review and update the site at least bi-weekly.

## 1160 Promotions and Advertising

1. The President shall work in conjunction with the event planner and graphic designer to supervise promotions and advertising for WABE programs.

## 1170 Elections

1. The Parliamentarian and a Board Representative from Eastern WA and Western WA comprise



the Nominations and Elections Committee. The Regional Representatives chosen to serve must not be up for re-election that year.

- a. In the years that the Parliamentarian is up for election (odd years), the Secretary will chair the Nominations and Elections Committee for the Executive Committee election until the October Meeting, at which time the Parliamentarian will resume their duties.

**2. Executive Board Elections Process:**

The Nominations and Elections Committee will solicit nominations for the Executive Committee from the Board of Directors. Eligibility for the Executive Committee will be limited to current Board of Directors members who will have served a minimum of one complete term (2 years) by the beginning of the term for the office for which they are running. Nominations for the Executive Committee open positions are **given to** the Nominations and Elections Committee **by any board member** and presented to the WABE Board at the Fall Board meeting. The Board votes on the slate of officers at the Fall Board Meeting.

**3. Regional Representatives Nominations and Election Process:**

- a. At least two months before the conference, a call for nominations for the open Regional Representative positions will be sent to membership. People may nominate themselves or a colleague, as long as they are current members of WABE. Nominations must be submitted to the WABE website no later than two weeks prior to the conference.
- b. Ballots will be on an electronic platform. Voting members' are only allowed to vote for candidates representing their region. A short biography for each candidate will be available on the electronic ballot.
- c. WABE membership will be instructed at the business meeting and during the morning announcements to vote for candidates from their region only.
- d. Results will be announced at the closing conference ceremony by the Elections Committee.

## 1171 Change of Records

1. The incoming President will complete IRS form 8822-B Change of Address or Responsible Party on or soon after July 1 of their election year. <https://www.irs.gov/pub/irs-pdf/f8822b.pdf> a. This form needs to be completed even if WABE's post office box address remains the same.
2. The incoming President and Treasurer will sign new signature cards at any branch of Chase Bank.
3. The incoming Treasurer will notify PayPal of change of contact information.

## Section 2000 Finance

### 2010 Budget Development Process

The Executive Committee of the Board of Directors, the Accountant, and the Event Planner will develop a draft budget for the subsequent calendar year by July 31. They will present the draft budget to the Board of Directors at the summer meeting for approval.

## 2020 Tax Status

The tax status of the Washington Association for Bilingual Education is 501(c)(3). IRS definition:

To be tax-exempt under section 501(c)(3) of the Internal Revenue Code, an organization must be organized and operated exclusively for exempt purposes set forth in section 501(c)(3), and none of its earnings may inure to any private shareholder or individual. In addition, it may not be an *action organization, i.e.*, it may not attempt to influence legislation as a substantial part of its activities and it may not participate in any campaign activity for or against political candidates.

Organizations described in section 501(c)(3) are commonly referred to as *charitable organizations*. Organizations described in section 501(c)(3), other than testing for public safety organizations, are eligible to receive tax-deductible contributions in accordance with Code section 170.

The organization must not be organized or operated for the benefit of private interests, and no part of a section 501(c)(3) organization's net earnings may inure to the benefit of any private shareholder or individual. If the organization engages in an excess benefit transaction with a person having substantial influence over the organization, an excise tax may be imposed on the person and any organization managers agreeing to the transaction.

Section 501(c)(3) organizations are restricted in how much political and legislative (*lobbying*) activities they may conduct. For a detailed discussion, see Political and Lobbying Activities. For more information about lobbying activities by charities, see the article Lobbying Issues; for more information about political activities of charities, see the FY-2002 CPE topic Election Year Issues.

## 2030 Authorization for Expenditures

1. Expenditures of more than \$3000 that are not previously budgeted will be subject to a vote of the Board of Directors and will be co-signed by the President and the Treasurer.
2. Payments over \$10,000 must be approved by the President and Treasurer upon comparison with the associated contract.
3. The Treasurer and the Accountant/Bookkeeper will balance the checkbook with the bank records monthly.

