Form **990** Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047 **2008** Open to Public Inspection

A For the 2008 calendar year, or tax year beginning SEP 1, 2008 **and ending** AUG 31, 2009

B Check if applicable: [ ] Address change [ ] Name change [ ] Initial return [ ] Termination [ ] Amended return [ ] Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization: THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address): 1201 16TH STREET, NW — Room/suite: 416

City or town, state or country, and ZIP + 4: WASHINGTON, DC 20036

D Employer identification number: 23-7035089

E Telephone number: 202-822-7840

G Gross receipts $ 2,756,558.

F Name and address of principal officer: HARRIET SANFORD, PRESIDE 1201 16TH STREET, NW, WASHINGTON, DC 20036

H(a) Is this a group return for affiliates? [ ] Yes [X] No

H(b) Are all affiliates included? [ ] Yes [ ] No — If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status: [X] 501(c) (3) ◀ (insert no) [ ] 4947(a)(1) or [ ] 527

J Website: ▶ WWW.NEAFOUNDATION.ORG

K Type of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other ▶ L Year of formation: 1969 M State of legal domicile: DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities THE FOUNDATION OFFERS GRANTS AND PROGRAMS THAT SUPPORT EDUCATORS' EFFORTS TO CLOSE THE ACHIEVEMENT

2 Check this box ▶ [ ] if the organization discontinued its operations or disposed of more than 25% of its assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	23
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	22
5	Total number of employees (Part V, line 2a)	5	20
6	Total number of volunteers (estimate if necessary)	6	50
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	3,750.
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.

		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	2,861,564.	2,783,501.
9	Program service revenue (Part VIII, line 2g)		3,750.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	8,861.	-137,173.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,870,425.	2,650,078.
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	2,129,055.	2,600,297.
14	Benefits paid to or for members (Part IX, column (A), line 4)		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,483,645.	1,789,501.
16a	Professional fundraising fees (Part IX, column (A), line 11e)		
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 458,985.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,418,978.	1,486,168.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	5,031,678.	5,875,966.
19	Revenue less expenses. Subtract line 18 from line 12	-2,161,253.	-3,225,888.
Net Assets or Fund Balances		**Beginning of Year**	**End of Year**
20	Total assets (Part X, line 16)	47,247,079.	40,760,340.
21	Total liabilities (Part X, line 26)	716,501.	1,012,656.
22	Net assets or fund balances. Subtract line 21 from line 20	46,530,578.	39,747,684.

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Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here ▶ Harriet Sanford. — Signature of officer — Date 7/15/10

▶ HARRIET SANFORD, PRESIDENT & CEO — Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ [signature] — Date 6/3/10 — Check if self-employed ▶ [ ] — Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ THOMPSON, COBB, BAZILIO AND ASSOC. 1101 15TH ST., N.W., SUITE 400 WASHINGTON, DC 20005 — EIN ▶ — Phone no. ▶

May the IRS discuss this return with the preparer shown above? (see instructions) [ ] Yes [ ] No

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

SCANNED AUG 11 2010

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Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission.

THE NEA FOUNDATION, THROUGH THE UNIQUE STRENGTH OF ITS PARTNERSHIP WITH EDUCATORS, ADVANCES STUDENT ACHIEVEMENT BY INVESTING IN PUBLIC EDUCATION THAT WILL PREPARE EACH OF AMERICA'S CHILDREN TO LEARN AND THRIVE IN A RAPIDLY CHANGING WORLD.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes", describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes", describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

SEE SCHEDULE O FOR CONTINUATION(S)

4a (Code) (Expenses $ 1,641,000. including grants of $ 1,641,000.) (Revenue $)

CLOSING THE ACHIEVEMENT GAPS - THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STRATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM.

THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION,

4b (Code) (Expenses $ 653,047. including grants of $ 638,047.) (Revenue $)

GRANTS TO EDUCATORS - AT THE NEA FOUNDATION, WE SUPPORT NEW IDEAS AND PRACTICES TO STRENGTHEN TEACHING AND LEARNING. OUR GOAL IS TO FUND AND SHARE SUCCESSFUL STATEGIES TO EDUCATE AND PREPARE CHILDREN FOR BRIGHT AND REWARDING FUTURES. THESE GRANTS ARE DIVIDED INTO TWO CATEGORIES OF GRANTS, DESCRIBED BELOW:

1) STUDENT ACHIEVEMENT - $5,000 GRANTS FOR PREK-16 EDUCATORS TO PROMOTE CLASSROOM INNOVATION AND TO ENGAGE STUDENTS IN CRITICAL THINKING TO DEEPEN THEIR KNOWLEDGE OF STANDARD-BASED MATTER.

2) LEARNING & LEADERSHIP - $2,000 OR $5,000 GRANTS FOR ALL PREK-16 EDUCATORS TO PROMOTE PROFESSIONAL DEVELOPMENT TO IMPROVE THEIR TEACHING

4c (Code) (Expenses $ 410,275. including grants of $ 102,750.) (Revenue $)

AWARDS FOR TEACHING EXCELLENCE- THE FOUNDATION'S AWARDS FOR TEACHING EXCELLENCE PROGRAM RECOGNIZES, REWARDS AND PROMOTES EXCELLENCE IN TEACHING AND LEARNING. SELECTED FROM THE NEA STATE ASSOCIATIONS NOMINEES, THE FOUNDATION NAMES FIVE NATIONAL FINALISTS AND A WINNER IS CHOSEN FROM THE FIVE FINALISTS.

