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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

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning 09-01-2009 and ending 08-31-2010

B Check if applicable
- Address change
- Name change
- Initial return
- Terminated
- Amended return
- Application pending

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

C Name of organization
MARYLAND STATE EDUCATION ASSOCIATION

Doing Business As

Number and street (or P O box if mail is not delivered to street address) Room/suite
140 MAIN STREET

City or town, state or country, and ZIP + 4
ANNAPOLIS, MD 214012020

D Employer identification number
52-0607919

E Telephone number
(410) 263-6600

G Gross receipts $ 19,430,762

F Name and address of principal officer
David E Helfman
140 MAIN STREET
ANNAPOLIS,MD 214012020

H(a) Is this a group return for affiliates? ☐ Yes ☑ 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 ☑ 501(c) (5) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J **Website:** ▶ www marylandeducators org

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1947

M State of legal domicile MD

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
To unify and strengthen the education profession throughout the State of Maryland,to present a clear interpretation of the schools to the public, to work consistently for the welfare of the teachers and pupils of Maryland

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	15
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	12
5	Total number of employees (Part V, line 2a)	5	13
6	Total number of volunteers (estimate if necessary)	6	250
7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	50,798
b	Net unrelated business taxable income from Form 990-T, line 34	7b	32,368

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)		0
	9	Program service revenue (Part VIII, line 2g)	18,237,619	18,806,283
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	79,621	50,481
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	361,712	450,716
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	18,678,952	19,307,480
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	995,240	830,980
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	11,755,639	13,096,401
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	4,959,013	4,689,069
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	17,709,892	18,616,450
	19	Revenue less expenses Subtract line 18 from line 12	969,060	691,030
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	16,246,037	14,445,481
	21	Total liabilities (Part X, line 26)	9,083,996	8,289,750
	22	Net assets or fund balances Subtract line 21 from line 20	7,162,041	6,155,731

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

****** 2011-07-13
Signature of officer Date

CLARA FLOYD PRESIDENT
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ Bill Turco	Date	Check if self-employed ▶ ☐	Preparer's identifying number (see instructions)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ RSM MCGLADREY INC 9737 WASHINGTONIAN BLVD 400 GAITHERSBURG, MD 208787340			EIN ▶ Phone no ▶ (301) 296-3600

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

Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission

The Maryland State Teachers Association dedicates itself to achieving high quality universal free public education built on quality teaching, high student expectations and a genuine opportunity to learn for each student, building a unified education profession with a powerful voice for the rights, professional interests and working conditions of educational employees, and working to enhance the rights of labor and human and civil rights for all

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

4a (Code) (Expenses $ including grants of $) (Revenue $)

School QualityThe Association shall promote school quality by working to enhance quality teaching, quality education support personnel, professional development and training, and student achievement

4b (Code) (Expenses $ including grants of $) (Revenue $)

Member Well Being The Association shall promote member well being by strengthening its ability and capacity to attract diverse membership and effectively represent and serve all members The Association shall promote, strengthen, and enhance the capacity of its affiliates and members to improve their economic and job security, terms and conditions of employment, and the right to collective bargaining and other collaborative processes The Association shall promote human and civil rights for all and the elimination of discrimination and other barriers to equity as a result of social, economic, and political conditions

4c (Code) (Expenses $ including grants of $) (Revenue $)

Public AgendaThe Association shall promote a public agenda focused on advancing high quality universal free public education This includes strengthening and enhancing public relations programs, publications, and legislative and political relations The Association will work with partners and coalitions to achieve common legislative, professional, education and community goals

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶$

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		No
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		
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		No
6	Did the organization maintain any donor advised funds or any similar funds or 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		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	Is the organization's answer to any of the following questions "Yes"? *If so,complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.*	11	Yes	
	• Did the organization report an amount for land, buildings, and equipment in Part X, line10? *If "Yes," complete Schedule D, Part VI.*			
	• Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII.*			
	• Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII.*			
	• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX.*			
	• Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X.*			
	• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? *If "Yes," complete Schedule D, Part X.*			
12	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12	Yes	
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional* — 12A Yes: — No: No			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the United States? *If "Yes," complete Schedule F, Part I*	14b		No
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 U S ? *If "Yes," complete Schedule F, Part II*	15		No
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 U S ? *If "Yes," complete Schedule F, Part III*	16		No
17	Did the organization report a total of more than $15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25*	24a		No
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		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		
26	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		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34	Yes	
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		No
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

