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Form 990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2016

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public

Information about Form 990 and its instructions is at [www.irs.gov/form990](#)

Department of the Treasury
Internal Revenue Service

A For the 2016 calendar year, or tax year beginning 09-01-2016 , and ending 08-31-2017

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final

☐ Return/terminated

☐ Amended return

☐ Application pending

C Name of organization

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Doing business as

Number and street (or P O box if mail is not delivered to street address)

Room/suite

1201 16TH STREET NW NO 418

City or town, state or province, country, and ZIP or foreign postal code

WASHINGTON, DC 200363201

F Name and address of principal officer

LILY ESKELSEN GARCIA

1201 16TH STREET NW NO 418

WASHINGTON, DC 200363201

H(a) Is this a group return for subordinates?

☐ Yes ☒ No

H(b) Are all subordinates included?

☐ Yes ☐ No

If "No," attach a list (see instructions)

H(c) Group exemption number

I Tax-exempt status

☐ 501(c)(3) ☒ 501(c) (5) ◀(insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW NEA ORG

K Form of organization

☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1906

M State of legal domicile DC

Part I Summary

1 Briefly describe the organization's mission or most significant activities

SEE SCHEDULE OTHE NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES (NEA) IS A NOT-FOR-PROFIT ORGANIZATION INCORPORATED UNDER AN ACT OF THE UNITED STATES CONGRESS OUR MISSION IS TO ADVOCATE FOR EDUCATION PROFESSIONALS AND TO UNITE OUR MEMBERS AND THE NATION TO FULFILL THE PROMISE OF PUBLIC EDUCATION TO PREPARE EVERY STUDENT TO SUCCEED IN A DIVERSE AND INTERDEPENDENT WORLD OUR VISION IS A GREAT PUBLIC SCHOOL FOR EVERY STUDENT

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

176

4 Number of independent voting members of the governing body (Part VI, line 1b)

4

167

5 Total number of individuals employed in calendar year 2016 (Part V, line 2a)

5

653

6 Total number of volunteers (estimate if necessary)

6

0

7a Total unrelated business revenue from Part VIII, column (C), line 12

7a

990,230

7b Net unrelated business taxable income from Form 990-T, line 34

7b

-10,290,032

Revenue

8 Contributions and grants (Part VIII, line 1h)

9 Program service revenue (Part VIII, line 2g)

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

Prior Year

732,501

365,874,541

1,706,934

3,320,107

371,634,083

Current Year

206,409

370,021,521

2,274,102

1,946,783

374,448,815

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)

14 Benefits paid to or for members (Part IX, column (A), line 4)

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)

16a Professional fundraising fees (Part IX, column (A), line 11e)

b Total fundraising expenses (Part IX, column (D), line 25) ▶0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)

19 Revenue less expenses Subtract line 18 from line 12

114,936,199

0

119,717,979

0

138,868,595

373,522,773

-1,888,690

113,880,865

0

121,331,303

0

125,804,561

361,016,729

13,432,086

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

21 Total liabilities (Part X, line 26)

22 Net assets or fund balances Subtract line 21 from line 20

Beginning of Current Year

361,532,888

63,336,542

298,196,346

End of Year

357,159,708

45,330,242

311,829,466

Part II Signature Block

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

Sign Here

Signature of officer

2018-07-11

Date

PRINCESS MOSS SECRETARY-TREASURER

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

SUBRINA WOOD CPA

Preparer's signature

SUBRINA WOOD CPA

Date

Check ☐ if self-employed

PTIN P00365899

Firm's name

▶ CALIBRE CPA GROUP PLLC

Firm's EIN ▶ 47-0900880

Firm's address

▶ 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814

Phone no (202) 331-9880

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2016)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III ☒

1 Briefly describe the organization's mission

SEE SCHEDULE O THE NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES (NEA) IS A NOT-FOR-PROFIT ORGANIZATION INCORPORATED UNDER AN ACT OF THE UNITED STATES CONGRESS OUR MISSION IS TO ADVOCATE FOR EDUCATION PROFESSIONALS AND TO UNITE OUR MEMBERS AND THE NATION TO FULFILL THE PROMISE OF PUBLIC EDUCATION TO PREPARE EVERY STUDENT TO SUCCEED IN A DIVERSE AND INTERDEPENDENT WORLD OUR VISION IS A GREAT PUBLIC SCHOOL FOR EVERY STUDENT

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 organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations 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 \$)
See Additional Data

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

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

4d Other program services (Describe in Schedule O)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	No
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	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 for which 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 for escrow or custodial account liability, 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 temporarily restricted endowments, permanent endowments, 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	Yes
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 and XII 	12a	No
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 and XII is optional 	12b	Yes
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, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? 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 other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 	15	Yes
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? 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

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	Yes	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
23 Did the organization answer "Yes" to Part VII, Section A, line 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>	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 through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) 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>		
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>		
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		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>		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>		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>		No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		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>		No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		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>		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>		No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
b If "Yes" to line 35a, 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>	Yes	
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>		
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>		No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	678
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	653
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" to line 3b, 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 FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)		
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 as charitable contributions?	6a	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization 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. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b	Did the sponsoring 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 or note to any line 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 176		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b Enter the number of voting members included in line 1a, above, who are independent	1b 167		
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 Did the organization have members or stockholders?	6		No
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	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 Did the organization have local chapters, branches, or affiliates?	10a	Yes
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Yes
11a Has the organization provided a complete 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 Did the organization have a written conflict of interest policy? If "No," go to line 13.	12a	Yes
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done.	12c	Yes
13 Did the organization have a written whistleblower policy?	13	Yes
14 Did the organization have a written document retention and destruction policy?	14	Yes
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	15a	No
b Other officers or key employees of the organization	15b	No
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," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take 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 made these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.	
20 State the name, address, and telephone number of the person who possesses the organization's books and records. KIM O'FARRELL NEA 1201 16TH ST NW SUITE 418 WASHINGTON, DC 200363201 (202) 822-7572	

Check if Schedule O contains a response or note to any line in this Part VII ☐

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

Form **990** (2016)

[illegible]

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	4,231,622	0	1,746,462

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 368

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

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. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
WEBER SHANDWICK 733 10TH ST NW SUITE 600 WASHINGTON, DC 20001	ADVERTISING	4,103,695
EXPOPLUS 1055 RESEARCH CENTER DR ATLANTA, GA 30331	CONVENTION MANAGEMENT	3,052,208
THE NEW MEDIA FIRM INC 1730 RHODE ISLAND AVE NW WASHINGTON, DC 20036	ADVERTISING AGENCY	2,335,891
LINDENMEYR CENTRAL 3 MANHATTANVILLE RD PURCHASE, NY 10577	PAPER PRINT & DISTRIBUTION	1,502,252
COMMUNICATIONS PLUS INC 102 MADISON AVENUE NEW YORK, NY 10016	EVENT MANAGEMENT	1,203,182

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 69	
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Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .	1a				
	b Membership dues . . .	1b				
	c Fundraising events . . .	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	206,409			
	g Noncash contributions included in lines 1a-1f \$ _____					
	h Total. Add lines 1a-1f ▶		206,409			
Program Service Revenue			Business Code			
	2a MEMBERSHIP DUES		900099	370,021,521	370,021,521	
	b _____					
	c _____					
	d _____					
	e _____					
	f All other program service revenue					
	g Total. Add lines 2a-2f ▶		370,021,521			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		1,070,764			1,070,764
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties ▶					
			(i) Real	(ii) Personal		
	6a Gross rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ▶					
			(i) Securities	(ii) Other		
	7a Gross amount from sales of assets other than inventory	31,365,766				
	b Less cost or other basis and sales expenses	30,162,428				
	c Gain or (loss)	1,203,338				
	d Net gain or (loss) ▶		1,203,338			1,203,338
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 a					
	b Less direct expenses b					
	c Net income or (loss) from fundraising events ▶					
	9a Gross income from gaming activities See Part IV, line 19 a					
	b Less direct expenses b					
c Net income or (loss) from gaming activities ▶						
10a Gross sales of inventory, less returns and allowances a						
b Less cost of goods sold b						
c Net income or (loss) from sales of inventory ▶						
Miscellaneous Revenue		Business Code				
11a ADVERTISING AND SPONSO	541800	1,191,539	201,309	990,230		
b REIMBURSEMENT OF EDP C	900099	746,414	746,414			
c LOSS ON INVESTMENT OF	900099	-6,625,368	-6,625,368			
d All other revenue		6,634,198	6,634,198			
e Total. Add lines 11a-11d ▶		1,946,783				
12 Total revenue. See Instructions ▶		374,448,815	370,978,074	990,230	2,274,102	

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).

Check if Schedule O contains a response or note to any line in this Part IX ☐**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 domestic organizations and domestic governments. See Part IV, line 21.	113,759,025			
2 Grants and other assistance to domestic individuals. See Part IV, line 22.				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.	121,840			
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	3,379,832			
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.	62,321,325			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	34,271,901			
9 Other employee benefits.	16,756,756			
10 Payroll taxes.	4,601,489			
11 Fees for services (non-employees):				
a Management.	1,910,397			
b Legal.	694,072			
c Accounting.	224,500			
d Lobbying.	1,319,703			
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.	113,041			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	5,633,728			
12 Advertising and promotion.	7,031,520			
13 Office expenses.	3,292,250			
14 Information technology.	6,865,444			
15 Royalties.				
16 Occupancy.	4,755,737			
17 Travel.	16,017,882			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	11,250,356			
20 Interest.				
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	3,233,863			
23 Insurance.	12,996,325			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O):				
a BALLOT INITIATIVES	21,646,164			
b MEMBERSHIP COMMUNICATIO	14,674,277			
c PUBLICATION COST	6,416,907			
d MEMBERSHIP DUES AND SUB	4,526,534			
e All other expenses	3,201,861			
25 Total functional expenses. Add lines 1 through 24e.	361,016,729			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part IX ☐