THE FOUNDATION PROVIDED GRANT FUNDS TO 38 DIFFERENT SCHOOLS AND 5 INDIVIDUAL EDUCATORS DURING THE YEAR.

4d Other program services (Describe in Schedule O)
(Expenses $ 1,966,920. including grants of $ 218,500.) (Revenue $)

4e **Total program service expenses** ▶ $ 4,671,242. *(Must equal Part IX, Line 25, column (B))*

Part 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	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
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		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		X
5	**Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any accounts where 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		X
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		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, 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		X
10	Did the organization hold assets in term, permanent, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	X	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? *If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	X	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12	X	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? *If "Yes," complete Schedule F, Part I*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		X
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If "Yes," complete Schedule G, Part I*	17		X
18	Did the organization report more than $15,000 total on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	X	
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		X
21	Did the organization report more than $5,000 on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	X	
22	Did the organization report more than $5,000 on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	X	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? *If "Yes," complete Schedule J*	23	X	
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? *If "Yes," answer questions 24b-24d and complete Schedule K. If "No", go to question 25*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	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?	24d		
25a	**Section 501(c)(3) and 501(c)(4) 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		X
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? *If "Yes," complete Schedule L, Part I*	25b		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		X

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Part IV Checklist of Required Schedules *(continued)*

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? *If "Yes," complete Schedule L, Part IV*	28a		X
b	Have a family member who had a direct or indirect business relationship with the organization? *If "Yes," complete Schedule L, Part IV*	28b		X
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
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		X
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		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34		X
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35		X
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		X
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		X

Part V Statements Regarding Other IRS Filings and Tax Compliance

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S Information Returns Enter -0- if not applicable	1a	31			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X	
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 this return	2a	20			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file* this return. (see instructions)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a	X	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b	X	
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		X
b	If "Yes," enter the name of the foreign country ▶					
	See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c		
6a	Did the organization solicit any contributions that were not tax deductible?			6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than $75?			7a	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		X
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		X
8	**Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	**Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter N/A					
a	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 N/A					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A	12b				

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Part VI Governance, Management, and Disclosure *(Sections A, B, and C request information about policies not required by the Internal Revenue Code.)*

Section A. Governing Body and Management

For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O See instructions

			Yes	No
1a	Enter the number of voting members of the governing body	1a 23		
b	Enter the number of voting members that are independent	1b 22		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6	Does the organization have members or stockholders?	6		X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		X
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
9a	Does the organization have local chapters, branches, or affiliates?	9a		X
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	X	
11	Is there any officer, director or 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*	11		X

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this is done*	12c	X	
13	Does the organization have a written whistleblower policy?	13	X	
14	Does the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
a	The organization's CEO, Executive Director, or top management official?	15a	X	
b	Other officers or key employees of the organization? Describe the process in Schedule O (see instructions)	15b	X	
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		X
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶SEE SCHEDULE O

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available Check all that apply

[X] Own website [X] Another's website [X] Upon request

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ▶

NANCY MOLL, DIRECTOR OF FINANCE - 202-822-7843

1201 16TH STREET, NW, WASHINGTON, DC 20036-3207

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

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- 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, and 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 the organization did not compensate any officer, director, trustee, or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
HARRIET SANFORD PRESIDENT & CEO	37.50	X		X		X		226,327.	0.	56,490.
PETER BELK DIRECTOR	1.00	X						0.	0.	0.
R. JOSEPH BOWER DIRECTOR	1.00	X						0.	0.	0.
MARK CHICHESTER DIRECTOR	1.00	X						0.	0.	0.
DEBORAH COWAN DIRECTOR	1.00	X						0.	0.	0.
THERESE CRANE DIRECTOR	1.00	X						0.	0.	0.
CLARA FLOYD DIRECTOR	1.00	X						0.	0.	0.
CHRISTOPHER GARDNER DIRECTOR	1.00	X						0.	0.	0.
LIONEL JOHNSON DIRECTOR	1.00	X						0.	0.	0.
NITA JONES DIRECTOR	1.00	X						0.	0.	0.
HERB LEVITT DIRECTOR	1.00	X						0.	0.	0.
LORI MCFARLING DIRECTOR	1.00	X						0.	0.	0.
JESSICA MENDOZA DIRECTOR	1.00	X						0.	0.	0.
KIRK MICHEL DIRECTOR	1.00	X						0.	0.	0.
LARRY NELSON DIRECTOR	1.00	X						0.	0.	0.
PETE ROMERO DIRECTOR	1.00	X						0.	0.	0.
DENNIS VAN ROEKEL DIRECTOR	1.00	X						0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
KEVIN WELNER DIRECTOR	1.00	X						0.	0.	0.
JESSIE WOOLLEY-WILSON DIRECTOR	1.00	X						0.	0.	0.
NANCY MOLL DIRECTOR OF FINANCE	37.50			X		X		127,200.	0.	37,990.
LAURI FITZ-PEGADO CHAIR	1.00			X				0.	0.	0.
ELIZABETH OLIVER-FARROW VICE CHAIR	1.00			X				0.	0.	0.
JOHN WILSON SECRETARY/TREASURER	1.00			X				0.	0.	0.
LOUIS LOWER II IMMEDIATE PAST CHAIR	1.00			X				0.	0.	0.
WILLIAM MILES DIRECTOR OF PROGRAMS	37.50					X		127,200.	0.	30,621.
1b Total ▶								480,727.	0.	125,101.

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ▶ 3

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization.

