

For Paperwork Reduction Act Notice, see the separate instructions. Cat No 11282Y Form **990** (2018)

Part III Statement of Program Service AccomplishmentsCheck 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	Yes
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
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
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? If "Yes," complete Schedule I, Parts I and II 	21	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? If "Yes," complete Schedule I, Parts I and III 	22	No

Part IV Checklist of Required Schedules (continued)

	Yes	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>	23 Yes	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 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>	25a	
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	
26 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>	26	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>	27	No
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions) a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a	No
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	No
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34 Yes	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a 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>	35b 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>	36	
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38 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 792	
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	583			
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	Yes	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?				6b	Yes	
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?				7a		
b If "Yes," did the organization notify the donor of the value of the goods or services provided?				7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?				7c		
d If "Yes," indicate the number of Forms 8282 filed during the year				7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?				7e		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?				7f		
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?				7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?				7h		
8 Sponsoring organizations maintaining donor advised funds. 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?						
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		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N				15		No
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O				16		No

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 169		
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 160		
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	Yes	
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	Yes
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	Yes

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-A 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 410 WASHINGTON, DC 200363201 (202) 822-7572

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

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

□

● List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

● List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations

● List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

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

[illegible]

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

[illegible]

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	4,678,945	0	2,391,689

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 ▶ 354

		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	4,723,328
HARGROVE INC ONE HARGROVE DRIVE LANHAM, MD 20706	EVENT PLANNING	2,191,363
LSC COMMUNICATIONS US LLC PO BOX 932987 CLEVELAND, OH 44193	PRINTING	2,063,975
IMS TECHNOLOGY SERVICES 3055 MCCANN FARM DRIVE GARNET VALLEY, PA 19060	EVENT STAGING	1,702,734
SALESFORCE 415 MISSION STREET 3RD FLOOR SAN FRANCISCO, CA 94102	SOFTWARE DEVELOPER	1,503,751

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 ► 78

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Part VIII

Statement of Revenue

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

			(A)	(B)	(C)	(D)			
			Total revenue	Related or exempt function revenue	Unrelated business revenue	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	1,120,169					
	g	Noncash contributions included in lines 1a - 1f \$ _____							
	h	Total. Add lines 1a-1f	1,120,169						
Program Service Revenue			Business Code						
	2a	MEMBERSHIP DUES	900099	368,394,888	368,394,888				
	b	_____							
	c	_____							
	d	_____							
	e	_____							
	f	All other program service revenue							
	g	Total. Add lines 2a-2f	368,394,888						
Other Revenue	3		Investment income (including dividends, interest, and other similar amounts)	2,569,730			2,569,730		
	4		Income from investment of tax-exempt bond proceeds						
	5		Royalties						
	6a	(i) Real		(ii) Personal					
		Gross rents							
		b Less rental expenses		0					
		c Rental income or (loss)		115,923					
	d		Net rental income or (loss)	115,923			115,923		
	7a	(i) Securities		(ii) Other					
		Gross amount from sales of assets other than inventory		11,050					
		b Less cost or other basis and sales expenses		0					
		c Gain or (loss)		11,050					
	d		Net gain or (loss)	11,050			11,050		
	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		EXTERNAL RECOVERY OF S	900099	1,713,522	1,713,522				
b		ADVERTISING AND SPONSO	541800	1,347,677	213,976	1,133,701			
c		LOSS ON INVESTMENT OF	900099	-3,303,643	-3,303,643				
d		All other revenue		5,176,799	5,176,799				
e		Total. Add lines 11a-11d	4,934,355						
12		Total revenue. See Instructions	377,146,115				372,195,542	1,133,701	2,696,703

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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.	115,698,783			
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.	30,000			
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	5,052,879			
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.	56,417,158			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	34,554,898			
9 Other employee benefits.	15,435,628			
10 Payroll taxes.	4,484,892			
11 Fees for services (non-employees):				
a Management.	819,936			
b Legal.	3,054,039			
c Accounting.	231,300			
d Lobbying.	452,967			
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.	121,889			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	8,287,053			
12 Advertising and promotion.	4,115,626			
13 Office expenses.	1,581,784			
14 Information technology.	10,865,797			
15 Royalties.				
16 Occupancy.	4,939,965			
17 Travel.	16,685,956			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	10,890,950			
20 Interest.	487			
21 Payments to affiliates.	1,200,000			
22 Depreciation, depletion, and amortization.	2,702,314			
23 Insurance.	12,812,411			
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	25,202,105			
b MEMBERSHIP COMMUNICATIO	8,849,287			
c PUBLICATION COST	5,920,139			
d MEMBERSHIP DUES AND SUB	4,634,068			
e All other expenses	1,546,560			
25 Total functional expenses. Add lines 1 through 24e.	356,588,871			
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	215,566,287	1	186,220,984
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	31,086,987	4	30,985,331
	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	5,585,431	7	4,719,445
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	3,800,842	9	2,394,381
	10a Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	10a 162,257,156		
	b Less: accumulated depreciation	10b 135,526,438		
	11 Investments—publicly traded securities	27,906,839	10c	26,730,718
	12 Investments—other securities. See Part IV, line 11	38,561,508	11	80,530,160
	13 Investments—program-related. See Part IV, line 11	69,734,013	12	66,430,370
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11		14	
16 Total assets. Add lines 1 through 15 (must equal line 34)	2,068,116	15	2,781,183	
	394,310,023	16	400,792,572	
Liabilities	17 Accounts payable and accrued expenses	38,574,427	17	24,566,609
	18 Grants payable		18	
	19 Deferred revenue	16,189,521	19	15,838,422
	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	5,805,317	25	5,498,711
	26 Total liabilities. Add lines 17 through 25	60,569,265	26	45,903,742
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	333,740,758	27	354,888,830
	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	333,740,758	33	354,888,830	
34 Total liabilities and net assets/fund balances	394,310,023	34	400,792,572	

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	377,146,115
2	Total expenses (must equal Part IX, column (A), line 25)	2	356,588,871
3	Revenue less expenses Subtract line 2 from line 1	3	20,557,244
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	333,740,758
5	Net unrealized gains (losses) on investments	5	590,836
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	-8
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	354,888,830

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		

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

Form 990 (2018)

Form 990, Part III, Line 4a:

THE 2018-19 STRATEGIC PLAN AND BUDGET FRAMEWORK CONTAINS SIX STRATEGIC OBJECTIVES AND ONE ENTERPRISE OPERATIONS THE FIRST FOUR OBJECTIVES INCLUDE OPPORTUNITIES TO FOCUS ON 1) INCREASING EDUCATOR VOICE, INFLUENCE, AND PROFESSIONAL AUTHORITY, 2) RECRUITING AND ENGAGING NEW AND EARLY CAREER EDUCATORS, 3) ADVANCING RACIAL JUSTICE IN EDUCATION, AND 4) PROVIDING PROFESSIONAL SUPPORTS THE FIFTH OBJECTIVE INTENDS TO USE ALL AVAILABLE MEANS TO SECURE THE ENVIRONMENT TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES THE SIXTH OBJECTIVE AIMS TO ENHANCE ORGANIZATION CAPACITY TO BUILD LASTING GROWTH AND STRENGTH UNDERGIRDING ALL OF THIS WORK, THE FRAMEWORK IDENTIFIES ENTERPRISE OPERATIONS - THOSE ESSENTIAL FUNCTIONS NECESSARY FOR A HIGH PERFORMING ORGANIZATION TO THRIVE INCREASING EDUCATOR VOICE, INFLUENCE, AND PROFESSIONAL AUTHORITY - THE GOAL OF THIS OBJECTIVE IS TO ELEVATE THE VOICE AND INFLUENCE OF EDUCATORS ON DECISIONS RELATED TO TEACHING AND LEARNING AT THE STATE, DISTRICT, AND LOCAL LEVELS IN ALLIANCE WITH STUDENTS, PARENTS, AND COMMUNITIES THE WORK IN THIS AREA INVOLVES INCREASING MEMBER CAPACITY AS MESSENGERS, LEADERS, AND ACTIVISTS TO DEMONSTRATE VOICE AT THEIR SCHOOLS OR WORKSITES TO ADVANCE OPPORTUNITIES ON BEHALF OF STUDENTS WORK GEARED TOWARDS INCREASING EDUCATOR READINESS FOR EMPOWERMENT ALSO INCLUDES IMPROVING LEADERS AND MEMBERS' CAPACITY TO ENGAGE FAMILIES AND COMMUNITIES IN JOINT EFFORTS TO ADVANCE STUDENT-CENTERED GOALS AT THE WORKSITE LEVEL OF PARTICULAR INTEREST IS LEVERAGING THE MANY PROVISIONS OF THE EVERY STUDENT SUCCEEDS ACT (ESSA) THAT ENCOURAGE IMPLEMENTATION TO INCLUDE THE DEVELOPMENT OF PROCESSES, REGULATIONS, POLICIES, AND JOINT COMMITTEES THAT ENSURE MEANINGFUL AND LASTING EDUCATOR INVOLVEMENT THROUGH THEIR ASSOCIATIONS LASTLY, THIS OBJECTIVE LEVERAGES, EXPANDS, AND ENHANCES NATIONAL, STATE, LOCAL, AND WORKSITE ALLIANCES AND COALITIONS BETWEEN AFFILIATES, EDUCATORS, COMMUNITIES, FAMILIES, AND OTHER STAKEHOLDERS IN THE QUEST FOR EDUCATOR-LED, STUDENT-CENTERED POLICIES AND OUTCOMES, AND SHARED DECISION-MAKING PROCESSES THAT IMPROVE TEACHING AND LEARNING RECRUITING AND ENGAGING NEW AND EARLY CAREER EDUCATORS - THE GOAL OF THIS OBJECTIVE IS TO SEEK TO PARTNER WITH STATE AND LOCAL AFFILIATES TO IDENTIFY, RECRUIT, AND BUILD RELATIONSHIPS WITH ASPIRING EDUCATORS THROUGH INTENTIONAL AND COORDINATED PROGRAMS DESIGNED TO PREPARE THEM FOR THEIR PROFESSION, DEVELOP THEIR LEADERSHIP SKILLS, AND PROVIDE PATHWAYS FOR THEM TO BECOME PROFESSIONAL PRACTICE LEADERS AND ASSOCIATION ACTIVISTS SIMILAR PARTNERSHIPS ARE CULTIVATED TO IDENTIFY AND RECRUIT NEW EDUCATORS AND EARLY CAREER EDUCATORS, BUILD RELATIONSHIPS WITH THEM, SUPPORT THEM IN THEIR PRACTICE, AND PROVIDE AN INTENTIONAL PATHWAY FOR THEM TO BECOME ASSOCIATION MEMBERS AND LEADERS WHO ADVOCATE FOR THE NECESSARY TEACHING AND LEARNING CONDITIONS FOR ALL STUDENTS TO BE SUCCESSFUL ADVANCING RACIAL JUSTICE IN EDUCATION - THE GOAL OF THIS OBJECTIVE IS TO ENHANCE THE ADVANCEMENT OF RACIAL JUSTICE IN EDUCATION TO IMPROVE EDUCATOR PRACTICE, ALONG WITH CONDITIONS FOR STUDENTS, FAMILIES, AND COMMUNITIES IN PARTNERSHIP WITH NEA AFFILIATES, WORK IN THIS AREA SEEKS TO IDENTIFY AND SUPPORT DIRECT MEMBER ENGAGEMENT, MOBILIZATION, AND ACTIVISM ON RACIAL AND SOCIAL JUSTICE WORK IN THIS OBJECTIVE ALSO DEVELOPS AND LEVERAGES THESE PARTNERSHIPS THAT ENGAGE FAMILIES AND COMMUNITIES ALONGSIDE OF EDUCATORS IN ADVANCING A STUDENT-CENTERED AGENDA ON RACIAL AND SOCIAL JUSTICE ADDITIONALLY, THIS OBJECTIVE SEEKS TO RAISE AWARENESS OF THE EFFECTS OF INSTITUTIONAL AND SYSTEMIC RACISM AND SOCIAL INEQUITIES, AND TO PROVIDE TECHNICAL ASSISTANCE TO AFFILIATES WORKING TO ADVANCE JUST POLICIES, PRACTICES, AND BUDGETS FINALLY, THIS OBJECTIVE ASPIRES TO INTEGRATE A RACIAL JUSTICE FRAMEWORK THROUGHOUT NEA'S PROGRAMS, POLICIES, AND PRACTICES TO ASSURE ORGANIZATIONAL LEADERSHIP IN THE RACIAL JUSTICE ARENA, VIA TECHNICAL ASSISTANCE, CROSS-DEPARTMENTAL WORKING GROUPS, TRAINING, RESOURCE DEVELOPMENT, AND MESSAGE GUIDANCE PROVIDING PROFESSIONAL SUPPORTS - THE GOAL OF THIS OBJECTIVE IS TO ENSURE ACCESSIBILITY TO QUALITY ASSOCIATION-LED, MEMBER-DEVELOPED PROFESSIONAL DEVELOPMENT FOR EDUCATORS AT ALL STAGES OF THEIR CAREER AND ENHANCING VIEWS OF THE ASSOCIATION AS A VALUABLE AND RELEVANT RESOURCE IN FOSTERING EDUCATOR PROFESSIONAL QUALITY WORK IN THIS OBJECTIVE INCLUDES DEVELOPING AND TESTING NEW PROFESSIONAL SUPPORTS IN COLLABORATION WITH MEMBERS AND AFFILIATES IT ALSO SEEKS TO DEVELOP A SYSTEM TO TRACK INFORMATION ON AVAILABLE PROFESSIONAL DEVELOPMENT MODULES THAT HAVE BEEN DEVELOPED BY ASSOCIATION MEMBERS, AFFILIATES, OR PARTNER ORGANIZATIONS FINALLY, THIS OBJECTIVE AIMS TO ENHANCE THE VALUE PLACED ON A QUALITY PROFESSIONALIZED EDUCATOR WORKFORCE AND TO VALIDATE THE ROLE AND RESPONSIBILITY OF THE ASSOCIATION IN CREATING A SYSTEM WHICH PROVIDES HIGH QUALITY ASSOCIATION-LED, MEMBER-DEVELOPED, AND CURATED PROFESSIONAL DEVELOPMENT SECURING THE ENVIRONMENT TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES - THIS OBJECTIVE SEEKS TO USE ALL AVAILABLE MEANS, INCLUDING ORGANIZING, LEGAL, LEGISLATIVE, ELECTORAL, AND COLLECTIVE ACTION, TO SECURE THE ENVIRONMENT NECESSARY TO PROTECT THE RIGHTS OF STUDENTS AND EDUCATORS, AND THE FUTURE OF PUBLIC EDUCATION WORK IN THIS OBJECTIVE INCLUDES SUPPORTING THE ASSOCIATION'S EFFORTS, IN PARTNERSHIP WITH AFFILIATES, TO PROTECT AND STRENGTHEN PUBLIC EDUCATION AND FURTHER FOSTERS THE ASSOCIATIONS' SOCIAL, RACIAL, AND ECONOMIC JUSTICE ADVOCACY COLLABORATION WITH PARTNERS ADDITIONALLY, IN PARTNERSHIP WITH AFFILIATES AND OTHER PRO-PUBLIC AND PRO-LABOR COALITIONS, WORK TARGETS FEDERAL, STATE, AND LOCAL POLITICAL AND ISSUE CAMPAIGNS THAT INCREASE AND SECURE EDUCATOR INVOLVEMENT, PROMOTE EDUCATION OPPORTUNITY FOR ALL STUDENTS, AND SUPPORT THE ASSOCIATION'S PRO-PUBLIC EDUCATION AGENDA MESSAGE FINALLY, WORK ENTAILS PROTECTING AND DEFENDING AGAINST LEGAL ATTACKS THAT WOULD DIMINISH THE RIGHTS OF STUDENTS, EDUCATORS, AND THE ASSOCIATION, INCLUDING, BUT NOT LIMITED TO, ADVICE, COUNSEL, COMPLIANCE ASSISTANCE, AND LITIGATION ENHANCING ORGANIZATION CAPACITY - THIS OBJECTIVE SEEKS TO DEVELOP AND LEVERAGE THE COLLECTIVE ORGANIZATIONAL CAPACITY ACROSS THE ASSOCIATION THAT IS NECESSARY TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES, WITH PARTICULAR FOCUS ON ORGANIZING, TECHNOLOGY, FISCAL HEALTH, LEADERSHIP DEVELOPMENT, AND INTERNAL AND EXTERNAL PARTNERSHIPS WORK IN THIS OBJECTIVE INCLUDES PARTNERING WITH STATE AND LOCAL AFFILIATES TO DEVELOP AND EXPAND THEIR ORGANIZING CAPACITY AND ENHANCE THEIR EFFECTIVENESS IN ORGANIZING, ADVOCATING FOR, ENGAGING, RECRUITING, AND RETAINING MEMBERSHIP, AS WELL AS DEVELOPING LEADERS WORK ALSO INCLUDES EXAMINING TECHNOLOGICAL RESOURCE AVAILABILITY THROUGHOUT THE ASSOCIATION AND WITHIN AFFILIATES, AND DEVELOP PLANS TO IMPROVE THE ASSOCIATION'S ABILITY TO GATHER AND ANALYZE DATA ABOUT THEIR MEMBERS, TO COMMUNICATE EFFECTIVELY, AND TO SUPPORT THEIR BUSINESS PRACTICES ADDITIONALLY, THE ASSOCIATION, IN PARTNERSHIP WITH AFFILIATES, DESIGNS AND DELIVERS EFFECTIVE FINANCIAL TRAINING FOR STAFF, MANAGEMENT, AND LEADERS AT ALL LEVELS TO ACHIEVE FINANCIAL STABILITY AND SUSTAINABLE FISCAL HEALTH, AND IMPROVE THE EFFECTIVENESS OF ACCOUNTING AND OPERATING CONTROL FURTHERMORE, WORK FOCUSES ON DEVELOPING AND ENHANCING MEMBERS' CAPACITY TO LEAD RELEVANT AND THRIVING ASSOCIATIONS AT NATIONAL, STATE, AND LOCAL LEVELS, AND MEASURABLY ADVANCE THE ORGANIZATION'S STRATEGIC OBJECTIVES BY EFFECTIVELY EXPANDING THE USE OF NEA'S LEADERSHIP COMPETENCY FRAMEWORK FINALLY, WORK IN THIS AREA PURSUES TO IMPROVE THE ASSOCIATION'S ABILITY TO HAVE OPTIMAL IMPACT, REACH, AND INFLUENCE THROUGH ITS EXTERNAL PARTNERSHIPS AND TO DEVELOP AUTHENTIC AND MUTUALLY-REINFORCING PARTNERSHIPS WITH NEA AFFILIATES, COUNCILS, AND CONSTITUENCIES IN ORDER TO CO-CREATE AND ADVANCE A POWERFUL SHARED AGENDA AND REALIZE OUR FULLEST POTENTIAL AS AN ENTERPRISE ENTERPRISE OPERATIONS - THE ONGOING FUNCTIONS ACROSS THE ENTERPRISE SUPPORT THE STRATEGIC OBJECTIVES, BUILD LASTING STRENGTH, AND SUSTAIN THE ORGANIZATIONAL INFRASTRUCTURE NEA'S FACILITY SERVICES, HUMAN RESOURCES, COMMUNICATIONS, TECHNOLOGICAL TOOLS, LEGAL SERVICES, AND FINANCIAL MANAGEMENT RESIDE IN THIS AREA THIS AREA ALSO HANDLES IMPROVEMENT AND INNOVATION INITIATIVES, STRATEGY DEVELOPMENT, WORKPLACE CULTURE INITIATIVES, FINANCIAL ANALYSES AND RISK MANAGEMENT, AND THE INTEGRATION AND LEVERAGING OF SYSTEMS AND TECHNOLOGY