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing			1	
	2	Savings and temporary cash investments		181,929,410	2	180,284,333
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		30,901,684	4	30,879,433
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.			5	
	6	Loans and other 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). Complete Part II of Schedule L.			6	
	7	Notes and loans receivable, net		6,374,320	7	5,502,098
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		8,798,814	9	5,183,040
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D.	10a	161,209,072		
	b	Less: accumulated depreciation	10b	131,193,165		
				31,967,400	10c	30,015,907
	11	Investments—publicly traded securities		33,366,634	11	35,671,883
	12	Investments—other securities. See Part IV, line 11		65,406,626	12	66,780,976
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
15	Other assets. See Part IV, line 11		2,788,000	15	2,842,038	
16	Total assets. Add lines 1 through 15 (must equal line 34)		361,532,888	16	357,159,708	
Liabilities	17	Accounts payable and accrued expenses		41,049,810	17	23,585,905
	18	Grants payable		500,000	18	
	19	Deferred revenue		15,913,025	19	15,701,597
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D.		5,873,707	25	6,042,740
	26	Total liabilities. Add lines 17 through 25		63,336,542	26	45,330,242
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets		298,196,346	27	311,829,466
	28	Temporarily restricted net assets			28	
	29	Permanently restricted net assets			29	
	Organizations that do not follow SFAS 117 (ASC 958), 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		298,196,346	33	311,829,466	
34	Total liabilities and net assets/fund balances		361,532,888	34	357,159,708	

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	374,448,815
2	Total expenses (must equal Part IX, column (A), line 25)	2	361,016,729
3	Revenue less expenses Subtract line 2 from line 1	3	13,432,086
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	298,196,346
5	Net unrealized gains (losses) on investments	5	201,034
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	311,829,466

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line 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? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 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	
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		

Additional Data

Software ID:
Software Version:
EIN: 53-0115260
Name: NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Form 990 (2016)

Form 990, Part III, Line 4a:

THE 2016-2017 STRATEGIC PLAN AND BUDGET ARE ORGANIZED AROUND TWO STRATEGIC GOALS AND SIX CORE FUNCTIONS THE FIRST GOAL IS STRONG AFFILIATES FOR EDUCATOR VOICE AND EMPOWERMENT WHERE NEA WILL PARTNER WITH STATE AND LOCAL AFFILIATES TO STRENGTHEN THEIR ORGANIZATIONAL CAPACITY TO SECURE OPPORTUNITIES FOR EMPOWERED EDUCATORS TO TRANSFORM THE CONDITIONS OF TEACHING AND LEARNING THROUGH SUPPORTIVE POLICIES, PRACTICES, AND STRUCTURES, ENGAGE AND CONTINUALLY DEEPEN RELATIONSHIPS WITH AND RELEVANCE TO MEMBERS, AND GROW ASSOCIATION MEMBERSHIP AND STRENGTH WHILE THWARTING ATTACKS ON MEMBER RIGHTS AND UNION STRENGTH THE SECOND GOAL IS EMPOWERED EDUCATORS FOR SUCCESSFUL STUDENTS WHERE IN PARTNERSHIP WITH STATE AND LOCAL AFFILIATES AND PARENTS AND COMMUNITIES, NEA WILL ENHANCE THE QUALITY OF EDUCATION PROFESSIONS BY SUPPORTING THE DEVELOPMENT OF EDUCATORS ACROSS THEIR PROFESSIONAL CONTINUUMS FOR EMPOWERMENT ROLES THAT ELEVATE THE QUALITY OF PROFESSIONAL PRACTICE, SHAPE THE FUTURE OF TEACHING AND LEARNING, ACHIEVE EDUCATIONAL OPPORTUNITY AND EQUITY, ADVANCE NATIONAL, STATE, AND DISTRICT LEVEL POLICIES, AND CREATE SOLUTIONS DESIGNED TO IMPROVE STUDENT OUTCOMES THE SIX CORE FUNCTIONS REPRESENT THE ONGOING WORK OF THE ASSOCIATION AND ADDRESS KEY, ONGOING PROBLEMS AND SERVICES ESSENTIAL TO THE NEA AND OUR WORK RESEARCH, POLICY, AND PRACTICE FOR GREAT PUBLIC SCHOOLS IN PARTNERSHIP WITH STATE AND LOCAL AFFILIATES AND ALLIED ORGANIZATIONS, NEA WILL RESEARCH AND SYNTHESIZE KEY LEARNINGS TO DEVELOP, IDENTIFY, AND IMPLEMENT NATIONAL, STATE, AND DISTRICT POLICIES THAT FACILITATE SUCCESSFUL PRACTICES AND MODELS FOR TEACHING AND LEARNING THAT PROMOTE STUDENT SUCCESS ORGANIZING IN PARTNERSHIP WITH STATE AND LOCAL AFFILIATES, PARENTS, AND COMMUNITIES, NEA WILL ORGANIZE TO GROW AND STRENGTHEN OUR ASSOCIATION AT ALL LEVELS IN ORDER TO IMPROVE STUDENT OUTCOMES, SECURE THE PROPER TEACHING AND LEARNING CONDITIONS, AND ACHIEVE EDUCATIONAL OPPORTUNITY AND EQUITY FOR ALL STUDENTS ADVOCACY AND OUTREACH NEA AND ITS AFFILIATES, IN PARTNERSHIP WITH PARENTS, COMMUNITIES, AND ALLIED ORGANIZATIONS, WILL ADVOCATE EDUCATORS' VIEWS TO NATIONAL, STATE, AND DISTRICT POLICYMAKERS, STAKEHOLDERS, AND THE PUBLIC TO ADVANCE POLICY THAT ACHIEVES EQUITY OF OPPORTUNITY, ACCESS, AND EXCELLENCE FOR STUDENTS IN PUBLIC EDUCATION, PROMOTES SOCIAL, ECONOMIC, AND RACIAL JUSTICE FOR AMERICA'S STUDENTS AND THEIR FAMILIES, AND SECURES MEMBERS' RIGHTS AND GREATER EMPOWERMENT AS EXPERTS TO DETERMINE AND SHAPE OPTIMAL CONDITIONS FOR TEACHING AND LEARNING COMMUNICATIONS NEA WILL UTILIZE THE BEST COMMUNICATION STRATEGIES TO ADVANCE THE ORGANIZATION'S MISSION AND VISION BY UNDERSTANDING KEY AUDIENCES, ENGAGING STATE AND LOCAL AFFILIATES, MEMBERS, PARTNERS, PARENTS AND COMMUNITIES, COORDINATING MESSAGE DEVELOPMENT AND DELIVERY ACROSS THE ASSOCIATION, AND ENHANCING THE ASSOCIATION'S BRAND AND REPUTATION BUSINESS OPERATIONS NEA WILL ADMINISTER AND SUPPORT BUSINESS OPERATIONS ACROSS THE ASSOCIATION AND ITS AFFILIATES IN A MANNER THAT SUPPORTS THE CHANGING NEEDS AND PRIORITIES OF THE ORGANIZATION BY ENSURING EFFICIENT AND EFFECTIVE INFRASTRUCTURE AND SOUND FISCAL MANAGEMENT, LEVERAGING TECHNOLOGY, AND STRENGTHENING THE ASSOCIATION'S HUMAN CAPITAL GOVERNANCE NEA WILL DEVELOP AND MAINTAIN LEADERSHIP DEVELOPMENT AND DECISION-MAKING STRUCTURES AND PROCESSES ACROSS THE ASSOCIATION AND ITS AFFILIATES THAT CLEARLY ADVANCE THE ORGANIZATION'S MISSION AND VISION

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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
J PHILLIPPE ABRAHAM BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LARE ALLEN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JENNI ALMASSY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MARTI ALVAREZ BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
KAREN ANDERSON BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
KAREN ASKER00TH BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
TIFFANY BACK BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JOYCE BAILEY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MICHAEL BANK BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
KAREN BARNES BOARD OF DIRECTORS	5 00 0 00	X						736	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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
CAROL BAUER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JACOB BAUER ZEBLEY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MAGGIE BEALL BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ANDREA BEEMAN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
KIM BONNETT BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
REED BRETZ BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
COLLEEN BRINER SCHMIDT BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JOSHUA BROWN BOARD OF DIRECTORS	5 00 0 00	X						619	0	0
ROBIN BROWN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
CAROL BURKE FLEMING BOARD OF DIRECTORS	5 00 0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
RUDOLPH BURRUSS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LORI CATHEY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
TANYA COATS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
NANCY CORDES BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ROBIN COURRIER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LINDA CROW BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
AMANDA CURTIS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ELIZABETH DAVENPORT BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ANGELA DAVIS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
AMY DEGROOT-HAMMER BOARD OF DIRECTORS	5 00 0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
BONNIE DOHERTY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
BRIAN DONOUGHE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
WILSON EBNER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ROBERT ELLIS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LINDA ESTRADA BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ENRIQUE FARRERA BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
GAYLE FAULKNER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JAMES FEDDERMAN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
PATTI FERGUSON-PALMER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
VALLERIE FISHER BOARD OF DIRECTORS	5 00 0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
BRIAN FLICK BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JAMES FRAZIER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
BILL FREEMAN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
CLLIFFORD FUKUDA BOARD OF DIRECTORS	5 00 0 00	X						1,057	0	0
DANA GALVIN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
GERRI GANDOLFO BOARD OF DIRECTORS	5 00 0 00	X						798	0	0
RACHEL GIFFORD BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
RUTH ELLEN GOFF BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
STEPHEN GORRIE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LYNN GOSS BOARD OF DIRECTORS	5 00 0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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				
AMBER GOULD		5 00										
.....		.....	X						817	0	0	
BOARD OF DIRECTORS		0 00										
KATHI GUNDLACH		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
MICHAEL HARMAN		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
GINA HARRIS		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
TRACY HARTMAN-BRADLEY		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
JOHN HEINEMAN		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
PAULA HERBART		5 00										
.....		.....	X						700	0	0	
BOARD OF DIRECTORS		0 00										
DOUGLAS HILL		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
ROBERT HOFFMANN		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
JOHN HERRIGAN		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										

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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(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				
JOLENE HOUGH		5 00										
BOARD OF DIRECTORS		0 00	X							0	0	0
MEL HOUSE		5 00										
BOARD OF DIRECTORS		0 00	X							0	0	0
TIFFENY HOWARD		5 00										
BOARD OF DIRECTORS		0 00	X							0	0	0
RYAN HOYT		5 00										
BOARD OF DIRECTORS		0 00	X							0	0	0
MARIE HUTCHINGS		5 00										
BOARD OF DIRECTORS		0 00	X							0	0	0
RONNIE RAY JAMES		5 00										
BOARD OF DIRECTORS		0 00	X							663	0	0
TRIPP JEFFERS		5 00										
BOARD OF DIRECTORS		0 00	X							739	0	0
ROBIN JEFFRIES		5 00										
BOARD OF DIRECTORS		0 00	X							1,612	0	0
LISA JENNINGS		5 00										
BOARD OF DIRECTORS		0 00	X							0	0	0
DEBORAH JONES		5 00										
BOARD OF DIRECTORS		0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
DALE KAISER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
HILDA KENDRICK BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
BRIAN KEREKES BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LISA KICKBUSCH BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
SERENA KOTCH BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
PAMELA KRUSE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
CALEB KUPA BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
KEVIN LADUKE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ANITA LANG BOARD OF DIRECTORS	5 00 0 00	X						2,765	0	0
DOUGLAS LEA BOARD OF DIRECTORS	5 00 0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
DEBRA LEE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
RUSSELL LEONE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
BILL LYNE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
DIANA MARCUS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
CHERYL MATTERN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
SHANNON MCCANN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
CHARLENE MCCOY BOARD OF DIRECTORS	5 00 0 00	X						824	0	0
DENISE MCCOY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
DONNIE MCGEE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
DOREEN MCGUIRE-GRIGG BOARD OF DIRECTORS	5 00 0 00	X						799	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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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				
JO MCKIM		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
CAROL MEDAWAR		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
GARY MELTON		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
ELAINE MERRIWEATHER		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
KATHY MEYER		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
JULIO MORALES		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
AMY MULLEN		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
PHILIP MURRAY		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
KIZZY L NICHOLAS		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										
DEANNA NICOSIA-JONES		5 00										
.....		.....	X						0	0	0	
BOARD OF DIRECTORS		0 00										

