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

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 09-01-2024 , and ending 08-31-2025

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

C Name of organization
EDUCATION MINNESOTA

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) 41 SHERBURNE AVENUE

Room/suite

City or town, state or province, country, and ZIP or foreign postal code
ST PAUL, MN 55103

D Employer identification number
41-1916882

E Telephone number
(651) 227-9541

G Gross receipts $ 39,957,316

F Name and address of principal officer:
MONICA BYRON
41 SHERBURNE AVENUE
ST PAUL, MN 55103

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: EDUCATIONMINNESOTA.ORG

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

L Year of formation: 1998

M State of legal domicile: MN

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
EDUCATION MINNESOTA IS A LABOR UNION REPRESENTING APPROXIMATELY 86,000 MEMBERS WHO WORK IN PUBLIC SCHOOLS, HIGHER EDUCATION AND OTHER RELATED FIELDS THROUGHOUT THE STATE.

Activities & Governance

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**	47
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	44
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	**5**	201
6	Total number of volunteers (estimate if necessary)	**6**	173
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	64,425
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	**7b**	

Revenue

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)		0
9	Program service revenue (Part VIII, line 2g)	37,082,379	37,571,546
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,758,252	2,102,439
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	290,625	283,331
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	39,131,256	39,957,316

Expenses

13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	3,033,061	3,451,757
14	Benefits paid to or for members (Part IX, column (A), line 4)		0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	26,314,905	27,291,098
16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
b	Total fundraising expenses (Part IX, column (D), line 25) 0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	10,307,835	10,101,091
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	39,655,801	40,843,946
19	Revenue less expenses. Subtract line 18 from line 12	-524,545	-886,630

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	80,647,216	91,612,958
21	Total liabilities (Part X, line 26)	14,959,629	15,460,290
22	Net assets or fund balances. Subtract line 21 from line 20	65,687,587	76,152,668

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
MONICA BYRON PRESIDENT BEG 7-25
Type or print name and title

2026-06-01
Date

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2026-05-27		P00964458

Firm's name HARRINGTON LANGER & ASSOCIATES — Firm's EIN 41-1532347

Firm's address 563 PHALEN BLVD
SAINT PAUL, MN 55130 — Phone no. (651) 481-1128

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:

EDUCATION MINNESOTA IS A LABOR UNION REPRESENTING APPROXIMATELY 86,000 MEMBERS WHO WORK IN PUBLIC SCHOOLS, HIGHER EDUCATION AND OTHER RELATED FIELDS THROUGHOUT THE STATE.

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 $)

EDUCATION MINNESOTA ORGANIZES MEMBERS ON A LOCAL BASIS. EDUCATION MINNESOTA CURRENTLY HAS 486 LOCAL UNIONS STATEWIDE. OUR LOCALS HELP MENTOR NEW TEACHERS, PROVIDE PROFESSIONAL DEVELOPMENT, NEGOTIATE AND MAINTAIN WORK CONTRACTS, AND MUCH MORE. OUR STAFF MEMBERS IN 12 OFFICES STATEWIDE SERVE AS RESOURCES TO OUR LOCALS.

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		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, 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 Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		No
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	Yes	
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	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		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	Yes	

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 the 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 line 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		No
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		
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 on 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	145		
b	Enter the number of Forms W-2G included on 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	

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**	201		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			**2b**	Yes
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			**3a**	Yes
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*			**3b**	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			**4a**	No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			**5a**	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			**5b**	No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			**5c**	
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			**6a**	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			**6b**	
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			**7a**	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			**7b**	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			**7c**	
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			**7f**	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			**7g**	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			**7h**	
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			**8**	
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? 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
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			**17**	

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**	47		
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	44		
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 on 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 on 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 on 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 MN

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 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: MICHAEL ROEHL 41 SHERBURNE AVENUE ST PAUL, MN 55103 (651) 292-4810

