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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
		2010
		Open to Public Inspection

A For the 2010 calendar year, or tax year beginning 09-01-2010 and ending 08-31-2011		
B Check if applicable ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	C Name of organization OHIO EDUCATION ASSOCIATION	D Employer identification number 31-4269414
	Doing Business As	E Telephone number (614) 227-3017
	Number and street (or P O box if mail is not delivered to street address) 225 EAST BROAD STREET PO BOX 2550	Room/suite
	City or town, state or country, and ZIP + 4 COLUMBUS, OH 43216	
	F Name and address of principal officer JAMES TIMLIN 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216	
		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)(3) ☒ 501(c) (6) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527		
J Website: ▶ WWW.OHEA.ORG		
K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶		L Year of formation 1859
M State of legal domicile OH		

Part I	Summary
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Activities & Governance	1 Briefly describe the organization's mission or most significant activities CONTINUOUS IMPROVEMENT OF PUBLIC EDUCATION WHILE ADVOCATING FOR MEMBERS & THEIR LEARNERS		
	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	55
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	52
	5 Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	236
6 Total number of volunteers (estimate if necessary)	6	52	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	-19,634	
7b Net unrelated business taxable income from Form 990-T, line 34	7b	-19,634	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	453,000	1,150,000
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	58,714,884	58,884,131
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,248,472	1,054,664
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-25,139	-28,141
		60,391,217	61,060,654
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,872,445	1,929,490
	14 Benefits paid to or for members (Part IX, column (A), line 4)	2,529,300	2,529,300
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	41,454,092	45,790,471
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ ⁰		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	16,738,881	19,899,171
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	62,594,718	70,148,432
	19 Revenue less expenses Subtract line 18 from line 12	-2,203,501	-9,087,778
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	47,646,286	45,590,685
	21 Total liabilities (Part X, line 26)	80,586,035	59,999,412
	22 Net assets or fund balances Subtract line 21 from line 20	-32,939,749	-14,408,727

Part II	Signature Block
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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	***** Signature of officer	2012-06-29 Date			
	JAMES TIMLIN SECRETARY-TREASURER Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name JANE E PFEIFER	Preparer's signature JANE E PFEIFER	Date 2012-06-29	Check if self-employed ☐	PTIN
	Firm's name ▶ CLARK SCHAEFER HACKETT & CO				Firm's EIN ▶
	Firm's address ▶ 150 E CAMPUS VIEW BLVD SUITE 100 COLUMBUS, OH 43235				Phone no ▶ (614) 885-2208

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

Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

1

Briefly describe the organization's mission

THE OEA WILL LEAD THE WAY FOR CONTINUOUS IMPROVEMENT OF PUBLIC EDUCATION WHILE ADVOCATING FOR MEMBERS AND THE LEARNERS THEY SERVE

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 \$)

PROGRAM DELIVERY - ADMINISTERS THE UNISERV DELIVERY PROGRAM TO PROVIDE BARGAINING, CONTRACT ADMINISTRATION, GRIEVANCE PROCESSING, AND OTHER VITAL PROGRAMMATIC ASSISTANCE TO AFFILIATES AND MEMBERS ADMINISTERS THE UNIFIED LEGAL SERVICE PROGRAM, THE LIABILITY PROTECTION PROGRAM, THE ASSOCIATION LIABILITY PROGRAM, AND THE ATTORNEY REFERRAL PROGRAM COORDINATES AND ADMINISTERS THE ASSOCIATION'S ORGANIZING PLAN FOR MEMBERSHIP EXPANSION AND MEMBERSHIP MAINTENANCE AND RESEARCH SERVICES

4b

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

COMMUNICATIONS - PROVIDES INTERNAL AND EXTERNAL COMMUNICATIONS SERVICES, INCLUDING MEMBERSHIP PROMOTION SERVICES AND PROGRAM MAILINGS

4c

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

GOVERNMENTAL SERVICES - PROVIDES LEGISLATIVE LOBBYING AND POLITICAL ACTION SERVICES AND ADMINISTERS THE OEA FUND FOR CHILDREN AND PUBLIC EDUCATION, THE OEA POLITICAL CONTRIBUTING ENTITY, AND THE LEGISLATIVE CRISIS FUND POLITICAL ACTION COMMITTEE

4d

Other program services (Describe in Schedule O) See also Additional Data for Description

(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 (see instruction)? 	2	Yes
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 	3	Yes
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 	5	Yes
6 Did the organization maintain any donor advised funds or any similar funds or accounts 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	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI. 	11a	Yes
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII. 	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII. 	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX. 	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X. 	11e	Yes
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X. 	11f	Yes
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII 	12a	Yes
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional 	12b	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, Parts I and IV	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, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b	

