Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) ▶ Do not enter social security numbers on this form as it may be made public.

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

OMB No. 1545-0047

2019

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2019 , and ending 06-30-2020

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
ILLINOIS EDUCATION ASSOCIATION

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
100 EAST EDWARDS STREET

City or town, state or province, country, and ZIP or foreign postal code
SPRINGFIELD, IL 627041901

D Employer identification number
37-0343490

E Telephone number
(217) 544-0706

G Gross receipts $ 55,848,848

F Name and address of principal officer:
KATHI GRIFFIN
100 EAST EDWARDS STREET
SPRINGFIELD,IL 627041901

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status: ☐ 501(c)(3) ☑ 501(c) (5) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.IEANEA.ORG

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

L Year of formation: 1853

M State of legal domicile: IL

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
EFFECT EXCELLENCE AND EQUITY IN PUBLIC EDUCATION AND TO BE THE ADVOCACY ORGANIZATION FOR ALL PUBLIC EDUCATION EMPLOYEES

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

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	90
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	87
5	Total number of individuals employed in calendar year 2019 (Part V, line 2a)	**5**	355
6	Total number of volunteers (estimate if necessary)	**6**	200
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	-8,178
b	Net unrelated business taxable income from Form 990-T, line 39	**7b**	0

			Prior Year	Current Year
Revenue	**8**	Contributions and grants (Part VIII, line 1h)	0	0
	9	Program service revenue (Part VIII, line 2g)	53,597,700	53,886,329
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	653,242	928,422
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	53,790	-8,178
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	54,304,732	54,806,573
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	49,483,191	56,275,356
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	13,447,215	12,173,525
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	62,930,406	68,448,881
	19	Revenue less expenses. Subtract line 18 from line 12	-8,625,674	-13,642,308

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	58,354,285	61,765,740
	21	Total liabilities (Part X, line 26)	92,633,943	109,707,366
	22	Net assets or fund balances. Subtract line 21 from line 20	-34,279,658	-47,941,626

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date 2021-05-15

▶ JAMIE SCHUMACHER DIRECTOR - BUSINESS SERVICES
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2021-05-15		P00485614

Firm's name ▶ RSM US LLP — Firm's EIN ▶ 42-0714325

Firm's address ▶ 117 E MAIN STREET SUITE 210
GALESBURG, IL 61401 — Phone no. (309) 342-1175

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

THE ILLINOIS EDUCATION ASSOCIATION'S MISSION IS TO EFFECT EXCELLENCE AND EQUITY IN PUBLIC EDUCATION AND TO BE THE ADVOCACY ORGANIZATION FOR ALL PUBLIC EDUCATION EMPLOYEES.

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 $)

FIELD SERVICES: DIRECT SERVICES TO MEMBERS INCLUDING REPRESENTATIONAL SERVICES, ORGANIZATIONAL DEVELOPMENT, CONTRACT NEGOTIATION, ETC.

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

LEGAL SERVICES TO MEMBERS (ADVISING AND REPRESENTING THEM IN LEGAL MATTERS RELATED TO THEIR EMPLOYMENT, INCLUDING ACTIONS BEFORE ADMINISTRATIVE AGENCIES AND COURTS) AND AFFILIATED LOCAL UNIONS (ADVISING AND REPRESENTING THEM IN LEGAL MATTERS RELATED TO THEIR MEMBERS IN EMPLOYMENT MATTERS, INCLUDING COLLECTIVELY BARGAINING CONTRACTS, PROCESSING GRIEVANCES, ARBITRATIONS, ACTIONS BEFORE ADMINISTRATIVE AGENCIES AND COURTS).

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

PROGRAM DEVELOPMENT SERVICES TO MEMBERS: ORGANIZING, PLANNING AND IMPLEMENTING NUMEROUS PROGRAMS, CONFERENCES AND OTHER EVENTS WHICH PROVIDE THE MECHANISM FOR GOVERNANCE OF THE ORGANIZATION AND VARIOUS SUBGROUPS, AND ALSO SUPPORTS VARIOUS ORGANIZATIONAL DEVELOPMENT EFFORTS.