(A) Name and business address	(B) Description of services	(C) Compensation
FITZGERALD & COMPANY, P.O. BOX 7247-7826, PHILADELPHIA, PA 19170-7826	CREATIVE DEV. AND PRODUCTION OF PRINT-	167,950.
IHRIG PRODUCTIONS, LLC, 93 LEXINGTON AVE., SUITE 2, BROOKLYN, NY 11238	EVENT PRODUCTION MANAGMENT	136,395.

2 Total number of independent contractors (including those in 1) who received more than $100,000 in compensation from the organization ▶ 2

832008 12-18-08

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a 9,982.				
	b Membership dues	1b				
	c Fundraising events	1c 292,245.				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 2,481,274.				
	g Noncash contributions included in lines 1a-1f $					
	h **Total.** Add lines 1a-1f ▶		2783501.			
Program Service Revenue		Business Code				
	2 a ADVERTISING SALES RELA	541800	3,750.		3,750.	
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a-2f ▶		3,750.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		581,260.			581,260.
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties ▶					
		(i) Real / (ii) Personal				
	6 a Gross Rents					
	b Less: rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ▶					
	7 a Gross amount from sales of assets other than inventory	(i) Securities / (ii) Other				
	b Less: cost or other basis and sales expenses					
	c Gain or (loss)					
	d Net gain or (loss) ▶		-718,433.			-718433.
	8 a Gross income from fundraising events (not including $ 295,995. of contributions reported on line 1c) See Part IV, line 18	a 106480.				
	b Less direct expenses	b 106480.				
	c Net income or (loss) from fundraising events ▶					
	9 a Gross income from gaming activities See Part IV, line 19	a				
	b Less direct expenses	b				
	c Net income or (loss) from gaming activities ▶					
	10 a Gross sales of inventory, less returns and allowances	a				
	b Less cost of goods sold	b				
	c Net income or (loss) from sales of inventory ▶					
	Miscellaneous Revenue	Business Code				
	11 a					
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a-11d ▶					
	12 **Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e ▶		2650078.	0.	3,750.	-137173.

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) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	1,837,250.	1,837,250.		
2 Grants and other assistance to individuals in the U S See Part IV, line 22	763,047.	763,047.		
3 Grants and other assistance to governments, organizations, and individuals outside the U S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	480,724.	274,013.	97,154.	109,557.
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	821,380.	468,186.	163,267.	189,927.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	200,147.	114,084.	40,029.	46,034.
9 Other employee benefits	196,384.	110,106.	40,882.	45,396.
10 Payroll taxes	90,866.	51,794.	18,173.	20,899.
11 Fees for services (non-employees).				
a Management				
b Legal	16,355.		16,355.	
c Accounting	19,500.	11,115.	3,900.	4,485.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	218,285.		218,285.	
g Other	444,799.	412,001.	15,707.	17,091.
12 Advertising and promotion	22,694.	17,357.	5,337.	
13 Office expenses				
14 Information technology	115,900.	115,900.		
15 Royalties				
16 Occupancy	20,448.	20,000.	448.	
17 Travel	199,175.	146,155.	45,038.	7,982.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	4,210.	695.	375.	3,140.
20 Interest	932.		932.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	11,263.	6,420.	2,253.	2,590.
23 Insurance	6,323.	4,360.	913.	1,050.
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a PRODUCTION MANAGEMENT	184,525.	184,525.		
b EQUIPMENT RENTAL AND MA	52,810.	43,345.	3,314.	6,151.
c PRINTING	42,823.	36,087.	6,261.	475.
d BAD DEBT	40,000.	40,000.		
e GIVEAWAYS	20,834.	5,034.	15,800.	
f All other expenses	65,292.	9,768.	51,316.	4,208.
25 **Total functional expenses.** Add lines 1 through 24f	5,875,966.	4,671,242.	745,739.	458,985.
26 **Joint Costs.** Check here ▶ ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

					(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing			1.	1	
	2	Savings and temporary cash investments			939,356.	2	1,777,216.
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			279,337.	4	133,335.
	5	Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			79,705.	9	86,193.
	10a	Land, buildings, and equipment: cost basis	10a	119,599.			
	b	Less. accumulated depreciation Complete Part VI of Schedule D	10b	84,803.	25,996.	10c	34,796.
	11	Investments - publicly traded securities			45,922,684.	11	38,728,800.
	12	Investments - other securities See Part IV, line 11				12	
	13	Investments - program-related See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11				15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)			47,247,079.	16	40,760,340.
Liabilities	17	Accounts payable and accrued expenses			381,462.	17	309,972.
	18	Grants payable			332,895.	18	688,350.
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow account liability Complete Part IV of Schedule D				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable				24	
	25	Other liabilities Complete Part X of Schedule D			2,144.	25	14,334.
	26	**Total liabilities.** Add lines 17 through 25			716,501.	26	1,012,656.
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ [X] and complete lines 27 through 29, and lines 33 and 34.**					
	27	Unrestricted net assets			46,204,615.	27	39,423,673.
	28	Temporarily restricted net assets			325,963.	28	324,011.
	29	Permanently restricted net assets				29	
		Organizations that do not follow SFAS 117, check here ▶ [ ] and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building, or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			46,530,578.	33	39,747,684.
	34	Total liabilities and net assets/fund balances			47,247,079.	34	40,760,340.

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 [ ] Cash [X] Accrual [ ] Other			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	If "Yes" to lines 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	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		X
b	If "Yes," did the organization undergo the required audit or audits?	3b		

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number 23-7035089

Part I Reason for Public Charity Status (All organizations must complete this part) (see instructions)

The organization is not a private foundation because it is. (Please check only one organization)

1 [ ] A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 [ ] A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).** (Attach Schedule H.)