Part IV

Checklist of Required Schedules (continued)

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? <i>If "Yes," complete Schedule I, Parts I and II</i>	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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b–24d and complete Schedule K. If "No," go to line 25</i>	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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	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? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35	Yes	
a	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	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			
Check if Schedule O contains a response to any question in this Part V ☐			
		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	179
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, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return.	2a	236
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 (see instructions).	2b	Yes
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	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 instructions for 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?	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	Yes
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes
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 receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	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	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c	Enter the amount of reserves on hand.	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b	

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.
Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	55	
b	Enter the number of voting members included in line 1a, above, who are independent	1b	52	
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 governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant 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	
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this 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		No
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 15a or 15b, 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
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. JAMES E MARTIN 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 (614) 227-3017

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

Check if Schedule O contains a response to any question in this Part VII ☐

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, 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, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, 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 neither the organization nor any related organization compensated any current officer, director, or trustee

[illegible]

Part VII

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(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			
See Additional Data Table										
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								2,161,708	0	1,048,458

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▶112

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*

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*

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*

Yes

No

3

No

4

Yes

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
CLOPPERT LATANICK SAUTER & WASHBURN 225 E BROAD STREET COLUMBUS, OH 43215	LEGAL SERVICES	1,133,773
BAASTEN MCKINLEY & COMPANY LPA 4150 BELDEN VILLAGE ST CANTON, OH 44718	LEGAL SERVICES	625,670
GREEN HAINES SGAMBATI CO LPA PO BOX 849 YOUNGSTOWN, OH 44501	LEGAL SERVICES	419,600
KALNIZ IORIO & FELDSTEIN PO BOX 352170 TOLEDO, OH 43635	LEGAL SERVICES	408,459
HABASH REASONER & FRAZIER 471 EAST BROAD STREET SUITE 1520 COLUMBUS, OH 43215	LEGAL SERVICES	287,032

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 ▶9

Form 990 (2010)

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	1a	Federated campaigns . . .	1a		1,150,000				
	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	1,150,000					
	g	Noncash contributions included in lines 1a-1f \$							
	h	Total. Add lines 1a-1f							
	Program Service Revenue	2a							Business Code
		MEMBERSHIP DUES			900099	57,126,713	57,126,713		
b		LEGAL SERVICES PLAN			541100	1,418,147	1,418,147		
c		SUBSIDIES MEMBERSHIP			900099	270,102	270,102		
d		IPD CONFERENCES			611710	39,943	39,943		
e		MISCELLANEOUS			900099	29,226	29,226		
f		All other program service revenue							
g		Total. Add lines 2a-2f				58,884,131			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts)				1,034,531		1,034,531	
	4	Income from investment of tax-exempt bond proceeds . .							
	5	Royalties							
	6a	Gross Rents	(i) Real	(ii) Personal					
	b	Less rental expenses	98,374						
	c	Rental income or (loss)	112,441						
	d	Net rental income or (loss)	-14,067						
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other					
	b	Less cost or other basis and sales expenses	19,570,496	5,500					
	c	Gain or (loss)	19,551,603	4,260					
	d	Net gain or (loss)	18,893	1,240					
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18							
	b	Less direct expenses	a	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	ADVERTISING LESS DIR			511120	-14,074	-14,074			
b									
c									
d	All other revenue								
e	Total. Add lines 11a-11d				-14,074				
12	Total revenue. See Instructions				61,060,654	58,875,624	-19,634	1,054,664	