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		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3	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		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		No
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		No

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
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
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? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	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? *If "Yes," complete Schedule L,* Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L,* Part I	25b		
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L,* Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	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)? *If "Yes," complete Schedule R, Part V, line 2*	35b	Yes	
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 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 Compliance

Check 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	64		
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	

Part V Statements Regarding Other IRS Filings and Tax Compliance *(continued)*

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 355			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		No
b	If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		No
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		No
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		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		14b		
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?		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. 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.	1a	90		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	87		
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	Yes	
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	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Form 1023 (or 1024-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:
▶JAMIE SCHUMACHER 100 EAST EDWARDS STREET SPRINGFIELD,IL 627041901 (217) 544-0706

Part VII **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 . . . . . ☐

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. 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.

See instructions for the order in which to list the persons above.

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

(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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) KATHI GRIFFIN PRESIDENT	60.00	X		X				212,422	0	79,785
(2) THOMAS TULLY SECRETARY/TREASURER	60.00	X		X				211,713	0	54,582
(3) ALBERT LLORENS VICE PRESIDENT	60.00	X		X				170,602	0	45,250
(4) BRIANNA HAAS DIRECTOR	5.00	X						1,000	0	0
(5) SEAN KERWIN DIRECTOR	5.00	X						0	0	0
(6) KELLY SCHLUETER DIRECTOR	5.00	X						0	0	0
(7) KAREN GALL DIRECTOR	5.00	X						0	0	0
(8) JOHN STOSKY DIRECTOR	5.00	X						0	0	0
(9) SCOTT WOLDMAN DIRECTOR	5.00	X						0	0	0
(10) BRITTANY NELSON DIRECTOR	5.00	X						0	0	0
(11) MARIA MCCARTHY DIRECTOR	5.00	X						0	0	0
(12) KELLIE COUGHENOUR DIRECTOR	5.00	X						0	0	0
(13) SHAWN COLLINS DIRECTOR	5.00	X						0	0	0
(14) HEATHER BECKER DIRECTOR	5.00	X						0	0	0
(15) AMY EVANS DIRECTOR	5.00	X						0	0	0
(16) REBECCA SPEARS DIRECTOR	5.00	X						0	0	0
(17) ARVIS AVERETTE DIRECTOR	5.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) KAJ HOLM DIRECTOR	5.00	X						0	0	0
(19) RYAN WESTART DIRECTOR	5.00	X						0	0	0
(20) LORI WESEMANN DIRECTOR	5.00	X						0	0	0
(21) MELISSA SCHREY DIRECTOR	5.00	X						0	0	0
(22) JACQUELINE HODGE DIRECTOR	5.00	X						0	0	0
(23) ELIZABETH NEHRKORN DIRECTOR	5.00	X						0	0	0
(24) MARIAN JONES DIRECTOR	5.00	X						0	0	0
(25) RICH MAYER DIRECTOR	5.00	X						0	0	0
(26) STEVE CAMPBELL DIRECTOR	5.00	X						0	0	0
(27) DOREEN ROBERTS DIRECTOR	5.00	X						0	0	0
(28) MIKE WILLIAMSON DIRECTOR	5.00	X						0	0	0
(29) KIM JONES DIRECTOR	5.00	X						0	0	0
(30) KIMBERLY BELL DIRECTOR	5.00	X						0	0	0
(31) CHRIS MOEHLIG DIRECTOR	5.00	X						0	0	0
(32) CATHERINE LENZINI DIRECTOR	5.00	X						0	0	0
(33) PRISCILLA DRENNING DIRECTOR	5.00	X						0	0	0
(34) CRAIG YOUNG DIRECTOR	5.00	X						0	0	0
(35) ERICA BRAY-PARKER DIRECTOR	5.00	X						0	0	0
(36) BRIDGET LAHART DIRECTOR	5.00	X						0	0	0