4 [ ] A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: ____________

5 [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6 [ ] A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 [X] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)

8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II)

9 [ ] An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete the Part III.)

10 [ ] An organization organized and operated exclusively to test for public safety See **section 509(a)(4).** (see instructions)

11 [ ] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a [ ] Type I **b** [ ] Type II **c** [ ] Type III - Functionally integrated **d** [ ] Type III - Other

e [ ] By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box [ ]

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g(i)**		
(ii) A family member of a person described in (i) above?	**11g(ii)**		
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the organizations the organization supports

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section **(see instructions)**)	(iv) Is the organization in col. (i) listed in your governing document? Yes	(iv) No	(v) Did you notify the organization in col. (i) of your support? Yes	(v) No	(vi) Is the organization in col. (i) organized in the U.S.? Yes	(vi) No	(vii) Amount of support
Total									

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	3,349,357.	3,295,227.	3,421,169.	2,861,564.	2,787,251.	15,714,568.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 - 3	3,349,357.	3,295,227.	3,421,169.	2,861,564.	2,787,251.	15,714,568.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						382,541.
6 **Public Support.** Subtract line 5 from line 4						15,332,027.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	3,349,357.	3,295,227.	3,421,169.	2,861,564.	2,787,251.	15,714,568.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	2,052,210.	2,547,488.	3,498,554.	931,402.	581,260.	9,610,914.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 **Total support.** Add lines 7 through 10						25,325,482.

12 Gross receipts from related activities, etc (see instructions) | 12 |

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ▶ ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f)) | 14 | 60.54 %

15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f | 15 | 53.77 %

16a **33 1/3% support test - 2008.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☒

b **33 1/3% support test - 2007.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

17a **10% -facts-and-circumstances test - 2008.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ ☐

b **10% -facts-and-circumstances test - 2007.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐

Part III | Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 - 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or $5,000						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 **Total support** (Add lines 9, 10c, 11, and 12)						

14 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ▶ ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2008** (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from **2007** Schedule A, Part IV-A, line 27h	18	%

19a **33 1/3% support tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

b **33 1/3% support tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

Schedule D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number 23-7035089

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7

1 Purpose(s) of conservation easements held by the organization (check all that apply)
- ☐ Preservation of land for public use (e g , recreation or pleasure)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of an historically important land area
- ☐ Preservation of certified historic structure

2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ ______

4 Number of states where property subject to conservation easement is located ▶ ______

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ ______

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ $ ______

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ ______

(ii) Assets included in Form 990, Part X ▶ $ ______

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $ ______

b Assets included in Form 990, Part X ▶ $ ______

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply).

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other ______

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	45,922,684.				
b Contributions					
c Investment earnings or losses	-3,711,124.				
d Grants or scholarships					
e Other expenditures for facilities and programs	3482760.				
f Administrative expenses					
g End of year balance	38,728,800.				

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶ 100.00 %

b Permanent endowment ▶ .00 %

c Term endowment ▶ .00 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by.

		Yes	No
(i) unrelated organizations	3a(i)		X
(ii) related organizations	3a(ii)		X
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		60,605.	34,849.	25,756.
e Other		58,994.	49,954.	9,040.
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				34,796.

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Part VII Investments - Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total (Col (b) should equal Form 990, Part X, col (B) line 12.) ▶		

Part VIII Investments - Program Related. See Form 990, Part X, line 13

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. (Col (b) should equal Form 990, Part X, col (B) line 13.) ▶		

Part IX Other Assets. See Form 990, Part X, line 15

(a) Description	(b) Book value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 15)* ▶	

Part X Other Liabilities. See Form 990, Part X, line 25

(a) Description of liability	(b) Amount
Federal income taxes	
CAPITAL LEASE OBLIGATIONS	14,334.
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	14,334.

In Part XIV, 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

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	2,650,078.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	5,875,966.
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-3,225,888.
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4-8	9	0.
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-3,225,888.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	-668,927.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	-3,557,005.		
b	Donated services and use of facilities	2b	238,000.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines 2a through 2d			2e	-3,319,005.
3	Subtract line 2e from line 1			3	2,650,078.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)			5	2,650,078.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	6,113,966.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	238,000.		
b	Prior year adjustments	2b			
c	Losses reported on Form 990, Part IX, line 25	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines 2a through 2d			2e	238,000.
3	Subtract line 2e from line 1			3	5,875,966.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)			5	5,875,966.

Part XIV Supplemental Information

Complete this part to 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, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b.

PART V, LINE 4: A PORTION OF THE FOUNDATION'S ENDOWMENT FUNDS ARE UTILIZED TO HELP FUND THE FOUNDATION'S ANNUAL OPERATING BUDGET FOR VARIOUS FOUNDATION PROGRAMS. THE FOUNDATION'S BOARD OF DIRECTOR'S ADOPTED AN APPROVED SPENDING RATE WHEN THEY ADOPTED THE STRATEGIC PLAN. THIS APPROVED SPENDING RATE AND THE AMOUNT OF FUNDS TO BE DRAWN FROM THE FOUNDATION'S ENDOWMENT ARE REVIEWED ANNUALLY DURING THE BOARD OF DIRECTORS REVIEW AND APPROVAL PROCESS FOR THE ANNUAL BUDGET.