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	39			
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	Yes	
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	13			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note:** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ▶ 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		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		No
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 receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	**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					
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					
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	12b				

Part VI **Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body . .	1a 15			
b	Enter the number of voting members that are independent . .	1b 12			
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		No
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		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?		5		No
6	Does the organization have members or stockholders?		6	Yes	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		7a	Yes	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		7b	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	Yes	
b	Each committee with authority to act on behalf of the governing body?		8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		9		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a	Yes	
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?	10b	Yes	
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11		No
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Does the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
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	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
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	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line a or b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," 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 ▶ MD

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

☐ Own website ☐ Another's website ☑ 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 See Additional Data Table

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

David E Helfman
140 MAIN STREET
ANNAPOLIS, MD 214012020
(410) 263-6600

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 Report compensation for the calendar year ending with or within the organization's tax year 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 all of the organization's **current** key employees See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

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

☐ Check this box if the organization did not compensate any current or former 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
See add'l data										

1b Total . . . . ▶	1,641,043	0	492,462

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 in reportable compensation from the organization ▶11

			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		No
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	Yes	
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		No

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

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 in compensation from the organization ▶0

Part VIII Statement of Revenue

Section	Line	Description	Business Code	(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	1a	Federated campaigns . . . 1a					
	b	Membership dues 1b					
	c	Fundraising events 1c					
	d	Related organizations . . . 1d					
	e	Government grants (contributions) 1e					
	f	All other contributions, gifts, grants, and similar amounts not included above 1f					
	g	Noncash contributions included in lines 1a-1f $					
	h	**Total.** Add lines 1a-1f . . . . ▶					
Program Service Revenue	2a	Dues	900,099	17,016,128	17,016,128		
	b	UNISERV/NEA	900,099	1,724,405	1,724,405		
	c	CONVENTION INCOME	900,099	65,750			65,750
	d						
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a–2f . . . . ▶		18,806,283			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts) . . . . . ▶		50,849			50,849
	4	Income from investment of tax-exempt bond proceeds . . ▶					
	5	Royalties . . . . ▶					
	6a	Gross Rents — (i) Real: 19,207; (ii) Personal:					
	b	Less rental expenses — (i) Real: ; (ii) Personal:					
	c	Rental income or (loss) — (i) Real: 19,207; (ii) Personal:					
	d	Net rental income or (loss) . . . . ▶		19,207			19,207
	7a	Gross amount from sales of assets other than inventory — (i) Securities: 122,914; (ii) Other:					
	b	Less cost or other basis and sales expenses — (i) Securities: 123,282; (ii) Other:					
	c	Gain or (loss) — (i) Securities: -368; (ii) Other:					
	d	Net gain or (loss) . . . . ▶		-368			-368
	8a	Gross income from fundraising events (not including $ of contributions reported on line 1c) See Part IV, line 18 . . . a					
	b	Less direct expenses . . . b					
	c	Net income or (loss) from fundraising events . . ▶					
	9a	Gross income from gaming activities See Part IV, line 19 . . . a					
	b	Less direct expenses . . . b					
	c	Net income or (loss) from gaming activities . . ▶					
	10a	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				
	11a	DUSHANE INCOME	900,099	288,395			288,395
	b	OTHER INCOME	900,099	92,316			92,316
	c	AFFINITY CARDS	900,004	27,939		27,939	
	d	All other revenue		22,859		22,859	
	e	**Total.** Add lines 11a–11d . . . . . . ▶		431,509			
	12	**Total revenue.** See Instructions . . . ▶		19,307,480	18,740,533	50,798	516,149

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	830,980			
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
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	1,141,317			
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	7,751,575			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	100,564			
9	Other employee benefits	3,440,446			
10	Payroll taxes	662,499			
11	Fees for services (non-employees)				
a	Management				
b	Legal	45,365			
c	Accounting	53,600			
d	Lobbying				
e	Professional fundraising *See Part IV, line 17* . .				
f	Investment management fees	8,273			
g	Other	175,601			
12	Advertising and promotion	525,198			
13	Office expenses	827,817			
14	Information technology	448,443			
15	Royalties . .				
16	Occupancy	181,552			
17	Travel	546,725			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	899,969			
20	Interest	2,414			
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	355,360			
23	Insurance	32,215			
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	income taxes	15,940			
b	Public Affairs	309,697			
c	Elections	109,157			
d	misCELLANEOUS EXPENSES	74,357			
e	OFc OF CHF COUNSEL	25,576			
f	All other expenses	51,810			
25	**Total functional expenses.** Add lines 1 through 24f	18,616,450			
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