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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 the 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)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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			
(1) DENISE SPECHT PRESIDENT EN	40.00	X		X				211,883	0	52,558
(2) MONICA BYRON PRESIDENT BE	40.00	X		X				182,944	0	70,779
(3) MARTY FRIDGEN VICE PRESIDE	40.00	X		X				0	0	0
(4) RODNEY ROWE SEC-TREAS EN	40.00	X		X				209,114	0	46,949
(5) RYAN FIERECK SEC-TREAS BE	40.00	X		X				0	0	0
(6) AMY AHO BOARD MEMBER	2.00	X						0	0	0
(7) JAMIE ALSLEBEN BOARD MEMBER	2.00	X						0	0	0
(8) MICHELLE BACON BOARD MEMBER	2.00	X						0	0	0
(9) HEATHER BAKKE BOARD MEMBER	2.00	X						0	0	0
(10) STACY BARTLETT BOARD MEMBER	2.00	X						0	0	0
(11) JEROME BELLEFEUILLE BOARD MEMBER	2.00	X						0	0	0
(12) RICHARD BETTINI BOARD MEMBER	2.00	X						0	0	0
(13) MELISSA BUCKLEY BOARD MEMBER	2.00	X						0	0	0
(14) KIMBERLY COLBERT BOARD MEMBER	2.00	X						0	0	0
(15) ANNETTE DAVIS BOARD MEMBER	2.00	X						0	0	0
(16) MICHELLE DENNARD BOARD MEMBER	2.00	X						0	0	0
(17) TRACY DETLOFF BOARD MEMBER	2.00	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)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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			
(18) KATIE DICKERSON BOARD MEMBER	2.00	X						0	0	0
(19) MARK DOMEIER BOARD MEMBER	2.00	X						0	0	0
(20) AARON DONAIS BOARD MEMBER	2.00	X						0	0	0
(21) GENEVA DORSEY BOARD MEMBER	2.00	X						0	0	0
(22) WENDY DRUGGE-WUENSCH BOARD MEMBER	2.00	X						0	0	0
(23) MARK DUFFY BOARD MEMBER	2.00	X						0	0	0
(24) CAITLIN EFTA BOARD MEMBER	2.00	X						0	0	0
(25) CHRIS ERICKSON BOARD MEMBER	2.00	X						0	0	0
(26) TOM GALLAHER BOARD MEMBER	2.00	X						0	0	0
(27) JODI HANSEN BOARD MEMBER	2.00	X						0	0	0
(28) HEIDI HANSON BOARD MEMBER	2.00	X						0	0	0
(29) JANELLE HART BOARD MEMBER	2.00	X						0	0	0
(30) JESSIE HOLM BOARD MEMBER	2.00	X						0	0	0
(31) VALERIE HOLTHUS BOARD MEMBER	2.00	X						0	0	0
(32) MICHAEL HOUSTON BOARD MEMBER	2.00	X						0	0	0
(33) MARCIA HOWARD BOARD MEMBER	2.00	X						0	0	0
(34) MISTY JOBE BOARD MEMBER	2.00	X						0	0	0
(35) BRENDA JOHNSON BOARD MEMBER	2.00	X						0	0	0
(36) DWAYNE JOHNSON BOARD MEMBER	2.00	X						0	0	0
(37) BRENDA KELLEN BOARD MEMBER	2.00	X						0	0	0
(38) JAMES KELLERMAN BOARD MEMBER	2.00	X						0	0	0
(39) TAMMY KNAPPER BOARD MEMBER	2.00	X						0	0	0
(40) MARIA LE SELMER BOARD MEMBER	2.00	X						0	0	0
(41) KATELYN LILLIS BOARD MEMBER	2.00	X						0	0	0
(42) GRETCHEN LONG BOARD MEMBER	2.00	X						0	0	0
(43) BRIAN MCCARTHY BOARD MEMBER	2.00	X						0	0	0
(44) MAUREEN MORROW BOARD MEMBER	2.00	X						0	0	0
(45) JASMAN MYERS BOARD MEMBER	2.00	X						0	0	0
(46) LISA OLSON BOARD MEMBER	2.00	X						0	0	0
(47) JIM OLSON BOARD MEMBER	2.00	X						0	0	0
(48) ANGELA PEDACE BOARD MEMBER	2.00	X						0	0	0
(49) TODD RICHTER BOARD MEMBER	2.00	X						0	0	0
(50) BETY RIOS-CHRISTENSEN BOARD MEMBER	2.00	X						0	0	0
(51) JUDY ROHDE BOARD MEMBER	2.00	X						0	0	0
(52) KAREN RUBADO BOARD MEMBER	2.00	X						0	0	0
(53) HOLLY SCHRUPP BOARD MEMBER	2.00	X						0	0	0
(54) WILLIAM SCHWANDT BOARD MEMBER	2.00	X						0	0	0
(55) MARTY SCOFIELD BOARD MEMBER	2.00	X						0	0	0
(56) HEIDI SIMONS BOARD MEMBER	2.00	X						0	0	0
(57) JARED SIMPSON BOARD MEMBER	2.00	X						0	0	0
(58) CARRIE SPARKS BOARD MEMBER	2.00	X						0	0	0
(59) MARK SWENSON BOARD MEMBER	2.00	X						0	0	0
(60) WES TESSMAN BOARD MEMBER	2.00	X						0	0	0
(61) GLAZELL TOLEDO BOARD MEMBER	2.00	X						0	0	0
(62) LEAH VANDASSOR BOARD MEMBER	2.00	X						0	0	0
(63) STACEY VANDERPORT BOARD MEMBER	2.00	X						0	0	0
(64) MATTHEW WILMES BOARD MEMBER	2.00	X						0	0	0
(65) BRADLEY WOLFE BOARD MEMBER	2.00	X						0	0	0
(66) CARRIE LUCKING EXECUTIVE DI	40.00			X				202,999	0	76,635
(67) MICHAEL ROEHL CFO	40.00			X				193,912	0	74,962
(68) ROB GARDNER FIELD MANAGE	40.00				X			180,602	0	72,913
(69) DAVID ARON GENERAL COUN	40.00				X			178,759	0	72,850
(70) DAN RIVERA FIELD MANAGE	40.00				X			173,346	0	71,691
(71) KATHLEEN MICHELETTI DIR OF PUBLI	40.00				X			172,693	0	64,601
(72) SHANE PATRICK HR DIRECTOR	40.00					X		165,581	0	47,087
(73) ALLISON LABREE DIR POLICY &	40.00					X		165,640	0	69,482
(74) SARAH DERDOSKI FIELD MANAGE	40.00					X		157,641	0	68,397
(75) ATHELGRA WILLIAMS DIRECTOR OF	40.00					X		154,692	0	67,891
(76) DEBRA CORHOUSE ATTORNEY	40.00					X		153,420	0	68,710
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								2,503,226		925,505