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

▶ Attach to Form 990 or Form 990-EZ Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than $15,000 on Form 990-EZ, line 6a

OMB No 1545-0047

2008

Open To Public Inspection

Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number 23-7035089

Part I **Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☐ Mail solicitations
b ☐ Email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☒ No

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
Total ▶						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Part II **Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a List events with gross receipts greater than $5,000

		(a) Event #1 (event type)	(b) Event #2 (event type)	(c) Other Events NONE (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1 Gross receipts	402,475.			402,475.
	2 Less Charitable contributions	295,995.			295,995.
	3 Gross revenue (line 1 minus line 2)	106,480.			106,480.
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs	10,000.			10,000.
	7 Other direct expenses	96,480.			96,480.
	8 Direct expense summary Add lines 4 through 7 in column (d) ▶				(106,480.)
	9 Net income summary. Combine lines 3 and 8 in column (d) ▶				0.

Part III **Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				( )
	8 Net gaming income summary Combine lines 1 and 7 in column (d) ▶				

		Yes	No
9 Enter the state(s) in which the organization operates gaming activities ______			
a Is the organization licensed to operate gaming activities in each of these states?	9a		
b If "No," Explain.			
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?	10a		
b If "Yes," Explain			
11 Does the organization operate gaming activities with nonmembers?	11		
12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?	12		

			Yes	No
13 Indicate the percentage of gaming activity operated in				
a The organization's facility	13a	%		
b An outside facility	13b	%		
14 Provide the name and address of the person who prepares the organization's gaming/special events books and records				
Name ▶				
Address ▶				
15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?		15a		
b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ______ and the amount of gaming revenue retained by the third party ▶ $ ______				
c If "Yes," enter name and address.				
Name ▶				
Address ▶				
16 Gaming manager information				
Name ▶				
Gaming manager compensation ▶ $				
Description of services provided ▶				
☐ Director/officer ☐ Employee ☐ Independent contractor				
17 Mandatory distributions				
a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?		17a		
b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $				

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments, and Individuals in the U.S.

▶ Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.
▶ Attach to Form 990.

OMB No 1545-0047
2008
Open to Public Inspection

Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number 23-7035089

Part I **General Information on Grants and Assistance**

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? [X] Yes [ ] No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II **Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Check this box if no one recipient received more than $5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed ▶ [ ]

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MILWAUKEE TEACHER'S EDUCATION ASSOCIATION - 5130 WEST VLIET STREET - MILWAUKEE, WI 53208		501(C)(5)	591,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
PUBLIC EDUCATION FOUNDATION 100 EAST TENTH STREET, SUITE 500 CHATTANOOGA, TN 37402		501(C)(3)	500,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
SEATTLE PUBLIC SCHOOLS MS 33-182, P.O. BOX 34165 SEATTLE, WA 98124-1165		SEATTLE PUBLIC SCHOO	250,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
OHIO UNIVERSITY BUILDING 22, THE RIDGES ATHENS, OH 45701		OHIO UNIVERSITY	50,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
THE NORTH CAROLINA FOUNDATION FOR PUBLIC SCHOOL CHILDREN - NCAE CENTER, 700 S SALIBURY ST - RALEIGH, NC 27611		501(C)(3)	50,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
SPRINGFIELD EDUCATION ASSOCIATION 1000 WILBRAHAM ROAD SPRINGFIELD , MA 01109		501(C)(5)	50,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO

2 Enter total number of section 501(c)(3) and government organizations ▶ 10.

3 Enter total number of other organizations ▶ 3.

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
GRANTS TO EDUCATORS	137	638,047.	0.		
AWARDS FOR TEACHING EXCELLENCE	5	75,000.	0.		
BOOKS ACROSS AMERICA	50	50,000.	0.		

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information

THE FOUNDATION USUALLY ISSUES GRANTS FOR NO MORE THAN A 12 MONTH PERIOD. FOUNDATION PROGRAM STAFF PERFORMS SITE VISITS AT LEAST ONCE DURING THE FISCAL YEAR FOR GRANTS TOTALING MORE THAN $50,000. SITE VISITS CAN ALSO BE MADE ON A SELECTIVE BASIS FOR GRANTS OF $50,000 OR LESS. THE GRANTEE IS REQUIRED TO REPORT TO THE FOUNDATION ON THE PROGRESS OF THE GRANT FUNDED PROJECT AT LEAST ONCE PER YEAR AND THE RECEIPT OF ADDITIONAL FUNDS IN CONTINGENT UPON THE RECEIPT, REVIEW AND APPROVAL OF BOTH PROGRAMMATIC AND FINANCIAL REPORTS. ADDITIONALLY, DURING THE CURRENT FISCAL YEAR THE FOUNDATION INSTITUTED A POLICY OF

Part IV **Supplemental Information**

RETAINING AT LEAST 10% OF THE GRANT FUNDS FOR DISBURSEMENT AFTER THE FINAL PROGRAMMATIC AND FINANCIAL REPORTS HAVE BEEN REVIEWED ON ALL GRANTS OF $5,000 OR MORE.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT:

MILWAUKEE TEACHER'S EDUCATION ASSOCIATION

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: PUBLIC EDUCATION FOUNDATION

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED

Part IV Supplemental Information

STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: SEATTLE PUBLIC SCHOOLS

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: OHIO UNIVERSITY

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE

Part IV Supplemental Information

NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT:
THE NORTH CAROLINA FOUNDATION FOR PUBLIC SCHOOL CHILDREN
(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND

Part IV Supplemental Information

THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: SPRINGFIELD EDUCATION ASSOCIATION