Section	Line	Description	(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		1	
	2	Savings and temporary cash investments	7,788,065	2	6,516,195
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	1,678,857	4	774,008
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees 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	271,291	7	663,292
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	1,486,984	9	1,058,512
	10a	Land, buildings, and equipment cost or other basis *Complete Part VI of Schedule D* — 10a: 6,833,166			
	b	Less accumulated depreciation — 10b: 3,801,296	3,087,949	10c	3,031,870
	11	Investments—publicly traded securities	1,659,368	11	2,031,762
	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	273,523	15	369,842
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)	16,246,037	16	14,445,481
Liabilities	17	Accounts payable and accrued expenses	8,660,725	17	7,856,253
	18	Grants payable		18	
	19	Deferred revenue	29,211	19	63,655
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial 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	120,537	23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities Complete Part X of Schedule D	273,523	25	369,842
	26	**Total liabilities.** Add lines 17 through 25	9,083,996	26	8,289,750
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	7,162,041	27	6,155,731
	28	Temporarily restricted net assets		28	
	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	7,162,041	33	6,155,731
	34	Total liabilities and net assets/fund balances	16,246,037	34	14,445,481

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☑ Accrual ☐ Other ______ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? . .	**2a**		No
b	Were the organization's financial statements audited by an independent accountant?	**2b**	Yes	
c	If "Yes," to 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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O . . .	**2c**	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis			
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**		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . .	**3b**		

Additional Data

Software ID:
Software Version:
EIN: 52-0607919
Name: MARYLAND STATE EDUCATION ASSOCIATION

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Clara B FLOYD PRESIDENT	50 00	X		X				154,178	0	33,879
BETTY H WELLER VICE PRESIDENT	50 00	X		X				112,796	0	5,363
TERRY BORNEMAN TREASURER	5 00	X		X				20,000	0	0
STEVEN BROOKS DIRECTOR	2 00	X						0	0	0
GARY BRENNAN DIRECTOR	2 00	X						0	0	0
ANNA-MARIA HALSTEAD DIRECTOR	2 00	X						0	0	0
WANDA RUFFO TWIGG DIRECTOR	2 00	X						0	0	0
CHERYL BOST MEMBERS AT LARGE	2 00	X						0	0	0
STEVE BRAKO MEMBERS AT LARGE	2 00	X						0	0	0
BILL FISHER MEMBERS AT LARGE	2 00	X						0	0	0
SIDNEY HANKERSON MEMBERS AT LARGE	2 00	X						0	0	0
PHYLLIS PARKS ROBINSON MEMBERS AT LARGE	2 00	X						0	0	0
JANE R STERN MEMBERS AT LARGE	2 00	X						0	0	0
AMY WATKINS MEMBERS AT LARGE	2 00	X						0	0	0
STEVE YEASH MEMBERS AT LARGE	2 00	X						0	0	0
DAVID HELFMAN EXECUTIVE DIRECTOR	50 00			X				185,165	0	67,081
mark dabkowski assistant exec dir	50 00			X				154,707	0	52,859
susan russell chief counsel	50 00			X				162,162	0	45,705
DALE TEMPLETON Assistant Executive Director	50 00				X			153,771	0	59,158
Kathie Hiatt Managing Director, Research and Mem	50 00					X		142,694	0	40,688
Patricia Alexander Managing Director, Affiliate Uniser	50 00					X		145,587	0	40,424
Jacqueline Harris Managing Director, Membership Organ	50 00					X		140,543	0	40,424
Herman Whitter Managing Director, Collective Barga	50 00					X		137,438	0	57,718
Damon Felton Assistant Counsel	50 00					X		132,002	0	49,163

Form 990, Part IX - Statement of Functional Expenses - 24a - 24e Other Expenses

Do not include amounts reported on line 6b, 8b, 9b, and 10b of Part VIII.	**(A) Total expenses**	**(B) Program service expenses**	**(C) Management and general expenses**	**(D) Fundraising expenses**
ıncome taxes	15,940			
Publıc Affaırs	309,697			
Electıons	109,157			
mısCELLANEOUS EXPENSES	74,357			
OFc OF CHF COUNSEL	25,576			

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
MARYLAND STATE EDUCATION ASSOCIATION

Employer identification number
52-0607919

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 for any other purpose conferring 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)
☐ Preservation of an historically importantly land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation 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 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 Escrow and Custodial Arrangements. Complete if the 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 the 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	1,738,488	1,825,325			
b Contributions					
c Investment earnings or losses	126,308	-80,653			
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses	8,273	6,184			
g End of year balance	1,856,523	1,738,488			