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 100

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization 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
FLINT GROUP 14909 N BECK ROAD PLYMOUTH, MI 48170	MEDIA PRODUCT	1,079,111
RR DONNELLEY AND SONS 227 W MONROE ST SUITE 500 CHICAGO, IL 60606	PRINTING SVCS	133,963

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 2

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 OtherAmt 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 DUES INCOME	900099	34,310,408	34,310,408	
b NEA UNISERV GRANT	900099	1,820,324	1,820,324	
c AFT OTHER SUPPORT	900099	513,824	513,824	
d NEA PROGRAM SUPPORT	900099	418,084	418,084	
e AFT SOLIDARITY FUND SUPPORT	900099	312,429	312,429	
f All other program service revenue.		196,477	152,977	43,500
g Total. Add lines 2a–2f.	37,571,546			
3 Investment income (including dividends, interest, and other similar amounts)		2,102,439		2,102,439
4 Income from investment of tax-exempt bond proceeds				
5 Royalties				
	(i) Real	(ii) Personal		
6a Gross rents 6a				
b Less: rental expenses 6b				
c Rental income or (loss) 6c				
d Net rental income or (loss)				
	(i) Securities	(ii) Other		
7a Gross amount from sales of assets other than inventory 7a				
b Less: cost or other basis and sales expenses 7b				
c Gain or (loss) 7c				
d Net gain or (loss)				
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 . .				
Other Revenue	Business Code			
11a THE EDUCATOR	511120	283,331	218,906	64,425
b				
c				
d All other revenue				
e Total. Add lines 11a–11d		283,331		
12 Total revenue. See instructions		39,957,316	37,746,952	64,425	2,145,939

OtherRevenueMiscAmt

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	3,451,757			
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	2,387,222			
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	15,564,195			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,438,085			
9 Other employee benefits	5,508,833			
10 Payroll taxes	1,392,763			
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
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				
13 Office expenses	1,090,431			
14 Information technology				
15 Royalties				
16 Occupancy	1,004,592			
17 Travel	2,923,488			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates	1,021,248			
22 Depreciation, depletion, and amortization	241,957			
23 Insurance	159,038			
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 OUTSIDE SERVICES	1,776,611			
b MEMBERSHIP DUES	774,742			
c MISCELLANEOUS	350,660			
d READERSHIP COSTS	283,234			
e All other expenses	475,090			
25 **Total functional expenses.** Add lines 1 through 24e	40,843,946	0	0	0
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		716,119	1	426,925
	2	Savings and temporary cash investments		19,483,218	2	17,007,874
	3	Pledges and grants receivable, net		50,397	3	
	4	Accounts receivable, net		4,391,131	4	4,103,622
	5	Loans and other receivables from 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		431,342	9	517,143
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 3,631,654			
	b	Less: accumulated depreciation	10b 2,976,392	742,095	10c	655,262
	11	Investments—publicly traded securities		40,278,526	11	43,157,593
	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		14,554,388	15	25,744,539
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		80,647,216	16	91,612,958
Liabilities	17	Accounts payable and accrued expenses		2,913,856	17	2,930,936
	18	Grants payable			18	
	19	Deferred revenue		337,820	19	367,711
	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			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		11,707,953	25	12,161,643
	26	**Total liabilities.** Add lines 17 through 25		14,959,629	26	15,460,290
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		51,091,243	27	62,440,415
	28	Net assets with donor restrictions		14,596,344	28	13,712,253
		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		65,687,587	32	76,152,668
	33	Total liabilities and net assets/fund balances		80,647,216	33	91,612,958

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	39,957,316
2	Total expenses (must equal Part IX, column (A), line 25)	2	40,843,946
3	Revenue less expenses. Subtract line 2 from line 1	3	-886,630
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	65,687,587
5	Net unrealized gains (losses) on investments	5	392,551
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	10,959,160
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	76,152,668

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 on 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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	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 D
(Form 990)

(Rev. January 2025)
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

Open to Public Inspection

Name of the organization
EDUCATION MINNESOTA

Employer identification number
41-1916882

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 July 25, 2006, 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 FASB 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 FASB 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 FASB 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** Term 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				
b Buildings				
c Leasehold improvements		303,364	228,738	74,626
d Equipment		3,193,491	2,711,392	482,099
e Other		134,799	36,262	98,537
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				655,262

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)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
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
(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)PREPAID PENSION	23,292,185
(2)OPERATING LEASE RIGHT-OF-USE ASSET	2,452,354
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* ▶	25,744,539