## 2035 Access to Financial Records

The Treasurer, the President, and the Accountant will have passwords to all accounts and access to all financial records, electronic and paper versions.

## 2040 Insurance

The Board of Directors will maintain insurance policy covering Directors & Officers Liability and Employment Practices Liability. The coverage will be at a minimum \$1,000,000 for each category for each policy period. The President or designee will ensure that the policy is paid and updated as necessary.

## 2100 Travel

1. WABE may reimburse members of the Board of Directors, employees, guests and contractors for travel to and from WABE events.
2. Reimbursement will be aligned with the Washington State Office of Financial Management (OFM) per diem rates in effect at the time of travel. There is a 50 mile minimum for reimbursement for hotel expenses. The 50 mile limit may be waived at the President's discretion to allow Board members to attend multiple-day events.
3. Reimbursement will be provided for mileage, meals, lodging and other travel related expenses such as bridge tolls.
4. Receipts must be submitted for lodging and other travel related expenses. Receipts are not required for mileage and meals.
5. A WABE Travel Reimbursement form must be filled out and include full name, complete address, contain all components and a signature. (I.e., meals, lodging, and other travel related expenses, as well as conference registration if applicable.)
6. WABE Board Members traveling to other conferences must make their own travel arrangements and register themselves.
7. If a board member chooses to fly, they must arrange travel plans and pay. If a board member chooses to fly, the following guidelines apply:
  - a. Reimbursement will be made for the cost of flying in the main cabin/coach. Any upgrades or additional charges will be absorbed by the board member.
  - b. Flights must be made at least one month in advance.
  - c. Reimbursement will be made for whichever mode of transportation is the lowest cost (i.e. if traveling by motor vehicle is less expensive than flying, WABE will reimburse at that rate and the remaining cost will be absorbed by the board member.

8. WABE will not reimburse for car rental unless pre approved.
9. If a board member is unable to finance travel or registration, they may make alternative arrangements with the Treasurer.

## 2200 Payment for Services

1. Clients who register to attend WABE events will pay in advance by credit card. In the event a client cannot pay by credit card, WABE will accept other forms of payment before the event date. The preferred method, credit card, will be promoted clearly on registration materials.

## Section 3000 Personnel

### 3010 Equal Opportunity

WABE is dedicated to offering equal employment opportunity to without regard to sex, age, disability, race, color, ethnicity, national origin, religion, sexual orientation, marital status, veteran or conscientious objector status, or any other category protected by law and unrelated to the ability to fulfill the duties of the position.

### 3015 Anti-Harassment

Sexual harassment or harassment of any kind will not be tolerated by the Association, including harassment based on the above-named protected categories.

### 3020 Staff Categories and Job Descriptions

1. WABE will contract with qualified individuals to assist with carrying out its Mission and Vision as determined by action of the Board of Directors.
2. Executive Secretary
  - a. is a contractor position
  - b. will assist with planning of Association events, organization of documents, promotions and advertising in collaboration with members of the Board of Directors
  - c. Maintain WABE membership lists that includes relevant information related to;
    - i. Member status (active, past, student, volunteer),
    - ii. Contact information (email address, list serve, mailing labels),
    - iii. Participation in activities (annual conference, Regional workshops, clock hours, Special Interest Groups, committees, consultant, other)
    - iv. Board member (status, role, address, email, phone)
    - v. Conference vendors (contact information)
    - vi. Maintains the WABE website, [www.wabewa.org](http://www.wabewa.org)

3. Accountant
  - a. is a contractor position
  - b. Work under the supervision of the Treasurer as direct by the Board
  - c. Manage financial information in Quick Books including;
    - i. Sources and amount of income
    - ii. Types and amounts of expenditures in categories established by the Board and as required for tax filing.
    - iii. Balance the checking account monthly
    - iv. Prepare fiscal reports as requested by the Board and as stated in Policy 1110 and 2010.
    - v. Provide *Internal Control* by monitoring the bank account, third party registration/invoicing, and Treasurer's check deposits
    - vi. Complete and file all tax documents required by the IRS