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			
GAYLE FAULKNER BOARD OF DIRECTORS	5 00	X						0	0	0
KIMBERLY SCOTT-HAYDEN BOARD OF DIRECTORS	5 00	X						4,993	0	0
KELLY MCMAHON BOARD OF DIRECTORS	5 00	X						651	0	0
ADRIENNE BOWDEN BOARD OF DIRECTORS	5 00	X						958	0	0
SOPHIA RODRIGUEZ BOARD OF DIRECTORS	5 00	X						0	0	0
DON SINNER BOARD OF DIRECTORS	5 00	X						0	0	0
PAMELA KRUSE BOARD OF DIRECTORS	5 00	X						0	0	0
NANCY CORDES BOARD OF DIRECTORS	5 00	X						700	0	0
KRISTA PATTERSON BOARD OF DIRECTORS	5 00	X						0	0	0
MICHAEL BANK BOARD OF DIRECTORS	5 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			
REBEKA MCINTOSH BOARD OF DIRECTORS	5 00	X						0	0	0
MARILYN WARNER BOARD OF DIRECTORS	5 00	X						1,144	0	0
KEVIN DEELY BOARD OF DIRECTORS	5 00	X						622	0	0
TRACY HARTMAN-BRADLEY BOARD OF DIRECTORS	5 00	X						0	0	0
KARI VANDERJACK BOARD OF DIRECTORS	5 00	X						0	0	0
ROBERT BECKER BOARD OF DIRECTORS	5 00	X						0	0	0
ELIZABETH DAVENPORT BOARD OF DIRECTORS	5 00	X						926	0	0
DEWAYNE SHEAFFER BOARD OF DIRECTORS	5 00	X						0	0	0
DAN KIVETT BOARD OF DIRECTORS	5 00	X						775	0	0
LYNN GOSS BOARD OF DIRECTORS	5 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			
KAREN ASKEROTH BOARD OF DIRECTORS	5 00	X						700	0	0
ALFONSO SALAIS BOARD OF DIRECTORS	5 00	X						0	0	0
DAVID WATTS BOARD OF DIRECTORS	5 00	X						0	0	0
GLADYS MARQUEZ BOARD OF DIRECTORS	5 00	X						610	0	0
CHRISTINE SAMPSON-CLARK BOARD OF DIRECTORS	5 00	X						0	0	0
JIM LIVINGSTON BOARD OF DIRECTORS	5 00	X						0	0	0
DEANNA NICOSIA-JONES BOARD OF DIRECTORS	5 00	X						0	0	0
DONNA WEST BOARD OF DIRECTORS	5 00	X						876	0	0
CANDACE SHIVERS BOARD OF DIRECTORS	5 00	X						0	0	0
BILL LYNE BOARD OF DIRECTORS	5 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			
ROSA LINDA RAMIREZ BOARD OF DIRECTORS	5 00	X						0	0	0
TARA FLAHERTY BOARD OF DIRECTORS	5 00	X						0	0	0
HASHEEN WILSON BOARD OF DIRECTORS	5 00	X						4,630	0	0
STEPHANIE TOWLES BOARD OF DIRECTORS	5 00	X						1,210	0	0
DOUGLAS HILL BOARD OF DIRECTORS	5 00	X						0	0	0
OVIDIA MOLINA BOARD OF DIRECTORS	5 00	X						0	0	0
JULIO MORALES BOARD OF DIRECTORS	5 00	X						0	0	0
HILDA KENDRICK BOARD OF DIRECTORS	5 00	X						0	0	0
ROBIN BROWN BOARD OF DIRECTORS	5 00	X						743	0	0
KAREN ANDERSON BOARD OF DIRECTORS	5 00	X						1,051	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			
NASHASTA CRAIG-POLLARD BOARD OF DIRECTORS	5 00	X						689	0	0
KENNETH TANG BOARD OF DIRECTORS	5 00	X						0	0	0
MAE SMITH BOARD OF DIRECTORS	5 00	X						0	0	0
LISA KICKBUSCH BOARD OF DIRECTORS	5 00	X						0	0	0
RACHELLA DRAVIS BOARD OF DIRECTORS	5 00	X						0	0	0
ANDREA BEEMAN BOARD OF DIRECTORS	5 00	X						1,840	0	0
RYAN HOYT BOARD OF DIRECTORS	5 00	X						0	0	0
LORETTA RAGSDELL BOARD OF DIRECTORS	5 00	X						1,500	0	0
DAREIN SPANN BOARD OF DIRECTORS	5 00	X						0	0	0
AMBER GOULD BOARD OF DIRECTORS	5 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	X						0	0	0
BRIAN FLICK BOARD OF DIRECTORS	5 00	X						658	0	0
DAWN BLAUS BOARD OF DIRECTORS	5 00	X						601	0	0
TOBY SPENCER BOARD OF DIRECTORS	5 00	X						1,658	0	0
TRACY PHILLIPS BOARD OF DIRECTORS	5 00	X						1,161	0	0
JOHN HARRIGAN BOARD OF DIRECTORS	5 00	X						0	0	0
KARL GOEKE BOARD OF DIRECTORS	5 00	X						0	0	0
SHANNON MCCANN BOARD OF DIRECTORS	5 00	X						0	0	0
DIRK ANDREWS BOARD OF DIRECTORS	5 00	X						0	0	0
AMANDA PRICHARD BOARD OF DIRECTORS	5 00	X						715	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			
AMY MULLEN BOARD OF DIRECTORS	5 00	X						0	0	0
DAN GREENBERG BOARD OF DIRECTORS	5 00	X						0	0	0
VALLERIE FISHER BOARD OF DIRECTORS	5 00	X						0	0	0
DWAYNE MARSHALL BOARD OF DIRECTORS	5 00	X						0	0	0
ANITA LANG BOARD OF DIRECTORS	5 00	X						4,143	0	0
TIFFANY REED BOARD OF DIRECTORS	5 00	X						0	0	0
J PHILLIPPE ABRAHAM BOARD OF DIRECTORS	5 00	X						0	0	0
TAMMY SMITH BOARD OF DIRECTORS	5 00	X						0	0	0
MICHAEL WESLEY BOARD OF DIRECTORS	5 00	X						0	0	0
MARY ANN RIVERA BOARD OF DIRECTORS	5 00	X						2,014	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			
CHARLOTTE HAYER BOARD OF DIRECTORS	5 00	X						0	0	0
AMANDA COOPER BOARD OF DIRECTORS	5 00	X						0	0	0
DEBRA LEE BOARD OF DIRECTORS	5 00	X						0	0	0
ROBERT HOFFMANN BOARD OF DIRECTORS	5 00	X						0	0	0
KAREN BARNES BOARD OF DIRECTORS	5 00	X						986	0	0
GINA HARRIS BOARD OF DIRECTORS	5 00	X						0	0	0
KIM BONNETT BOARD OF DIRECTORS	5 00	X						0	0	0
ASHANTI RANKIN BOARD OF DIRECTORS	5 00	X						1,935	0	0
LINDA FREYE BOARD OF DIRECTORS	5 00	X						0	0	0
DANIEL SOBCZAK BOARD OF DIRECTORS	5 00	X						601	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			
LARE ALLEN BOARD OF DIRECTORS	5 00	X						0	0	0
SUZANNE BREAU BOARD OF DIRECTORS	5 00	X						1,687	0	0
TRACY LEE TAYLOR BOARD OF DIRECTORS	5 00	X						0	0	0
MARCIA MACKEY BOARD OF DIRECTORS	5 00	X						1,429	0	0
AMY BIANCHERI BOARD OF DIRECTORS	5 00	X						0	0	0
BRIAN KEREKES BOARD OF DIRECTORS	5 00	X						0	0	0
MIGUEL SALDANA BOARD OF DIRECTORS	5 00	X						0	0	0
MELINDA SMITH BOARD OF DIRECTORS	5 00	X						0	0	0
MATTHEW POWELL BOARD OF DIRECTORS	5 00	X						1,918	0	0
ELLEN OLSEN BOARD OF DIRECTORS	5 00	X						882	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			
MARGARET POWELL BOARD OF DIRECTORS	5 00	X						1,801	0	0
ERIKA STRAUSS CHAVARRIA BOARD OF DIRECTORS	5 00	X						0	0	0
DANA GALVIN BOARD OF DIRECTORS	5 00	X						0	0	0
JACOB BAUER ZEBLEY BOARD OF DIRECTORS	5 00	X						0	0	0
MEL HOUSE BOARD OF DIRECTORS	5 00	X						0	0	0
TIFFENY HOWARD BOARD OF DIRECTORS	5 00	X						0	0	0
DEBORAH JONES BOARD OF DIRECTORS	5 00	X						0	0	0
CHERYL MATTERN BOARD OF DIRECTORS	5 00	X						2,500	0	0
KIM RICHARDS BOARD OF DIRECTORS	5 00	X						0	0	0
REED BRETZ BOARD OF DIRECTORS	5 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			
LORI A STEINIKER BOARD OF DIRECTORS	5 00	X						0	0	0
ANGELA STEWART BOARD OF DIRECTORS	5 00	X						0	0	0
MICHAEL HARMAN BOARD OF DIRECTORS	5 00	X						0	0	0
ZENA LINK BOARD OF DIRECTORS	5 00	X						0	0	0
TELLY TSE BOARD OF DIRECTORS	5 00	X						0	0	0
JENNIFER SCURLOCK BOARD OF DIRECTORS	5 00	X						0	0	0
AMETHYST STEGBAUER BOARD OF DIRECTORS	5 00	X						0	0	0
ANITA KOBER BOARD OF DIRECTORS	5 00	X						2,522	0	0
GLEN SOUTHERGILL BOARD OF DIRECTORS	5 00	X						0	0	0
JOANN SMITH-MASHBURN BOARD OF DIRECTORS	5 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			
JENNIFER SMITH-MARGRAF BOARD OF DIRECTORS	5 00	X						0	0	0
ANGELA DAVIS BOARD OF DIRECTORS	5 00	X						1,344	0	0
BARBARA WILMARTH BOARD OF DIRECTORS	5 00	X						0	0	0
CAROL BAUER BOARD OF DIRECTORS	5 00	X						0	0	0
CLLIFFORD FUKUDA BOARD OF DIRECTORS	5 00	X						0	0	0
ELAINE MERRIWEATHER BOARD OF DIRECTORS	5 00	X						652	0	0
JULIUS THOMAS BOARD OF DIRECTORS	5 00	X						0	0	0
KAREN SCHUETT BOARD OF DIRECTORS	5 00	X						0	0	0
KIZZY L NICHOLAS BOARD OF DIRECTORS	5 00	X						2,110	0	0
LINDA ESTRADA BOARD OF DIRECTORS	5 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				
TIMOTHY SHEEHAN BOARD OF DIRECTORS	5 00	X						651	0	0	
ROBIN COURRIER BOARD OF DIRECTORS	5 00	X						0	0	0	
MINDY LAYTON BOARD OF DIRECTORS	5 00	X						0	0	0	
SERENA KOTCH BOARD OF DIRECTORS	5 00	X						0	0	0	
BERNADETTE HAMPTON BOARD OF DIRECTORS	5 00	X						0	0	0	
KAREN RIDLEY BOARD OF DIRECTORS	5 00	X						0	0	0	
ANN MARGARET SHANNON BOARD OF DIRECTORS	5 00	X						0	0	0	
TARA JEAN MCCROSKEY BOARD OF DIRECTORS	5 00	X						1,056	0	0	
ENRIQUE FARRERA BOARD OF DIRECTORS	5 00	X						692	0	0	
GILDA MORGAN-WILLIAMS BOARD OF DIRECTORS	5 00	X						657	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 DONOUGHE BOARD OF DIRECTORS	5 00	X						697	0	0
JOHN SCANLAN BOARD OF DIRECTORS	5 00	X						0	0	0
RONI KNIGHT BOARD OF DIRECTORS	5 00	X						0	0	0
DEAN ROBINSON BOARD OF DIRECTORS	5 00	X						0	0	0
TORI MITCHELL BOARD OF DIRECTORS	5 00	X						645	0	0
SCOTT ELLINGSON BOARD OF DIRECTORS	5 00	X						3,013	0	0
REBECCA GAMBOA BOARD OF DIRECTORS	5 00	X						0	0	0
RICHARD D'AVANZO BOARD OF DIRECTORS	5 00	X						0	0	0
GAIL TROTTER BOARD OF DIRECTORS	5 00	X						0	0	0
TOM MCMAHON BOARD OF DIRECTORS	5 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			
SHAWNA MOTT-WRIGHT BOARD OF DIRECTORS	5 00	X						1,237	0	0
BETSY PREVAL BOARD OF DIRECTORS	5 00	X						0	0	0
BRENDA ROBINSON BOARD OF DIRECTORS	5 00	X						0	0	0
ROBERT LAMORTE BOARD OF DIRECTORS	5 00	X						0	0	0
ANITA GIBSON BOARD OF DIRECTORS	5 00	X						0	0	0
BARBARA SCHRAM BOARD OF DIRECTORS	5 00	X						0	0	0
MARY BOWERS BOARD OF DIRECTORS	5 00	X						0	0	0
MOLLY MUMAU BOARD OF DIRECTORS	5 00	X						0	0	0
CYNTHIA HENDERSON BOARD OF DIRECTORS	5 00	X						0	0	0
ROBBIE KREITZ BOARD OF DIRECTORS	5 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			
KEVIN GILBERT EXECUTIVE COMMITTEE	37 50	X						76,881	0	0
ERIC BROWN EXECUTIVE COMMITTEE	37 50	X						74,875	0	0
ROBERT RODRIGUEZ EXECUTIVE COMMITTEE	37 50	X						43,870	0	0
SHELLY MOORE KRAJACIC EXECUTIVE COMMITTEE	37 50	X						76,917	0	0
GEORGE SHERIDAN EXECUTIVE COMMITTEE	37 50	X						76,452	0	0
JOHANNA R VAANDERING EXECUTIVE COMMITTEE	37 50	X						78,492	0	0
LILY ESKELSEN GARCIA PRESIDENT	37 50	X		X				394,908	0	221,276
REBECCA PRINGLE VICE PRESIDENT	36 50 1 00	X		X				334,238	0	155,020
PRINCESS MOSS SECRETARY-TREASURER	31 50 6 00	X		X				335,386	0	145,732
JOHN STOCKS EXECUTIVE DIRECTOR	37 50			X				388,991	0	215,702