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	
ACCRUED POST-EMPLOYMENT BENEFITS	6,765,579
CONTINUOUS RETIRED MEMBERSHIP LIABIL	2,913,964
OPERATING LEASE LIABILITIES	2,482,100
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	12,161,643

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	40,349,867
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	392,551		
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	392,551
3	Subtract line **2e** from line **1**			3	39,957,316
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	39,957,316

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	40,843,946
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	40,843,946
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	40,843,946

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part lV, 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
SCHEDULE D, PAGE 3, PART X	ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE ORGANIZATION AND RECOGNIZE A TAX LIABILITY (OR ASSET) FOR ANY UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE APPLICABLE TAX AUTHORITIES. THE ORGANIZATION IS SUBJECT TO ROUTINE AUDITS BY TAXING AUTHORITIES; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS.

Additional Data

Return to Form

Software ID:

Software Version:

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

Schedule I (Form 990)

(Rev. January 2021)

Department of the Treasury
Internal Revenue Service

Name of the organization
MINNESOTA EDUCATION ASSOCIATION

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 instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Employer identification number
41-0801882

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. 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) 917 PROGRAM MINNESOTA EDUCATION ASSOCIATION 1066 SPRUCE STREET WEST ST. PAUL,MN 55118	26-4373140		13,839				GRTG SETTLEMENT GRANT
(2) ALBERT LEA EDUCATION ASSOCIATION 1104 PINEHILL DR ALBERT LEA,MN 56007	41-6089101		19,002				GRTG SETTLEMENT GRANT
(3) ANNDALE EDUCATION ASSOCIATION 4263 BRIDGEWATER ROAD SOUTH HAVEN,MN 55382	23-7125478		8,292				GRTG SETTLEMENT GRANT
(4) ANOKA-HENNEPIN EDUCATION ASSN 3200 MAIN STREET NW STE 300 COON RAPIDS,MN 55448	23-7125479		141,436				GRTG SETTLEMENT GRANT
(5) BECKER EDUCATION ASSOCIATION 11000 HANCOCK ST SE BECKER,MN 55308	23-7125480		11,377				GRTG SETTLEMENT GRANT
(6) BEMIDJI EDUCATION MINNESOTA 1000 BIRCHMONT DR NW BEMIDJI,MN 56601	41-6164984		8,710				GRTG SETTLEMENT GRANT
(7) BEMIDJI ESP EDUCATION ASSOCIATION 1000 BIRCHMONT BEMIDJI,MN 56619	99-2593953		8,722				GRTG SETTLEMENT GRANT
(8) BLOOMINGTON FEDERATION OF TEACHERS 1354 W 106TH STREET BLOOMINGTON,MN 55431	41-1515094		5,503				GRTG SETTLEMENT GRANT
(9) BUFFALO ESP EDUCATION MINNESOTA 1000 HIGHWAY 25 BUFFALO,MN 55313	26-4828694		8,995				GRTG SETTLEMENT GRANT
(10) BURNSVILLE EDUCATION ASSOCIATION 14101 NICOLLET AVE SO MINNEAPOLIS,MN 55406	23-7125414		25,960				GRTG SETTLEMENT GRANT
(11) CENTRAL LAKES UNITED 1507 BILLMAN AVE SE STE 1 WILLMAR,MN 56201	43-1954217		6,132				FINANCIAL ASSISTANCE
(12) CENTRO DE TRABAJADORES UNIDOS EN LUCHA 2511 E FRANKLIN AVE MINNEAPOLIS,MN 55406	38-3828696		7,500				FINANCIAL ASSISTANCE
(13) CHASKA EDUCATION ASSOCIATION 14380 CO RD 51 NORWOOD,MN 55368	23-7125654		51,716				GRTG SETTLEMENT GRANT
(14) CHISAGO EDUCATION ASSOCIATION 2 19TH AVE N DEER RIVER,MN 56636	54-2158982		6,024				GRTG SETTLEMENT GRANT
(15) CLOQUET TEACHERS ASSOCIATION 700 ELM AVE E DECANO,MN 55328	23-7125999		6,605				GRTG SETTLEMENT FUND
(16) EDINA EDUCATION ASSOCIATION 3830 FRANCE AVE S EDINA,MN 55416	41-1955543		22,280				GRTG SETTLEMENT GRANT
(17) EDUCATION MINNESOTA AITKIN PO BOX 1000 AITKIN,MN 56431	23-7125472		8,496				GRTG SETTLEMENT GRANT
(18) EDUCATION MINNESOTA ALEXANDRIA 4435 MILL LAKE SHORE RD NE FARWELL,MN 56327	23-7125472		27,841				GRTG SETTLEMENT GRANT
(19) EDUCATION MINNESOTA BRAINERD 10127 FIN OAK LANE BRAINERD,MN 56401	41-6039043		32,611				GRTG SETTLEMENT GRANT
(20) EDUCATION MINNESOTA BUFFALO 3475 AGATE AVE NE BUFFALO,MN 55313	23-7063276		44,941				GRTG SETTLEMENT GRANT