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

(A)

(B)

(C)

(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RAE NWOSU	5 00									
BOARD OF DIRECTORS	0 00	X						2,320	0	0
ELLEN OLSEN	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
EMILLY OSTERLING	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
BONNIE PAGE	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
KRISTA PATTERSON	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
MARTHA PATTERSON	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
GARY PELUCHETTE	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
TRACY PHILLIPS	5 00									
BOARD OF DIRECTORS	0 00	X						734	0	0
ANDREW POLICASTRO	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
JESSICA POWELL	5 00									
BOARD OF DIRECTORS	0 00	X						1,090	0	0

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

(A)

(B)

(C)

(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MATTHEW POWELL	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
AMANDA PRICHARD	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
GRETCHEN RAGAZZO	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
LORETTA RAGSDELL	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
ROSA LINDA RAMIREZ	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
ASHANTI RANKIN	5 00									
BOARD OF DIRECTORS	0 00	X						832	0	0
JEFFERY RHODES	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
KIM RICHARDS	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
KAREN RIDLEY	5 00									
BOARD OF DIRECTORS	0 00	X						0	0	0
MARY ANN RIVERA	5 00									
BOARD OF DIRECTORS	0 00	X						3,045	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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
ROBERT RODRIGUEZ BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
SOPHIA RODRIGUEZ BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
DANIEL RUDD BOARD OF DIRECTORS	5 00 0 00	X						605	0	0
ANDREW SAKO BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ALFONSO SALAIS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MIGUEL SALDANA BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
CHRISTINE SAMPSON-CLARK BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
EDWARD SANDERSON BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JOHN SCANLAN BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
LAURIE SCHORNO BOARD OF DIRECTORS	5 00 0 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	Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
KENNETH TANG BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
TRACY LEE TAYLOR BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JULIUS THOMAS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MICHAEL THURSTON BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
DONALD TINNEY BOARD OF DIRECTORS	5 00 0 00	X						641	0	0
TOM TULLY BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
KARI VANDERJACK BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
SANDRA WALKER BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
ALEX WALLACE BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MARILYN WARNER BOARD OF DIRECTORS	5 00 0 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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
DAVID WATTS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
MARILYN WEEKS BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
DONNA WEST BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
JULIE WICKERSHAM BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
BARBARA WILMARTH BOARD OF DIRECTORS	5 00 0 00	X						0	0	0
HASHEEN WILSON BOARD OF DIRECTORS	5 00 0 00	X						5,297	0	0
KEVIN GILBERT EXECUTIVE COMMITTEE	37 50 0 00	X						74,946	0	0
ERIC BROWN EXECUTIVE COMMITTEE	37 50 0 00	X						74,327	0	0
MAURICE KOFFMAN EXECUTIVE COMMITTEE	37 50 0 00	X						133,789	0	0
SHELLY MOORE KRAJACIC EXECUTIVE COMMITTEE	37 50 0 00	X						78,933	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 (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
HT NGUYEN STATE AFFILIATE EXEC DIR	37 50 0 00					X		270,380	0	156,961
ALICE O'BRIEN GENERAL COUNSEL	37 50 0 00					X		237,654	0	121,702
KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	37 50 0 00					X		243,541	0	129,359
MICHAEL EDWARDS SENIOR DIRECTOR	37 50 0 00					X		237,793	0	140,368
RAMONA OLIVER SENIOR DIRECTOR	37 50 0 00					X		226,431	0	118,956

SCHEDULE C (Form 990 or 990-EZ)	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. ▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990 .	OMB No 1545-0047 2016 Open to Public Inspection
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If the organization answered "Yes" on 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" on 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" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

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

Name of the organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	Employer identification number 53-0115260
---	---

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	▶ \$ 9,290,634
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 function activities	▶ \$	10,000
3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b	▶ \$	10,000
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) NEA ADVOCACY FUND	1201 16TH ST NW WASHINGTON, DC 20036	27-2152012		7,000,000
(2) EMILY'S LIST	1800 M ST NW WASHINGTON, DC 20036	52-1391360	10,000	
3				
4				
5				
6				

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 (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

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

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 separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable 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)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity

		(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 1c through 1i)?			
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?			
j	Total. Add lines 1c through 1i			
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 Yes	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	No
3 Did the organization agree to carry over 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) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	2a	
a Current year	2b	
b Carryover from last year	2c	
c Total	3	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	4	
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?	5	
5 Taxable amount of lobbying and political expenditures (see instructions)		

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
PART I-A, LINE 1	POLITICAL ACTIVITIES THAT DO NOT CONSTITUTE AN "EXEMPT FUNCTION" AS DEFINED BY IRC 527, INCLUDING COMMUNICATIONS TO MEMBERS CONCERNING IDENTIFIABLE FEDERAL AND NONFEDERAL CANDIDATES AND EXPENSES FOR THE ADMINISTRATION AND FUNDRAISING FOR THE TAXPAYER'S SEPARATE SEGREGATED FUNDS
PART I-C CONTINUATION FOR INCOMPLETE NAME/ADDRESS INFORMATION	NEA ADVOCACY FUND 1201 16TH ST NW RM 418 WASHINGTON, DC 20036 EMILY'S LIST 1800 M ST , NW WASHINGTON, DC 20036

SCHEDULE D

(Form 990)

Supplemental Financial Statements

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2016

Open to Public Inspection

Department of the Treasury

Internal Revenue Service

Name of the organization

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number

53-0115260

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of 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 can 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" on 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 education)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2

Complete lines 2a through 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	2a Total number of conservation easements
b	2b Total acreage restricted by conservation easements
c	2c Number of conservation easements on a certified historic structure included in (a)
d	2d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax 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, handling of violations, and enforcing conservation easements during the year ►

7

Amount of expenses incurred in monitoring, inspecting, handling of violations, 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 section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIII, 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" on Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under SFAS 116 (ASC 958), 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 XIII, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116 (ASC 958), 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)

Revenue included on 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 (ASC 958) relating to these items

a

Revenue included on 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 acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

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" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII 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, for escrow or custodial account liability?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

Part V

Endowment Funds. Complete if the organization answered "Yes" on 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a

Board designated or quasi-endowment

b

Permanent endowment

c

Temporarily restricted endowment

The percentages on lines 2a, 2b, and 2c should equal 100%

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

	Yes	No
3a(i)		
3a(ii)		
3b		

4

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

Part VI

Land, Buildings, and Equipment.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,753,777		1,753,777
b Buildings		77,783,887	54,508,493	23,275,394
c Leasehold improvements		5,622,673	2,736,237	2,886,436
d Equipment		76,048,735	73,948,435	2,100,300
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				30,015,907

Part VII

Investments—Other Securities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b.
See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b)Book value	(c)Method of valuation Cost or end-of-year market value
(1)Financial derivatives		
(2)Closely-held equity interests		
(3)Other _____ (A) 100% OF NATIONAL EDUCATION EMPLOYEES ASSISTANCE FUND	29,928	F
(B) 100% OF NEA PROPERTIES, INC	16,015,955	F
(C) 66 67% OF NEA 360 LLC	12,139,091	F
(D) 100% OF NEA MEMBER BENEFITS CORPORATION (D)	38,596,002	F
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12) ▶	66,780,976	

Part VIII

Investments—Program Related. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c.
See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13) ▶		

Part IX

Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15) ▶	

Part X

Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
SEVERANCE PAY OBLIGATION	6,042,740
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ▶	6,042,740

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

☒

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

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	425,695,767
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	201,034
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	52,469,326
e	Add lines 2a through 2d	2e	52,670,360
3	Subtract line 2e from line 1	3	373,025,407
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 XIII)	4b	1,423,408
c	Add lines 4a and 4b	4c	1,423,408
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	374,448,815

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	419,684,774
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 XIII)	2d	69,576,785
e	Add lines 2a through 2d	2e	69,576,785
3	Subtract line 2e from line 1	3	350,107,989
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 XIII)	4b	10,908,740
c	Add lines 4a and 4b	4c	10,908,740
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	361,016,729

Part XIII Supplemental Information

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, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 53-0115260

Name: NATIONAL EDUCATION ASSOCIATION OF THE
UNITED STATES

Supplemental Information

Return Reference	Explanation
PART X, LINE 2	NEA FOLLOWS THE AUTHORITATIVE GUIDANCE RELATING TO ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES INCLUDED IN THE ACCOUNTING STANDARDS CODIFICATION (ASC) TOPIC ON INCOME TAXES. THESE PROVISIONS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR THE UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. NEA BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AND, AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. NEA FORM 990, RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX, FOR THE FISCAL YEARS 2014 THROUGH 2016, ARE SUBJECT TO EXAMINATION BY THE INTERNAL REVENUE SERVICE (IRS), GENERALLY FOR THREE YEARS AFTER THEY WERE FILED.