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

a Board designated or quasi-endowment ▶ **100.000 %**

b Permanent endowment ▶

c Term endowment ▶

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)		No
(ii) related organizations	3a(ii)		No
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) Accumulated depreciation	(d) Book value
1a Land		516,300		516,300
b Buildings		3,858,837	1,671,314	2,187,523
c Leasehold improvements				
d Equipment		811,753	636,641	175,112
e Other		1,646,276	1,493,341	152,935
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				3,031,870

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		
Closely-held equity interests		
Other		
Total. *(Column (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. *(Column (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.

1 **(a)** Description of Liability	**(b)** Amount
Federal Income Taxes	
DEFERRED COMPENSATION LIABILITY	369,842
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	369,842

2. Fin 48 Footnote 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	19,307,480
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	18,616,450
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	691,030
4	Net unrealized gains (losses) on investments	4	103,632
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-1,800,972
9	Total adjustments (net) Add lines 4 - 8	9	-1,697,340
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-1,006,310

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	19,411,112
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	103,632		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	103,632
3	Subtract line **2e** from line **1**			3	19,307,480
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	19,307,480

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

1	Total expenses and losses per audited financial statements			1	18,616,450
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	18,616,450
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	18,616,450

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 Also complete this part to provide any additional information

Identifier	Return Reference	Explanation
Part V, Line 4	Description of Intended Use of Endowment Funds	This fund was established in 1974 for the purpose of providing financial assistance through loans and/or grants to the Association, local affiliates and members as provided for under the "Trust Guidelines " the goal is to set at $1M and this fund is to increase each year by it's investment income, less operating expenses
Part X	Description of Uncertain Tax Positions Under FIN 48	On September 1 2009, the Association adopted the accounting standard on accounting for uncertainty in income taxes which addresses the determination of whether tax benefits claimed or expected to be claimed on a tax return should be recorded in the financial statements Under this guidance, the Association may recognize the tax benefit from an uncertain tax position only if it is more-likely-than-not that the tax position will be sustained on examination by taxing authorities based on the technical merits of the position The tax benefits recognized in the financial statements from such a position are measured based on the largest benefit that has a greater than 50% likelihood of being realized upon ultimate settlement The guidance on accounting for uncertainty in income taxes also addresses de-recognition, classification, interest and penalties on income taxes, and accounting in interim periods The Association had no such positions recorded in the financial statements at August 31,2010 With few exceptions, the Association is no longer subject to U S federal income tax positions by tax authorities for years before 2007
Part XI, Line 8 - Other Adjustments		FAS 158-PENSION adjustment -1800972

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

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

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
MARYLAND STATE EDUCATION ASSOCIATION

Employer identification number
52-0607919

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? . . . . ☑ **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" to 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 . . . . ▶ ☐

(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
See Additional Data Table							

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

3 Enter total number of other organizations . . . . ▶ 32

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" to 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

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

Identifier	Return Reference	Explanation
Procedure for Monitoring Grants in the U S	Part I, Line 2	Schedule I, Part I, Line 2 The application requires the grant recipient to state the purpose of the grant, who the grant aligns with the affiliate's plan and MSTA's strategic objectives, and to explain how they will assess and evaluate the success of the program or activity for which the grant is used The grant recipient also has to identify the criteria and parameters that will be used in the assessment The recipient is required to submit a copy of its evaluation and assessment within 60 days of completing the program or activity

Additional Data

Return to Form

Software ID:
Software Version:
EIN: 52-0607919
Name: MARYLAND STATE EDUCATION ASSOCIATION