(21) EDUCATION MINNESOTA CAMBRIDGE- ISANTI 31374 HILITE ST NE CAMBRIDGE,MN 55008	23-7125647		25,198				GRTG SETTLEMENT GRANT
(22) EDUCATION MINNESOTA CLOQUET 1307 CEDAR ST CLOQUET,MN 55720	41-1664517		15,787				GRTG SETTLEMENT GRANT
(23) EDUCATION MINNESOTA GRAND RAPIDS 1400 SE FIRST AVENUE GRAND RAPIDS,MN 55744	41-6084255		48,157				GRTG SETTLEMENT GRANT
(24) EDUCATION MINNESOTA HAWLEY PO BOX 408 HAWLEY,MN 56549	23-7125529		18,824				GRTG SETTLEMENT GRANT
(25) EDUCATION MINNESOTA HERMANTOWN 4265 HARK ODELL DRIVE HERMANTOWN,MN 55811	41-6084258		20,281				GRTG SETTLEMENT GRANT
(26) EDUCATION MINNESOTA HOWARD LAKE WAVERLY-WINSTED PO BOX 1010 HOWARD LAKE,MN 55349	23-7126039		8,034				GRTG SETTLEMENT GRANT
(27) EDUCATION MINNESOTA INTR DIST #709 4130 BRYANT AVE N BROOKLYN CENTER,MN 55430	41-1432874		24,743				GRTG SETTLEMENT GRANT
(28) EDUCATION MINNESOTA INTR DIST #916 1922 L UGARTO LN BURNSVILLE,MN 55306	41-1496515		28,343				GRTG SETTLEMENT GRANT
(29) EDUCATION MINNESOTA INTR DIST #95 PO BOX 311 ROSEMOUNT,MN 55068	51-0241251		19,995				GRTG SETTLEMENT GRANT
(30) EDUCATION MINNESOTA INVER GROVE HEIGHTS 7890 DEMPSY WAY INVER GROVE HEIGHTS, MN 55076	41-6084242		21,715				GRTG SETTLEMENT GRANT
(31) EDUCATION MINNESOTA JACKSON COUNTY CENTRAL 1600 10TH AVE LAKEFIELD,MN 56150	31-1663432		8,660				GRTG SETTLEMENT GRANT
(32) EDUCATION MINNESOTA JORDAN 1067 MALLARD AVE JORDAN,MN 55352	23-7125431		14,528				GRTG SETTLEMENT GRANT
(33) EDUCATION MINNESOTA KASSON- MANTORVILLE KMSTEA 4009 – 23RD AVE KASSON,MN 55944	23-7125735		16,947				GRTG SETTLEMENT GRANT
(34) EDUCATION MINNESOTA LAKE SUPERIOR 1040 HWY 2 PROCTOR,MN 55616	41-1477606		31,564				GRTG SETTLEMENT GRANT
(35) EDUCATION MINNESOTA LAKEVIEW 875 BANTAU ROAD COTTONWOOD,MN 56229	23-7125468		6,609				GRTG SETTLEMENT GRANT
(36) EDUCATION MINNESOTA LAKEVILLE 19600 IPAVA AVE S LAKEVILLE,MN 55044	23-7016848		15,541				GRTG SETTLEMENT GRANT
(37) EDUCATION MINNESOTA LITCHFIELD 29985 187TH AVE NW BIG LAKE,MN 55309	23-7126052		6,955				GRTG SETTLEMENT GRANT
(38) EDUCATION MINNESOTA MORA PO BOX 1000 MORA,MN 55051	23-7016847		8,114				GRTG SETTLEMENT GRANT
(39) EDUCATION MINNESOTA NEW LONDON- SPICER 915 E COUNTY ROAD 5 NW NEW LONDON,MN 56273	23-7126058		6,134				GRTG SETTLEMENT GRANT
(40) EDUCATION MINNESOTA NEW PRAGUE 418 CENTRAL AVE N NEW PRAGUE,MN 56071	23-7065351		9,829				GRTG SETTLEMENT GRANT
(41) EDUCATION MINNESOTA NORTHLAND PO BOX 7100 STATE 6 NE REMER,MN 56672	31-1657367		10,079				GRTG SETTLEMENT GRANT
(42) EDUCATION MINNESOTA OSSEO 11200 93RD AVE N SUITE 200 BROOKLYN PARK,MN 55445	41-6040099		40,481				GRTG SETTLEMENT GRANT
(43) EDUCATION MINNESOTA OSSEO ESP 9211 WYOMING AVE N SUITE 200 BROOKLYN PARK,MN 55445	41-1432358		15,199				GRTG SETTLEMENT GRANT
(44) EDUCATION MINNESOTA PARKERS PRAIRIE 1000 FOSTER AVE PARKERS PRAIRIE,MN 56361	23-7126064		7,959				GRTG SETTLEMENT GRANT
(45) EDUCATION MINNESOTA ROCK RIDGE 1000 ROCK RIDGE LIBRARY LUVERNE,MN 56156	41-6042763		11,098				GRTG SETTLEMENT GRANT
(46) EDUCATION MINNESOTA ROCKFORD 10005 GREENBRIER RD NW MONTICELLO,MN 55355	23-7126069		8,220				GRTG SETTLEMENT GRANT
(47) EDUCATION MINNESOTA ROCORI 2668 OLIVE LANE SAUK RAPIDS,MN 56379	23-7126070		7,033				GRTG SETTLEMENT GRANT
(48) EDUCATION MINNESOTA SAINTS 2110 POLK ST NE CEDAR,MN 55011	23-7105222		19,473				GRTG SETTLEMENT GRANT
(49) EDUCATION MINNESOTA ST MICHAEL ALBERTVILLE 231 TERRACE ROAD NE SAINT MICHAEL,MN 55376	23-7043031		7,100				GRTG SETTLEMENT GRANT
(50) EDUCATION MINNESOTA WESTERN NORTH 125 GOLF TERRACE CROOKSTON,MN 56716	20-8496775		5,037				FINANCIAL ASSISTANCE
(51) EDUCATION MINNESOTA WILLMAR 594 EAST HALE LAKE ROAD WILLMAR,MN 56201	23-7125466		31,033				GRTG SETTLEMENT GRANT
(52) EDUCATION MINNESOTA ZIMMBUTZ- MAZPPA ESP 705 MILL STREET ZIMMERTOWN,MN 55992	84-2396127		5,757				GRTG SETTLEMENT GRANT
(53) ELY RIVER EDUCATION MINNESOTA 1930 BALDWIN CIRCLE NW ELY RIVER,MN 55330	23-7125532		40,558				GRTG SETTLEMENT GRANT
(54) ELY EDUCATION ASSOCIATION 600 EAST HARVEY ST ELY,MN 55731	23-7126017		5,163				GRTG SETTLEMENT GRANT
(55) EVELETH EDUCATION ASSOCIATION ESKO,MN 55733	23-7126019		8,020				GRTG SETTLEMENT GRANT