Supplemental Information	
Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS	SEE DESCRIPTION BELOW

Supplemental Information	
Return Reference	Explanation
PART XI, LINE 4B - OTHER ADJUSTMENTS	SEE DESCRIPTION BELOW

Supplemental Information	
Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS	SEE DESCRIPTION BELOW

Supplemental Information	
Return Reference	Explanation
PART XII, LINE 4B - OTHER ADJUSTMENTS	SEE DESCRIPTION BELOW

Supplemental Information	
Return Reference	Explanation
SCHEDULE D, PART XI, LINE 2D	REVENUE FROM SUBSIDIARIES IN FINANCIAL STATEMENTS \$56,378,065 EXPENSES THAT WERE NETTED AGAINST REVENUE IN THE AUDITED FINANCIALS -\$3,908,739 TOTAL \$52,469,326

Supplemental Information	
Return Reference	Explanation
SCHEDULE D, PART XI, LINE 4B	CURRENT YEAR LOSS FROM WHOLLY OWNED SUBSIDIARIES -\$6,625,368 REVENUES THAT WERE NETTED AGAINST EXPENSES ON THE AUDITED FINANCIALS \$8,048,776 TOTAL \$1,423,408

Supplemental Information

Return Reference	Explanation
SCHEDULE D, PART XII, LINE 2D	GROSS EXPENSES OF WHOLLY OWNED SUBSIDIARIES INCLUDED IN THE AUDITED FINANCIAL STATEMENTS \$ 51,696,966 REVENUE THAT WAS NETTED AGAINST EXPENSES IN THE AUDITED FINANCIAL STATEMENTS - \$8,048,776 EXPENSES OF INDEPENDENT ENTITIES REPORTED ON CONSOLIDATED BASIS IN AUDITED FINANCIAL STATEMENTS \$25,872,946 NEEAF ACTIVITY ELIMINATED DURING CONSOLIDATION \$55,649 TOTAL \$69,576,785

Supplemental Information	
Return Reference	Explanation
SCHEDULE D, PART XII, LINE 4B	EXPENSES THAT WERE NETTED AGAINST INCOME ON THE AUDITED FINANCIAL STATEMENTS \$3,899,740 G RANT TO NEEAF ELIMINATED IN CONSOLIDATION \$9,000 CONTRIBUTIONS TO INDEPENDENT ENTITY REMO VED IN CONSOLIDATION \$7,000,000 TOTAL \$10,908,740

Supplemental Information	
Return Reference	Explanation
SCHEDULE D, PART X, LINE 1(2) SEVERANCE PAY	NEA HAS A POLICY ENTITLING EMPLOYEES WITH OVER 10 YEARS OF SERVICE TO SEVERANCE PAY EQUAL TO 10 WEEKS OF SALARY NEA'S ACCRUED SEVERANCE PAY HAS BEEN CALCULATED TO APPROXIMATE ACCOUNTING STANDARDS CODIFICATION 712, COMPENSATION - NON RETIREMENT POSTEMPLOYMENT BENEFITS

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990,
Part IV, line 14b, 15, or 16.

► Attach to Form 990. ► See separate instructions.

► Information about Schedule F (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2016

**Open to Public
Inspection**

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE
UNITED STATES

Employer identification number

53-0115260

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☒ No

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States

3 Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
3a Sub-total	0	0			0
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	0	0			0

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			NORTH AMERICA	THIS GRANT SUPPORTS THE DEVELOPMENT OF A FILM CALLED "STRIKE" WHICH IS ABOUT THE IMPORTANT HISTORY OF UNIONS AND WILL PROVIDE NEA WITH 100,000 DIGITAL COPIES OF THE MOVIE ONCE IT HAS BEEN COMPLETED	100,000	CHECK			
			SUB-SAHARAN AFRICA	THE NEA GRANTED THE KENYA NATIONAL UNION OF TEACHERS \$16,840 FOR IMPLEMENTATION OF THE SCHOOL RELATED GENDER-BASED VIOLENCE PREVENTION PROJECT, WHICH IS A PART OF A LARGER EDUCATION INTERNATIONAL AND UNITED NATIONS GIRLS EDUCATION INITIATIVE PROJECT WITH SEVEN EDUCATION UNIONS IN FIVE EAST AFRICAN NATIONS THE PROJECT INCLUDED EXTENSIVE TEACHER TRAINING ON REALITIES AND SOLUTIONS TO FOSTERING A SCHOOL CULTURE OF RESPECT AND GENDER FAIRNESS	16,840	WIRE			

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **▶** 1
- 3 Enter total number of other organizations or entities **▶**

Part III	Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
-----------------	---

Part III can be duplicated if additional space is needed.

[illegible]

Part IV Foreign Forms

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713)* ☐ Yes ☒ No

Additional Data

Software ID:

Software Version:

EIN: 53-0115260

Name: NATIONAL EDUCATION ASSOCIATION OF THE
UNITED STATES

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

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As Filed Data -

DLN: 93493192003078

Schedule I
(Form 990)

OMB No 1545-0047

2016

Open to Public Inspection

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," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

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 Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 39

3 Enter total number of other organizations listed in the line 1 table 146

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated 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
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV **Supplemental Information.** Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

Return Reference	Explanation
SCHEDULE I, PART I, LINE 2	NEA STAFF VERIFY THAT GRANTS WERE USED FOR THE APPROPRIATE PURPOSE MOST OF THE EXPENDITURES WERE FROM SEVERAL PROGRAMS THAT NEA ADMINISTERS TO PROVIDE FINANCIAL ASSISTANCE TO ITS STATE AND LOCAL AFFILIATES AND TO OTHER ORGANIZATIONS THAT SHARE ITS MISSION OF A GREAT PUBLIC SCHOOL FOR EVERY STUDENT