## Section 4000 Programs

### 4010 Annual Conference

1. The President will be the primary manager of the Annual conference.
2. WABE will hold an annual conference to promote the latest research in instruction, program design and products for the improvement of education for bilingual students.
3. The Annual Conference will be held in the spring of each year.
4. The location of the Annual Conference will rotate between the central, western and eastern regions of the state when possible. Schedule:
  - a. 2013 Yakima
  - b. 2014 Tacoma
  - c. 2015 Kennewick
  - d. 2016 Bellevue
  - e. 2017 Yakima
  - f. 2018 Tacoma
  - g. 2019 Bellevue
  - h. 2020 Bellevue
  - i. 2021 Spokane
  - j. 2022 Bellevue
  - k. 2023 Bellevue
  - l. 2024 Spokane

m. 2025 Tacoma

5. Conference Fees. The purpose of conference fees is to pay expenses associated with the annual conference, and to allow WABE to carry out programs during the rest of the year. WABE also seeks to keep the fees affordable to school districts.

| <b>Fee</b>   | <b>Time</b>                           | <b>Amount</b>                    |
|--|---------------------------------------|----------------------------------|
| Onsite Registration  | Final week                            | \$500                            |
| Late Registration  | Date set each year                    | \$500                            |
| Regular Registration   | Date set each year                    | \$450                            |
| Early Bird Registration  | Date set each year                    | \$400                            |
| Saturday only  |                                       | \$350                            |
| Presenter  | N/A                                   | Free                             |
| Co-presenter   |                                       | Regular registration rules apply |
| Student w ID   | N/A code STUDENT19                    | 50%                              |
| Emeritus (retired) ? (retired teacher? Board member? - need clarification) | N/A                                   | 50%                              |
| Student Volunteer  | N/A                                   | Free on day(s) of volunteering   |
| Membership fee   | Expires the day before the Conference | \$40                             |
| School Visit   |                                       | \$125                            |
| Pre-conference   |                                       | \$200                            |
| Past-Presidents  | N/A                                   | Free                             |

6. Free Admission to Raffle Winner. The winner of the annual free attendance raffle for the subsequent year's conference will be entitled to conference fee, lodging, meals, transportation, and substitute. Optional admissions are not included. The Secretary will keep records of the winner and complete all registration, lodging, and other details as necessary. The award is

transferable by the winner only.

## 4011 Vendors

All booths at WABE are in the foyer space to maximize opportunities between attendees and vendors. Each booth space includes: one 6' skirted table, two chairs, one wastebasket, id sign, wireless internet access, 20 amps of power, two booth staff attendance, Friday night reception, opportunity to participate in the Exhibit prizes given away during the general sessions, and complimentary parking.

| Fee   | Time           | Amount   |
|---|----------------|--|
| <b>Early Bird Booth Registration</b>  | Set by planner | Regular booth Fee: \$550<br>Premium booth Fee: \$750 |
| <b>Regular Booth Registration</b>   | Set by planner | Regular booth Fee: \$650<br>Premium booth Fee: \$850 |
| <b>Late Booth Registration</b>  | Set by planner | Regular booth Fee: \$750<br>Premium booth Fee: \$950 |
| <b>Non-Profit Organizations</b>   | n/a            | 50% of Early Bird Regular Booth                      |
| <p><b>Additional Marketing Opportunities</b></p> <p><b>Sponsor an Attendee: \$250.</b> Sponsor a district participant's registration to the conference. The badge and materials will all include company information. The company will also be thanked during the general session and in the conference program for providing scholarship opportunities to district employees.</p> <p><b>Half-Page Ad in the Conference Program: \$250</b> – Graphics to be sent by 6 weeks before Conference date. Advertisement size 5.5"x 4.25".</p> |                |  |

## 4012 Volunteers

1. A volunteer is a college student. They will receive free registration for each day of service to WABE in managing conference tasks.
2. Tasks may include but are not limited to: attendance monitoring at sessions, assisting registration staff, carrying and setting up table items or display items on stage, posting information.
3. Volunteers will receive one night free lodging if they stay for one day, two nights lodging if they stay two days. Volunteers living over 30 miles from the conference venue will be offered lodging.