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: COLUMBUS EDUCATION ASSOCIATION

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR

Part IV Supplemental Information

SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: OMAHA SCHOOLS FOUNDATION

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: PREP-KC

(H) PURPOSE OF GRANT OR ASSISTANCE: CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO ACCELERATE THE ACHIEVEMENT RATE FOR UNDER-ACHIEVING LOW INCOME AND MINORITY STUDENT GROUPS, THEREBY CLOSING THE GAP BETWEEN THESE STUDENTS AND THEIR HIGHER

Part IV | Supplemental Information

ACHIEVING, MORE AFFLUENT PEERS. THE FOUNDATION'S RESEARCHED-BASED STATEGY SHOWS THAT DEVELOPING AND STRENGTHENING PARTNERSHIPS AMONG LOCAL EDUCATION ASSOCIATIONS, SCHOOL DISTRICTS, AND COMMUNITY ORGANIZATIONS, IS A POWERFUL FORCE FOR IMPROVING STUDENT PERFORMANCE AND A VEHICLE FOR SYSTEMIC REFORM. THE NEA FOUNDATION'S WORK IN CLOSING ACHIEVEMENT GAPS HIGHLIGHTS THE IMPORTANCE OF ENGAGING NOT ONLY THE TEACHERS WHO PROVIDE INSTRUCTION, BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES.

NAME OF ORGANIZATION OR GOVERNMENT: HEIFER INTERNATIONAL

(H) PURPOSE OF GRANT OR ASSISTANCE: OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE FOUNDATION'S CORE MISSION AND GOALS.

NAME OF ORGANIZATION OR GOVERNMENT:

THE COALITION OF SCHOOLS EDUCATING BOYS OF COLOR

(H) PURPOSE OF GRANT OR ASSISTANCE: OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE FOUNDATION'S CORE MISSION AND GOALS.

NAME OF ORGANIZATION OR GOVERNMENT: FESTIVALS DC

(H) PURPOSE OF GRANT OR ASSISTANCE: OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE FOUNDATION'S CORE MISSION AND GOALS.

NAME OF ORGANIZATION OR GOVERNMENT: PEARSON FOUNDATION

Part IV Supplemental Information

(H) PURPOSE OF GRANT OR ASSISTANCE: DIGITAL ARTS ALLIANCE - THE FOUNDATION SUPPORTS DIGITAL ARTS FOR ITS ACHIEVEMENT GAP SITES. THE DIGITAL ARTS INITIATIVE ENHANCES THE WAY THAT TEACHERS AND YOUNG PEOPLE IN THESE KEY DISTRICTS EXPERIENCE AND ACQUIRE 21ST CENTURY SKILLS.

SCHEDULE I-1
(Form 990)
Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule I (Form 990)
▲ **Attach to Form 990 to list additional information for Part II and Part III, Schedule I (Form 990).**

OMB No 1545-0047
2008
Open to Public Inspection

Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number 23-7035089

Part I **Continuation of Grants and Other Assistance to Governments and Organizations in the U.S.** (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC Code section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
COLUMBUS EDUCATION ASSOCIATION 929 E. BROAD STREET COLUMBUS, OH 43205		501(C)(5)	50,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
OMAHA SCHOOLS FOUNDATION 3215 CUMING STREET OMAHA, NE 68131		501(C)(3)	50,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
PREP-KC 700 WEST 47TH STREET KANSAS CITY, MO 64112		501(C)(3)	50,000.	0.			CLOSING THE ACHIEVEMENT GAPS- THE NEA FOUNDATION CREATED THE ACHIEVEMENT GAPS INITIATIVE TO
HEIFER INTERNATIONAL 1 WORLD AVENUE LITTLE ROCK, AR 72202		501(C)(3)	50,000.	0.			OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE
THE COALITION OF SCHOOLS EDUCATING BOYS OF COLOR - 14 PRISCILLA WAY - LYNN, MA 01904		501(C)(3)	10,000.	0.			OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE
FESTIVALS DC 2604 MOZART PLACE, NW WASHINGTON, DC 20009		501(C)(3)	5,000.	0.			OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE
PEARSON FOUNDATION 247 MILLER AVENUE MILL VALLEY, CA 94941		501(C)(3)	100,000.	0.			DIGITAL ARTS ALLIANCE - THE FOUNDATION SUPPORTS DIGITAL ARTS FOR ITS ACHIEVEMENT GAP SITES.

2 Enter total number of Section 501(c)(3) and government organizations ▶

3 Enter total number of other organizations ▶

SCHEDULE J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

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2008

Open to Public Inspection

Name of the organization: THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number: 23-7035089

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2		
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply. ☒ Compensation committee ☐ Written employment contract ☒ Independent compensation consultant ☐ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a			
a	Receive a severance payment or change of control payment?	4a		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	4c		X
	Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.			
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	5a		X
b	Any related organization? If "Yes," to line 5a or 5b, describe in Part III	5b		X
6	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of.			
a	The organization?	6a		X
b	Any related organization? If "Yes" to line 6a or 6b, describe in Part III	6b		X
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	8		X

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Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space is needed

For each individual whose compensation must be reported in 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)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
HARRIET SANFORD	(i)	202,231.	12,096.	12,000.	40,700.	15,790.	282,817.	146,482.
	(ii)	0.	0.	0.	0.	0.	0.	0.
NANCY MOLL	(i)	99,500.	7,200.	20,500.	22,200.	15,790.	165,190.	84,804.
	(ii)	0.	0.	0.	0.	0.	0.	0.
WILLIAM MILES	(i)	120,000.	7,200.	0.	22,200.	8,421.	157,821.	84,804.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

