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

2020

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 09-01-2020 , and ending 08-31-2021

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

C Name of organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
1201 16TH STREET NW NO 410

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 200363201

D Employer identification number
53-0115260

E Telephone number
(202) 822-7572

G Gross receipts $ 606,058,478

F Name and address of principal officer:
REBECCA PRINGLE
1201 16TH STREET NW NO 410
WASHINGTON,DC 200363201

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

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

H(c) Group exemption number ▶

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

J Website: ▶ WWW.NEA.ORG

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

L Year of formation: 1906

M State of legal domicile: DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
THE NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES (NEA) IS A NOT-FOR-PROFIT ORGANIZATION INCORPORATED UNDER AN ACT OF THE UNITED STATES CONGRESS. OUR MISSION IS TO ADVOCATE FOR EDUCATION PROFESSIONALS AND TO UNITE OUR MEMBERS AND THE NATION TO FULFILL THE PROMISE OF PUBLIC EDUCATION TO PREPARE EVERY STUDENT TO SUCCEED IN A DIVERSE AND INTERDEPENDENT WORLD. OUR VISION IS A GREAT PUBLIC SCHOOL FOR EVERY STUDENT.

2 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**	166
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	158
5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)	**5**	549
6	Total number of volunteers (estimate if necessary)	**6**	0
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	-433,880
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)	342,596	61,272
	9	Program service revenue (Part VIII, line 2g)	375,030,303	376,378,044
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	5,896,517	4,229,456
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	15,272,508	16,168,097
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	396,541,924	396,836,869
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	123,298,165	122,315,115
	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)	117,515,723	119,386,707
	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)	136,291,060	138,968,008
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	377,104,948	380,669,830
	19	Revenue less expenses. Subtract line 18 from line 12	19,436,976	16,167,039
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	432,009,050	457,337,223
	21	Total liabilities (Part X, line 26)	54,196,162	57,327,961
	22	Net assets or fund balances. Subtract line 21 from line 20	377,812,888	400,009,262

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 2022-07-14

▶ NOEL CANDELARIA SECRETARY-TREASURER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P01712644
Firm's name ▶ CALIBRE CPA GROUP PLLC			Firm's EIN ▶ 47-0900880	
Firm's address ▶ 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814			Phone no. (202) 331-9880	

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

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

2 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 $)

OUR MISSION IS TO ADVOCATE FOR EDUCATION PROFESSIONALS AND TO UNITE OUR MEMBERS AND THE NATION TO FULFILL THE PROMISE OF PUBLIC EDUCATION TO PREPARE EVERY STUDENT TO SUCCEED IN A DIVERSE AND INTERDEPENDENT WORLD.GOALTO ACHIEVE OUR MISSION, WE, THE NEA, WILL GROW AND STRENGTHEN OUR ASSOCIATION TO PROMOTE QUALITY EDUCATION BY:- ADVANCING OPPORTUNITIES THAT WILL AMPLIFY THE VOICES OF ALL EDUCATORS; IDENTIFY, ORGANIZE, AND ENGAGE NEW AND EARLY CAREER EDUCATORS; SUPPORT OUR MEMBERS' PROFESSIONAL GROWTH; AND PROMOTE RACIAL JUSTICE FOR OUR STUDENTS, OUR COMMUNITIES, AND OUR NATION;- SECURING A PRO-PUBLIC EDUCATION ENVIRONMENT FOR STUDENTS, EDUCATORS, AND FAMILIES; AND- BUILDING THE CAPACITY OF THE LOCAL, STATE, AND NATIONAL UNION TO ENSURE THE SUCCESS OF PUBLIC EDUCATION.STRATEGIC OBJECTIVESTO GROW AND STRENGTHEN OUR UNION, WE WILL ORGANIZE OUR MEMBERS AROUND ISSUES THAT IMPACT TEACHING AND LEARNING AND THE LIVES OF OUR STUDENTS. IN PARTNERSHIP WITH OUR AFFILIATES, NEA WILL: - INCREASE EDUCATOR VOICE, INFLUENCE, AND PROFESSIONAL AUTHORITY: DEVELOP AND SUSTAIN EFFECTIVE STRUCTURES, PROCESSES, AND LEADERS TO INCREASE EDUCATOR INFLUENCE IN DECISION-MAKING AT WORKSITE, DISTRICT, STATE, AND NATIONAL LEVELS.- RECRUIT AND ENGAGE NEW AND EARLY CAREER EDUCATORS: IDENTIFY, RECRUIT, SUPPORT, AND ENGAGE NEW EDUCATORS IN OUR ASSOCIATION, AND CONNECT THEM WITH OPPORTUNITIES FOR PROFESSIONAL LEARNING, LEADERSHIP, AND ADVOCACY.- ADVANCE RACIAL JUSTICE IN EDUCATION: SUPPORT MEMBERS IN ADVANCING RACIAL JUSTICE IN EDUCATION AND IMPROVING CONDITIONS FOR STUDENTS, FAMILIES, AND COMMUNITIES THROUGH AWARENESS, CAPACITY-BUILDING, PARTNERSHIP, AND INDIVIDUAL AND COLLECTIVE ACTION.- SUPPORT PROFESSIONAL EXCELLENCE: BUILD A SYSTEM OF ASSOCIATION-CONVENED, EDUCATOR-LED PROFESSIONAL LEARNING AND SUPPORTS FOR ALL EDUCATORS ACROSS THEIR CAREER CONTINUA TO ENSURE STUDENT SUCCESS.- SECURE THE ENVIRONMENT TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES: USE ALL AVAILABLE MEANS, INCLUDING ORGANIZING, LEGAL, LEGISLATIVE, ELECTORAL, AND COLLECTIVE ACTION, TO SECURE THE ENVIRONMENT NECESSARY TO PROTECT THE RIGHTS OF STUDENTS AND EDUCATORS, AND THE FUTURE OF PUBLIC EDUCATION.- ENHANCE ORGANIZATIONAL CAPACITY: DEVELOP AND LEVERAGE THE COLLECTIVE ORGANIZATIONAL CAPACITY ACROSS OUR ASSOCIATION THAT IS NECESSARY TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES, WITH PARTICULAR FOCUS ON ORGANIZING, TECHNOLOGY, FISCAL HEALTH, LEADERSHIP DEVELOPMENT, AND INTERNAL AND EXTERNAL PARTNERSHIPS.ENTERPRISE OPERATIONSONGOING FUNCTIONS ACROSS THE ENTERPRISE THAT SUPPORT THE STRATEGIC OBJECTIVES, BUILD LASTING STRENGTH, AND SUSTAIN THE ORGANIZATIONAL INFRASTRUCTURE.