(37) JOHN BIALEK DIRECTOR	5.00	X						0	0	0
(38) KARA ZIELINSKI DIRECTOR	5.00	X						0	0	0
(39) ANNE BERANEK DIRECTOR	5.00	X						0	0	0
(40) MERI HAVENAR DIRECTOR	5.00	X						0	0	0
(41) RAY RUSSO DIRECTOR	5.00	X						0	0	0
(42) GEORGE MUSSMAN DIRECTOR	5.00	X						0	0	0
(43) TIFFANY KLECKLER DIRECTOR	5.00	X						0	0	0
(44) VANNESSA GREER DIRECTOR	5.00	X						0	0	0
(45) NANETTE ROSS-MERIDITH DIRECTOR	5.00	X						0	0	0
(46) MARJORIE FREIBURGER DIRECTOR	5.00	X						0	0	0
(47) KRISTI HILLMER DIRECTOR	5.00	X						0	0	0
(48) LOUISE STOMPOR DIRECTOR	5.00	X						0	0	0
(49) HOLLY SMIGELSKI DIRECTOR	5.00	X						0	0	0
(50) ALIS JONES DIRECTOR	5.00	X						0	0	0
(51) MELISSA DEBOOR DIRECTOR	5.00	X						0	0	0
(52) BRYCE CANN DIRECTOR	5.00	X						0	0	0
(53) DENNIS GROSSKOPF DIRECTOR	5.00	X						0	0	0
(54) CATHY MALONE DIRECTOR	5.00	X						0	0	0
(55) JOE BLOMQUIST DIRECTOR	5.00	X						0	0	0
(56) KELLY HANAMAN DIRECTOR	5.00	X						0	0	0
(57) KATRINA ANTHONY DIRECTOR	5.00	X						0	0	0
(58) CATHY FREDRICKSON DIRECTOR	5.00	X						0	0	0
(59) ELIZABETH OJEDA-JIMENEZ DIRECTOR	5.00	X						0	0	0
(60) JAY ROSENBERG DIRECTOR	5.00	X						0	0	0
(61) CHRIS ZOGATA DIRECTOR	5.00	X						0	0	0
(62) ERIN SMITH DIRECTOR	5.00	X						0	0	0
(63) KARI KATH DIRECTOR	5.00	X						0	0	0
(64) BECKY DUNHAM DIRECTOR	5.00	X						0	0	0
(65) LAURA TAETS DIRECTOR	5.00	X						0	0	0
(66) ADAM HJERPE DIRECTOR	5.00	X						0	0	0
(67) SHANNON HALL-NANNINI DIRECTOR	5.00	X						0	0	0
(68) ANDREW BAKER DIRECTOR	5.00	X						0	0	0
(69) JULIE LEWIS DIRECTOR	5.00	X						0	0	0
(70) TAMMY MOOTZ DIRECTOR	5.00	X						0	0	0
(71) JANE CARELLO DIRECTOR	5.00	X						0	0	0
(72) KATIE BARR DIRECTOR	5.00	X						0	0	0
(73) KATHY JESUIT DIRECTOR	5.00	X						0	0	0
(74) GLORIASTINE JOHNSON DIRECTOR	5.00	X						0	0	0
(75) JANICE COUCH DIRECTOR	5.00	X						0	0	0
(76) DIANA ESCOBEDO DIRECTOR	5.00	X						0	0	0
(77) MICHELLE COLLINS DIRECTOR	5.00	X						0	0	0
(78) DIANE YARBOROUGH DIRECTOR	5.00	X						0	0	0
(79) JILL DUPY DIRECTOR	5.00	X						0	0	0
(80) CHERYL THAYER DIRECTOR	5.00	X						0	0	0
(81) ALEX WALLACE DIRECTOR	5.00	X						0	0	0
(82) BEVERLY STEWART DIRECTOR	5.00	X						0	0	0
(83) JIM DUFFY DIRECTOR	5.00	X						0	0	0
(84) AMY BIANCHERI DIRECTOR	5.00	X						0	0	0
(85) REBECCA GAMBOA DIRECTOR	5.00	X						0	0	0
(86) KARL GOEKE DIRECTOR	5.00	X						0	0	0
(87) GINA HARRIS DIRECTOR	5.00	X						0	0	0
(88) GLADYS MARQUEZ DIRECTOR	5.00	X						0	0	0
(89) MARK BAILEY DIRECTOR	5.00	X						0	0	0
(90) DAVID WATTS DIRECTOR	5.00	X						0	0	0
(91) MARY ANN RIVERA DIRECTOR	5.00	X						0	0	0
(92) LORETTA RAGSDELL DIRECTOR	5.00	X						0	0	0
(93) MAE SMITH DIRECTOR	5.00	X						0	0	0
(94) ERIC BROWN DIRECTOR	5.00	X						0	0	0
(95) KARI VANDERJACK DIRECTOR	5.00	X						0	0	0
(96) JAMIE SCHUMACHER BUSINESS SERVICES DIRECTOR	60.00			X				178,594	0	49,943
(97) SYLVIA RIOS GENERAL COUNSEL	60.00				X			155,552	0	54,695
(98) SEAN DENNEY GOVT RELATIONS DIRECTOR	60.00				X			155,189	0	48,236
(99) AUDREY SOGLIN EXECUTIVE DIRECTOR	60.00				X			221,434	0	107,764
(100) BRIAN BOOTH AREA COORDINATOR	60.00				X			182,675	0	68,089
(101) ANTHONY JEFFRIES HR & LABOR RELATIONS DIREC	60.00				X			186,021	0	73,272
(102) OLIVER JONES AREA COORDINATOR	60.00				X			181,140	0	327,480
(103) CAROLYN SLOAN AREA COORDINATOR	60.00				X			181,413	0	105,225
(104) MICHAEL LAMB AREA COORDINATOR	60.00				X			185,159	0	301,641
(105) MARY J MORRIS TEACHING & LEARNING DIRECT	60.00				X			183,174	0	100,679
(106) SARAH ANTONACCI COMMUNICATIONS DIRECTOR	60.00				X			185,914	0	71,262
(107) ROBIN EHRHART PROGRAM DEVELOPMENT DIRECT	60.00				X			181,239	0	107,012
(108) LYNN ADLER UNISERV DIRECTOR	60.00					X		173,084	0	17,055
(109) PAULA ARGUE INSTRUCTIONAL RESOURCE & PROF. DEV'T DIR	60.00					X		161,478	0	25,515
(110) ANGELA WILLIAMS UNISERV DIRECTOR	60.00					X		147,711	0	48,668
(111) STACIE WALTON UNISERV DIRECTOR	60.00					X		154,858	0	34,889
(112) CARDINA JOHNSON ASSOCIATE GENERAL COUNSEL	60.00					X		151,075	0	45,785
(113) JAMES REED FORMER GOVT RELATIONS DIRECTOR	60.00						X	159,991	0	13,642
(114) MITCHELL ROTH FORMER GENERAL COUNSEL	60.00						X	220,786	0	17,377
1b Sub-Total . . . . . ▶										
c Total from continuation sheets to Part VII, Section A . . . . ▶										
d Total (add lines 1b and 1c) . . . . . ▶								3,942,224	0	1,797,846