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			
MICHAEL MCPHERSON CFO	37 50			X				269,646	0	179,270
KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	37 50				X			278,035	0	168,683
JIM TESTERMAN SENIOR DIRECTOR	37 50				X			238,320	0	138,814
MARY KUSLER SENIOR DIRECTOR	37 50				X			229,654	0	144,972
DERRICK JOHNSON SENIOR DIRECTOR	37 50				X			233,528	0	148,859
CHAKA DONALDSON SENIOR DIRECTOR	37 50				X			206,499	0	112,898
HT NGUYEN STATE AFFILIATE EXEC DIR	37 50					X		276,022	0	195,955
ALICE O'BRIEN GENERAL COUNSEL	37 50					X		255,117	0	149,009
JOHN SPRINGER SENIOR DIRECTOR	37 50					X		240,682	0	96,310
MICHAEL EDWARDS SENIOR DIRECTOR	37 50					X		264,228	0	162,885

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			
DONNA HARRIS-AIKENS SENIOR DIRECTOR	37 50					X		241,621	0	156,304

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

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 (see instructions for definition of "political campaign activities")	
2	Political campaign activity expenditures (see instructions)	▶ \$ 5,972,242
3	Volunteer hours for political campaign activities (see instructions)	

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1) NEA ADVOCACY FUND	1201 16TH ST NW WASHINGTON, DC 20036	27-2152012		12,500,000
2				
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) 2015	(b) 2016	(c) 2017	(d) 2018	(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).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

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

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

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.
► Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

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 Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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	57,802,797	19,981,090
c	Leasehold improvements	6,326,905	3,532,393	2,794,512
d	Equipment	76,392,587	74,191,248	2,201,339
e	Other			
Total.	Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶			26,730,718

Schedule D (Form 990) 2018

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 NEA PROPERTIES, INC	16,560,973	F
(B) 66 67% OF NEA 360 LLC	9,035,418	F
(C) 100% OF NEA MEMBER BENEFITS CORPORATION	40,833,979	F
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12) ▶	66,430,370	

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.

1. (a) Description of liability	(b) Book value	
(1) Federal income taxes		
SEVERANCE PAY OBLIGATION	5,498,711	
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ▶	5,498,711	

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	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
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		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	

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	
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		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
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		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	

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.

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 IN ACCORDANCE WITH ACCOUNTING STANDARDS FOR COMPENSATION-NONRETIREMENT 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.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

**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
See Add'l Data					
3a Sub-total	0	0			30,000
b Total from continuation sheets to Part I					0
c Totals (add lines 3a and 3b)	0	0			30,000

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)
			EAST ASIA AND THE PACIFIC	THE NATIONAL EDUCATION ASSOCIATION (NEA) GRANTED THESE FUNDS FOR THE EDUCATION INTERNATIONAL (EI) BASKET FUND TO ENCOURAGE ORGANIZATIONS ELIGIBLE FOR FINANCIAL ASSISTANCE TO NOMINATE A FEMALE DELEGATE OR DELEGATE UNDER THIRTY-FIVE YEARS OF AGE TO ATTEND THE WORLD CONGRESS (WC) IN BANGKOK, THAILAND JULY 21-26 WITH THIS GRANT FROM NEA AND OTHER EI MEMBER ORGANIZATIONS, EI WAS ABLE TO FUND MORE FEMALE AND YOUNG DELEGATES FROM DEVELOPING COUNTRIES TO THE WORLD CONGRESS THE 8TH WORLD CONGRESS SET THE ORGANIZATIONAL POLICIES, REVIEWS THE WORK OF THE PAST FOUR YEARS, ADOPTED RESOLUTIONS, APPROVED PROGRAM AND BUDGET, AND ELECTED THE EI LEADERS NEA PRESIDENT LILY ESKELSEN GARCIA WAS RE-ELECTED VICE PRESIDENT OF EI, REPRESENTING NORTH AMERICA/CARIBBEAN REGION THE WORLD CONGRESS ALSO CONSIDERED THE AUDITED FINANCIAL REPORT, SET THE MEMBERSHIP DUES AND ADOPTED THE GENERAL BUDGET FOR 2020-2023	10,000	WIRE			
			EAST ASIA AND THE PACIFIC	THE NATIONAL EDUCATION ASSOCIATION (NEA) GRANTED THESE FUNDS FOR THE EI SPECIAL SOLIDARITY FUND ACCOUNT TO ASSIST PERSATUAN GURU REPUBLIK INDONESIA (PGRI), THE TEACHERS ASSOCIATION OF THE REPUBLIC OF INDONESIA AND AN EI AFFILIATE THE GRANT IS TO PREPARE A GROUP OF VOLUNTEER TEACHERS TO DO TRAUMA COUNSELING AND TO SET UP A CRISIS CENTER FOR DISASTER RELIEF ACTIVITIES PRIORITIES OF THE CENTER INCLUDE GATHERING FACTS AND DATA ABOUT TEACHERS, THEIR FAMILIES, SCHOOLS AND STUDENTS AFFECTED BY THE QUAKE, DISTRIBUTING SUPPLIES AND EQUIPMENT, TRAUMA COUNSELING FOR STUDENTS AND TEACHERS, AND ENROLLING TEMPORARY TEACHERS WITH EXPERIENCE IN EMERGENCY SITUATIONS	10,000	WIRE			
			SUB-SAHARAN AFRICA	THE NATIONAL EDUCATION ASSOCIATION GRANTED THESE FUNDS IN RESPONSE TO AN URGENT ACTION APPEAL FROM EI FOR SUPPORT FOR THE TEACHERS, THEIR FAMILIES, STUDENTS AND SCHOOL COMMUNITIES AFFECTED BY THE CYCLONE, ONE OF THE WORST NATURAL DISASTERS EVER IN THE SOUTHERN AFRICAN REGION THE GRANT TO THE SOLIDARITY FUND WILL ENABLE EI TO WORK WITH ITS AFFILIATES IN THE AFFECTED AREAS TO ENSURE THEY ARE IN A POSITION TO HELP THEIR MEMBERS	10,000	CHECK			

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.
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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, don't file with Form 990)* ☐ 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, don't file with Form 990)* ☐ Yes ☒ No

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).

ReturnReference	Explanation

Additional Data

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

Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, 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 region
EAST ASIA AND THE PACIFIC			GRANTS TO RECIPIENTS LOCATED IN REGION		20,000
SUB-SAHARAN AFRICA			GRANTS TO RECIPIENTS LOCATED IN REGION		10,000

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I
(Form 990)

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.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

2018

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 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 noncash assistance	(h) Purpose of grant or assistance
(1) See Additional Data							
(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	▶	38
3	Enter total number of other organizations listed in the line 1 table	▶	166