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	Yes	
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b	Yes	
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I* (see instructions)	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	

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	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30	Yes	
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	607		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

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 549			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		No
b	If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b	Yes	
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
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	166		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	158		
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		No
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a		No
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes	
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	Yes	

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶KIM O'FARRELL NEA 1201 16TH ST NW SUITE 410 WASHINGTON, DC 200363201 (202) 822-7572

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) LARE ALLEN BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(2) DIRK ANDREWS BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(3) MARITZA AVILA BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(4) HEATHER BAKKE BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(5) ROBERT BECKER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(6) ANDREA BEEMAN BOARD OF DIRECTORS	5.00 0.00	X						1,946	0	0
(7) NANCY BEHE BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(8) MIKE BERANEK BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(9) AMY BIANCHERI BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(10) JEB BINNS BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(11) DAWN BLAUS BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(12) CHRISTINA BOHRINGER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(13) KIM BONNETT BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(14) ADRIENNE BOWDEN BOARD OF DIRECTORS	5.00 0.00	X						13,390	0	0
(15) MARY BOWERS BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(16) BRENDA BRATHWAITE BOARD OF DIRECTORS	5.00 0.00	X						3,150	0	0
(17) REED BRETZ BOARD OF DIRECTORS	5.00 0.00	X						750	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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Former	Highest compensated employee			
(18) ROBIN BROWN	5.00	✓						913	0	0
BOARD OF DIRECTORS	0.00									
(19) TERRY BRUNSWIGGE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(20) REVAYNA BURRUSS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(21) BARBARA CAPP	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(22) KENNETH CARLSON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(23) PHYLLIS CARTER BELL	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(24) REBECCA COLE	5.00	✓						4,000	0	0
BOARD OF DIRECTORS	0.00									
(25) MELISSA CONSTANTINO PORUBEN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(26) NASHWITA CRAIG POLLARD	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(27) RACHEL CROFT	5.00	✓						10,149	0	0
BOARD OF DIRECTORS	0.00									
(28) KEVIN DEELY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(29) NICHOLE DEVORE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(30) RACHELLA DRAVIS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(31) THERESA DUDLEY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(32) KENNETH DUKES	5.00	✓						860	0	0
BOARD OF DIRECTORS	0.00									
(33) CHRISTOPHER EARLY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(34) DAWN EATON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(35) GWENDOLYN EDWARDS	5.00	✓						1,359	0	0
BOARD OF DIRECTORS	0.00									
(36) SCOTT ELLINGSON	5.00	✓						1,076	0	0
BOARD OF DIRECTORS	0.00									
(37) STEPHANIE ERVIN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(38) BILL FARMER	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(39) CHRIS FERLAY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(40) TARA FLAHERTY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(41) JAMES FRASCHI	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(42) DAVID GARRETT	5.00	✓						769	0	0
BOARD OF DIRECTORS	0.00									
(43) MATT GEIGLEIN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(44) DEANNA GILE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(45) REBECCA GARRISON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(46) MEAL GIBSON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(47) MIKE GLAVINE	5.00	✓						650	0	0
BOARD OF DIRECTORS	0.00									