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	1,929,490			
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	2,529,300			
5	Compensation of current officers, directors, trustees, and key employees	1,927,960			
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	18,499,112			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	17,405,196			
9	Other employee benefits	5,120,639			
10	Payroll taxes	2,837,564			
a	Fees for services (non-employees) Management				
b	Legal	1,290,979			
c	Accounting	96,131			
d	Lobbying	5,101,186			
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other	685,753			
12	Advertising and promotion	983,185			
13	Office expenses	1,606,348			
14	Information technology	361,920			
15	Royalties				
16	Occupancy	2,076,296			
17	Travel	2,591,482			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest	116,590			
21	Payments to affiliates	10,239			
22	Depreciation, depletion, and amortization	1,166,118			
23	Insurance	156,654			
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	COALITIONS	1,623,934			
b	COMMUNICATIONS	864,530			
c	CONTINGENCY	582,514			
d	MEMBERSHIP PROMOTION	230,931			
e	TRAINING	133,997			
f	All other expenses	220,384			
25	Total functional expenses. Add lines 1 through 24f	70,148,432			
26	Joint costs. Check here ☒ if following SOP 98-2 (ASC 958-720) 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)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			8,915,242	1	6,289,247
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			4,327,217	4	4,662,889
	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)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges				9	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	24,822,788			
	b	Less: accumulated depreciation	10b	17,110,584	7,988,183	10c	7,712,204
	11	Investments—publicly traded securities			26,311,817	11	26,762,400
	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			103,827	15	163,945
16	Total assets. Add lines 1 through 15 (must equal line 34)			47,646,286	16	45,590,685	
Liabilities	17	Accounts payable and accrued expenses			3,972,534	17	1,167,928
	18	Grants payable				18	
	19	Deferred revenue				19	
	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			2,268,856	23	1,959,907
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities. Complete Part X of Schedule D			74,344,645	25	56,871,577
	26	Total liabilities. Add lines 17 through 25			80,586,035	26	59,999,412
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			-33,080,671	27	-14,483,698
	28	Temporarily restricted net assets			140,922	28	74,971
	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			-32,939,749	33	-14,408,727
34	Total liabilities and net assets/fund balances			47,646,286	34	45,590,685	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	61,060,654
2	Total expenses (must equal Part IX, column (A), line 25)	2	70,148,432
3	Revenue less expenses Subtract line 2 from line 1	3	-9,087,778
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	-32,939,749
5	Other changes in net assets or fund balances (explain in Schedule O)	5	27,618,800
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	-14,408,727

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		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?		No
b	Were the organization's financial statements audited by an independent accountant?	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	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 separate basis, consolidated 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?		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		

SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.**
▶ **Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.**

OMB No 1545-0047

2010

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Inspection

If the organization answered “Yes,” to Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered “Yes,” to Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered “Yes,” to Form 990, Part IV, Line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35a (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization
OHIO EDUCATION ASSOCIATION

Employer identification number

31-4269414

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization’s direct and indirect political campaign activities in Part IV
- 2 Political expenditures ▶ \$
- 3 Volunteer hours

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If "Yes," describe in Part IV

Part I-C Complete if the organization is exempt under section 501(c) except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt funtion activities ▶ \$
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization’s funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1) OEA POLITICAL CONTRIBUTING ENTITY	225 E BROAD STREET COLUMBUS, OH 43215	91-2066690		881,646

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A

Check

☐

if the filing organization belongs to an affiliated group

B

Check

☐

if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing Organization's Totals	(b) Affiliated Group Totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount Enter the amount from the following table in both columns															
<table><thead><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr></thead><tbody><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></tbody></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a If zero or less, enter -0-															
i Subtract line 1f from line 1c If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
	a Volunteers?			
	b Paid staff or management (include compensation in expenses reported on lines 1 c through 1 i)?			
	c Media advertisements?			
	d Mailings to members, legislators, or the public?			
	e Publications, or published or broadcast statements?			
	f Grants to other organizations for lobbying purposes?			
	g Direct contact with legislators, their staffs, government officials, or a legislative body?			
	h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
	i Other activities? If "Yes," describe in Part IV			
	j Total lines 1 c through 1 i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		No
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2		No
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		No

Part III-B

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes".

1	Dues, assessments and similar amounts from members	1	57,126,713
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
	a Current year	2a	12,625,109
	b Carryover from last year	2b	
	c Total	2c	12,625,109
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	12,725,109
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	-100,000

Part IV

Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information.

Identifier	Return Reference	Explanation
ORGANIZATIONS DIRECT AND INDIRECT POLITICAL CAMPAIGN ACTIVITIES	PART I-A, LINE 1	THE OEA CONDUCTS CANDIDATE SCREENING SESSIONS BY INVITATION TO CANDIDATES FROM BOTH PARTIES. THE OEA CONDUCTS MEMBER COMMUNICATIONS WITH RECOMMENDATIONS FOR CANDIDATES FAVORABLE TO EDUCATION POLICY.

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

2010

Open to Public
Inspection

Name of the organization
OHIO EDUCATION ASSOCIATION

Employer identification number

31-4269414

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
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06

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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

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

1b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

2b

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					
1b Contributions					
1c Investment earnings or losses					
1d Grants or scholarships					
1e Other expenditures for facilities and programs					
1f Administrative expenses					
1g End of year balance					

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

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

(i) unrelated organizations

(ii) related organizations

b

If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
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		682,172		682,172
1b Buildings		13,175,150	7,591,705	5,583,445
1c Leasehold improvements		179,507	126,953	52,554
1d Equipment		10,523,614	9,391,926	1,131,688
1e Other		262,345		262,345
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				7,712,204

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	61,060,654
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	70,148,432
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-9,087,778
4	Net unrealized gains (losses) on investments	4	259,515
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	27,359,285
9	Total adjustments (net) Add lines 4 - 8	9	27,618,800
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	18,531,022