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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash 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
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
ADDISON CENTRAL EDUCATORS ASSOC 7 LAWRENCE LN BRISTOL, VT 05443	83-0644187	501(C)(5)	10,000				FINANCIAL ASSISTANCE
ADVANCEMENT PROJECT 1220 L ST NW STE 850 WASHINGTON, DC 20005	95-4835230	501(C)(3)	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
AFL-CIO 815 16TH ST NW WASHINGTON, DC 20006	53-0228172	501(C)(5)	79,000				FINANCIAL ASSISTANCE
ALABAMA EDUCATION ASSOCIATION PO BOX 4177 MONTGOMERY, AL 361034177	63-0002660	501(C)(5)	2,884,966				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
ALLIANCE FOR JUSTICE 11 DUPONT CIRCLE NW 5TH FLR WASHINGTON, DC 20036	52-1009973	501(C)(3)	30,000				FINANCIAL ASSISTANCE
ALLIANCE FOR YOUTH ACTION 915 5TH ST NW WASHINGTON, DC 20001	46-2914731	501(C)(4)	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
AMERICA VOTES 1155 CONNECTICUT AVE NW STE 600 WASHINGTON, DC 20036	26-4568349	501(C)(4)	343,333				FINANCIAL ASSISTANCE
AMERICA WORKS USA 1225 EYE ST NW STE 1100 WASHINGTON, DC 20005	45-2315353	501(C)(4)	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
AMERICAN CONSTITUTION SOCIETY FOR LAW & POLICY 1899 L ST NW STE 200 WASHINGTON, DC 20036	52-2313694	501(C)(3)	15,000				FINANCIAL ASSISTANCE
ANCHORAGE EDUCATION ASSOCIATION 4100 SPENARD RD ANCHORAGE, AK 99517	92-0074528	501(C)(5)	113,930				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
ARIZONA EDUCATION ASSOCIATION 345 E PALM LN PHOENIX, AZ 850041532	86-0002685	501(C)(6)	1,163,205				FINANCIAL ASSISTANCE
ARKANSAS EDUCATION ASSOCIATION 1500 W FOURTH ST LITTLE ROCK, AR 72201	71-0004515	501(C)(6)	507,217				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
ASIAN PACIFIC AMERICAN INSTITUTE FOR CONGRESSIONAL STUDIES 1001 CONNECTICUT AVE NW STE 835 WASHINGTON, DC 20036	52-1917903	501(C)(3)	25,000				FINANCIAL ASSISTANCE
AURORA EDUCATION ASSOCIATION 2851 S PARKER RD STE 1000 AURORA, CO 80014	84-1199238	501(C)(5)	14,760				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)	8,250				FINANCIAL ASSISTANCE
BELLINGHAM ASSOCIATION OF SCHOOL EMPLOYEES PO BOX 68 BELLINGHAM, WA 98227	90-0665383	501(C)(5)	11,500				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
BOONE COUNTY CLASSIFIED EMPLOYEES ASSOC 6837 GORDON BLVD BURLINGTON, KY 41005	26-3561305	501(C)(6)	9,500				FINANCIAL ASSISTANCE
BOZEMAN EDUCATION ASSOCIATION 3538 TUMBLEWEED DR BOZEMAN, MT 59715	81-0365571	501(C)(6)	96,750				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
BRISTOL-PLYMOUTH TEACHERS ASSOCIATION 207 HART ST TAUNTON, MA 02780	04-2607086	501(C)(5)	6,280				FINANCIAL ASSISTANCE
BROWARD TEACHERS UNION 6000 NORTH UNIVERSITY DRIVE TAMARAC, FL 33321	23-7105238	501(C)(5)	169,166				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
CALIFORNIA TEACHERS ASSOCIATION 1705 MURCHISON DR BURLINGAME, CA 94010	94-0362310	501(C)(5)	11,793,904				FINANCIAL ASSISTANCE
CAMBRIDGE CENTRAL SCHOOL DISTRICT 58 SOUTH PARK ST CAMBRIDGE, NY 12816	14-6002029		245,173				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
CAMDEN EDUCATION ASSOCIATION 840 COOPER ST CAMDEN, NJ 08102	22-2178029	501(C)(5)	25,000				FINANCIAL ASSISTANCE
CAPITAL & MAIN 1910 WEST SUNSET BLVD STE 740 LOS ANGELES, CA 90026	81-0895767	501(C)(3)	75,000				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
CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING 51 VISTA LN STANFORD, CA 94305	13-1623924	501(C)(3)	25,000				FINANCIAL ASSISTANCE
CENTER FOR AMERICAN PROGRESS-ACTION FUND 1333 H STREET NW 10TH FLOOR WASHINGTON, DC 20005	30-0192708	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
CENTER FOR ECONOMIC AND POLICY RESEARCH 1611 CONNECTICUT AVE NW STE 400 WASHINGTON, DC 20009	52-2204029	501(C)(3)	25,000				FINANCIAL ASSISTANCE
CHINESE PROGRESSIVE ASSOCIATION 1042 GRANT AVE 5TH FLR SAN FRANCISCO, CA 94133	23-7404756	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
CHULA VISTA EDUCATORS 1061 TIERRA DEL REY 100 CHULA VISTA, CA 91910	95-2280501	501(C)(5)	21,500				FINANCIAL ASSISTANCE
CITY COLLEGES CONTINGENT LABOR ORGANIZING COMMITTEE 230 W MONROE STE 2640 CHICAGO, IL 60610	52-2436647	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
COLLECTIVE FUTURE 410 1ST ST SE STE 310 WASHINGTON, DC 20003	82-3079496	501(C)(4)	50,000				FINANCIAL ASSISTANCE
COLOR OF CHANGEORG 1714 FRANKLIN ST 100-136 OAKLAND, CA 94612	20-4496889	501(C)(4)	400,000				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
COLORADO EDUCATION ASSOCIATION 1500 GRANT ST DENVER, CO 80203	84-0172608	501(C)(5)	2,459,287				FINANCIAL ASSISTANCE
COLUMBUS EDUCATION ASSOCIATION 929 EAST BROAD ST COLUMBUS, OH 432051101	31-0946049	501(C)(5)	29,747				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
COMMITTEE ON STATES 1401 K ST NW STE 700 WASHINGTON, DC 20005	26-3815183	501(C)(3)	300,000				FINANCIAL ASSISTANCE
CONGRESSIONAL BLACK CAUCUS FOUNDATION IN 1720 MASSACHUSETTS AVE NW WASHINGTON, DC 20036	52-1160561	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
CONNECTICUT EDUCATION ASSOCIATION CAPITOL PLACE 21 OAK STREET SUITE 500 HARTFORD, CT 061068001	06-0666277	501(C)(5)	1,467,463				FINANCIAL ASSISTANCE
CORNELL UNIVERSITY CORNELL ILR EXTENSION 570 LEXINGTON AVE 12TH FLR NEW YORK, NY 10016	15-0532082	501(C)(3)	45,000				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
DAYTON EDUCATION ASSOCIATION 111 W 1ST ST DAYTON, OH 45402	31-0712642	501(C)(5)	5,500				FINANCIAL ASSISTANCE
DECATUR EDUCATION ASSOCIATION 2905 N MAIN ST DECATUR, IL 61756	37-0815155	501(C)(5)	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
DELAWARE STATE EDUCATION ASSOCIATION 136 E WATER ST DOVER, DE 19901	51-0061551	501(C)(5)	647,899				FINANCIAL ASSISTANCE
DEMOCRACY ALLIANCE 1401 K ST NW STE 700 WASHINGTON, DC 20005	20-2130918		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
DISTRICT U-46 SECRETARIAL ASSOC 2250 POINT BLVD STE 400 ELGIN, IL 601237871	36-3616861	501(C)(5)	10,000				FINANCIAL ASSISTANCE
DULUTH FEDERATION OF TEACHERS 639 E CENTRAL ENTRANCE DULUTH, MN 55811	41-0226823	501(C)(3)	20,000				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
EATONVILLE SCHOOL DISTRICT 404 200 LYNCH ST W EATONVILLE, WA 98328	91-1003449		40,000				FINANCIAL ASSISTANCE
ECONOMIC POLICY INSTITUTE 1225 EYE ST NW STE 600 WASHINGTON, DC 20005	52-1368964	501(C)(3)	201,500				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
EDEN PRAIRIE EDUCATION ASSOCIATION 8100 SCHOOL RD EDEN PRAIRIE, MN 55344	23-7125520	501(C)(5)	22,500				FINANCIAL ASSISTANCE
EDMOND ASSOCIATION OF CLASSROOM TEACHERS PO BOX 5873 EDMOND, OK 73083	73-1385048	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
EDUCATION AUSTIN 8716 N MOPAC EXPWY AUSTIN, TX 78759	74-2428167	501(C)(5)	25,000				FINANCIAL ASSISTANCE
EDUCATION LAW CENTER INC 60 PARK PLACE SUITE 300 NEWARK, NJ 07102	22-2014555	501(C)(3)	75,000				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
EDUCATION MINNESOTA 41 SHERBURNE AVE ST PAUL, MN 55103	41-1916882	501(C)(5)	2,674,264				FINANCIAL ASSISTANCE
EMERGING AMERICAN MAJORITIES 1225 I ST NW STE 1250 WASHINGTON, DC 20005	81-4100201	501(C)(4)	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
FAIRBANKS EDUCATION ASSOCIATION 2118 S CUSHMAN ST FAIRBANKS, AK 99701	92-0122264	501(C)(5)	51,400				FINANCIAL ASSISTANCE
FEDERAL EDUCATION ASSOCIATION 1201 16TH ST NW SUITE 117 WASHINGTON, DC 20036	98-0105622	501(C)(5)	698,540				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
FIRST DISTRICT EDUCATION ASSOCIATION 3565 LONE OAK RD STE 3 PADUCAH, KY 42003	26-3608290	501(C)(5)	34,025				FINANCIAL ASSISTANCE
FLORIDA EDUCATION ASSOCIATION 213 SOUTH ADAMS STREET TALLAHASSEE, FL 323011720	59-3685541	501(C)(5)	3,396,465				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 DR CINCINNATI, OH 45244	23-7088249	501(C)(5)	20,784				FINANCIAL ASSISTANCE
FORT WAYNE EDUCATION ASSOCIATION 2990 E COLISEUM BLVD STE 100 FORT WAYNE, IN 46805	35-1159973	501(C)(6)	11,600				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
FRANKLIN TOWNSHIP EDUCATION ASSOCIATION 1715 AMWELL RD STE 3 SOMERSET, NJ 08873	23-7130644	501(C)(5)	25,000				FINANCIAL ASSISTANCE
FRESNO TEACHERS ASSOCIATION 5334 N FRESNO ST FRESNO, CA 93710	94-1450149	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
FULLERTON SECONDARY TEACHERS ORGANIZATION 749 S BREA BLVD STE 42 BREA, CA 928215388	95-2552725	501(C)(5)	250,000				FINANCIAL ASSISTANCE
GEORGIA ASSOCIATION OF EDUCATORS 100 CRESCENT CENTER PARKWAY SUITE 500 TUCKER, GA 30084	58-1086686	501(C)(6)	695,938				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
GEORGIA INVESTOR ACTION FUND INC 1530 DEKALB AVE STE A ATLANTA, GA 30307	47-4777204	501(C)(4)	200,000				FINANCIAL ASSISTANCE
GOOD JOBS FIRST INC 1616 P ST NW STE 210 WASHINGTON, DC 20036	82-0542649	501(C)(3)	75,000				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
GREAT LAKES CENTER FOR EDUCATION RESEARCH AND PRACTICE PO BOX 1263 EAST LANSING, MI 488261263	38-3555110	501(C)(3)	100,000				FINANCIAL ASSISTANCE
GREATER WISCONSIN COMMITTEE MAKE YOUR VOTE COUNT PO BOX 861 MADISON, WI 53701	20-0938084	501(C)(4)	1,000,000				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
HARPER COLLEGE ADJUNCT FACULTY ASSOC 553 N NORTH CT STE 210 PALATINE, IL 600678124	20-3558155	501(C)(5)	15,475				FINANCIAL ASSISTANCE
HAWAII STATE TEACHERS ASSOCIATION 1200 ALA KAPUNA STREET HONOLULU, HI 96819	99-0145127	501(C)(5)	673,248				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