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 ▶ 107

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. 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
ADELSTEIN & ASSOCIATES LLC 222 WEST ONTARIO ST SUITE 600 CHICAGO, IL 60654	MEDIA CONSULTANT	113,550

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 ▶ 1

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts					
1a Federated campaigns	1a				
b Membership dues	1b				
c Fundraising events	1c				
d Related organizations	1d				
e Government grants (contributions)	1e				
f All other contributions, gifts, grants, and similar amounts not included above	1f				
g Noncash contributions included in lines 1a - 1f:$	1g				
h **Total.** Add lines 1a-1f	▶				
Program Service Revenue	Business Code				
2a MEMBERSHIP DUES	900099	48,190,979	48,190,979		
b NATIONAL EDUCATION ASSOC	900099	4,267,897	4,267,897		
c CARES ACT GRANT - EMPLOYEE RETENT	900099	441,319	441,319		
d DUSHANE FUND	900099	414,510	414,510		
e PENALTIES CHARGED FOR DUES	900099	105,088	105,088		
f All other program service revenue.		466,536	466,536		
g **Total.** Add lines 2a–2f	53,886,329				
3 Investment income (including dividends, interest, and other similar amounts) ▶		806,230			806,230
4 Income from investment of tax-exempt bond proceeds ▶					
5 Royalties ▶					