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	61,469,651
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	259,514
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	150,723
e	Add lines 2a through 2d	2e	410,237
3	Subtract line 2e from line 1	3	61,059,414
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	1,240
c	Add lines 4a and 4b	4c	1,240
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	61,060,654

Part XIII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	70,297,914
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	150,723
e	Add lines 2a through 2d	2e	150,723
3	Subtract line 2e from line 1	3	70,147,191
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	1,241
c	Add lines 4a and 4b	4c	1,241
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	70,148,432

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
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X	THE ASSOCIATION ADOPTED THE NEW ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES GUIDANCE ON SEPTEMBER 1, 2009. THE ASSOCIATION CONTINUALLY EVALUATES EXPIRING STATUTES OF LIMITATIONS, AUDITS, PROPOSED SETTLEMENTS, CHANGES IN TAX LAW, AND NEW AUTHORITATIVE RULINGS. THE ASSOCIATION RECOGNIZES ACCRUED INTEREST AND PENALTIES ASSOCIATED WITH UNCERTAIN TAX POSITIONS AS PART OF OTHER EXPENSE. THE ASSOCIATION FILES INCOME TAX RETURNS IN THE U.S. FEDERAL JURISDICTION, AND VARIOUS STATE AND LOCAL JURISDICTIONS. THE ASSOCIATION'S U.S. FEDERAL INCOME TAX RETURNS PRIOR TO FISCAL YEAR 2007 ARE CLOSED. U.S. STATE JURISDICTIONS HAVE STATUTES OF LIMITATIONS THAT GENERALLY RANGE FROM THREE TO FIVE YEARS. THE ASSOCIATION BELIEVES ITS ESTIMATES ARE APPROPRIATE.
PART XI, LINE 8 - OTHER ADJUSTMENTS		PENSION-RELATED CHANGES OTHER THAN NET PERIODIC BENEFIT COST 27,359,285
PART XII, LINE 2D - OTHER ADJUSTMENTS		RENTAL EXPENSES 112,441 ADVERTISING COSTS 38,282
PART XII, LINE 4B - OTHER ADJUSTMENTS		GAIN ON DISPOSAL OF ASSET 1,240
PART XIII, LINE 2D - OTHER ADJUSTMENTS		RENTAL EXPENSES 112,441 ADVERTISING COSTS 38,282
PART XIII, LINE 4B - OTHER ADJUSTMENTS		GAIN ON DISPOSAL OF ASSET 1,241

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

2010

Open to Public
Inspection

Name of the organization
OHIO EDUCATION ASSOCIATION

Employer identification number
31-4269414

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. Part II can be duplicated if additional space is needed. ▶ ☐

1 (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 ▶

29

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 GRANTS ARE AVAILABLE TO LOCAL ASSOCIATIONS OF THE OEA UPON APPROVAL OF APPLICATION GRANTS ARE MONITORED BY THE ASSISTANT EXECUTIVE DIRECTOR, MEMBER SERVICES GRANTS MUST BE FOR A PURPOSE RELATED TO OEA INITIATIVES, SUCH AS INTERNAL ORGANIZING, LEADERSHIP DEVELOPMENT, IMPROVING TEACHER QUALITY, ETC

Software ID:

Software Version:

EIN: 31-4269414

Name: OHIO 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
CANTON EA		501(C)(1)	191,417				LOCAL OPTION
FIRELANDS LOCAL EA		501(C)(1)	336,854				LOCAL OPTION

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
BIG WALNUT EA		501(C)(1)	7,905				EFFECTIVE LOCAL GRANT
DAYTON EA		501(C)(1)	28,058				EFFECTIVE LOCAL GRANT

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
DUBLIN		501(C)(1)	13,128				EFFECTIVE LOCAL GRANT
GROVEPORT		501(C)(1)	11,018				EFFECTIVE LOCAL GRANT

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
HAMILTON		501(C)(1)	34,333				EFFECTIVE LOCAL GRANT
HILLIARD		501(C)(1)	58,736				EFFECTIVE LOCAL GRANT

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
KNOX		501(C)(1)	300				EFFECTIVE LOCAL GRANT
LAKEWOOD TA		501(C)(1)	9,161				EFFECTIVE LOCAL GRANT

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
LAKOTA EA		501(C)(1)	3,615				EFFECTIVE LOCAL GRANT
MANSFIELD		501(C)(1)	22,502				EFFECTIVE LOCAL GRANT

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
MAYFIELD		501(C)(1)	7,558				EFFECTIVE LOCAL GRANT
MENTOR TEA		501(C)(1)	38,390				EFFECTIVE LOCAL GRANT