Additional Data

Software ID:
Software Version:
EIN: 53-0115260
Name: NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AFL-CIO 815 16TH STREET NW ATTN STATE UNITY FUND WASHINGTON, DC 20006	53-0228172	501(C)(5)	125,000				FINANCIAL ASSISTANCE
ALABAMA EDUCATION ASSOCIATION PO BOX 4177 MONTGOMERY, AL 361034177	63-0002660	501(C)(5)	3,301,548				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALACHUA COUNTY EDUCATION ASSOCIATION 618 NW 13TH AVENUE GAINESVILLE, FL 32601	51-0229650	501(C)(5)	25,000				FINANCIAL ASSISTANCE
ALLIANCE FOR JUSTICE 11 DUPONT CIRCLE NW 2ND FLOOR WASHINGTON, DC 20036	52-1009973	501(C)(3)	50,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AMERICA VOTES 1155 CONNECTICUT AVE NW SUITE 600 WASHINGTON, DC 20036	26-4568349	501(C)(4)	443,333				FINANCIAL ASSISTANCE
AMERICAN CONSTITUTION SOCIETY 1333 H ST NW 11TH FLOOR WASHINGTON, DC 20005	52-2313694	501(C)(3)	15,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AMERICAN FEDERATION OF TEACHERS 555 NEW JERSEY AVENUE NW WASHINGTON, DC 20001	36-0725240	501(C)(5)	13,000				FINANCIAL ASSISTANCE
AMERICAN INSTITUTES FOR RESEARCH PO BOX 28126 NEW YORK, NY 100878126	25-0965219	501(C)(3)	37,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ANCHORAGE EDUCATION ASSOCIATION 4100 SPENARD RD ANCHORAGE, AK 99517	92-0074528	501(C)(5)	10,500				FINANCIAL ASSISTANCE
ARIZONA EDUCATION ASSOCIATION 345 E PALM LN PHOENIX, AZ 850041532	86-0002685	501(C)(6)	802,132				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ARKANSAS EDUCATION ASSOCIATION 1500 W FOURTH ST LITTLE ROCK, AR 72201	71-0004515	501(C)(6)	621,460				FINANCIAL ASSISTANCE
ASSOCIATED POMONA TEACHERS 1976 W HOLT AVE POMONA, CA 91768	95-3331337	501(C)(5)	248,992				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BALDWIN PARK EDUCATION ASSOCIATION 13139 RAMONA BLVD STE B IRWINDALE, CA 91706	95-2628936	501(C)(5)	12,500				FINANCIAL ASSISTANCE
BREVARD FEDERATION OF TEACHERS 1007 FLORIDA AVE ROCKLEDGE, FL 32955	23-7402773	501(C)(5)	100,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BROWARD TEACHERS UNION 6000 NORTH UNIVERSITY DRIVE TAMARAC, FL 33321	23-7105238	501(C)(5)	100,000				FINANCIAL ASSISTANCE
CALIFORNIA TEACHERS ASSOCIATION 1705 MURCHISON DRIVE BURLINGAME, CA 94010	94-0362310	501(C)(5)	13,438,839				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CAMAS EDUCATION ASSOCIATION PO BOX 694 CAMAS, WA 98607	90-1018982	501(C)(5)	12,500				FINANCIAL ASSISTANCE
CAMBRIDGE CENTRAL SCHOOL CAMBRIDGE CENTRAL SCHOOL DISTRICT 58 SOUTH PARK ST CAMBRIDGE, NY 12816	14-6002029	501(C)(3)	242,886				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CARTWRIGHT SCHOOL DISTRICT #83 5220 W INDIAN SCHOOL RD PHOENIX, AZ 85031	86-6000517	INSTRUMENTALITY	7,500				FINANCIAL ASSISTANCE
CENTER FOR AMERICAN PROGRESS 1333 H STREET NW 10TH FLOOR WASHINGTON, DC 20005	30-0126510	501(C)(3)	250,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CENTER FOR MEDIA AND DEMOCRACY 122 W WASHINGTON AVE STE 555 MADISON, WI 537259010	39-1777402	501(C)(3)	50,000				FINANCIAL ASSISTANCE
CENTER FOR POPULAR DEMOCRACY ACTION FUND 802 KENT AVENUE BROOKLYN, NY 11205	45-3860271	501(C)(4)	300,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CENTER FOR POPULAR DEMOCRACY INC 802 KENT AVENUE BROOKLYN, NY 11205	45-3813436	501(C)(3)	300,000				FINANCIAL ASSISTANCE
CENTER FOR TEACHING QUALITY INC 601 SOUTH MAIN STREET SUITE 207 CARRBORO, NC 27510	04-3606319	501(C)(3)	381,200				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CHENEY EDUCATION ASSOCIATION 2620 N 6TH ST CHENEY, WA 99004	20-3649277	501(C)(5)	24,413				FINANCIAL ASSISTANCE
CITY COLLEGES CONTINGENT LABOR ORGANIZING COMMITTEE 230 W MONROE STE 2640 CHICAGO, IL 60610	52-2436647	501(C)(5)	16,250				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CLARK COUNTY EDUCATION ASSOCIATION 4230 MCLEOD DRIVE LAS VEGAS, NV 89121	88-0104093	501(C)(5)	75,629				FINANCIAL ASSISTANCE
COLORADO EDUCATION ASSOCIATION 1500 GRANT STREET DENVER, CO 80203	84-0172608	501(C)(5)	2,301,022				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COMMUNITY JUSTICE FOR YOUTH INSTITUTE 2929 S WABASH STE 203 CHICAGO, IL 60616	36-4582513	501(C)(3)	189,000				FINANCIAL ASSISTANCE
COMPTON EDUCATION ASSOCIATION 333 SOUTH SANTA FE AVE COMPTON, CA 90221	95-2672842	501(C)(5)	12,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CONNECTICUT EDUCATION ASSOCIATION CAPITOL PLACE 21 OAK STREET SUITE 500 HARTFORD, CT 061068001	06-0666277	501(C)(5)	1,261,836				FINANCIAL ASSISTANCE
CONVERGENCE CENTER FOR POLICY RESOLUTION 1101 17TH ST NW SUITE 1350 WASHINGTON, DC 20036	32-0280279	501(C)(3)	50,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CORNELL UNIVERSITY 201E DOLGEN HALL ITHACA, NY 148533901	15-0532082	501(C)(3)	48,750				FINANCIAL ASSISTANCE
DAKOTA COUNTY UNITED EDUCATORS 6950 WEST 146TH ST STE 114 APPLE VALLEY, MN 55124	41-1412301	501(C)(5)	22,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DELAWARE STATE EDUCATION ASSOCIATION 136 E WATER STREET DOVER, DE 19901	51-0061551	501(C)(5)	579,445				FINANCIAL ASSISTANCE
DEMOCRACY ALLIANCE 1575 EYE STREET NW SUITE 425 WASHINGTON, DC 20005	20-2130918	TAXABLE NONPROFIT	125,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DENVER CLASSROOM TEACHERS ASSOCIATION 1500 GRANT STREET SUITE 200 DENVER, CO 80203	84-0513468	501(C)(5)	16,620				FINANCIAL ASSISTANCE
DIGITAL PROMISE 1001 CONNECTICUT AVE NW STE 830 WASHINGTON, DC 20036	45-2708794	501(C)(3)	101,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DOWNEY EDUCATION ASSOCIATION 11310 FIRESTONE BLVD NORWALK, CA 90650	94-2241945	501(C)(5)	12,150				FINANCIAL ASSISTANCE
EAU CLAIRE ASSOCIATION OF EDUCATORS 2004 HIGHLAND AVE SUITE L EAU CLAIRE, WI 54701	39-1490803	501(C)(5)	6,655				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ECONOMIC POLICY INSTITUTE 1333 H STREET NW SUITE 300 EAST TOWER WASHINGTON, DC 200054707	52-1368964	501(C)(3)	225,000				FINANCIAL ASSISTANCE
EDMOND ASSOCIATION OF CLASSROOM TEACHERS PO BOX 2613 EDMOND, OK 73083	73-1385048	501(C)(5)	10,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EDMONDS EDUCATION ASSOCIATION 19707 6TH AVE W STE 204 LYNNWOOD, WA 98026	91-0826285	501(C)(6)	9,000				FINANCIAL ASSISTANCE
EDUCATION AUSTIN 316 WEST 12TH STREET STE 202 AUSTIN, TX 78701	74-2428167	501(C)(5)	57,852				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EDUCATION LAW CENTER INC 60 PARK PLACE SUITE 300 NEWARK, NJ 07102	22-2014555	501(C)(3)	100,000				FINANCIAL ASSISTANCE
EDUCATION MINNESOTA 41 SHERBURNE AVE ST PAUL, MN 55103	41-1916882	501(C)(5)	2,374,248				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EL PASO TEACHERS ASSOCIATION 801 N EL PASO ST EL PASO, TX 79902	74-0608491	501(C)(5)	10,500				FINANCIAL ASSISTANCE
EMERGING AMERICAN MAJORITIES 1225 I ST NW STE 1250 WASHINGTON, DC 20005	81-4100201	501(C)(4)	150,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FAIRFIELD EDUCATION ASSOCIATION PO BOX 2 FAIRFIELD, CT 06824	06-6082479	501(C)(6)	13,150				FINANCIAL ASSISTANCE
FEDERAL EDUCATION ASSOCIATION 1201 16TH ST NW SUITE 117 WASHINGTON, DC 20036	98-0105622	501(C)(5)	577,358				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FLORIDA EDUCATION ASSOCIATION 213 SOUTH ADAMS STREET TALLAHASSEE, FL 323011720	59-3685541	501(C)(5)	2,948,069				FINANCIAL ASSISTANCE
FOR OUR FUTURE PO BOX 65279 WASHINGTON, DC 20035	81-2638345	501(C)(4)	300,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FOREST HILLS TEACHERS ASSOCIATION 7824 WOODSTONE DRIVE CINCINNATI, OH 45244	23-7088249	501(C)(5)	5,400				FINANCIAL ASSISTANCE
FRESNO TEACHERS ASSOCIATION 5334 N FRESNO ST FRESNO, CA 93710	94-1450149	501(C)(5)	24,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FULLERTON SECONDARY TEACHERS ORGANIZATION 749 S BREA BLVD STE 42 BREA, CA 928215388	95-2552725	501(C)(5)	250,000				FINANCIAL ASSISTANCE
FUND FOR THE CITY OF NEW YORK INC 121 AVENUE OF THE AMERICAS 6TH FLR NEW YORK, NY 10013	13-2612524	501(C)(3)	10,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GEORGE WASHINGTON UNIVERSITY 2100 M ST NW SUITE 310 WASHINGTON, DC 20052	53-0196584	501(C)(3)	300,000				FINANCIAL ASSISTANCE
GEORGIA ASSOCIATION OF EDUCATORS 100 CRESCENT CENTER PARKWAY SUITE 500 TUCKER, GA 30084	58-1086686	501(C)(6)	1,119,912				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GREAT LAKES CENTER FOR EDUCATION RESEARCH AND PRACTICE PO BOX 1263 EAST LANSING, MI 488261263	38-3555110	501(C)(3)	225,000				FINANCIAL ASSISTANCE
GREEN BAY EDUCATION ASSOCIATION 2256 MAIN ST GREEN BAY, WI 54311	39-1182321	501(C)(5)	125,010				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GROW YOUR OWN ILLINOIS 820 W JACKSON STE 330 CHICAGO, IL 60607	20-8324406	501(C)(3)	50,000				FINANCIAL ASSISTANCE
GUILFORD COUNTY ASSOC OF EDUCATORS 3407 W WENDOVER AVE STE D GREENSBORO, NC 27407	58-2203233	501(C)(6)	25,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HAWAII STATE TEACHERS ASSOCIATION 1200 ALA KAPUNA STREET HONOLULU, HI 96819	99-0145127	501(C)(5)	727,894				FINANCIAL ASSISTANCE
HOWARD COUNTY EDUCATION ASSOCIATION 5082 DORSEY HALL DR SUITE 102 ELLCOTT CITY, MD 21042	52-0939793	501(C)(5)	9,120				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
IDAHO EDUCATION ASSOCIATION 620 N 6TH STREET PO BOX 2638 BOISE, ID 83701	82-0129950	501(C)(5)	636,906				FINANCIAL ASSISTANCE
ILLINOIS EDUCATION ASSOCIATION 100 E EDWARDS ST SPRINGFIELD, IL 62704	37-1148612	501(C)(5)	4,531,165				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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INDIANA STATE TEACHERS ASSOCIATION 150 WEST MARKET STREET SUITE 900 INDIANAPOLIS, IN 462042875	35-1148612	501(C)(5)	1,440,373				FINANCIAL ASSISTANCE
IOWA STATE EDUCATION ASSOCIATION 777 3RD STREET DES MOINES, IA 50309	42-0335775	501(C)(5)	1,251,177				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
IPM INSTITUTE OF NORTH AMERICA 211 S PATERSON ST STE 380 MADISON, WI 53703	39-1938654	501(C)(3)	15,000				FINANCIAL ASSISTANCE
KANSAS NEA 715 SW 10TH AVE TOPEKA, KS 66612	48-0290660	501(C)(5)	784,791				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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KEENE PARAPROFESSIONALS ASSOCIATION 79 PARK AVE KEENE, NH 03431	02-0327695	501(C)(5)	10,000				FINANCIAL ASSISTANCE
KENOSHA EDUCATION ASSOCIATION 5610 FIFTY-FIFTH STREET KENOSHA, WI 53144	39-1089325	501(C)(6)	7,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
KENTUCKY EDUCATION ASSOCIATION 401 CAPITOL AVENUE FRANKFORT, KY 406012836	61-0245450	501(C)(6)	1,286,779				FINANCIAL ASSISTANCE
LEON CLASSROOM TEACHERS ASSOCIATION 2655 CAPITAL CIR NE STE STE 7 TALLAHASSEE, FL 32308	59-1630421	501(C)(5)	7,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LITTLE ROCK EDUCATION ASSOCIATION 708 WEST SECOND LITTLE ROCK, AR 72201	71-0397665	501(C)(5)	7,000				FINANCIAL ASSISTANCE
LOUISIANA ASSOCIATION OF EDUCATORS 8322 ONE CALAIS AVE BATON ROUGE, LA 70809	72-0824390	501(C)(5)	729,297				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MADISON TEACHERS INC 33 NOB HILL RD MADISON, WI 53713	39-6060613	501(C)(6)	115,250				FINANCIAL ASSISTANCE
MAIN STREET ADVOCACY FUND 325 7TH STREET NW SUITE 610 WASHINGTON, DC 20004	27-0273223	501(C)(4)	500,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MAINE EDUCATION ASSOCIATION 35 COMMUNITY DRIVE AUGUSTA, ME 04330	01-0114035	501(C)(5)	931,010				FINANCIAL ASSISTANCE
MARYLAND STATE EDUCATION ASSOCIATION FINANCE AND ACCOUNTING DIV 140 MAIN STREET ANNAPOLIS, MD 21401	52-0607919	501(C)(5)	2,447,911				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MASSACHUSETTS TEACHERS ASSN 2 HERITAGE DRIVE QUINCY, MA 02171	04-1591200	501(C)(5)	3,819,265				FINANCIAL ASSISTANCE
MCEA CENTER FOR TEACHER LEADERSHIP INC 12 TAFT COURT ROCKVILLE, MD 20850	90-0085530	501(C)(3)	388,900				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MEA-MFT 1232 EAST 6TH AVENUE HELENA, MT 59601	81-0169635	501(C)(5)	754,218				FINANCIAL ASSISTANCE
MICHIGAN EDUCATION ASSOCIATION 1350 KENDALE BLVD EAST LANSING, MI 48826	38-0827000	501(C)(5)	4,727,131				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MID-DEL ASSOC OF CLASSROOM TEACHER 600 W BOEING DR STE F MIDWEST CITY, OK 73110	73-1194578	501(C)(6)	10,500				FINANCIAL ASSISTANCE
MIDWEST ACADEMY 27 E MONROE ST SUITE 1100 CHICAGO, IL 60603	36-2776406	501(C)(3)	25,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MILWAUKEE TEACHERS EDUCATION ASSN 5130 W VLIET ST MILWAUKEE, WI 53208	39-0478280	501(C)(6)	254,250				FINANCIAL ASSISTANCE
MINNEAPOLIS FEDERATION OF TEACHERS LOCAL 59 67TH 8TH AVE NE MINNEAPOLIS, MN 55413	41-0833701	501(C)(5)	105,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MISSISSIPPI ASSOCIATION OF EDUCATORS 775 NORTH STATE STREET JACKSON, MS 392023086	64-0585930	501(C)(5)	509,168				FINANCIAL ASSISTANCE
MISSOULA EDUCATION ASSOCIATION 1001 SW HIGGINS AVE STE 101 MISSOULA, MT 59803	81-0494721	501(C)(5)	76,975				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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MISSOURI-NEA 1810 EAST ELM STREET JEFFERSON CITY, MO 651014174	43-1005404	501(C)(5)	1,003,728				FINANCIAL ASSISTANCE
MONTEBELLO TEACHERS ASSOCIATION 918 W WHITTIER BLVD MONTEBELLO, CA 90640	95-1958952	501(C)(5)	10,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MONTGOMERY COUNTY EDUCATION ASSOCIATION 12 TAFT COURT STE 200 ROCKVILLE, MD 20850	52-0659775	501(C)(5)	75,000				FINANCIAL ASSISTANCE
MORENO VALLEY EDUCATORS ASSOCIATION 23025 ATLANTIC CIRCLE SUITE A MORENO VALLEY, CA 92553	33-0424026	501(C)(5)	107,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL BOARD FOR PROF TEACHING STANDRD 1525 WILSON BLVD SUITE 700 ARLINGTON, VA 22209	52-1512323	501(C)(3)	124,300				FINANCIAL ASSISTANCE
NATIONAL CENTER FOR FAIR & OPEN TESTING 9 HAMSTEAD RD JAMAICA PLAIN, MA 02130	22-2653502	501(C)(3)	50,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL CONFERENCE OF STATE LEGISLATURES 7700 EAST FIRST PL DENVER, CO 80230	84-0772595	INSTRUMENTALITY	15,000				FINANCIAL ASSISTANCE
NATIONAL DAY LABORER ORGANIZING NETWORK 675 S PARK VIEW ST STE B LOS ANGELES, CA 90057	20-8802586	501(C)(3)	14,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL EDUCATION ASSOC OF SOUTH BEND 2015 WEST WESTERN AVE SOUTH BEND, IN 46619	35-6042916	501(C)(5)	19,125				FINANCIAL ASSISTANCE
NATIONAL PUBLIC PENSION COALITION 1900 L STREET NW WASHINGTON, DC 20036	20-5939282	501(C)(4)	160,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL TEACHERS HALL OF FAME 1200 COMMERCIAL ST PO BOX 4017 EMPORIA, KS 66801	45-1085948	501(C)(3)	50,000				FINANCIAL ASSISTANCE
NAT'L ASSOC FOR FAMILY SCHOOL AND COMMUNITY ENGAGEMENT 601 KING ST STE 401 ALEXANDRIA, VA 223143169	47-0968569	501(C)(3)	85,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NCSL FOUNDATION FOR STATE LEGISLATURES 7700 EAST FIRST PLACE DENVER, CO 80230	74-2232576	501(C)(3)	12,500				FINANCIAL ASSISTANCE
NEA-ALASKA 4100 SPENARD ROAD ANCHORAGE, AK 99517	92-0022642	501(C)(5)	675,443				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION 1201 16TH STREET NW WASHINGTON, DC 20036	23-7035089	501(C)(3)	1,908,675				FINANCIAL ASSISTANCE
NEA-NEW HAMPSHIRE 9 SOUTH SPRING STREET CONCORD, NH 033012425	02-0226432	501(C)(6)	935,764				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEA-NEW MEXICO 2007 BOTULPH RD SANTA FE, NM 87505	85-0114142	501(C)(6)	734,602				FINANCIAL ASSISTANCE
NEA OF NEW MEXICO INC LAS CRUCES 225 E IDAHO AVE STE 34 LAS CRUCES, NM 88005	85-0312059	501(C)(6)	17,800				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEA RHODE ISLAND 99 BALD HILL ROAD CRANSTON, RI 02920	05-0255676	501(C)(6)	674,453				FINANCIAL ASSISTANCE
NEA ST LOUIS TEACHER 955 GARDENVIEW OFFICE PKWY ST LOUIS, MO 63141	43-1256967	501(C)(5)	20,250				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEA-DALLAS 316 WEST 12TH STREET AUSTIN, TX 78701	75-1306934	501(C)(5)	7,000				FINANCIAL ASSISTANCE
NEBRASKA STATE EDUCATION ASSN 605 SOUTH 14TH STREET SUITE 200 LINCOLN, NE 68508	47-0358863	501(C)(5)	1,049,251				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEVADA STATE ED ASSOCIATION 3511 EAST HARMON AVE SUITE C LAS VEGAS, NV 89121	88-0063221	501(C)(5)	1,426,060				FINANCIAL ASSISTANCE
NEW JERSEY EDUCATION ASN PO BOX 36361 NEWARK, NJ 071886361	21-0524390	501(C)(5)	6,538,372				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEW TEACHER CENTER 110 COOPER STREET STE 500 SANTA CRUZ, CA 95060	26-2427526	501(C)(3)	80,000				FINANCIAL ASSISTANCE
NEW YORK STATE UNITED TEACHERS 800 TROY-SCHENECTADY RD LATHAM, NY 121102455	14-1584772	501(C)(5)	1,922,803				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTH CAROLINA ASSN OF EDUCATORS PO BOX 27347 RALEIGH, NC 276117347	56-0948289	501(C)(6)	725,427				FINANCIAL ASSISTANCE
NORTH CLACKAMAS EDUCATION ASSOCIATION 8800 SE SUNNYSIDE RD STE 1215 CLACKAMAS, OR 97015	94-3102607	501(C)(5)	160,697				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTH DAKOTA UNITED 410 E THAYER AVE BISMARCK, ND 585014049	46-3004596	501(C)(5)	662,442				FINANCIAL ASSISTANCE
NORTH SYRACUSE EDUCATION ASSOCIATION 210 MAIN STREET NORTH SYRACUSE, NY 13212	23-7365368	501(C)(5)	33,750				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NRC FOR PARAPROFESSIONALS UTAH STATE UNIVERSITY 2865 OLD MAIN HILL LOGAN, UT 843222865	87-6000528	501(C)(3)	10,000				FINANCIAL ASSISTANCE
OHIO EDUCATION ASSOCIATION 225 EAST BROAD STREET COLUMBUS, OH 43216	31-4269414	501(C)(6)	4,954,390				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OKLAHOMA EDUCATION ASSOCIATION 323 EAST MADISON OKLAHOMA CITY, OK 73105	73-0384310	501(C)(6)	1,331,060				FINANCIAL ASSISTANCE
OREGON EDUCATION ASSOCIATION 6900 SW ATLANTA STREET PORTLAND, OR 972238598	93-0243443	501(C)(5)	1,970,100				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OSCEOLA COUNTY EDUCATION ASSOCIATION 722 WEST MABBETTE STREET KISSIMMEE, FL 34741	59-1717308	501(C)(5)	25,000				FINANCIAL ASSISTANCE
PARENT TEACHER HOME VISIT PROJECT INC 5735 47TH AVE STE 236 SACRAMENTO, CA 958244528	51-0477445	501(C)(3)	24,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PATRIOT MAJORITY USA PO BOX 35522 WASHINGTON, DC 20033	45-0710294	501(C)(4)	100,000				FINANCIAL ASSISTANCE
PENNSYLVANIA STATE EDUCATION ASSN 400 N 3RD STREET PO BOX 1724 HARRISBURG, PA 17105	23-0961125	501(C)(6)	5,326,514				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PEOPLE'S ACTION 810 N MILWAUKEE AVE CHICAGO, IL 60642	26-2613701	501(C)(4)	100,000				FINANCIAL ASSISTANCE
PIKES PEAK EDUCATION ASSOCIATION 2520 N TEJON ST STE 200 COLORADO SPRINGS, CO 80907	84-0646191	501(C)(6)	100,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PORT ARTHUR TEACHERS ASSOCIATION 14201 SPRING KNOLL LANE ROSHARON, TX 77583	81-3496872	501(C)(5)	40,000				FINANCIAL ASSISTANCE
POVERTY & RACE RESEARCH ACTION COUNCIL 1200 18TH ST NW STE 200 WASHINGTON, DC 20036	52-1705073	501(C)(3)	25,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PRINCE GEORGE'S COUNTY EDUCATION ASSOC INC 8008 MARLBORO PIKE FORESTVILLE, MD 20747	52-0658540	501(C)(5)	17,500				FINANCIAL ASSISTANCE
PROFESSIONAL EDUCATORS OF NORMAN 4100 NORTH FLOOD AVE ROOM 122 NORMAN, OK 73069	73-1202979	501(C)(5)	20,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PROGRESSIVE STATE LEADERS COMMITTEE 1875 K ST NW 4TH FLR WASHINGTON, DC 20036	05-0623909	501(C)(4)	150,000				FINANCIAL ASSISTANCE
PROGRESSNOW 215 S WASHINGTON SQ STE 100 LANSING, MI 48933	20-8720230	501(C)(4)	175,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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PROTEUS ACTION LEAGUE 15 RESEARCH DR SUITE B AMHERST, MA 01002	22-3888268	501(C)(4)	50,000				FINANCIAL ASSISTANCE
PUGET SOUND UNISERV COUNCIL 4508 AUBURN WAY NORTH BLDG D AUBURN, WA 98002	91-0871822	501(C)(5)	41,400				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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PUTNAM FEDERATION OF TEACHERS UNITED PO BOX 934 PALATKA, FL 32177	59-2232478	501(C)(5)	6,600				FINANCIAL ASSISTANCE
RACINE EDUCATIONAL ASSISTANTS ASN 1201 WEST BLVD RACINE, WI 53405	39-0813424	501(C)(5)	106,600				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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REYNOLDS EDUCATION ASSOCIATION 501 NE HOOD AVE STE340 GRESHAM, OR 97030	93-0992364	501(C)(5)	15,000				FINANCIAL ASSISTANCE
RURALVOTES ACTION FUND PO BOX 782 GRANBY, MA 01033	32-0206911	501(C)(4)	10,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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RUTGERS STATE UNIVERSITY 50 LABOR CENTER WAY NEW BRUNSWICK, NJ 08901	22-6001086	501(C)(3)	50,000				FINANCIAL ASSISTANCE
SACRAMENTO CITY TEACHERS ASSOCIATION 5300 ELVAS AVENUE SACRAMENTO, CA 95819	94-1459981	501(C)(5)	39,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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SALT LAKE EDUCATION ASSOCIATION 5150 SOUTH 900 EAST SALT LAKE CITY, UT 84117	87-0259552	501(C)(5)	25,000				FINANCIAL ASSISTANCE
SAN DIEGO EDUCATION ASSOCIATION 10393 SAN DIEGO MISSION RD SUITE 100 SAN DIEGO, CA 92108	95-1185804	501(C)(5)	30,000				FINANCIAL ASSISTANCE