		(i) Real	(ii) Personal				
6a Gross rents	6a	22,496					
b Less: rental expenses	6b	77,743					
c Rental income or (loss)	6c	-55,247					
d Net rental income or (loss) ▶				-55,247		-55,247	

		(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory	7a	1,086,724					
b Less: cost or other basis and sales expenses	7b	964,532					
c Gain or (loss)	7c	122,192					
d Net gain or (loss) ▶				122,192			122,192

Other Revenue					
8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c). See Part IV, line 18	8a				
b Less: direct expenses	8b				
c Net income or (loss) from fundraising events ▶					
9a Gross income from gaming activities. See Part IV, line 19	9a				
b Less: direct expenses	9b				
c Net income or (loss) from gaming activities ▶					
10a Gross sales of inventory, less returns and allowances	10a				
b Less: cost of goods sold	10b				
c Net income or (loss) from sales of inventory ▶					
Miscellaneous Revenue	Business Code				
11a PRINT SHOP INCOME	900099	47,069		47,069	
b					
c					
d All other revenue					
e **Total.** Add lines 11a–11d ▶		47,069			
12 **Total revenue.** See instructions ▶		54,806,573	53,977,781	-8,178	928,422

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				
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, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	4,153,896			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	18,519,603			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	26,877,322			
9 Other employee benefits	5,078,600			
10 Payroll taxes	1,645,935			
11 Fees for services (non-employees):				
a Management				
b Legal	532,523			
c Accounting	69,335			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	31,260			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12 Advertising and promotion	180,242			
13 Office expenses	1,157,714			
14 Information technology	88,129			
15 Royalties				
16 Occupancy	2,609,034			
17 Travel	891,465			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,605,677			
20 Interest	16,143			
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	487,893			
23 Insurance	598,174			
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 REGIONAL REBATE	1,702,455			
b NEA GRANT PROJECTS	575,227			
c LIBRARY	162,982			
d EQUIPMENT MAINTENANCE	135,875			
e All other expenses	1,329,397			
25 **Total functional expenses.** Add lines 1 through 24e	68,448,881			
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 Sheet

Check 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		16,884,509	1	18,100,775
	2	Savings and temporary cash investments		15,224,177	2	16,537,160
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		5,193,251	4	5,974,710
	5	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		512,721	9	348,404
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 14,662,019			
	b	Less: accumulated depreciation	10b 10,823,714	4,163,803	10c	3,838,305
	11	Investments—publicly traded securities		14,424,330	11	14,963,871
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		1,951,494	15	2,002,515
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		58,354,285	16	61,765,740
Liabilities	17	Accounts payable and accrued expenses		7,623,183	17	8,479,520
	18	Grants payable			18	
	19	Deferred revenue		8,044,546	19	8,163,592
	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 any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties		499,177	23	299,603
	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		76,467,037	25	92,764,651
	26	**Total liabilities.** Add lines 17 through 25		92,633,943	26	109,707,366
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		-34,279,658	27	-47,941,626
	28	Net assets with donor restrictions			28	
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		-34,279,658	32	-47,941,626
	33	Total liabilities and net assets/fund balances		58,354,285	33	61,765,740

Part XI Reconcilliation of Net Assets

Check 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	54,806,573
2	Total expenses (must equal Part IX, column (A), line 25)	2	68,448,881
3	Revenue less expenses. Subtract line 2 from line 1	3	-13,642,308
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	-34,279,658
5	Net unrealized gains (losses) on investments	5	-19,660
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column	10	-47,941,626

Part XII Financial Statements and Reporting

Check 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?	2a		No
	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			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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			
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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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

2019

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	Employer identification number
ILLINOIS EDUCATION ASSOCIATION	37-0343490

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) ▶ $ 9,331

3 Volunteer hours for political campaign activities (see instructions) 1,000

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) ILLINOIS POLITICAL ACTION COMMITTEE FOR EDUCATION	100 EAST EDWARDS SPRINGFIELD,IL 62704	23-7237158	0	3,756,150
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.		
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-.		

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.