HERMITAGE EDUCATION ASSOCIATION 411 N HERMITAGE RD HERMITAGE, PA 16148	25-1332135	501(C)(5)	60,000				FINANCIAL ASSISTANCE
HILLSBORO EDUCATION ASSOCIATION 20450 NW AMBERWOOD DR STE 125 BEAVERTON, OR 970066973	95-1055880	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
HILLSBOROUGH CLASSROOM TEACHERS ASSOC I 4505 NORTH ROME AVE TAMPA, FL 33603	59-1108715	501(C)(5)	25,000				FINANCIAL ASSISTANCE
HOWARD COUNTY EDUCATION ASSOCIATION 5082 DORSEY HALL DR STE 102 ELLCOTT CITY, MD 21042	52-0939793	501(C)(5)	126,772				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
HUMAN RIGHTS CAMPAIGN FOUNDATION 1640 RHODE ISLAND AVE NW WASHINGTON, DC 200363278	52-1481896	501(C)(3)	50,000				FINANCIAL ASSISTANCE
IDAHO EDUCATION ASSOCIATION 620 N 6TH STREET PO BOX 2638 BOISE, ID 83701	82-0129950	501(C)(5)	716,173				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
ILLINOIS EDUCATION ASSOCIATION-NEA 100 EAST EDWARDS ST SPRINGFIELD, IL 62704	37-0343490	501(C)(5)	4,354,483				FINANCIAL ASSISTANCE
INDIANA STATE TEACHERS ASSOCIATION 150 WEST MARKET ST STE 900 INDIANAPOLIS, IN 462042875	35-1148612	501(C)(5)	1,258,735				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
INSTITUTE FOR EDUCATIONAL LEADERSHIP 4301 CONNECTICUT AVE NW STE 100 WASHINGTON, DC 20008	52-1198450	501(C)(3)	22,000				FINANCIAL ASSISTANCE
INSTITUTE FOR SOUTHERN STUDIES PO BOX 531 DURHAM, NC 27702	58-1090440	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
IOWA STATE EDUCATION ASSOCIATION 777 3RD STREET DES MOINES, IA 50309	42-0335775	501(C)(5)	1,271,324				FINANCIAL ASSISTANCE
JEFFERSON COUNTY EDUCATION ASSOC 1447 NELSON STREET LAKEWOOD, CO 80215	84-0583975	501(C)(5)	79,323				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
JEFFERSON COUNTY TEACHERS ASSOCIATION 1941 BISHOP LANE STE 300 LOUISVILLE, KY 40218	61-0658568	501(C)(5)	18,500				FINANCIAL ASSISTANCE
KANSAS NEA 715 SW 10TH AVE TOPEKA, KS 66612	48-0290660	501(C)(5)	878,530				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)	1,391,952				FINANCIAL ASSISTANCE
KENWOOD OAKLAND COMMUNITY ORGANIZATION 4242 S COTTAGE GROVE AVE CHICAGO, IL 60653	36-2598637	501(C)(3)	65,000				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
LATINO VICTORY PROJECT 700 14TH ST NW STE 200 WASHINGTON, DC 20005	46-4651149	501(C)(4)	25,000				FINANCIAL ASSISTANCE
LEADERSHIP CONFERENCE ON CIVIL RIGHTS THE LEADERSHIP CONFERENCE 1620 L ST NW STE 1100 WASHINGTON, DC 20036	52-0789800	501(C)(4)	12,000				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
LEARNING FORWARD 504 SOUTH LOCUST STREET OXFORD, OH 45056	31-0955962	501(C)(3)	20,000				FINANCIAL ASSISTANCE
LEWISTON EDUCATION ASSOCIATION 36 OAK ST LEWISTON, ME 04240	23-7026995	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
LITTLE ROCK EDUCATION ASSOCIATION 708 W SECOND STE 110 LITTLE ROCK, AR 72201	71-0397665	501(C)(6)	10,000				FINANCIAL ASSISTANCE
LODI EDUCATION ASSOCIATION 301 S HAM LANE STE D LODI, CA 95242	68-0026713	501(C)(5)	12,100				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
LOUISIANA ASSOCIATION OF EDUCATORS 8322 ONE CALAIS AVE BATON ROUGE, LA 70809	72-0824390	501(C)(5)	1,174,720				FINANCIAL ASSISTANCE
MADISON TEACHERS INC 33 NOB HILL RD MADISON, WI 53713	39-6060613	501(C)(6)	165,000				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 DR AUGUSTA, ME 04330	01-0114035	501(C)(5)	821,931				FINANCIAL ASSISTANCE
MANCHESTER EDUCATION ASSOC (NH) 1750 ELM ST STE 201B MANCHESTER, NH 031042903	02-0280360	501(C)(5)	8,250				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
MANCHESTER EDUCATION ASSOCIATION (CT) 483 WEST MIDDLE TURNPIKE STE 201 MANCHESTER, CT 06040	23-7107210	501(C)(5)	8,250				FINANCIAL ASSISTANCE
MARYLAND STATE EDUCATION ASSOCIATION 140 MAIN ST ANNAPOLIS, MD 21401	52-0607919	501(C)(5)	2,502,573				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 ASSOCIATION 2 HERITAGE DRIVE 8TH FLOOR QUINCY, MA 02171	04-1591200	501(C)(5)	4,117,932				FINANCIAL ASSISTANCE
MICHIGAN EDUCATION ASSOCIATION 1216 KENDALE BLVD EAST LANSING, MI 48823	38-0827000	501(C)(5)	4,473,060				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
MIDWEST ACADEMY 4749 N KEDZIE AVE FL 2 CHICAGO, IL 60625	36-2776406	501(C)(3)	20,000				FINANCIAL ASSISTANCE
MILWAUKEE TEACHERS EDUCATION ASSOC 5130 W VLIET ST MILWAUKEE, WI 53208	39-0478280	501(C)(5)	228,638				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
MINNEAPOLIS FEDERATION OF TEACHERS LOCAL 59 67TH 8TH AVE NE MINNEAPOLIS, MN 55413	41-0833701	501(C)(5)	75,906				FINANCIAL ASSISTANCE
MISSISSIPPI ASSOCIATION OF EDUCATORS 775 NORTH STATE STREET JACKSON, MS 392023086	64-0585930	501(C)(5)	588,525				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
MISSOULA EDUCATION ASSOCIATION 1001 SW HIGGINS AVE STE 101 MISSOULA, MT 59803	81-0494721	501(C)(5)	260,473				FINANCIAL ASSISTANCE
MISSOURI NATIONAL EDUCATION ASSOC 1810 EAST ELM ST JEFFERSON CITY, MO 651014174	43-1005405	501(C)(5)	1,030,646				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
MONTANA FEDERATION OF PUBLIC EMPLOYEES 1232 EAST 6TH AVE HELENA, MT 59601	81-0169635	501(C)(5)	936,432				FINANCIAL ASSISTANCE
MONTEREY BAY TEACHERS ASSOCIATION 550 CAMINO EL ESTERO STE 105 MONTEREY, CA 93940	94-1602375	501(C)(5)	5,930				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 ASSOC 12 TAFT CT STE 200 ROCKVILLE, MD 20850	52-0659775	501(C)(5)	35,000				FINANCIAL ASSISTANCE
MONTGOMERY COUNTY EDUCATION ASSOCIATION 434 SOUTH DECATUR ST MONTGOMERY, AL 36104	64-0520455	501(C)(5)	60,000				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
MOVEONORG CIVIC ACTION PO BOX 96141 WASHINGTON, DC 200906141	06-1553389	501(C)(4)	10,000				FINANCIAL ASSISTANCE
NAACP NATIONAL VOTER FUND 1200 G ST NW STE 800 WASHINGTON, DC 20005	52-2242476	501(C)(4)	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
NATIONAL BLACK JUSTICE COALITION PO BOX 71395 WASHINGTON, DC 20024	20-0667808	501(C)(3)	6,660				FINANCIAL ASSISTANCE
NATIONAL BOARD FOR PROF TEACHING STANDRD 1525 WILSON BLVD SUITE 700 ARLINGTON, VA 22209	52-1512323	501(C)(3)	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
NATIONAL NETWORK OF STATE TEACHERS OF THE YEAR 1201 CONNECTICUT AVE NW STE 300 WASHINGTON, DC 20036	48-1035353	501(C)(3)	25,000				FINANCIAL ASSISTANCE
NATIONAL PUBLIC EDUCATION ACTION FUND 1900 L ST NW STE 520 WASHINGTON, DC 20036	26-2819027	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
NATIONAL PUBLIC PENSION COALITION 1900 L STREET NW SUITE 900 WASHINGTON, DC 20036	20-5939282	501(C)(4)	135,000				FINANCIAL ASSISTANCE
NATIONAL STAFF ASSOC FOR THE IMPROVEMENT OF INSTRUCTION 140 MAIN ST ANNAPOLIS, MD 21401	48-1090400	501(C)(5)	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
NATIONAL TEACHERS HALL OF FAME EMPORIA STATE UNIVERSITY 1 KELLOGG CIR CAMPUS BOX 4017 EMPORIA, KS 66801	48-1085948	501(C)(3)	25,000				FINANCIAL ASSISTANCE
NEA - NEW HAMPSHIRE 9 SOUTH SPRING STREET CONCORD, NH 033012425	02-0226432	501(C)(6)	965,369				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 ALASKA 4100 SPENARD ROAD ANCHORAGE, AK 99517	92-0022642	501(C)(5)	765,871				FINANCIAL ASSISTANCE
NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION 1201 16TH ST NW STE 416 WASHINGTON, DC 20036	23-7035089	501(C)(3)	1,717,625				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)	917,401				FINANCIAL ASSISTANCE
NEA RHODE ISLAND 99 BALD HILL RD CRANSTON, RI 02920	05-0255676	501(C)(6)	678,438				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
NEBRASKA STATE EDUCATION ASSOC 605 SOUTH 14TH ST STE 200 LINCOLN, NE 68508	47-0358863	501(C)(5)	1,385,222				FINANCIAL ASSISTANCE
NEVADA STATE EDUCATION ASSOCIATION 3511 E HARMON AVE STE C LAS VEGAS, NV 89121	88-0063221	501(C)(5)	844,021				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 BEDFORD EDUCATORS ASSOC INC 160 WILLIAM ST NEW BEDORD, MA 027406022	23-7062560	501(C)(5)	14,936				FINANCIAL ASSISTANCE
NEW JERSEY EDUCATION ASSOCIATION 180 W STATE ST TRENTON, NJ 086071211	21-0524390	501(C)(5)	5,849,383				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 YORK STATE UNITED TEACHERS 800 TROY-SCHENECTADY RD LATHAM, NY 121102455	14-1584772	501(C)(5)	2,183,812				FINANCIAL ASSISTANCE
NOBLESVILLE TEACHER'S FORUM 19000 CUMBERLAND RD NOBLESVILLE, IN 46060	23-7164433	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
NORTH BABYLON TEACHER'S ORGANIZATION 400 WEST MAIN ST STE 201 BABYLON, NY 11702	23-7365360	501(C)(5)	12,000				FINANCIAL ASSISTANCE
NORTH CAROLINA ASSOC OF EDUCATORS 700 S SALISBURY ST RALEIGH, NC 27601	56-0948289	501(C)(6)	760,069				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 301 N 4TH ST BISMARCK, ND 58501	46-3004596	501(C)(6)	718,103				FINANCIAL ASSISTANCE
NORTHERN ARIZONA UNIVERSITY 99 E VIRGINIA AVE STE 100 PHOENIX, AZ 85004	74-2579628	501(C)(3)	51,541				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
OAKLAND EDUCATION ASSOCIATION 272 EAST 12TH ST OAKLAND, CA 94606	94-1330958	501(C)(5)	36,500				FINANCIAL ASSISTANCE
OHIO EDUCATION ASSOCIATION 225 EAST BROAD ST COLUMBUS, OH 43215	31-4269414	501(C)(6)	5,027,951				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 73154	73-0384310	501(C)(6)	1,129,805				FINANCIAL ASSISTANCE
OKLAHOMA'S CHILDREN OUR FUTURE INC 2601 NW EXPRESSWAY STE 503W OKLAHOMA CITY, OK 73112	47-5179130	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
OREGON EDUCATION ASSOCIATION 6900 SW ATLANTA ST PORTLAND, OR 972238598	93-0243443	501(C)(5)	2,630,293				FINANCIAL ASSISTANCE