(56) FARMINGTON EDUCATION ASSOCIATION 4200 208TH ST W FARMINGTON,MN 55024	23-7125416		29,823				GRTG SETTLEMENT GRANT
(57) FOLEY UNITED EDUCATORS 860 NORMAN AVE N FOLEY,MN 56329	23-7150793		5,897				GRTG SETTLEMENT GRANT
(58) FOREST LAKE ASSC OF ED PARAS 6961 SCANDIA TRAIL N SCANDIA,MN 55073	72-1621432		5,436				GRTG SETTLEMENT GRANT
(59) GREAT SOUTHWEST UNITED 811 ALBION AVE FAIRMONT,MN 56031	41-0988875		6,534				FINANCIAL ASSISTANCE
(60) HOPKINS EDUCATION ASSOCIATION 1210 ROBIN CIRCLE MINNETONKA,MN 55305	23-7125430		11,890				GRTG SETTLEMENT GRANT
(61) LE SUEUR- HENDERSON EDUCATION ASSN 945 S CEDAR ST BELLE PLAIN,MN 56011	23-7126023		11,331				GRTG SETTLEMENT GRANT
(62) LITTLE FALLS EDUCATION MINNESOTA 1000 1ST AVE NE STE 1 LITTLE FALLS,MN 56345	23-7125537		13,941				GRTG SETTLEMENT GRANT
(63) LUVERNE EDUCATION ASSOCIATION PO BOX 1 LUVERNE,MN 56156	23-7125691		12,325				GRTG SETTLEMENT GRANT
(64) METRO AREA COUNCILS 5210 WEST BROADWAY AVE N MINNEAPOLIS PARK,MN 55443	26-4723364		36,300				FINANCIAL ASSISTANCE
(65) METRO WEST UNISERV 7242 METRO BLVD SUITE 100 EDINA,MN 55439	41-2023642		11,925				FINANCIAL ASSISTANCE
(66) MINNEAPOLIS FEDERATION OF TEACHERS 1001 WASHINGTON AVE MINNEAPOLIS,MN 55413	41-0833701		714,699				FINANCIAL ASSISTANCE
(67) MINNESOTA AFL-CIO 175 AURORA AVE ST PAUL,MN 55103	41-0785272		11,500				FINANCIAL ASSISTANCE
(68) MINNESOTA VALLEY UNISERV 1961 PREMIER DR SUITE 400 MANKATO,MN 56001	31-1690798		5,745				FINANCIAL ASSISTANCE
(69) MOUNDS VIEW TEACHERS ASSOCIATION 823 HIDDEN LANE EXCELSIOR,MN 55331	23-7125443		7,072				GRTG SETTLEMENT GRANT
(70) MINNEWASKA EDUCATION ASSOCIATION 25061 MULLIGAN DR GLENWOOD,MN 56334	23-7048187		47,122				GRTG SETTLEMENT GRANT
(71) MINNETONKA EDUCATION MINNESOTA 5621 COUNTY ROAD 101 MINNETONKA,MN 55345	23-7126051		19,325				GRTG SETTLEMENT GRANT
(72) NORTH BRANCH EDUCATION ASSOCIATION 6358 NORTH ST SCANDIA,MN 55073	23-7126059		7,044				GRTG SETTLEMENT GRANT
(73) NORTHWEST METRO AREA COUNCILS 231 TERRACE ROAD NE ST MICHAEL,MN 55376	82-2137248		7,812				FINANCIAL ASSISTANCE
(74) ORONO EDUCATION ASSOCIATION 440 HAGUE AVE ST PAUL,MN 55104	23-7125548		5,619				GRTG SETTLEMENT GRANT
(75) OUTFRONT MINNESOTA 310 FOURTH AVENUE AVENUE SUITE 102 ST PAUL,MN 55114	36-3550489		6,000				FINANCIAL ASSISTANCE
(76) PROJECTS LAKES AND PLAINS PO BOX 4264 ST PAUL,MN 55104	27-1659090		10,000				FINANCIAL ASSISTANCE
(77) ROBBINSDALE FEDERATION OF TEACHERS 4148 DOUGLAS AVE N STE 100 CRYSTAL,MN 55427	41-0953474		262,068				GRTG SETTLEMENT GRANT
(78) ROCHESTER EDUCATION ASSOCIATION 2779 COMMERCE DR NW SUITE A ROCHESTER,MN 55901	23-7126073		54,596				GRTG SETTLEMENT GRANT
(79) RUSH CITY EDUCATION ASSOCIATION 51601 FAIRFIELD AVE RUSH CITY,MN 55069	23-7126073		8,606				GRTG SETTLEMENT GRANT
(80) SAUK RAPIDS-RICE EDUCATION ASSOCIATION 1148 GARDEN BROOK DR SAUK RAPIDS,MN 56379	41-1681859		24,882				GRTG SETTLEMENT GRANT
(81) SCHOOL BOARD INTEGRITY PROJECT PO BOX 580273 MINNEAPOLIS,MN 55458	93-1543166	4	10,000				FINANCIAL ASSISTANCE
(82) SOUTH ST PAUL EDUCATION ASSOCIATION 100 – 17TH AVE W SHAKOPEE,MN 55379	23-7125392		34,320				GRTG SETTLEMENT GRANT
(83) SOUTHWEST TASK TEACHERS UNITED 120 17TH AVE NE MINNEAPOLIS,MN 55413	23-7125394		24,755				GRTG SETTLEMENT GRANT
(84) ST CLOUD EDUCATION ASSOCIATION 3055 2ND ST S SUITE 203 ST CLOUD,MN 56301	41-0946234		19,712				GRTG SETTLEMENT GRANT
(85) ST CROIX RIVER EDUCATION ASSOCIATION 1124 MACEY WAY STILLWATER,MN 55082	23-7125456		64,198				GRTG SETTLEMENT GRANT
(86) ST PAUL FEDERATION OF TEACHERS 25 EMMA DR ST PAUL,MN 55103	41-0252680		827,938				FINANCIAL ASSISTANCE
(87) TAHC ACTION MINNESOTA 310 FOURTH AVE ST PAUL,MN 55114	20-3338691	4	50,000				FINANCIAL ASSISTANCE
(88) THE FRIENDS OF ST PAUL PUBLIC LIBRARY 90 WEST PLATO AVE NO 2 ST PAUL,MN 55116	41-6029683	3	15,000				FINANCIAL ASSISTANCE
(89) WACONIA EDUCATION ASSOCIATION 2600 PIONEER LANE WACONIA,MN 55387	23-7125463		22,936				GRTG SETTLEMENT GRANT
(90) WEST ST PAUL FEDERATION OF TEACHERS 1700 THIRD STREET WEST ST PAUL,MN 55118	41-6039758		11,781				GRTG SETTLEMENT GRANT
(91) WINDOM EDUCATION MINNESOTA 1400 17TH ST WINDOM,MN 56101	23-7125766		8,689				GRTG SETTLEMENT GRANT