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
SWEA		501(C)(1)	42,587				EFFECTIVE LOCAL GRANT
SOUTHWESTERN EA		501(C)(1)	8,319				EFFECTIVE LOCAL GRANT

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
PICKERINGTON EA		501(C)(1)	10,125				EFFECTIVE LOCAL GRANT
SHEFFIELD		501(C)(1)	2,200				EFFECTIVE LOCAL GRANT

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
UPPER SANDUSKEY		501(C)(1)	300				EFFECTIVE LOCAL GRANT
WARREN EA		501(C)(1)	19,443				EFFECTIVE LOCAL GRANT

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
YOUNGSTOWN EA		501(C)(1)	35,052				EFFECTIVE LOCAL GRANT
WILLOUGHBY		501(C)(1)	36,190				EFFECTIVE LOCAL GRANT

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
WAUSEON EA		501(C)(1)	300				EFFECTIVE LOCAL GRANT
DAYTON EA		501(C)(1)	29,366				OPERATING GRANT

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
YOUNGSTOWN EA		501(C)(1)	21,289				OPERATING GRANT
COLUMBUS EA		501(C)(1)	959,825				OPERATING GRANT

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
WOLF CREEK		501(C)(1)	300				FISCAL GRANT
WEST GEAUGA		501(C)(1)	397				OPERATING GRANT

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
ELK PROMOTION		501(C)(1)	822				OPERATING GRANT

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

2010

Open to Public Inspection

Name of the organization OHIO EDUCATION ASSOCIATION	Employer identification number 31-4269414
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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 ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☒ Health or social club dues or initiation fees ☐ 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 or provision of all the expenses described above? If "No," complete Part III to explain	1b	Yes
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	Yes
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 ☐ Independent compensation consultant ☐ Form 990 of other organizations ☒ Written employment contract ☐ Compensation survey or study ☒ 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 from the organization or a related organization?	4a	Yes
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Yes
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c	No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
	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?	5b	
	If "Yes," to line 5a or 5b, describe in Part III		
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?	6b	
	If "Yes," to line 6a or 6b, describe in Part III		
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 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	
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 duplicate copies 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) 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
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) PATRICIA FROST-BROOKS	(i) (ii)	174,905 0	0 0	5,592 0	18,507 0	12,265 0	211,269 0	0 0
(2) WILLIAM LEIBENSBERGER	(i) (ii)	149,569 0	0 0	12,060 0	16,060 0	22,841 0	200,530 0	0 0
(3) JAMES TIMLIN	(i) (ii)	150,999 0	0 0	12,060 0	15,783 0	11,340 0	190,182 0	0 0
(4) LARRY WICKS	(i) (ii)	167,657 0	0 0	38,229 0	80,347 0	2,177 0	288,410 0	0 0
(5) SUSAN BABCOCK	(i) (ii)	148,389 0	1,418 0	15,426 0	84,221 0	22,841 0	272,295 0	0 0
(6) KEVIN FLANAGAN	(i) (ii)	150,958 0	1,418 0	17,226 0	37,917 0	22,841 0	230,360 0	0 0
(7) RACHELLE JOHNSON	(i) (ii)	143,631 0	1,370 0	12,814 0	75,283 0	22,841 0	255,939 0	0 0
(8) JAMES MARTIN	(i) (ii)	151,746 0	1,467 0	13,278 0	81,896 0	30,590 0	278,977 0	0 0
(9) PATRICIA COLLINS MURDOCK	(i) (ii)	138,943 0	1,309 0	13,711 0	80,507 0	30,590 0	265,060 0	0 0
(10) MARK LINDER	(i) (ii)	150,619 0	1,000 0	12,635 0	31,734 0	30,590 0	226,578 0	0 0
(11) MICHAEL MCEACHERN	(i) (ii)	147,804 0	1,000 0	12,582 0	31,060 0	30,590 0	223,036 0	0 0
(12) VENITA SHOULDERS	(i) (ii)	141,770 0	1,000 0	14,468 0	219,153 0	11,339 0	387,730 0	0 0
(13) JERRY SQUIRES	(i) (ii)	85,736 0	0 0	68,919 0	2,304 0	22,841 0	179,800 0	0 0
(14)								
(15)								
(16)								

Part IIISupplemental 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
	PART I, LINES 4A-B	SEVERANCE PAYMENTS OF \$20,093 WERE PAID TO JERRY SQUIRES DURING THE YEAR. PART I, LINE 4B: DENNIS REARDON RECEIVED \$16,514 FROM A SUPPLEMENTAL NONQUALIFIED RETIREMENT PLAN. OTHER PLAN PARTICIPANTS INCLUDE LARRY WICKS, JOSEPH COHAGEN, JAMES MARTIN, AND JAMES TIMLIN. THESE PARTICIPANTS DID NOT RECEIVE ANY PAYMENTS FROM THE PLAN.