SCHEDULE O (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

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2008

Open to Public Inspection

Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number 23-7035089

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

GAPS, INCREASE CLASSROOM INNOVATIONS, SALUTE EXCELLENCE IN EDUCATION AND PROVIDE PROFESSIONAL DEVELOPMENT.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS

BUT THE PRINCIPALS WHO LEAD BUILDINGS, THE SUPERINTENDENT WHO RUNS THE DISTRICT, THE FAMILIES WHO SEND THEIR CHILDREN TO SCHOOL AND THE TEACHER ASSOCIATION LEADERS WHO NEGOTIATE THE WORKING CONTRACT FOR PUBLIC SCHOOL EMPLOYEES. TOGETHER, THESE GROUPS ARE SHAPING LEARNING ENVIRONMENTS AND OPPORTUNITIES FOR ALL STUDENTS TO ACHIEVE AT HIGHER LEVELS.

THE FOUNDATION PROVIDED GRANT FUNDS TO 10 DIFFERENT SCHOOL DISTRICTS DURING THIS YEAR.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS

SKILLS AND TO SHARE WITH COLLEAGUES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

NEW PROGRAM DEVELOPMENT - THE FOUNDATION'S INITIAL DEVELOPMENTAL SUPPORT OF INNOVATIVE PROJECTS AND PROGRAMS THAT ENHANCE THE FOUNDATION'S CORE MISSION AND GOALS.

EXPENSES $ 48846. INCLUDING GRANTS OF $ 8500. REVENUE $ 0.

BOOKS ACROSS AMERICA - THE NEA FOUNDATION SUPPORTS PUBLIC SCHOOL LIBRARIES SERVING ECONOMICALLY DISADVANTAGED YOUTH THROUGH PERIODIC

SCHEDULE O
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GRANTS. THE CASH GRANTS MAY BE USED ONLY TO PURCHASE BOOKS AND OTHER READING MATERIALS FOR PUBLIC SCHOOL LIBRARIES. APPLICATIONS ARE OPEN TO ALL PUBLIC SCHOOL EDUCATORS WHO MEET THE ELIGIBILITY REQUIREMENTS BELOW:

1. THE APPLICANT MUST BE A PRACTICING PREK-12 SCHOOL LIBRARY MEDIA SPECIALIST, TEACHER OR EDUCATION SUPPORT PROFESSIONAL IN A U.S. PUBLIC SCHOOL.

2. AT LEAST 70% OF THE STUDENTS IN THE APPLICANT'S SCHOOL MUST BE ELIGIBLE FOR THE FREE OR REDUCED-PRICE LUNCH PROGRAM.

3. THE APPLICANT MUST AGREE TO SERVE AS THE CONTACT PERSON FOR THE AWARD AND ALL RELATED PUBLIC RELATIONS ACTIVITIES.

THE FOUNDATION PROVIDED GRANT FUNDS TO 50 DIFFERENT EDUCATORS DURING THIS YEAR.

EXPENSES $ 50000. INCLUDING GRANTS OF $ 50000. REVENUE $ 0.

PROGRAM ADMINISTRATION - THE FOUNDATION'S DIRECT EXPENSES IN SUPPORT OF THE PROGRAMS AND PROJECTS DETAILED ABOVE.

EXPENSES $ 864609. INCLUDING GRANTS OF $ 0. REVENUE $ 0.

DIGITAL ARTS ALLIANCE - THE FOUNDATION SUPPORTS DIGITAL ARTS FOR ITS ACHIEVEMENT GAP SITES. THE DIGITAL ARTS INITIATIVE ENHANCES THE WAY THAT TEACHERS AND YOUNG PEOPLE IN THESE KEY DISTRICTS EXPERIENCE AND

SCHEDULE O (Form 990)

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Name of the organization: THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

Employer identification number: 23-7035089

ACQUIRE 21ST CENTURY SKILLS.

EXPENSES $ 100000. INCLUDING GRANTS OF $ 100000. REVENUE $ 0.

OTHER GRANTS AND AWARDS - THE FOUNDATION SUPPORT OF ONE TIME PROJECTS AND PROGRAMS THAT ENHANCE THE FOUNDATION'S CORE MISSION AND GOALS.

EXPENSES $ 63765. INCLUDING GRANTS OF $ 60000. REVENUE $ 0.

STRATEGIC PLAN - IMPLEMENTATION OF THE FOUNDATION'S STRATEGIC PLAN INITIATIVES, EXCLUDING GRANT FUNDING WHICH IS INCLUDED WITH THE APPROPRIATE PROGRAM.

EXPENSES $ 512879. INCLUDING GRANTS OF $ 0. REVENUE $ 0.

COMMUNICATIONS - THE FOUNDATION'S DIRECT EXPENSES TO INCREASE THE AWARENESS OF THE FOUNDATION'S PROGRAMS AND PROJECTS.

EXPENSES $ 460166. INCLUDING GRANTS OF $ 0. REVENUE $ 0.

DONATED OFFICE SPACE

EXPENSES $ -133345. INCLUDING GRANTS OF $ 0. REVENUE $ 0.