PARENT TEACHER HOME VISIT PROJECT INC 2411 15TH ST STE A SACRAMENTO, CA 95818	51-0477445	501(C)(3)	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
PARTNERSHIP FOR WORKING FAMILIES 1305 FRANKLIN ST 501 OAKLAND, CA 94612	71-0914032	501(C)(3)	150,000				FINANCIAL ASSISTANCE
PENNSYLVANIA STATE EDUCATION ASSN 400 N 3RD STREET HARRISBURG, PA 17105	23-0961125	501(C)(6)	5,045,419				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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PIKES PEAK EDUCATION ASSOCIATION 2520 N TEJON ST STE 200 COLORADO SPRINGS, CO 80907	84-0646191	501(C)(6)	150,000				FINANCIAL ASSISTANCE
PINELLAS CLASSROOM TEACHERS ASSOC INC 650 SEMINOLE BLVD LARGO, FL 33770	59-0974339	501(C)(5)	31,500				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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PORT ARTHUR TEACHERS ASSOCIATION P O BOX 1581 PORT ARTHUR, TX 77641	74-1903444	501(C)(5)	25,000				FINANCIAL ASSISTANCE
PORT ARTHUR TEACHERS ASSOCIATION 14201 SPRING KNOLL LANE ROSHARON, TX 77583	81-3496872	501(C)(5)	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
PORTLAND ASSOCIATION OF TEACHERS INC 345 NE 8TH AVE PORTLAND, OR 972322708	93-0557517	501(C)(6)	125,000				FINANCIAL ASSISTANCE
PRESIDENT & FELLOWS OF HARVARD COLLEGE 1350 MASSACHUSETTS AVE CAMBRIDGE, MA 02138	04-2103580	501(C)(3)	210,000				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 8008 MARLBORO PIKE FORESTVILLE, MD 20747	52-0658540	501(C)(5)	147,500				FINANCIAL ASSISTANCE
PRIORITIES USA 1150 18TH ST NW STE 750 WASHINGTON, DC 20036	47-4596232	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
PROGRESSIVE CAUCUS ACTION FUND 1900 L ST NW STE 900 WASHINGTON, DC 20036	27-0805235	501(C)(4)	150,000				FINANCIAL ASSISTANCE
PROGRESSIVE STATE LEADERS COMMITTEE PO BOX 34445 WASHINGTON, DC 20005	05-0623909	501(C)(4)	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
PROGRESSNOW 215 S WASHINGTON SQ STE 135 LANSING, MI 48933	20-8720230	501(C)(4)	150,000				FINANCIAL ASSISTANCE
PUGET SOUND UNISERV COUNCIL 4508 AUBURN WAY N BLDG D AUBURN, WA 98002	91-0871822	501(C)(5)	23,200				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
QUALITY EDUCATION FOR MINORITIES NETWORK 1818 N ST NW STE 350 WASHINGTON, DC 20036	52-1665643	501(C)(3)	65,000				FINANCIAL ASSISTANCE
RACINE EDUCATION ASSOCIATION 1201 WEST BLVD RACINE, WI 53405	39-0813424	501(C)(6)	30,500				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
READING EDUCATION ASSOCIATION 125 MORGANTOWN RD STE 2 READING, PA 19611	23-7227167	501(C)(5)	20,000				FINANCIAL ASSISTANCE
RED CLAY PARAPROFESSIONAL ASSOC 4135 OGLETOWN-STANTON RD STE 101 NEWARK, DE 19713	51-0362790	501(C)(5)	11,500				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
REGENTS UNIVERSITY OF CA LOS ANGELES 675 S PARK VIEW ST LOS ANGELES, CA 90057	95-6006143		21,000				FINANCIAL ASSISTANCE
ROCKFORD EDUCATION ASSOCIATION 6097 BELMONT AVE BELMONT, MI 49306	38-2234533	501(C)(5)	11,698				FINANCIAL ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
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RUTGERS THE STATE UNIVERSITY 50 LABOR CENTER WAY NEW BRUNSWICK, NJ 08901	22-6001086	501(C)(3)	75,000				FINANCIAL ASSISTANCE
SACRAMENTO CITY TEACHERS ASSOCIATION 5300 ELVAS AVENUE SACRAMENTO, CA 95819	94-1459981	501(C)(5)	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
SADDLEBACK VALLEY EDUCATORS ASSOC 25201 PASEO DE ALICIA 150 LAGUNA HILLS, CA 92656	23-7328590	501(C)(5)	13,500				FINANCIAL ASSISTANCE
SAINT PAUL FEDERATION OF EDUCATORS AMERICAN FEDERATION OF TEACHERS 23 EMPIRE DR STE N100 ST PAUL, MN 551031856	41-0252680	501(C)(5)	206,000				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
SAN ANTONIO ALLIANCE OF TEACHERS & SUPPORT PERSONNEL 120 ADAMS ST SAN ANTONIO, TX 78210	74-1073253	501(C)(5)	205,097				FINANCIAL ASSISTANCE
SAN DIEGO EDUCATION ASSOCIATION 10393 SAN DIEGO MISSION RD 100 SAN DIEGO, CA 92108	95-1185804	501(C)(5)	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
SANTA MARIA ELEMENTARY EDUCATION ASSOC 949 BURLINGTON DR STE A SANTA MARIA, CA 93455	95-3125753	501(C)(5)	25,000				FINANCIAL ASSISTANCE
SEATTLE EDUCATION ASSOCIATION 5501 4TH AVE SOUTH 101 SEATTLE, WA 98108	91-0684298	501(C)(5)	16,360				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
SIOUX FALLS EDUCATION ASSOCIATION 401 E 8TH ST 308 SIOUX FALLS, SD 57103	46-0307075	501(C)(6)	12,500				FINANCIAL ASSISTANCE
SIX ACTION STATE INNOVATION EXCHANGE 1920 N CAMERON ST ARLINGTON, VA 22207	20-3169871	501(C)(4)	75,000				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
SIXTEEN THIRTY FUND 1575 EYE ST NW STE 425 WASHINGTON, DC 20005	26-4486735	501(C)(4)	20,000				FINANCIAL ASSISTANCE
SOUTH CAROLINA EDUCATION ASSOCIATION 421 ZIMALCREST DRIVE COLUMBIA, SC 29210	57-0275275	501(C)(6)	527,287				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
SOUTH DAKOTA EDUCATION ASSOCIATION 411 E CAPITOL AVE PIERRE, SD 57501	46-0191735	501(C)(6)	511,501				FINANCIAL ASSISTANCE
STATE ENGAGEMENT FUND 1401 K ST NW STE 700 WASHINGTON, DC 20005	81-0865943	501(C)(4)	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
STATE INNOVATION EXCHANGE PO BOX 260230 MADISON, WI 537260230	46-1368531	501(C)(3)	150,000				FINANCIAL ASSISTANCE
STATE VICTORY FUND LLC PO BOX 1614 RALEIGH, NC 276021614	82-1222271		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
STONEWALL NATIONAL MUSEUM & ARCHIVES STONEWALL LIBRARY & ARCHIVES 1300 EAST SUNRISE BLVD FORT LAUDERDALE, FL 33304	65-0139829	501(C)(3)	10,000				FINANCIAL ASSISTANCE
SYLVANIA EDUCATION ASSOCIATION 4654 VICKSBURG DR SYLVANIA, OH 43560	34-1246767	501(C)(5)	9,000				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
TACOMA EDUCATION ASSOCIATION 3049 S 36TH ST STE 300 TACOMA, WA 98409	91-0680925	501(C)(5)	12,500				FINANCIAL ASSISTANCE
TEACHERS ASSOCIATION OF NORWALK LA MIRADA AREA 11310 FIRESTONE BLVD NORWALK, CA 90650	95-2477958	501(C)(5)	221,500				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
TEACHERS ASSOCIATION OF PARAMOUNT 17434 STUDEBAKER ROAD CERRITOS, CA 90703	95-2625204	501(C)(5)	16,500				FINANCIAL ASSISTANCE
TENNESSEE EDUCATION ASSOCIATION 801 SECOND AVENUE NORTH NASHVILLE, TN 37201	62-0380018	501(C)(6)	1,339,153				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
TEXAS STATE TEACHERS ASSOCIATION 8716 N MOPAC EXPRESSWAY AUSTIN, TX 78759	74-1316497	501(C)(5)	1,914,405				FINANCIAL ASSISTANCE
THE GREATER WASHINGTON EDUCATIONAL INC TELECOMMUNICATIONS ASSOC INC 3939 CAMPBELL AVE ARLINGTON, VA 22206	53-0242992	501(C)(3)	75,000				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
TIDES CENTER 1012 TORNEY AVE SAN FRANCISCO, CA 94129	94-3213100	501(C)(3)	125,000				FINANCIAL ASSISTANCE
UNITED EDUCATORS OF SAN FRANCISCO 2310 MASON ST SAN FRANCISCO, CA 94133	94-1455079	501(C)(5)	91,400				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 FACULTY OF FLORIDA FLORIDA EDUCATION ASSOCIATION 115 N CALHOUN ST STE 6 TALLAHASSEE, FL 32301	59-1657609	501(C)(5)	97,500				FINANCIAL ASSISTANCE
UNITED FEDERATION OF TEACHERS 52 BROADWAY 14TH FLR NEW YORK, NY 10004	13-5582895	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
UNITED NATIONAL INDIAN TRIBAL YOUTH INC 1 N MACDONALD DR STE 212 MESA, AZ 85201	73-1010390	501(C)(3)	35,000				FINANCIAL ASSISTANCE
UNITED TEACHERS LOS ANGELES 3303 WILSHIRE BLVD 10TH FLR LOS ANGELES, CA 90010	95-2635019	501(C)(5)	145,000				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
UNITED TEACHERS OF RICHMOND 700 CRESTVIEW DR PINOLE, CA 94564	94-1458830	501(C)(5)	56,000				FINANCIAL ASSISTANCE
UNIVERSITY OF COLORADO FOUNDATION 1305 UNIVERSITY AVENUE BOULDER, CO 80302	84-6049811	501(C)(3)	225,000				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 DC FACULTY ASSOCIATION 4200 CONNECTICUT AVE NW ROOM 100 WASHINGTON, DC 20008	52-1212211	501(C)(5)	31,263				FINANCIAL ASSISTANCE
UTAH EDUCATION ASSOCIATION 875 EAST PONTIAC DR MURRAY, UT 84107	87-0187145	501(C)(6)	780,177				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
UTAH SCHOOL EMPLOYEES ASN 864 EAST ARROWHEAD LN MURRAY, UT 871075211	87-0285270	501(C)(5)	121,123				FINANCIAL ASSISTANCE
VERMONT-NEA 10 WHEELLOCK ST MONTPELIER, VT 056023737	03-0276708	501(C)(5)	780,738				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)	1,273,563				FINANCIAL ASSISTANCE
WASHINGTON EDUCATION ASSOCIATION PO BOX 9100 FEDERAL WAY, WA 980639100	91-0460645	501(C)(5)	3,453,667				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
WASHOE EDUCATION ASSOCIATION 1890 DONALD STREET RENO, NV 89502	88-0086709	501(C)(6)	12,500				FINANCIAL ASSISTANCE
WEST VIRGINIA EDUCATION ASSOCIATION 1558 QUARRIER ST CHARLESTON, WV 25311	55-0334400	501(C)(6)	578,392				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
WHEN WE ALL VOTE 1400 L ST NW PO BOX 34673 WASHINGTON, DC 20005	83-0996376	501(C)(3)	50,000				FINANCIAL ASSISTANCE
WISCONSIN EA COUNCIL REGION 1 16 W JOHN ST RICE LAKE, WI 54868	39-1168745	501(C)(5)	20,000				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
WISCONSIN EDUCATION ASSOC COUNCIL STATE AFFILIATE 33 NOB HILL RD PO BOX 8003 MADISON, WI 53708	39-1169160	501(C)(5)	1,698,170				FINANCIAL ASSISTANCE
WORKING WASHINGTON 116 WARREN AVE N STE A SEATTLE, WA 98109	45-1657758	501(C)(4)	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
WYOMING EDUCATION ASSOCIATION 115 E 22ND ST STE 1 CHEYENNE, WY 82001	83-0168105	501(C)(6)	762,310				FINANCIAL ASSISTANCE
YOUNGSTOWN EDUCATION ASSOCIATION 945 WINDHAM COURT STE 1 YOUNGSTOWN, OH 44512	34-0766173	501(C)(5)	25,000				FINANCIAL ASSISTANCE