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)** 2016	**(b)** 2017	**(c)** 2018	**(d)** 2019	**(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) Yes	(a) No	(b) 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		No
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2	Yes	
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:	THE ILLINOIS POLITICAL ACTION COMMITTEE FOR EDUCATION RECOMMENDS CANDIDATES FOR PUBLIC OFFICE. THE ILLINOIS EDUCATION ASSOCIATION PUBLISHES THESE RECOMMENDATIONS AND ENCOURAGES ITS MEMBERS TO VOTE FOR THEM. IEA ALSO EMPLOYS A GOVERNMENT RELATIONS DEPARTMENT WHICH MAINTAINS RELATIONSHIPS WITH ELECTED OFFICIALS, PROVIDES THEM WITH INFORMATION ON EDUCATION ISSUES, AND ENCOURAGES THEM TO SUPPORT EDUCATION-FRIENDLY LEGISLATION.

Additional Data

Return to Form

Software ID:

Software Version:

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 instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
ILLINOIS EDUCATION ASSOCIATION

Employer identification number
37-0343490

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:

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

2a Did the organization include an amount on Form 990, Part X, line 21, 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:

	Yes	No
(i) unrelated organizations . . . . . **3a(i)**		
(ii) related organizations . . . . . **3a(ii)**		
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? **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		857,075		857,075
b Buildings		7,441,704	5,070,090	2,371,614
c Leasehold improvements		599,349	537,495	61,854
d Equipment		5,763,891	5,216,129	547,762
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				3,838,305

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		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶		

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
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
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
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
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	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	92,764,651

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	54,833,396
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-19,660		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	77,743		
e	Add lines **2a** through **2d**			2e	58,083
3	Subtract line **2e** from line **1**			3	54,775,313
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	31,260		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	31,260
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	54,806,573

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	52,262,486
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	-16,155,135		
e	Add lines **2a** through **2d**			2e	-16,155,135
3	Subtract line **2e** from line **1**			3	68,417,621
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	31,260		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	31,260
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	68,448,881

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
PART X, LINE 2:	THE BENEFIT OF A TAX POSITION IS RECOGNIZED IN THE FINANCIAL STATEMENTS IN THE PERIOD DURING WHICH, BASED ON ALL AVAILABLE EVIDENCE, MANAGEMENT BELIEVES THAT IT IS MORE LIKELY THAN NOT THAT THE POSITION WILL BE SUSTAINED UPON EXAMINATION, INCLUDING THE RESOLUTION OF APPEALS OR LITIGATION PROCESSES, IF ANY. TAX POSITIONS ARE NOT OFFSET OR AGGREGATED WITH OTHER POSITIONS. TAX POSITIONS THAT MEET THE "MORE LIKELY THAN NOT" RECOGNITION THRESHOLD ARE MEASURED AS THE LARGEST AMOUNT OF TAX BENEFIT THAT IS MORE THAN 50% LIKELY TO BE REALIZED ON SETTLEMENT WITH THE APPLICABLE TAXING AUTHORITY. THE PORTION OF THE BENEFITS ASSOCIATED WITH TAX POSITIONS TAKEN THAT EXCEEDS THE AMOUNT MEASURED AS DESCRIBED ABOVE IS REFLECTED AS A LIABILITY FOR UNCERTAIN TAX BENEFITS IN THE ACCOMPANYING STATEMENTS OF FINANCIAL POSITION ALONG WITH ANY ASSOCIATED INTEREST AND PENALTIES THAT WOULD BE PAYABLE TO THE TAXING AUTHORITIES UPON EXAMINATION. THERE WERE NO UNCERTAIN TAX BENEFITS IDENTIFIED AND RECORDED AS A LIABILITY AS OF JUNE 30, 2020 AND 2019.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES 77,743.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES 77,743. CHANGE IN UNFUNDED RETIREMENT PLANS -16,232,878.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
ILLINOIS EDUCATION ASSOCIATION