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
allegany county teachers association13145 warrior drive sw cresaptown, MD 215055179	23-7442507	501(c)(5)	12,909	970	book value	Desktop Computer	Capacity building, membership, training, advocacy, and special requests
Allegany county educational services council500 Greenway Avenue cumberland, MD 21502	52-0733568	501(c)(5)	10,154				Capacity building, membership, and advocacy
teachers association of anne arundel county2521 Riva Road Suite L7 annapolis, MD 21401		501(c)(5)	50,407				Capacity building, membership, training, and field service
SECRETARIES AND ASSISTANTS ASSOCIATION OF ANNE ARUNDEL COUNTY2521 Riva Road Suite L-3 annapolis, MD 21401	52-0623933	501(c)(5)	6,727				Capacity building and membership
teachers association of baltimore county305 East Joppa Road towson, MD 212863252		501(c)(5)	97,076				Capacity building, membership, training, special requests and field service
Education Support Professionals of Baltimore County1940G Greenspring Drive timonium, MD 21093	52-1055500	501(c)(5)	7,231				Capacity building, membership, training, advocacy, special requests
calvert education association 865 Main Street Prince Frederick, MD 20678		501(c)(5)	20,120				Capacity building, membership, training, advocacy, special requests, and releases
calvert association of educational support staff865 Main Street prince Frederick, MD 20678		501(c)(5)	10,865				Capacity building, membership, training, advocacy, and special requests
caroline county educators association255 Main Street preston, MD 216552215		501(c)(5)	6,883	1,597	book value	Laptop Computer and Case	membership
Carroll county education Association532 baltimore blvd suite 307 Westminster, MD 21157		501(c)(5)	4,823	995	book value	Desktop Computer	Capacity building, membership, training, advocacy

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
carroll association of school employees70 Monroe Street Westminster, MD 21157		501(c)(5)	8,132				membership
cecil county clasroom teachers association222 South Bridge Street Suite 6 elkton, MD 21921	52-0941366	501(c)(5)	10,721	160	book value	Software	Capacity building, membership, advocacy, and Special requests
cecil education support personnel association222 South Bridge Street Suite 2 elkton, MD 21921		501(c)(5)	9,000				Capacity building, membership, development, and Special requests
education association of charles countyPO Box 877 La Plata, MD 20646	52-1048940	501(c)(5)	30,537	144	book value	Substitute costs for members to attend training	Capacity building, membership, special requests, and field service
frederick county teachers association1 Wormans Mill Court suite 16 frederick, MD 21701	52-1014274	501(c)(5)	23,946				Capacity building, membership, training, advocacy, and special requests
frederick association of school support employees1 Wormans Mill Court Suite 15 frederick, MD 21701	52-1594576	501(c)(5)	13,885	1,512	book value	Dell computer	Capacity building, membership, advocacy, special requests, and releases
GARRETT COUNTY EDUCATION ASSOCIATIONP O Box 2236 oakland, MD 21550	52-2021204	501(c)(5)	25,273	947	book value	Desktop Computer and Case	Capacity building, membership, training, and advocacy
HARFORD COUNTY EDUCATION ASSOCIATION42 North Main St Suite 200 Bel Air, MD 21014		501(c)(5)	18,023				Capacity building, membership, training, advocacy, and field service
HOWARD COUNTY EDUCATION ASSOCIATION5082 Dorsey Hall Drive Suite 102 Ellicott City, MD 21042	52-0939793	501(c)(5)	39,690				Capacity building, membership, training, advocacy, and special requests
Kent County Teachers Association25301 lambs meadow road worton, MD 21678		501(c)(5)	6,979	1,466	book value	Laptop Computer and Case	Capacity building and membership

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
KENT COUNTY EDUCATION SUPPORT PROFESSIONAL ASSOCIATION114 South Main Street Galena, MD 21635	26-1491792	501(c)(5)	7,191	129	book value	Shirts and jackets for membership drive	Capacity building and membership
MONTGOMERY COUNTY EDUCATION ASSOCIATION12 Taft Court rockville, MD 208505321	52-0659775	501(c)(5)	181,325				Capacity building, membership, training, advocacy, special requests and field service
PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION8008 Marlboro Pike Forestville, MD 20747	52-0658540	501(c)(5)	109,456	148	book value	Computer Geeks	Capacity building, membership, training, advocacy, and field service
QUEEN ANNE'S COUNTY EDUCATION ASSOCIATION900 Love Point Road Stevensville, MD 216662120	52-1050091	501(c)(5)	13,193	1,610	book value	Laptop Computer and Case	Capacity building and membership
EDUCATION ASSOCIATION OF ST MARY'S COUNTY44219 Airport Road california, MD 20619	52-1052839	501(c)(5)	15,334				Capacity building, membership, training, advocacy, and special requests
COLLECTIVE EMPLOYEES ASSOCIATION OF ST MARY'S COUNTY44219 Airport Road Room 138 california, MD 20619		501(c)(5)	3,508	5,800	book value	Comcast for advertising, video services, Dell computer, LCD projector, Quick	Capacity building, membership, advocacy, and special requests
Somerset Education Association27323 crisfield marion road westover, MD 21871		501(c)(5)	5,030				membership
TALBOT COUNTY EDUCATION ASSOCIATION8221 Teal Drive Suite 420 easton, MD 21601	52-1050121	501(c)(5)	5,433				Capacity building and membership
WASHINGTON COUNTY TEACHERS ASSOCIATION 42 South Mulberry Street Hagerstown, MD 21740	52-6059401	501(c)(5)	12,230	1,750	book value	Fiscal Review Fees	Capacity building, membership, advocacy, and special requests
WASHINGTON COUNTY EDUCATIONAL SUPPORT PERSONNEL42 South Mulberry Street hagerstown, MD 21740		501(c)(5)	11,776	1,750	book value	Fiscal Review Fees	Capacity building, membership, and advocacy