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2010

Open to Public
Inspection

Name of the organization OHIO EDUCATION ASSOCIATION	Employer identification number 31-4269414
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Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6		THE ORGANIZATION IS MADE UP OF MEMBERS MEMBERS ARE ALSO MEMBERS OF THE NATIONAL EDUCATION ASSOCIATION (NEA)

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A		THE OFFICERS AND BOARD OF DIRECTORS ARE ELECTED BY MEMBERS AT STATEWIDE AND LOCAL REPRESENTATIVE ASSEMBLIES

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B		AMENDMENTS TO THE ORGANIZATION'S CONSTITUTION & BYLAWS ARE VOTED ON BY MEMBERS AT REPRESENTATIVE ASSEMBLY BUDGET AND VARIOUS INITIATIVES ARE ALSO APPROVED AT REPRESENTATIVE ASSEMBLY

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11		THE 990 IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM, AND REVIEWED BY THE ORGANIZATION'S BOARD, ASSISTANT EXECUTIVE DIRECTOR OF BUSINESS SERVICES, AND THE ORGANIZATION'S TREASURER PRIOR TO FILING

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	THERE IS A CONFLICT OF INTEREST POLICY FOR EMPLOYEES WHICH IS MONITORED BY THE ASSISTANT EXECUTIVE DIRECTOR OF BUSINESS SERVICES, JIM MARTIN A SEPARATE CONFLICT OF INTEREST POLICY EXISTS FOR OFFICERS OF GOVERNANCE AND IS MONITORED BY THE SECRETARY-TREASURER

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	SALARIES ARE REVIEWED AND APPROVED BY THE BOARD OF DIRECTORS. THEY ARE BASED ON COMPARABILITY DATA, AVERAGE TEACHER'S SALARY AND/OR BARGAINED CONTRACT. THE COMPARABILITY DATA FOR MANAGEMENT SALARIES INCLUDES COMPARISON TO THE OTHER STATES ASSOCIATED WITH THE NEA, BASED ON THE ANNUAL NEA MARKET STUDY, AS WELL AS MODELS DEVELOPED BY MERCER, A LEADING H/R FIRM.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES THESE DOCUMENTS AVAILABLE UPON REQUEST

Identifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED GAINS ON INVESTMENTS 259,515 PENSION-RELATED CHANGES OTHER THAN NET PERIODIC BENEFIT COST 27,359,285 TOTAL TO FORM 990, PART XI, LINE 5 27,618,800

Identifier	Return Reference	Explanation
	FORM 990, PART XII, LINE 2C	THE ORGANIZATION HAS AN AUDIT COMMITTEE TO OVERSEE THE AUDIT BY AN INDEPENDENT FIRM

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

2010

Open to Public Inspection

Name of the organization
OHIO EDUCATION ASSOCIATION

Employer identification number
31-4269414

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	(g) Section 512(b)(13) controlled organization	
						Yes	No
(1) OHIO EDUCATION ASSOCIATION FUND FOR CHILDREN & PUBLIC EDUCATION 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 91-2066313	PAC	OH	527				No
(2) OHIO EDUCATION ASSOCIATION POLITICAL CONTRIBUTING ENTITY 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 91-2066690	POLITICAL CONTRIBUTING ENTITY	OH	527		OHIO EDUCATION ASSOCIATION	Yes	
(3) OEA EDUCATIONAL FOUNDATION 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 04-3618101	DEVELOP & IMPLEMENT EDUCATIONAL PROGRAMS FOR TEACHERS IN OHIO	OH	501(C)(3)	PF	OHIO EDUCATION ASSOCIATION	Yes	
(4) LEGISLATIVE CRISIS FUND PAC 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 31-1444495	PAC	OH	527		OHIO EDUCATION ASSOCIATION	Yes	
(5) OHIO RETIRED TEACHERS FOUNDATION 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 31-6050636	PROVIDE ADDITIONAL RETIREMENT INCOME TO CERTAIN RETIREES	OH	501(C)(3)	LINE 11A, I	OHIO EDUCATION ASSOCIATION	Yes	
(6) VEBA TRUST AGREEMENT FOR OHIO EDUCATION ASSOCIATION GROUP BENEFIT PLAN 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH 43216 31-6681181	BENEFIT PLAN	OH	501(C)(9)		OHIO EDUCATION ASSOCIATION	Yes	

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) Disproporionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	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, 35A, or 36.)