Employer identification number
37-0343490

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed 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 ☐ Housing allowance or residence for personal use			
	☐ Travel for companions ☑ Payments for business use of personal residence			
	☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees			
	☐ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on 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 on 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 ☑ Written employment contract			
	☐ Independent compensation consultant ☐ Compensation survey or study			
	☐ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed 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?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only 501(c)(3), 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?	**5a**		
b	Any related organization?	**5b**		
	If "Yes," on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		
b	Any related organization?	**6b**		
	If "Yes," on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any 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 accured 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**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 KATHI GRIFFIN PRESIDENT	(i)	202,685	0	9,737	46,064	33,721	292,207	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
2 THOMAS TULLY SECRETARY/TREASURER	(i)	199,295	0	12,418	19,424	35,158	266,295	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
3 ALBERT LLORENS VICE PRESIDENT	(i)	161,545	0	9,057	36,387	8,863	215,852	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
4 JAMIE SCHUMACHER BUSINESS SERVICES DIRECTOR	(i)	164,885	0	13,709	19,291	30,652	228,537	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
5 SYLVIA RIOS GENERAL COUNSEL	(i)	147,191	0	8,361	20,911	33,784	210,247	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
6 SEAN DENNEY GOVT RELATIONS DIRECTOR	(i)	146,677	0	8,512	25,163	23,073	203,425	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
7 AUDREY SOGLIN EXECUTIVE DIRECTOR	(i)	201,854	0	19,580	76,073	31,691	329,198	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
8 BRIAN BOOTH AREA COORDINATOR	(i)	168,194	0	14,481	64,611	3,478	250,764	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
9 ANTHONY JEFFRIES HR & LABOR RELATIONS DIREC	(i)	174,831	0	11,190	39,956	33,316	259,293	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
10 OLIVER JONES AREA COORDINATOR	(i)	170,794	0	10,346	315,487	11,993	508,620	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
11 CAROLYN SLOAN AREA COORDINATOR	(i)	170,014	0	11,399	74,606	30,619	286,638	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
12 MICHAEL LAMB AREA COORDINATOR	(i)	169,884	0	15,275	270,864	30,777	486,800	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
13 MARY J MORRIS TEACHING & LEARNING DIRECT	(i)	169,754	0	13,420	69,662	31,017	283,853	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
14 SARAH ANTONACCI COMMUNICATIONS DIRECTOR	(i)	176,091	0	9,823	49,193	22,069	257,176	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
15 ROBIN EHRHART PROGRAM DEVELOPMENT DIRECT	(i)	171,898	0	9,341	68,476	38,536	288,251	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
16 LYNN ADLER UNISERV DIRECTOR	(i)	160,061	0	13,023	3,346	13,709	190,139	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
17 PAULA ARGUE INSTRUCTIONAL RESOURCE & PROF. DEV'T	(i)	142,525	0	18,953	4,052	21,463	186,993	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
18 ANGELA WILLIAMS UNISERV DIRECTOR	(i)	134,925	0	12,786	4,052	44,616	196,379	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
19 STACIE WALTON UNISERV DIRECTOR	(i)	140,965	0	13,893	4,052	30,837	189,747	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
20 CARDINA JOHNSON ASSOCIATE GENERAL COUNSEL	(i)	137,975	0	13,100	4,052	41,733	196,860	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
21 JAMES REED FORMER GOVT RELATIONS DIRECTOR	(i)	151,547	0	8,444	0	13,642	173,633	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0
22 MITCHELL ROTH FORMER GENERAL COUNSEL	(i)	213,530	0	7,256	0	17,377	238,163	0
	(ii)	- 0	- 0	0	0	- 0	- 0	0

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 3	THE BOARD OF DIRECTORS PERIODICALLY REVIEWS COMPARABLE DATA FOR THE EXECUTIVE DIRECTOR'S COMPENSATION. THE PRESIDENT'S COMPENSATION IS TIED TO THE EXECUTIVE DIRECTOR'S SO THE PROCESS IS ALSO INCLUSIVE OF THE PRESIDENT. MANAGEMENT SALARIES, INCLUDING THE EXECUTIVE DIRECTOR AND PRESIDENT, ARE APPROVED BY THE BOARD ANNUALLY. COMPARATIVE SALARY DATA IS AVAILABLE TO THE BOARD. THE COMPENSATION IS APPROVED IN EXECUTIVE SESSION.