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
WICOMICO COUNTY EDUCATION ASSOCIATION1302 Old Ocean City Road Salisbury,MD 21804	52-1050640	501(c)(5)	7,847	970	book value	Dell computer	Capacity building, advocacy, and special requests
WORCESTER COUNTY TEACHERS ASSOCIATION 1817 Old Virginia Road Pocomoke City,MD 21851	52-1050642	501(c)(5)	8,732	1,468	book value	Dell computer, QuickBooks software	Capacity building, memberships, advocacy, and special requests

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Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
MARYLAND STATE EDUCATION ASSOCIATION

Employer identification number
52-0607919

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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 idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement orprovision of all 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 with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
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**		No
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.			
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**		
b	Any related organization? If "Yes," to line 5a or 5b, describe in Part III	**5b**		
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**		
b	Any related organization? If "Yes," to line 6a or 6b, describe in Part III	**6b**		
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**		
8	Were any amounts reported in Form 990, Part VII, paid or accured 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**		
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space 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 (i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
Clara B FLOYD	(i)	154,178	0	0	16,913	17,230	188,321	0
	(ii)	0	0	0	0	0	0	0
DAVID HELFMAN	(i)	185,165	0	0	40,928	26,153	252,246	0
	(ii)	0	0	0	0	0	0	0
mark dabkowski	(i)	154,707	0	0	32,741	20,118	207,566	0
	(ii)	0	0	0	0	0	0	0
susan russell	(i)	162,162	0	0	35,646	10,059	207,867	0
	(ii)	0	0	0	0	0	0	0
DALE TEMPLETON	(i)	153,771	0	0	33,005	26,153	212,929	0
	(ii)	0	0	0	0	0	0	0
Kathie Hiatt	(i)	142,694	0	0	30,626	10,059	183,379	0
	(ii)	0	0	0	0	0	0	0
Patricia Alexander	(i)	145,587	0	0	30,365	10,059	186,011	0
	(ii)	0	0	0	0	0	0	0
Jacqueline Harris	(i)	140,543	0	0	30,365	10,059	180,967	0
	(ii)	0	0	0	0	0	0	0
Herman Whitter	(i)	137,438	0	0	30,365	27,353	195,156	0
	(ii)	0	0	0	0	0	0	0
Damon Felton	(i)	132,002	0	0	29,045	20,118	181,165	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Identifier	Return Reference	Explanation
Supplemental Information	Part III	Form 990, Page 8, Part VII, Line 5 - Clara Floyd - President and Betty Weller - Vice President, are paid by both the filing organization and the montgomery county school system, the school system where they are both employed as teachers The filing organization is billed by the mountgomery county school system for the time spent on organization business

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SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.
▶ Attach to Form 990.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization	**Employer identification number**
MARYLAND STATE EDUCATION ASSOCIATION	52-0607919

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 6		Our members are teachers, education support professionals, administrators, certificated specialists, higher education faculty, and student and retired members w hose mission is to create great public schools for every child in Maryland

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 7a		MSTA Officers and the Board of Directors are elected by the membership The President, Vice Present and Treasurer are elected for three-year terms The officers are limited to no more than two terms in the office to which they were elected There are eight member- at- large directors Four are elected each year for three-year terms After two full terms, board members shall not be eligible again until a period equivalent to one term has passed The Board also includes four state directors of the National Education Association (NEA) Their terms shall be in compliance with guidance established by the NEA

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 7b		The MSTA Representative Assembly, w hich includes members from every local affiliate in proportion to membership, is MSTA'S primary policy-making body The Representative Assembly meets annually to approve MSTA's legislative program and establish MSTA policy through resolutions The body also has the pow er to amend MSTA bylaw s

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 11		The Form 990 is prepared by the independent accounting firm (tax accountants) engaged by the Association The preparation is based on information provided by the Association's financial staff The information is obtained from the Association's documents, records and audited financial statements The completed Form 990 is reviewed by both the MSTA staff accountant and Assistant Executive Director prior to filing