## 4020 Special Interest Groups

Any group of 20 WABE members may petition the WABE Board of Directors for authorization to form a SIG. SIGs connect WABE members based on professional areas of interest in bilingual education and enable WABE members to network, share information and resources, and exchange ideas about the professional issues that most concern them. Once approved, SIGs are given certain responsibilities and benefits.

### 1. Benefits:

- a. Widening the scope of expertise for discussion and publication on topics of interest
- b. May petition for added support for SIG activities and this support will be considered by the WABE Board
- c. May submit articles for the WABE newsletter and other WABE publications
- d. There shall be no additional fees beyond WABE membership fees (and conference fees at the Annual Conference) to participate in a SIG.
- e. Gratuitous meeting venue at WABE Annual Conference if approved two months in advance of Annual Conference

### 2. Responsibilities:

- a. SIGs will support the mission and vision of WABE.
- b. Each SIG will have an annually-elected governing body to include no less than a Chair, Assistant Chair, Secretary and Treasurer. SIG officers may be re-elected. The SIG may determine the date and manner of the election. It will be the Chair's responsibility to communicate with the designated Board liaison with updates and minutes. The Democratic Rules of Order shall be used as protocol for SIGs.
- c. Plan and implement a minimum of one session (either a half-day or full-day strand). A minimum of 20 participants will be required.
- d. Plan and implement a Business Meeting during WABE's annual conference.
- e. SIGs are encouraged to organize and implement activities periodically throughout the year to enhance communication and collaboration of SIG members.
- f. SIGs will submit agenda and minutes of each meeting to WABE in a timely manner.

### 3. Communication

- a. Each SIG will have a designated Board liaison for annual conferences and other inquiries.
- b. Official contact between WABE and all SIGs: President and Board liaison
- c. Website: SIGs have access to a web page on the WABE website and may post agendas, minutes, resources, etc. The WABE webmaster will spot check for content. The WABE logo will be visible on each web page.
- d. The term "WABE" will accompany the name of the SIG on all communication, electronic



and print, including websites.

- e. There will be a standing agenda item at all WABE Board meetings for the Board liaisons and/or SIG Chairs to report on the status of all SIGs.
- f. Any registration for SIG events will be run through the WABE website.

**4. Fiscal Relationship:**

- a. SIGs may submit a yearly budget request to the President in time for approval at the WABE budget meeting.
- b. SIGs will manage their budget in compliance with all WABE policies, procedures and bylaws.
- c. WABE will provide fiscal support and resources as approved by the Board of Directors of WABE.

### 4040 Institutes

The President-Elect will be the primary manager of Institutes. Institutes are one- or two-day professional learning events centered around the focus areas of Special Interest Groups and/or specific topics of interest to WABE members. Costs are kept low through offering minimal meal service and partnering with organizations who also promote the focus area of the Institute. Institutes may be held once or twice a year in geographical areas of the state not in proximity to the annual conference for that year.

| Institute Fee                 | Time              | Amount                           |
|-------------------------------|-------------------|----------------------------------|
| 2-day final week              |                   | \$350                            |
| 2-day Regular Registration    | On or after _____ | \$275                            |
| 2-day Early Bird Registration | Until or on _____ | \$200                            |
| 1-day final week              |                   | \$225                            |
| 1-day regular                 |                   | \$175                            |
| 1-day early                   |                   | \$125                            |
| Workshop Presenter            | N/A               | Free                             |
| Co-presenter                  |                   | Regular registration rules apply |
| Student w ID                  | N/A               | 50%                              |
| Emeritus (retired)            | N/A               | 50%                              |

|                   |     |                             |
|-------------------|-----|-----------------------------|
| Student Volunteer | N/A | Free on day of volunteering |
| Vendor            |     | \$400/600 by location       |