Additional Data

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 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

2019

Open to Public Inspection

Name of the organization
ILLINOIS EDUCATION ASSOCIATION

Employer identification number
37-0343490

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	ILLINOIS EDUCATION ASSOCIATION HAS APPROXIMATELY 135,000 MEMBERS. ANYONE WHO MEETS THE REQUIREMENTS STATED IN THE BYLAWS IS ELIGIBLE FOR MEMBERSHIP.
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION ELECT REGIONAL AND AT LARGE MEMBERS OF THE BOARD OF DIRECTORS AND ALSO ELECT DELEGATES TO THE ANNUAL REPRESENTATIVE ASSEMBLY WHICH HAS CERTAIN SPECIFIED POWERS INCLUDING THE APPROVAL OF THE BUDGET.
FORM 990, PART VI, SECTION A, LINE 7B	THE ANNUAL REPRESENTATIVE ASSEMBLY, WHICH IS COMPOSED OF APPROXIMATELY 1,100 DELEGATES WHO ARE ELECTED BY THE MEMBERSHIP AT LARGE, CAN OVERTURN DECISIONS MADE BY THE BOARD OF DIRECTORS IF SUPPORTED BY THE BYLAWS.
FORM 990, PART VI, SECTION B, LINE 11B	THE 990 IS REVIEWED BY THE DIRECTOR OF BUSINESS SERVICES, PRESIDENT AND EXECUTIVE COMMITTEE BEFORE FILING.
FORM 990, PART VI, SECTION B, LINE 12C	COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY IS ENFORCED BY PERIODIC REMINDERS, TRAINING FOR NEW STAFF AND BOARD MEMBERS AND BY THE ANNUAL COMPLETION OF A FORM THAT DISCLOSES FAMILY AND BUSINESS RELATIONSHIPS.
FORM 990, PART VI, SECTION B, LINE 15	THE BOARD OF DIRECTORS PERIODICALLY REVIEWS COMPARABLE DATA FOR THE EXECUTIVE DIRECTOR'S COMPENSATION. THE PRESIDENT'S COMPENSATION IS TIED TO THE EXECUTIVE DIRECTOR'S SO THE PROCESS IS ALSO INCLUSIVE OF THE PRESIDENT. MANAGEMENT SALARIES, INCLUDING THE EXECUTIVE DIRECTOR AND PRESIDENT, ARE APPROVED BY THE BOARD ANNUALLY. COMPARATIVE SALARY DATA IS AVAILABLE TO THE BOARD. THE COMPENSATION IS APPROVED IN EXECUTIVE SESSION.
FORM 990, PART VI, SECTION C, LINE 19	THE FORM 990 IS AVAILABLE UPON REQUEST. THE FINANCIAL STATEMENTS AND CONFLICT OF INTEREST POLICY ARE NOT MADE AVAILABLE TO THE GENERAL PUBLIC.
FORM 990, PAGE 12, PART XII, LINE 2C	OVERSIGHT OF AUDIT AND SELECTION OF INDEPENDENT ACCOUNTANT: THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

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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

2019

Open to Public Inspection

Name of the organization
ILLINOIS EDUCATION ASSOCIATION

Employer identification number
37-0343490

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) ILLINOIS POLITICAL ACTION COMMITTEE FOR EDUCATION 100 EAST EDWARDS SPRINGFIELD, IL 62704 23-7237158	PROMOTE POLITICALLY THE CAUSE OF EDUCATION	IL	527		N/A	Yes	
(2) ILLINOIS EDUCATION ASSOCIATION FOUNDATION INC 100 EAST EDWARDS SPRINGFIELD, IL 62704 47-3603983	PROVIDE CHARITABLE GRANTS TO EDUCATORS & EDUCATIONAL INSTITUTIONS	IL	501(C)(3)	LINE 10	N/A		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	

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

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.

		Yes	No
1 During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, 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		No
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	Yes	
o Sharing of paid employees with related organization(s)	1o	Yes	
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		No
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) ILLINOIS POLITICAL ACTION COMMITTEE FOR EDUCATION	Q	93,398	CASH AMOUNT OF TRANSACTION

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate 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		Yes	No	

Part VII Supplemental Information

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

Return Reference	Explanation

Schedule R (Form 990) 2019

Additional Data

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