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		Employees A The MSEA assistant executive director for business and policy operations shal l serve as the Conflict of Interest officer (CI officer), and shall in that capacity be re sponsible for the implementation of the CI Policy The CI officer shall monitor the implem entation of the CI Policy, and recommend to the MSEA executive director codifications in t he Policy The MSEA Board of Directors shall make such modifications in the Policy as it m ay from time to time deem appropriate B (1) If an MSEA employee believes that he/she may be engaged or about to become engaged in an activity that is prohibited by the CI Policy, he/she shall consult w ith the CI officer The MSEA employee and the CI officer shall atte mpt to deal w ith the matter informally If they are unable to do so, the CI officer shall submit to the MSEA employee a w ritten opinion indicating w hether the activity in question is prohibited by the CI Policy and, if so, w hat should be done to correct the situation (2) If the MSEA employee disagrees, in w hole or in part, w ith the conclusions of the CI off icer, he or she may appeal to the MSEA executive director by filing a w ritten notice of ap peal w ith the executive director w ithin thirty (30) calendar days after receiving the opin ion of the CI officer The executive director shall decide the appeal as expeditiously as possible, and the decision of the executive director shall be final and binding, subject t o w hatever contractual rights the MSEA employee may have to challenge the MSEA executive d irector's decision, including, w ithout limitation, his/her right to challenge said decisio n through the grievance procedure in a collective bargaining agreement w ith MSEA If the M SEA employee does not file a timely appeal, he/she shall comply w ith the opinion of the CI officer If the MSEA employee is a member of a bargaining unit, he/she may, at his/her op tion, have a union representative participate in the consultation and appeal C (1) If an MSEA member or employee believes that an MSEA employee is engaged or is about to become e ngaged in an activity that is prohibited by the CI Policy, the member or employee may file a w ritten complaint w ith the CI officer The complainant shall identify him/herself to th e CI officer, but the CI officer shall, if requested to do so by the complainant, treat th e complaint as confidential and not reveal the complainant's name (2) Upon receiving a co mplaint, the CI officer shall consult w ith the complainant and the MSEA employee in questi on Based on the information received from the complainant and the MSEA employee, and/or o ther relevant information, the CI officer shall decide w hether the MSEA employee is engage d or is about to become engaged in an activity that is prohibited by the CI Policy, and, i f so, w hat should be done to correct the situation The CI officer shall submit to the MSE A employee and the complainant a w ritten opinion setting forth his/her conclusions (3) If the MSEA employee disagrees, in w hole or in part, w ith the conclusions of the CI officer, he/she may appeal to the MSEA executive director by filing a w ritten notice of appeal w it h him/her w ithin thirty (30) calendar days after receiving the opinion of the CI officer The MSEA executive director shall decide the appeal as expeditiously as possible, and the decision of the executive director shall be final and binding, subject to w hatever contrac tual rights the MSEA employee may have to challenge the MSEA executive director's decision , including, w ithout limitation, his/her right to challenge said decision through the grie vance procedure in a collective bargaining agreement w ith MSEA If the MSEA employee files a timely appeal, he/she need not comply w ith the opinion of the CI officer pending the ou tcome of the appeal If the MSEA employee does not file a timely appeal, he/she shall comp ly w ith the opinion of the CI officer If the MSEA employee is a member of a bargaining un it, he/she may, at his/her option, have a union representative participate in the consulta tion and appeal D In implementing the CI Policy, the CI officer and the MSEA executive d irector shall consider all relevant factors, including the specific MSEA responsibilities of the MSEA employee and the nature of the allegedly prohibited activity, and shall interp ret and apply the CI Policy in a manner that furthers its intended purpose Officers A The MSEA vice president shall serve as the Conflict of Interest officer (CI officer), and sha ll, in that capacity, be responsible for the implementation of the CI Policy The CI offic er shall monitor the implementation of the CI Policy, and recommend to the MSEA Board of D irectors modifications in the Policy The MSEA Board of Directors shall make such modifica tions in the Policy as it may from time to time deem appropriate B (1) If an MSEA offici al believes that he/she may be engaged or about to become engaged in an activity that is p rohibited by the CI Policy, he/she shall consult w