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SCHOOL DISTRICT U46 355 E CHICAGO ST ELGIN, IL 60120	36-6004736	501(C)(3)	7,000				FINANCIAL ASSISTANCE
SIXTEEN THIRTY FUND 1201 CONNECTICUT AVE NW SUITE 300 WASHINGTON, DC 20036	26-4486735	501(C)(4)	800,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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SOUTH CAROLINA EDUCATION ASSOCIATION 421 ZIMALCREST DRIVE COLUMBIA, SC 29210	57-0275275	501(C)(6)	623,479				FINANCIAL ASSISTANCE
SOUTH DAKOTA EDUCATION ASSOCIATION 411 E CAPITOL AVE PIERRE, SD 57501	46-0191735	501(C)(6)	567,960				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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SPRINGFIELD EDUCATION ASSOCIATION 1000 WILBRAHAM ROAD SPRINGFIELD, MA 01109	04-2935195	501(C)(5)	35,000				FINANCIAL ASSISTANCE
ST JOHNS EDUCATION ASSOCIATION 1333 SOUTH DIXIE HWY STE 4 ST AUGUSTINE, FL 32084	51-0225112	501(C)(5)	7,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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ST PAUL FEDERATION OF TEACHERS 400 SELBY AVE SUITE A ST PAUL, MN 55102	41-0252680	501(C)(5)	287,840				FINANCIAL ASSISTANCE
STATE ENGAGEMENT FUND CORPORATION 1575 I STREET NW STE 425 WASHINGTON, DC 20005	81-0865943	501(C)(4)	300,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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STATE VOICES 1625 MASSACHUSETTS AVE NW STE 308 WASHINGTON, DC 20036	20-1115618	501(C)(3)	10,000				FINANCIAL ASSISTANCE
SUNNYSIDE EDUCATION ASSOCIATION 1 W WETMORE SUITE 203 TUCSON, AZ 85705	86-0474779	501(C)(5)	9,138				FINANCIAL ASSISTANCE