Schedule J (Form 990)	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. ▶ Go to www.irs.gov/Form990 for instructions and the latest information.	OMB No 1545-0047
		2018
		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
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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 indemnification 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	1b	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?	2	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? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? 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.	4a	Yes	
		4b		No
		4c		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.	5a		
		5b		
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.	6a		
		6b		
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	7		
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.	8		
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9		

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.

See Additional Data Table**Schedule J (Form 990) 2018**

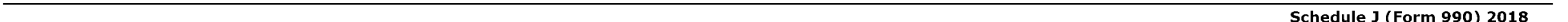
Part III **Supplemental Information**

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) AND THE EXECUTIVE DIRECTOR. THE COMPANION TRAVEL BENEFIT IS AVAILABLE TO THE FULL EXECUTIVE COMMITTEE INCLUDING THE THREE 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.

Return Reference	Explanation
PART I, LINE 4A	DURING THE YEAR, DERRICK JOHNSON RECEIVED A SEVERANCE PAYMENT OF \$38,596 AND MICHAEL EDWARDS RECEIVED A SEVERANCE PAYMENT OF \$84,560

Return Reference	Explanation
SCHEDULE J, PART I - RESPONSE TO 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 2018 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, \$ 85,416, SHELLY MOORE KRAJACIC, ELLSWORTH COMMUNITY SCHOOL DISTRICT, \$76,865, JOHANNA R VAANDERING, BEAVERTON SCHOOL DISTRICT #48, \$127,428, AND KEVIN GILBERT, HOWARD COUNTY PUBLIC SCHOOLS, \$166,007 THE SCHOOL SYSTEMS THAT EMPLOY THE REMAINING DIRECTORS RECEIVE REIMBURSEMENTS FROM NEA RANGING FROM \$0 TO \$ 19,000 THE AVERAGE REIMBURSEMENT IS APPROXIMATELY \$2,150



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				
LILY ESKELSEN GARCIA PRESIDENT	(i)	291,815	0	103,093	142,492	78,784	616,184	0
	(ii)	0	0	0	0	0	0	0
REBECCA PRINGLE VICE PRESIDENT	(i)	255,331	0	78,907	96,035	58,985	489,258	0
	(ii)	0	0	0	0	0	0	0
PRINCESS MOSS SECRETARY-TREASURER	(i)	256,531	0	78,855	87,146	58,586	481,118	0
	(ii)	0	0	0	0	0	0	0
JOHN STOCKS EXECUTIVE DIRECTOR	(i)	291,815	0	97,176	142,492	73,210	604,693	0
	(ii)	0	0	0	0	0	0	0
MICHAEL MCPHERSON CFO	(i)	247,796	8,673	13,177	113,738	65,532	448,916	0
	(ii)	0	0	0	0	0	0	0
KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	(i)	252,624	8,842	16,569	87,130	81,553	446,718	0
	(ii)	0	0	0	0	0	0	0
JIM TESTERMAN SENIOR DIRECTOR	(i)	215,272	7,695	15,353	68,199	70,615	377,134	0
	(ii)	0	0	0	0	0	0	0
MARY KUSLER SENIOR DIRECTOR	(i)	207,024	7,695	14,935	68,199	76,773	374,626	0
	(ii)	0	0	0	0	0	0	0
DERRICK JOHNSON SENIOR DIRECTOR	(i)	142,803	7,024	83,701	92,120	56,739	382,387	0
	(ii)	0	0	0	0	0	0	0
CHAKA DONALDSON SENIOR DIRECTOR	(i)	198,122	7,024	1,353	52,921	59,977	319,397	0
	(ii)	0	0	0	0	0	0	0
HT NGUYEN STATE AFFILIATE EXEC DIR	(i)	273,293	0	2,729	124,269	71,686	471,977	0
	(ii)	0	0	0	0	0	0	0
ALICE O'BRIEN GENERAL COUNSEL	(i)	236,576	8,439	10,102	74,793	74,216	404,126	0
	(ii)	0	0	0	0	0	0	0
JOHN SPRINGER SENIOR DIRECTOR	(i)	216,832	7,695	16,155	68,200	28,110	336,992	0
	(ii)	0	0	0	0	0	0	0
MICHAEL EDWARDS SENIOR DIRECTOR	(i)	136,988	0	127,240	100,914	61,971	427,113	0
	(ii)	0	0	0	0	0	0	0
DONNA HARRIS-AIKENS SENIOR DIRECTOR	(i)	219,857	7,695	14,069	75,828	80,476	397,925	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

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.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

2018

**Open to Public
Inspection**

Employer identification number

53-0115260

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	NEA HAS THE FOLLOWING CATEGORIES OF MEMBERSHIP WITH VOTING RIGHTS - ACTIVE MEMBERS ENGAGED IN PROFESSIONAL EDUCATION EMPLOYMENT OR EMPLOYED IN EDUCATIONAL SUPPORT PROFESSIONAL POSITIONS - ACTIVE LIFE MEMBERS INCLUDE PART-TIME, FULL-TIME AND SUBSTITUTE MEMBERS, THIS CATEGORY IS NO LONGER OFFERED (ENDED JULY 1973) THOSE IN THIS CATEGORY MADE A ONE-TIME PAYMENT FOR LIFETIME MEMBERSHIP - RETIRED MEMBERS INCLUDES ANNUAL AND RETIRED LIFE MEMBERS - STUDENT MEMBERS

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

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9	MISCELLANEOUS -8

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR

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.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

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 410 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 410 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 SUITE 410 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 410 WASHINGTON, DC 20036 47-3258537	CREATE MEMBERSHIP MANAGEMENT SYSTEM	DC	NATIONAL EDUCATION ASSOCIATION	RELATED	-2,657,824	9,035,418		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 SUITE 300 GAITHERSBURG, MD 20878 52-0855767	ADMINISTERS BENEFITS, PROGRAMS & RESOURCES TO MEET NEA MEMBER NEEDS	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	1a	No
b Gift, grant, or capital contribution to related organization(s)	1b	No
c Gift, grant, or capital contribution from related organization(s)	1c	No
d Loans or loan guarantees to or for related organization(s)	1d	No
e Loans or loan guarantees by related organization(s)	1e	No
f Dividends from related organization(s)	1f	No
g Sale of assets to related organization(s)	1g	No
h Purchase of assets from related organization(s)	1h	No
i Exchange of assets with related organization(s)	1i	No
j Lease of facilities, equipment, or other assets to related organization(s)	1j	No
k Lease of facilities, equipment, or other assets from related organization(s)	1k	No
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	Yes
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	No
o Sharing of paid employees with related organization(s)	1o	No
p Reimbursement paid to related organization(s) for expenses	1p	No
q Reimbursement paid by related organization(s) for expenses	1q	Yes
r Other transfer of cash or property to related organization(s)	1r	Yes
s Other transfer of cash or property from related organization(s)	1s	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 MEMBER BENEFITS	L	1,886,698	
(2) NEA MEMBER BENEFITS	Q	35,918	
(3) NEA 360 LLC	Q	191,728	
(4) NEA AND AFFILIATE RETIREE HEALTH PLAN	R	15,000,000	
(5) NEA 360 LLC	R	1,200,000	

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