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

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 13

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

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J (Form 990)

(Rev. January 2025)

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

Open to Public Inspection

Name of the organization
EDUCATION MINNESOTA

Employer identification number
41-1916882

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	☑ 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, 1099-MISC compensation, and/or 1099-NEC			**(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 DENISE SPECHT PRESIDENT END 6-25	**(i)**	211,883			38,563	13,995	264,441	
	(ii)							
2 MONICA BYRON PRESIDENT BEG 7-25	**(i)**	182,944			32,828	37,951	253,723	
	(ii)							
3 RODNEY ROWE SEC-TREAS END 6-25	**(i)**	209,114			32,835	14,114	256,063	
	(ii)							
4 CARRIE LUCKING EXECUTIVE DIRECTOR	**(i)**	202,999			38,112	38,523	279,634	
	(ii)							
5 MICHAEL ROEHL CFO	**(i)**	193,912			36,463	38,499	268,874	
	(ii)							
6 ROB GARDNER FIELD MANAGER	**(i)**	180,602			34,468	38,445	253,515	
	(ii)							
7 DAVID ARON GENERAL COUNSEL	**(i)**	178,759			34,468	38,382	251,609	
	(ii)							
8 DAN RIVERA FIELD MANAGER	**(i)**	173,346			33,173	38,518	245,037	
	(ii)							
9 KATHLEEN MICHELETTI DIR OF PUBLIC AFFAIR	**(i)**	172,693			26,153	38,448	237,294	
	(ii)							
10 SHANE PATRICK HR DIRECTOR	**(i)**	165,581			31,550	15,537	212,668	
	(ii)							
11 ALLISON LABREE DIR POLICY & PROGRAM	**(i)**	165,640			31,073	38,409	235,122	
	(ii)							
12 SARAH DERDOSKI FIELD MANAGER	**(i)**	157,641			30,095	38,302	226,038	
	(ii)							
13 ATHELGRA WILLIAMS DIRECTOR OF DEI	**(i)**	154,692			29,476	38,415	222,583	
	(ii)							
14 DEBRA CORHOUSE ATTORNEY	**(i)**	153,420			30,304	38,406	222,130	
	(ii)							