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

1 During the tax year, did the organization 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

b Gift, grant, or capital contribution to other organization(s)

c Gift, grant, or capital contribution from other organization(s)

d Loans or loan guarantees to or for other organization(s)

e Loans or loan guarantees by other organization(s)

f Sale of assets to other organization(s)

g Purchase of assets from other organization(s)

h Exchange of assets

i Lease of facilities, equipment, or other assets to other organization(s)

j Lease of facilities, equipment, or other assets from other organization(s)

k Performance of services or membership or fundraising solicitations for other organization(s)

l Performance of services or membership or fundraising solicitations by other organization(s)

m Sharing of facilities, equipment, mailing lists, or other assets

n Sharing of paid employees

o Reimbursement paid to other organization for expenses

p Reimbursement paid by other organization for expenses

q Other transfer of cash or property to other organization(s)

r Other transfer of cash or property from other organization(s)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

No

No

No

No

No

No

No

No

No

No

No

Yes

Yes

No

No

No

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	(d) Method of determining amount involved
(1) OHIO EDUCATION ASSOCIATION POLITICAL CONTRIBUTING ENTITY	B	881,656	CASH CONTRIBUTION
(2)			
(3)			
(4)			
(5)			
(6)			

Schedule R (Form 990) 2010

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.

[illegible]

Part VII

Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule R (see instructions)

Identifier	Return Reference	Explanation
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Software ID:

Software Version:

EIN: 31-4269414

Name: OHIO EDUCATION ASSOCIATION

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(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	(g) Section 512 (b)(13) controlled organization	
						Yes	No
OHIO EDUCATION ASSOCIATION FUND FOR CHILDREN & PUBLIC EDUCATION 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH43216 91-2066313	PAC	OH	527				No
OHIO EDUCATION ASSOCIATION POLITICAL CONTRIBUTING ENTITY 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH43216 91-2066690	POLITICAL CONTRIBUTING ENTITY	OH	527		OHIO EDUCATION ASSOCIATION	Yes	
OEA EDUCATIONAL FOUNDATION 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH43216 04-3618101	DEVELOP & IMPLEMENT EDUCATIONAL PROGRAMS FOR TEACHERS IN OHIO	OH	501(C)(3)		PF OHIO EDUCATION ASSOCIATION	Yes	
LEGISLATIVE CRISIS FUND PAC 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH43216 31-1444495	PAC	OH	527		OHIO EDUCATION ASSOCIATION	Yes	
OHIO RETIRED TEACHERS FOUNDATION 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH43216 31-6050636	PROVIDE ADDITIONAL RETIREMENT INCOME TO CERTAIN RETIREES	OH	501(C)(3)		LINE 11A, I OHIO EDUCATION ASSOCIATION	Yes	
VEBA TRUST AGREEMENT FOR OHIO EDUCATION ASSOCIATION GROUP BENEFIT PLAN 225 EAST BROAD STREET PO BOX 2550 COLUMBUS, OH43216 31-6681181	BENEFIT PLAN	OH	501(C)(9)		OHIO EDUCATION ASSOCIATION	Yes	

Additional Data

Software ID:
Software Version:
EIN: 31-4269414
Name: OHIO 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			
BARB AMOUR DIRECTOR	3 00	X						0	0	0
DAVID AUGUSTA DIRECTOR	3 00	X						0	0	0
BARBARA CATALANO DIRECTOR	3 00	X						0	0	0
BEV CLARK DIRECTOR	3 00	X						0	0	0
PATRICIA COHEN DIRECTOR	3 00	X						0	0	0
STEVE COLAHAN DIRECTOR	3 00	X						0	0	0
ARNETTE GP COLLINS DIRECTOR	3 00	X						0	0	0
MATHEW CONRAD DIRECTOR	3 00	X						0	0	0
CHRISTINE DOMHOFF DIRECTOR	3 00	X						0	0	0
SANDRA DUCKWORTH DIRECTOR	3 00	X						0	0	0
DELORES ROME HUDSON DIRECTOR	3 00	X						0	0	0
ROBIN JEFFRIES DIRECTOR	3 00	X						0	0	0
PHIL LONG DIRECTOR	3 00	X						0	0	0
BECKY MAYER DIRECTOR	3 00	X						0	0	0
JIM MCCLURE DIRECTOR	3 00	X						0	0	0
MARTHA MILLER DIRECTOR	3 00	X						0	0	0
TIM MYERS DIRECTOR	3 00	X						0	0	0
ROBERTA NEFF DIRECTOR	3 00	X						0	0	0
EMILY OSTERLING DIRECTOR	3 00	X						0	0	0
JEFF PEGG DIRECTOR	3 00	X						0	0	0
HAVEN REARDON DIRECTOR	3 00	X						0	0	0
DAVID SAYWELL DIRECTOR	3 00	X						0	0	0
LEE SCHREINER DIRECTOR	3 00	X						0	0	0
SALLY SCHULER DIRECTOR	3 00	X						0	0	0
TIM SKAMFER DIRECTOR	3 00	X						0	0	0