FORM 990, PART VI, SECTION A, LINE 10: THE FORM 990 IS PREPARED BY THE FOUNDATION'S ACCOUNTING FIRM BASED ON INFORMATION PROVIDED BY THE FOUNDATION. THE FOUNDATION'S REVIEW PROCESS FOR THE DRAFT FORM 990 FOLLOWS:

- THE FOUNDATION'S DIRECTOR OF FINANCE REVIEWS A DRAFT OF THE FORM 990 FOR COMPLETENESS AND ACCURACY. THE DRAFT FORM 990 IS REVISED AS NECESSARY AFTER THE DIRECTOR OF FINANCE'S REVIEW.

SCHEDULE O (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

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Name of the organization THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION

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- THE REVISED DRAFT FORM 990 IS THEN SUBMITTED TO THE PRESIDENT & CEO FOR HER REVIEW. THE DRAFT FORM 990 IS REVISED AS NECESSARY AFTER THE PRESIDENT & CEO'S REVIEW.

- THE COMPLETED FORM 990 IS THEN DISTRIBUTED TO THE ENTIRE BOARD OF DIRECTOR'S FOR THEIR REVEIW.

- ANY COMMENTS FROM THE BOARD OF DIRECTOR'S ARE CONSIDERED AND THE FORM 990 WILL BE MODIFIED AS NECESSARY.

- THE PRESIDENT & CEO THEN SIGNS THE COMPLETED RETURN WHICH IS FILED WITH THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C: FOUNDATION BOARD OF DIRECTORS MEMBERS AND FOUNDATION STAFF COMPLETE AND SIGN CONFLICT OF INTEREST FORMS ANNUALLY NEAR THE BEGINNING OF THE FISCAL YEAR. THE PRESIDENT AND CEO REVIEWS THE STAFF MEMBERS COMPLETED FORMS FOR POTENTIAL CONFLICTS AND SIGNS OFF ON EACH FORM. THE CHAIR OF THE BOARD OF DIRECTORS REVIEWS THE BOARD MEMBERS COMPLETED FORMS FOR POTENTIAL CONFLICTS AND SIGNS OFF ON EACH FORM. IF THERE IS A CONFLICT OF INTEREST THE STAFF OR BOARD MEMBER DO NOT PARTICIPATE IN ANY DECISIONS RELATED TO THE CONFLICT THROUGHOUT THE YEAR. NEW BOARD AND STAFF MEMBERS WHO JOIN THE FOUNDATION DURING THE YEAR COMPLETE THE CONFLICT OF INTEREST FORMS WHEN THEY JOIN THE FOUNDATION. THESE FORMS ARE REVIEWED AND SIGNED OFF ON BY APPROPRIATE INDIVIDUALS THROUGHOUT THE YEAR.

SCHEDULE O (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

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Name of the organization	Employer identification number
THE NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION	23-7035089

FORM 990, PART VI, SECTION B, LINE 15: THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS IS RESPONSIBLE FOR THE ANNUAL REVIEW AND COMPENSATION ADJUSTMENTS OF THE FOUNDATION'S PRESIDENT AND CEO. THE COMMITTEE UTILIZES THE FOLLOWING STEPS IN THE ANNUAL REVIEW PROCESS:

- THE COMMITTEE, IN CONSULTATION WITH THE PRESIDENT & CEO, SETS ANNUAL GOALS AT THE BEGINNING OF THE YEAR AND REVIEWS THE PROGRESS TOWARDS ACHIEVING THESE GOALS THROUGHOUT THE YEAR AND AT YEAR END.
- THE COMMITTEE ALSO DISTRIBUTES ANNUAL PERFORMANCE QUESTIONNAIRES TO ALL BOARD MEMBERS TO DETERMINE THEIR LEVEL OF SATISFACTION WITH THE PRESIDENT & CEO'S PERFORMANCE DURING THE YEAR.
- THE FOUNDATION HAS ALSO HAD AN EXECUTIVE COMPENSATION STUDY PERFORMED IN EARLY 2009 FOR THE PRESIDENT & CEO AND DIRECTOR OF FINANCE SALARIES TO ENSURE THAT THE COMPENSATION IS COMPARABLE WITH OTHER NOT-FOR-PROFIT ORGANIZATIONS. THE FOUNDATION INTENDS TO HAVE THIS EXECUTIVE COMPENSATION STUDY UPDATED EVERY THREE YEARS TO ENSURE THAT THE COMPENSATION PACKAGE CONTINUES TO BE REASONABLE COMPARED TO OTHER NOT-FOR-PROFIT ORGANIZATIONS.
-BASED UPON THE PROCEDURES DESCRIBED ABOVE, THE EXECUTIVE COMMITTEE RECOMMENDS ANY ADJUSTMENTS TO THE PRESIDENT & CEO'S COMPENSATION PACKAGE OR PERFORMANCE PAYMENT REQUEST.
- THE FOUNDATION TREASURER THEN INFORMS THE DIRECTOR OF FINANCE OF ANY ADJUSTMENT TO THE PRESIDENT & CEO'S COMPENSATION PACKAGE OR ANY REQUEST FOR A PERFORMANCE PAYMENT.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL,AK,AR,AZ,CA,CO,CT,DC,FL,IL,KS,KY,MA,MD,ME,MI,MN,MS,NH,NJ,NM,NY,ND,OH,OK

SCHEDULE O
(Form 990)

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Employer identification number 23-7035089

OR,PA,RI,SC,TN,UT,VA,WA,WV,WI

FORM 990, PART VI, SECTION C, LINE 19: THE FOUNDATION'S AUDITED FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC ON THE FOUNDATION'S WEBSITE AND UPON REQUEST. THE FOUNDATION'S GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE TO THE PUBLIC UPON REQUEST.