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

Additional Data

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Software ID:

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SCHEDULE O
(Form 990)
(Rev. January 2025)
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 instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
EDUCATION MINNESOTA

Employer identification number
41-1916882

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 6	THE ORGANIZATION IS ORGANIZED WITH APPROXIMATELY 86,000 EDUCATIONAL MEMBERS.
FORM 990, PAGE 6, PART VI, LINE 7A	THE ORGANIZATION HAS APPROXIMATELY 86,000 MEMBERS FROM THE EDUCATION FIELD IN THE STATE OF MINNESOTA.
FORM 990, PAGE 6, PART VI, LINE 7B	AMENDMENTS TO CONSTITUTION AND BYLAWS
FORM 990, PAGE 6, PART VI, LINE 11B	THE GOVERNING BOARD REVIEWS THE 990 BEFORE IT IS FILED.
FORM 990, PAGE 6, PART VI, LINE 12C	ANNUAL DISCLOSURES ARE COMPLETED WITH A REVIEW BY LEGAL COUNSEL IF ANY CONFLICTS ARE NOTED.
FORM 990, PAGE 6, PART VI, LINE 15A	ON AN ANNUAL BASIS THE ORGANIZATION PERFORMS A COMPENSATION ANALYSIS AND INDUSTRY SURVEY FOR THE PRESIDENT AND SETS THE COMPENSATION BASED ON THE FINDINGS.
FORM 990, PAGE 6, PART VI, LINE 15B	ON AN ANNUAL BASIS THE ORGANIZATION PERFORMS A COMPENSATION ANALYSIS AND INDUSTRY SURVEY. THE OTHER OFFICERS AND KEY EMPLOYEES' COMPENSATION IS BASED ON AN ALLOCATION FIGURE, WHERE THE PRESIDENT'S COMPENSATION IS THE BENCHMARK FIGURE.
FORM 990, PAGE 6, PART VI, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AND AUDITED FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.
FORM 990, PART XI, LINE 9	PENSION AND POSTRETIREMENT CHANGES (SFAS 158) 10,917,140 CONTINUOUS RETIRED MEMBERSHIP CHANGES 42,020 TOTAL 10,959,160

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SCHEDULE R (Form 990)

(Rev. January 2025)

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

Open to Public Inspection

Name of the organization
EDUCATION MINNESOTA

Employer identification number
41-1916882

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	(g) No
(1) EM-POLITICAL ACTION COMMITTEE 41 SHERBURNE AVE ST PAUL, MN 55103 23-7084047	POLITICAL	MN	527		N/A		No
(2) EDUCATION MINNESOTA FOUNDATION 41 SHERBURNE AVE ST PAUL, MN 55103 41-1411046	FOUNDATION	MN	501C3	7	N/A		No
(3) EDUCATION MINNESOTA PROPERTIES 41 SHERBURNE AVE ST PAUL, MN 55103 41-0417180	PROPERTIES	MN	501C2		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) Disproprtionate allocations? Yes	(h) Disproprtionate allocations? No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) General or managing partner? No	(k) Percentage ownership

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	(i) Section 512(b)(13) controlled entity? No
(1)ECONOMIC SERVICES INC 41 SHERBURNE AVENUE ST PAUL, MN 55103 41-1224300	PURCH AGT	MN	PROPERTIES	C CORP					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	Yes	
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	Yes	
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		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) EM - POLITICAL ACTION COMMITTEE	Q	459,757	AMOUNT RECEIVED
(2) EDUCATION MINNESOTA FOUNDATION	O	327,252	AMOUNT RECEIVED
(3) ECONOMIC SERVICES INC	O	451,404	AMOUNT RECEIVED
(4) EDUCATION MINNESOTA PROPERTIES	O	211,953	AMOUNT RECEIVED
(5) EDUCATION MINNESOTA PROPERTIES	K	1,021,248	AMOUNT PAID
(6) EM - POLITICAL ACTION COMMITTEE	R	2,796,963	AMOUNT PAID
(7) EDUCATION MINNESOTA FOUNDATION	R	350,176	AMOUNT PAID

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	EACH PARTY IS RELATED THROUGH COMMON MANAGEMENT.

Additional Data

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