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TEACHERS ASSOCIATION OF PARAMOUNT 17434 STUDEBAKER ROAD CERRITOS, CA 90703	95-2625204	501(C)(5)	25,000				FINANCIAL ASSISTANCE
TENNESSEE EDUCATION ASSOCIATION 801 SECOND AVE NORTH NASHVILLE, TN 37201	62-0380018	501(C)(6)	1,489,395				FINANCIAL ASSISTANCE

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TEXAS STATE TEACHERS ASSOCIATION 316 WEST 12TH STREET AUSTIN, TX 787016060	74-1316497	501(C)(5)	1,937,461				FINANCIAL ASSISTANCE
THE ADVOCACY FUND - NEW MEDIA VENTURES IMPACT HUB 901 MISSION ST STE 205 SAN FRANCISCO, CA 94103	94-3153687	501(C)(4)	50,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE EDUCATION ASSOCIATION OF MOORE 321 NW 1ST STREET MOORE, OK 73160	73-1094720	501(C)(6)	13,500				FINANCIAL ASSISTANCE
THE GREATER WASHINGTON EDUCATIONAL INC TELECOMMUNICATIONS ASSOC INC 3939 CAMPBELL AVE ARLINGTON, VA 22206	53-0242992	501(C)(3)	50,000				FINANCIAL ASSISTANCE

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THE NEW VENTURE FUND - NATIONAL NETWORK OF STATE TEACHERS 1201 CONNECTICUT AVE NW SUITE 300 WASHINGTON, DC 20036	20-5806345	501(C)(3)	56,000				FINANCIAL ASSISTANCE
TRI 22 EDUCATION ASSOCIATION 89 WESTERN AVE HAMPDEN, ME 04444	80-0327451	501(C)(5)	20,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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TWIN RIVERS UNITED EDUCATORS 3318 HOWARD STREET SUITE 10 MCCLELIAN, CA 95652	26-2660043	501(C)(5)	9,720				FINANCIAL ASSISTANCE
UNITED EDUCATION ASSOC OF SHELBY COUNTY 6520 STAGE RD BARTLETT, TN 38134	81-1223238	501(C)(5)	10,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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UNITED EDUCATORS OF SAN FRANCISCO 2310 MASON ST SAN FRANCISCO, CA 94133	94-1455079	501(C)(5)	89,000				FINANCIAL ASSISTANCE
UNITED FACULTY OF FLORIDA 115 N CALHOUN ST STE 6 TALLAHASSEE, FL 32301	59-1657609	501(C)(5)	75,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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UNITED FEDERATION OF TEACHERS 52 BROADWAY 14TH FLOOR NEW YORK, NY 10004	13-5582895	501(C)(5)	87,500				FINANCIAL ASSISTANCE
UNITED NATIONAL INDIAN TRIBAL YOUTH INC 1 N MACDONALD DR STE 212 MESA, AZ 85201	73-1010390	501(C)(3)	8,162				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED TEACHERS LOS ANGELES 3303 WILSHIRE BLVD 10TH FLR LOS ANGELES, CA 90010	95-2635019	501(C)(5)	224,000				FINANCIAL ASSISTANCE
UNIVERSITY OF COLORADO 1305 UNIVERSITY AVENUE BOULDER, CO 80302	84-6049811	501(C)(3)	250,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNIVERSITY OF THE DISTRICT OF COLUMBIA FACULTY ASSOCIATION 4250 CONNECTICUT AVE N W ROOM 3006 WASHINGTON, DC 20008	52-1212211	501(C)(5)	57,477				FINANCIAL ASSISTANCE
UTAH EDUCATION ASSOCIATION 875 EAST 5180 SOUTH MURRAY, UT 84107	87-0187145	501(C)(6)	721,661				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UTAH SCHOOL EMPLOYEES ASN 864 EAST ARROWHEAD LN MURRAY, UT 841075211	87-0285270	501(C)(5)	354,156				FINANCIAL ASSISTANCE
VERMONT-NEA 10 WHEELLOCK STREET MONTPELIER, VT 056023737	03-0276708	501(C)(5)	772,558				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
VIRGINIA EDUCATION ASSOCIATION 116 S 3RD ST RICHMOND, VA 23219	54-0540102	501(C)(5)	2,411,394				FINANCIAL ASSISTANCE
VOLUSIA UNITED EDUCATORS 1381 EDUCATORS RD DAYTONA BEACH, FL 32124	59-2867778	501(C)(5)	9,700				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WASHINGTON EDUCATION ASSOCIATION PO BOX 9100 FEDERAL WAY, WA 980639100	91-0460645	501(C)(5)	3,456,448				FINANCIAL ASSISTANCE
WEST NEW YORK EDUCATION ASSOCIATION PO BOX 165 WEST NEW YORK, NJ 07093	22-2598552	501(C)(5)	7,000				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WEST VIRGINIA EDUCATION ASSOCIATION 1558 QUARRIER ST CHARLESTON, WV 25311	55-0334400	501(C)(6)	579,117				FINANCIAL ASSISTANCE
WISCONSIN EDUCATION ASSN COUNCIL P O BOX 8003 MADISON, WI 53708	39-1169160	501(C)(5)	2,059,856				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WOODBIDGE TOWNSHIP EDUCATION ASSOCIATION 34 GREEN STREET STE A WOODBIDGE, NJ 07095	23-7104275	501(C)(5)	20,000				FINANCIAL ASSISTANCE
WYOMING EDUCATION ASSOCIATION 115 E 22ND ST CHEYENNE, WY 82001	83-0168105	501(C)(6)	643,732				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
YSLETA TEACHERS ASSOCIATION 10940 BEN CRENSHAW STE A EL PASO, TX 79925	74-1675418	501(C)(5)	10,500				FINANCIAL ASSISTANCE

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" on Form 990, Part IV, line 23.
▶ Attach to Form 990.

▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	Employer identification number 53-0115260
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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 on 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 of the expenses described above? If "No," complete Part III to explain	Yes	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	Yes	
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☐ 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 on 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?		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		No
c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		No
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization?		
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		
6 For persons listed on 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?		
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		
7 For persons listed on 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.		
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

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 on 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) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title	(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 in column(B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
See Additional Data Table							

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 1A	REIMBURSEMENTS ARE MADE FOR THE IDENTIFIED EXPENSES ACCORDING TO NEA POLICY AND TAXES ARE WITHHELD AS APPROPRIATE FOR TAXABLE REIMBURSEMENTS. THE HOUSING/LIVING ALLOWANCE IS ONLY OFFERED TO THE THREE OFFICERS (PRESIDENT, VICE PRESIDENT, AND SECRETARY-TREASURER). THE COMPANION TRAVEL BENEFIT IS AVAILABLE TO THE FULL EXECUTIVE COMMITTEE INCLUDING THE 3 ELECTED OFFICERS. THE DISCRETIONARY SPENDING ACCOUNT INCLUDES LIMITED AND CAPPED TRAVEL AND PERSONAL ALLOWANCES FOR EACH OF THE THREE OFFICERS AND THE EXECUTIVE DIRECTOR. TRAVEL ALLOWANCES ARE CAPPED AT \$5,500 PER YEAR AND PERSONAL ALLOWANCES ARE CAPPED AT \$3,000 PER YEAR. IN ADDITION, THE ACCOUNT IS USED TO PROVIDE NEA BOARD MEMBERS WITH A TRAVEL ALLOWANCE OF UP TO \$1,200 PER YEAR. BECAUSE THESE ARE NON-ACCOUNTABLE PLANS WITHIN THE MEANING OF THE INTERNAL REVENUE CODE, THE PAYMENTS ARE REPORTED AS TAXABLE COMPENSATION TO ALL RECIPIENTS.
SCHEDULE J, PART I - RESPONSE TO FORM 990, PART VII, LINE 5	MEMBERS OF THE NATIONAL EDUCATION ASSOCIATION (NEA) BOARD OF DIRECTORS ARE PRIMARILY EMPLOYED IN THE EDUCATION FIELD AT VARIOUS SCHOOL SYSTEMS ACROSS THE COUNTRY. WHEN A DIRECTOR IS ABSENT FROM THEIR PRIMARY JOB DUE TO OFFICIAL BUSINESS OF THE NEA BOARD OF DIRECTORS AND THE SCHOOL SYSTEM WILL NOT UNDERWRITE THE COST FOR A SUBSTITUTE OR THE SALARY OF THE DIRECTOR DURING SUCH ABSENCE, THE NEA WILL COVER THESE COSTS BY REIMBURSING THE SCHOOL SYSTEM OR THE DIRECTOR. THE FOLLOWING SCHOOL SYSTEMS WERE REIMBURSED DURING THE 2016 CALENDAR YEAR FOR THE COST ASSOCIATED WITH THEIR EMPLOYEES THAT SERVED AS NEA EXECUTIVE COMMITTEE MEMBERS ON THE NEA BOARD OF DIRECTORS: GEORGE SHERIDAN, BLACK OAK MINE USD, \$ 105,615; EARL WIMAN, METROPOLITAN NASHVILLE PUBLIC SCHOOLS, \$ 137,563; SHELLY MOORE KRAJACIC, ELLSWORTH COMMUNITY SCHOOL DISTRICT, \$ 74,857; ERIC R. BROWN, EVANSTON TOWNSHIP HIGH SCHOOL, \$230,753; AND KEVIN GILBERT, CLINTON PUBLIC SCHOOL DISTRICT, \$108,958. THE SCHOOL SYSTEMS THAT EMPLOY THE REMAINING DIRECTORS RECEIVE REIMBURSEMENTS FROM NEA RANGING FROM \$0 TO \$ 10,734. THE AVERAGE REIMBURSEMENT IS APPROXIMATELY \$1,820.