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		ith the CI officer The MSEA official and the CI officer shall attempt to deal with the matter informally If they are unable to do so, the CI officer shall submit to the MSEA official a written opinion indicating whether the activity in question is prohibited by the CI Policy and, if so, what should be done to correct the situation (2) If the MSEA official disagrees, in whole or in part, with the conclusions of the CI officer, he or she may appeal to the MSEA Board of Directors by filing a written notice of appeal with the MSEA president within thirty (30) calendar days after receiving the opinion of the CI officer The MSEA Board of Directors shall decide the appeal as expeditiously as possible, and the decision of the MSEA Board of Directors shall be final and binding If the MSEA official files a timely appeal, he or she need not comply with the opinion of the CI officer pending the outcome of the appeal If the MSEA official does not file a timely appeal, he/she shall comply with the opinion of the CI officer C (1) If an MSEA member or employee believes that an MSEA official is engaged or is about to become engaged in an activity that is prohibited by the CI Policy, the member or employee may file a written complaint with the CI officer The complainant shall identify him/herself to the CI officer, but the CI officer shall, if requested to do so by the complainant, treat the complaint as confidential and not reveal the complainant's name (2) Upon receiving a complaint, the CI officer shall consult with the complainant and the MSEA official in question Based on the information received from the complainant and the MSEA official, and/or other relevant information, the CI officer shall decide whether the MSEA official is engaged or is about to become engaged in an activity that is prohibited by the CI Policy, and, if so, what should be done to correct the situation The CI officer shall submit to the MSEA official and the complainant a written opinion setting forth his/her conclusions (3) If the MSEA official disagrees, in whole or in part, with the conclusions of the CI officer, he/she may appeal to the MSEA Board of Directors by filing a written notice of appeal with the MSEA president within thirty (30) calendar days after receiving the opinion of the CI officer The MSEA Board of Directors shall decide the appeal as expeditiously as possible, and the decision of the MSEA Board of Directors shall be final and binding If the MSEA official files a timely appeal, he/ she need not comply with the opinion of the CI officer pending the outcome of the appeal If the MSEA official does not file a timely appeal, he or she shall comply with the opinion of the CI officer D In implementing the CI Policy, the CI officer and the MSEA Board of Directors shall consider all relevant factors, including the specific MSEA responsibilities of the MSEA official and the nature of the allegedly prohibited activity, and shall interpret and apply the CI Policy in a manner that furthers its intended purpose

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		Compensation of the Executive Director is determined by the Board of Directors The Association's financial condition, budget and staff contracts are considered The Board of Directors through the President considers recommendation from appropriate staff

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		The organization makes its governing documents and financial information available to the public upon request

SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
MARYLAND STATE EDUCATION ASSOCIATION

Employer identification number
52-0607919

Part I **Identification of Disregarded Entities** (Complete if the organization answered "Yes" on Form 990, Part IV, line 33.)

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II **Identification of Related Tax-Exempt Organizations** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
MSTA Fund for Children and Public Education 140 Main Street Annapolis, MD 21401 52-1369000	receive and distribute funds	MD	527		N/A

Part III **Identification of Related Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations? Yes	(h) No	(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III or IV

			Yes	No
1	During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties **(iv)** rent from a controlled entity	1a		No
b	Gift, grant, or capital contribution to other organization(s)	1b		No
c	Gift, grant, or capital contribution from other organization(s)	1c		No
d	Loans or loan guarantees to or for other organization(s)	1d		No
e	Loans or loan guarantees by other organization(s)	1e		No
f	Sale of assets to other organization(s)	1f		No
g	Purchase of assets from other organization(s)	1g		No
h	Exchange of assets	1h		No
i	Lease of facilities, equipment, or other assets to other organization(s)	1i		No
j	Lease of facilities, equipment, or other assets from other organization(s)	1j		No
k	Performance of services or membership or fundraising solicitations for other organization(s)	1k		No
l	Performance of services or membership or fundraising solicitations by other organization(s)	1l		No
m	Sharing of facilities, equipment, mailing lists, or other assets	1m		No
n	Sharing of paid employees	1n		No
o	Reimbursement paid to other organization for expenses	1o		No
p	Reimbursement paid by other organization for expenses	1p		No
q	Other transfer of cash or property to other organization(s)	1q		No
r	Other transfer of cash or property from other organization(s)	1r		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	(a) Name of other organization	**(b)** Transaction type(a-r)	**(c)** Amount involved
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			

Part VI **Unrelated Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" on Form 990, Part IV, line 37.)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization See instructions regarding exclusion for certain investment partnerships

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		(e) Share of end-of-year assets	(f) Disproprtionate allocations?		(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner?	
			Yes	No		Yes	No		Yes	No