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				
PAMELA SMITH DIRECTOR	3 00	X						0	0	0	
SALLY SMITH DIRECTOR	3 00	X						0	0	0	
PATRICK SNEE DIRECTOR	3 00	X						0	0	0	
BRADLEY STRONG DIRECTOR	3 00	X						0	0	0	
SUSAN STUCKEY DIRECTOR	3 00	X						0	0	0	
JANIFER TROWLES DIRECTOR	3 00	X						0	0	0	
GRETCHEN WASHINGTON DIRECTOR	3 00	X						0	0	0	
REBECCA WHITED DIRECTOR	3 00	X						0	0	0	
DAVID YOUNG DIRECTOR	3 00	X						0	0	0	
BARRY ALCOCK DIRECTOR	3 00	X						0	0	0	
CARLA AMBURGEY DIRECTOR	3 00	X						0	0	0	
ADRIENNE BOWDEN DIRECTOR	3 00	X						0	0	0	
KEVIN CAIN DIRECTOR	3 00	X						0	0	0	
CAROL CORRETHERS DIRECTOR	3 00	X						0	0	0	
KRISTON CROMBIE DIRECTOR	3 00	X						0	0	0	
MIKE DOSSIE DIRECTOR	3 00	X						0	0	0	
JESSICA FREEBORN DIRECTOR	3 00	X						0	0	0	
DALE KAIN DIRECTOR	3 00	X						0	0	0	
SANDRA LEWIS DIRECTOR	3 00	X						0	0	0	
REBECCA MILLER DIRECTOR	3 00	X						0	0	0	
JEFF RHODES DIRECTOR	3 00	X						0	0	0	
KIM RICHARDS DIRECTOR	3 00	X						0	0	0	
BILL SEARS DIRECTOR	3 00	X						0	0	0	
MARISSA SIMS DIRECTOR	3 00	X						0	0	0	
ANDRE TAYLOR DIRECTOR	3 00	X						0	0	0	

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			
JANICE VAUGHN DIRECTOR	3 00	X						0	0	0
DIANA WELSH DIRECTOR	3 00	X						0	0	0
PATRICIA FROST-BROOKS PRESIDENT	50 00			X				180,497	0	30,772
WILLIAM LEIBENSBERGER VICE PRESIDENT	50 00			X				161,629	0	38,901
JAMES TIMLIN SECRETARY-TREASURER	50 00			X				163,059	0	27,123
LARRY WICKS EXECUTIVE DIRECTOR	60 00			X				205,886	0	82,524
SUSAN BABCOCK AED STRATEGIC & WORKFORCE PLANNING	60 00				X			165,233	0	107,062
KEVIN FLANAGAN AED MEMBER SERVICES - FIELD	60 00				X			169,602	0	60,758
RACHELLE JOHNSON AED MEMBER SERVICE-PROGRAM	60 00				X			157,815	0	98,124
JAMES MARTIN AED BUSINESS SERVICES	60 00				X			166,491	0	112,486
PATRICIA COLLINS MURDOCK REGIONAL DIRECTOR	60 00					X		153,963	0	111,097
MARK LINDER UNISERV LABOR RELATIONS CONSULTANT	60 00					X		164,254	0	62,324
MICHAEL MCEACHERN UNISERV LABOR RELATIONS CONSULTANT	60 00					X		161,386	0	61,650
VENITA SHOULDERS UNISERV LABOR RELATIONS CONSULTANT	60 00					X		157,238	0	230,492
JERRY SQUIRES UNISERV LABOR RELATIONS CONSULTANT	60 00					X		154,655	0	25,145

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program services			
(Code)	(Expenses \$	including grants of \$	(Revenue \$)
EDUCATION IMPROVEMENT AND INNOVATION - PROVIDES PROFESSIONAL DEVELOPMENT ACTIVITIES FOR STAFF AND MEMBERS AND ASSISTS THE ASSOCIATION IN UNDERSTANDING AND RESPONDING TO CRITICAL EDUCATIONAL REFORM ISSUES			
(Code)	(Expenses \$	including grants of \$	(Revenue \$)
COMPUTER SERVICES - DEVELOPS AND MAINTAINS COMPUTERIZED INFORMATION ON ASSOCIATION PROGRAMS FOR USE BY OTHER AREAS			