Additional Data

Software ID:

Software Version:

EIN: 53-0115260

Name: NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(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 in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1LILY ESKELSEN GARCIA PRESIDENT	(i)	287,372	14,369	106,966	121,414	54,958	585,079	0
	(ii)	0	0	0	0	0	0	0
1REBECCA PRINGLE VICE PRESIDENT	(i)	252,624	12,631	76,967	83,796	48,530	474,548	0
	(ii)	0	0	0	0	0	0	0
2PRINCESS MOSS SECRETARY-TREASURER	(i)	252,624	12,631	76,469	75,080	36,607	453,411	0
	(ii)	0	0	0	0	0	0	0
3JOHN STOCKS EXECUTIVE DIRECTOR	(i)	287,372	14,369	98,034	121,414	51,389	572,578	0
	(ii)	0	0	0	0	0	0	0
4MICHAEL MCPHERSONCFO	(i)	246,309	0	16,882	103,509	43,758	410,458	0
	(ii)	0	0	0	0	0	0	0
5JOHN SPRINGER SENIOR DIRECTOR	(i)	219,691	0	50,443	64,602	24,968	359,704	0
	(ii)	0	0	0	0	0	0	0
6JAMES TESTERMAN SENIOR DIRECTOR	(i)	216,174	0	14,358	64,602	46,572	341,706	0
	(ii)	0	0	0	0	0	0	0
7DERRICK JOHNSON SENIOR DIRECTOR	(i)	200,410	0	13,179	82,959	54,958	351,506	0
	(ii)	0	0	0	0	0	0	0
8HT NGUYEN STATE AFFILIATE EXEC DIR	(i)	268,004	0	2,376	112,230	44,731	427,341	0
	(ii)	0	0	0	0	0	0	0
9ALICE O'BRIEN GENERAL COUNSEL	(i)	236,826	0	828	70,848	50,854	359,356	0
	(ii)	0	0	0	0	0	0	0
10KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	(i)	226,622	0	16,919	74,401	54,958	372,900	0
	(ii)	0	0	0	0	0	0	0
11MICHAEL EDWARDS SENIOR DIRECTOR	(i)	219,691	0	18,102	91,839	48,529	378,161	0
	(ii)	0	0	0	0	0	0	0
12RAMONA OLIVER SENIOR DIRECTOR	(i)	212,086	0	14,345	64,602	54,354	345,387	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE
UNITED STATES

Supplemental Information to Form 990 or 990-EZ

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

► Attach to Form 990 or 990-EZ.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.

OMB No 1545-0047

2016

**Open to Public
Inspection**

Employer identification number

53-0115260

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	NEA MEMBERS ELECT DELEGATES TO REPRESENT THE MEMBERSHIP AT THE NEA ANNUAL REPRESENTATIVE ASSEMBLY REPRESENTATIVE ASSEMBLY DELEGATES ELECT NEA EXECUTIVE OFFICERS AND THE NEA EXECUTIVE COMMITTEE MEMBERS OF THE NEA BOARD OF DIRECTORS CAN BE ELECTED BY A VOTE OF NEA MEMBERS OR BY DELEGATES TO THE NEA OR STATE REPRESENTATIVE ASSEMBLIES

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B	NEA DELEGATES ELECTED TO REPRESENT MEMBERS AT THE NEA ANNUAL REPRESENTATIVE ASSEMBLY VOTE ON ANY AMENDMENTS TO THE NEA CONSTITUTION, BYLAWS, STANDING RULES AND RESOLUTIONS AND APPR OVE THE ANNUAL BUDGET

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	NEA MANAGEMENT AND EXTERNAL TAX ADVISORS REVIEW THE 990 AND A COPY OF THE FINAL 990 IS PROVIDED TO ALL MEMBERS OF THE NEA EXECUTIVE COMMITTEE PRIOR TO FILING THE FORM 990 IS ALSO MADE AVAILABLE TO THE BOARD OF DIRECTORS PRIOR TO FILING

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	OFFICERS, DIRECTORS AND KEY EMPLOYEES ARE REQUIRED TO REPORT POTENTIAL CONFLICTS OF INTEREST WHENEVER THEY ARE AWARE OF SUCH CONFLICTS OF INTEREST IF THEY BELIEVE THEY HAVE OCCURRED ALL EMPLOYEES ARE NOTIFIED ANNUALLY OF THE CONFLICT OF INTEREST POLICY AND THEIR OBLIGATION TO REPORT THE SECRETARY-TREASURER AND CFO SERVE AS THE NEA CONFLICT OF INTEREST OFFICERS AND RECEIVE AND REVIEW ALL REPORTED CONFLICTS OF INTEREST

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE NEA DOES NOT PROVIDE THESE DOCUMENTS TO THE GENERAL PUBLIC

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

► Attach to Form 990. ► Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

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

(a) Name, address, and EIN (if applicable) 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 entity?	
						Yes	No
(1)NEA PROPERTIES INC 16TH ST NW SUITE 421 WASHINGTON, DC 20036 27-0591064	HOLDS TITLE TO REAL PROPERTY	IN	501(C)(2)		NATIONAL EDUCATION ASSOCIATION	Yes	
(2)NEA MEMBERS INSURANCE TRUST C/O NEA MBC 990 CLOPPER ROAD GAITHERSBURG, MD 208781356 52-1126682	PROVIDE EMPLOYEE WELFARE BENEFITS TO NEA MEMBERS AND THEIR DEPENDENTS	MD	501(C)(9)		NATIONAL EDUCATION ASSOCIATION		No
(3)NATIONAL EDUCATION ASSOCIATION AND AFFILIATE RETIREE HEALTH PLAN 16TH ST NW SUITE 419 WASHINGTON, DC 20036 52-7073317	PROVIDE HEALTH BENEFITS TO RETIRED NEA EMPLOYEES	DC	501(C)(9)		NATIONAL EDUCATION ASSOCIATION		No
(4)NEA HEALTHY FUTURES 16TH ST NW 2ND FLOOR WASHINGTON, DC 20036 58-1898631	PROMOTE THE HEALTH OF PUBLIC EDUCATION	DC	501(C)(3)	11A	NATIONAL EDUCATION ASSOCIATION		No

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) Disproportionate 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	
(1) NEA 360 LLC 1201 16TH ST NW RM 418 WASHINGTON, DC 20036 47-3258537	CREATE MEMBERSHIP MANAGEMENT SYSTEM	DC	NATIONAL EDUCATION ASSOCIATION	RELATED	-10,259,141	12,139,091		No		Yes		66 670 %

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	(i) Section 512(b) (13) controlled entity?	
								Yes	No
(1) NEA MEMBER BENEFITS 900 CLOPPER ROAD GAITHERSBURG, MD 20878 52-0855767	SEE PART VII	DE	NATIONAL EDUCATION ASSOCIATION	C			100 000 %	Yes	
(2) NEA PROFESSIONAL SERVICES 900 CLOPPER ROAD SUITE 300 GAITHERSBURG, MD 20878 52-2297214	PROVIDES ADVERTISING	DE	NEA MEMBER BENEFITS CORPORATION	C			100 000 %	Yes	

Part V Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule**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?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		No
b Gift, grant, or capital contribution to related organization(s)		No
c Gift, grant, or capital contribution from related organization(s)		No
d Loans or loan guarantees to or for related organization(s)		No
e Loans or loan guarantees by related organization(s)		No
f Dividends from related organization(s)		No
g Sale of assets to related organization(s)		No
h Purchase of assets from related organization(s)	Yes	
i Exchange of assets with related organization(s)		No
j Lease of facilities, equipment, or other assets to related organization(s)		No
k Lease of facilities, equipment, or other assets from related organization(s)		No
l Performance of services or membership or fundraising solicitations for related organization(s)	Yes	
m Performance of services or membership or fundraising solicitations by related organization(s)		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		No
o Sharing of paid employees with related organization(s)		No
p Reimbursement paid to related organization(s) for expenses		No
q Reimbursement paid by related organization(s) for expenses	Yes	
r Other transfer of cash or property to related organization(s)		No
s Other transfer of cash or property from related organization(s)		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 related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) NEA HEALTHY FUTURES	H	149,270	
(2) NEA MEMBER BENEFITS CORPORATION	L	1,269,419	
(3) NEA MEMBER BENEFITS CORPORATION	Q	1,049,767	
(4) NEA PROPERTIES INC	Q	58,742	
(5) NEA 360 LLC	Q	98,523	

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**

Provide additional information for responses to questions on Schedule R (see instructions)

Return Reference	Explanation
PART IV, IDENTIFICATION OF RELATED ORGANIZATIONS TAXABLE AS CORP OR TRUST	NAME OF RELATED ORGANIZATION NEA MEMBER BENEFITS PRIMARY ACTIVITY ADMINISTERS A BROAD PACKAGE OF BENEFITS, PROGRAMS AND RESOURCES TO MEET NEA MEMBERS' NEEDS