(48) PAMJ GLENN	5.00	✓						775	0	0
BOARD OF DIRECTORS	0.00									
(49) JAMIE GRAVES	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(50) DEVI GOVINDEN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(51) PAUL GUNN	5.00	✓						685	0	0
BOARD OF DIRECTORS	0.00									
(52) RONNETTA HAMPTON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(53) MICHAEL HARRIS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(54) GENA HARRIS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(55) TRACY HARTMAN-BRAUDT	5.00	✓						816	0	0
BOARD OF DIRECTORS	0.00									
(56) CHARLOTTE HAYES	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(57) CYNTHIA HENDERSON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(58) BILLY HYMES	5.00	✓						750	0	0
BOARD OF DIRECTORS	0.00									
(59) DARREN FALL	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(60) ALICE HOBBEN	5.00	✓						1,147	0	0
BOARD OF DIRECTORS	0.00									
(61) MEL HOVAR	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(62) MARGARET HOY	5.00	✓						2,750	0	0
BOARD OF DIRECTORS	0.00									
(63) BOBBY HUTTO	5.00	✓						1,087	0	0
BOARD OF DIRECTORS	0.00									
(64) JULIE HYDEMAN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(65) TRAYNA JAGO	5.00	✓						782	0	0
BOARD OF DIRECTORS	0.00									
(66) TIRA JEAN MCCAUGHEY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(67) LISA JENNINGS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(68) AMY JENSEN	5.00	✓						557	0	0
BOARD OF DIRECTORS	0.00									
(69) RYAN JOHNSTON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(70) DEBORAH JONES	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(71) FELISA KENDRICK	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(72) BRIAN KENNEDY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(73) ANITA KOBER	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(74) SERENA KOTCH	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(75) ROBBIE KREITZ	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(76) KIRON KURO	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(77) KEVIN LAGUAE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(78) ROBERT LAMORTE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(79) ANITA LANG	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(80) PENNY LAYTON	5.00	✓						2,516	0	0
BOARD OF DIRECTORS	0.00									
(81) TURQUOISE LEIGUNE PARKER	5.00	✓						0,512	0	0
BOARD OF DIRECTORS	0.00									
(82) RUSSELL LEONE	5.00	✓						7,150	0	0
BOARD OF DIRECTORS	0.00									
(83) VINCENT LEVCHEREK	5.00	✓						850	0	0
BOARD OF DIRECTORS	0.00									
(84) ZENA LONG	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(85) DANA LYKNHAMP	5.00	✓						736	0	0
BOARD OF DIRECTORS	0.00									
(86) RUTH LIEVANO	5.00	✓						910	0	0
BOARD OF DIRECTORS	0.00									
(87) MARCIA MALKEY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(88) GLADYS MARQUEZ	5.00	✓						1,176	0	0
BOARD OF DIRECTORS	0.00									
(89) DWAYNE MARSHALL	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							600		
(90) ELIZABETH MARTIN-BRIGHT	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(91) CARMEL MCCLURE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(92) SUSAN MCBRIDE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(93) SHANNON MCCANN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(94) ANN MCCARTHY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(95) JO MCNUM	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(96) PETER MOBAN	5.00	✓						976	0	0
BOARD OF DIRECTORS	0.00									
(97) JULIEN MORLAN-WILLIAMS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(98) SHANNA MOTT WRIGHT	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(99) PAULA MURPHY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(100) DEANNA NELSON-JONES	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(101) KUNTA PINDER	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(102) ELLEN OLSEN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(103) CARVONAUGH PAGE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(104) DAVID PARKER	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(105) PATRICIA PETERSON	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(106) ANTHONY PENNOCK	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(107) AARON PHILLIPS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(108) MARGARET POWELL	5.00	✓						1,063	0	0
BOARD OF DIRECTORS	0.00									
(109) MATTHEW POWELL	5.00	✓						1,475	0	0
BOARD OF DIRECTORS	0.00									
(110) REGILA PENFIELD	5.00	✓						880	0	0
BOARD OF DIRECTORS	0.00									
(111) BETSY PRYNN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(112) WARREN PRICHARD	5.00	✓						1,277	0	0
BOARD OF DIRECTORS	0.00									
(113) LORETTA RAUGUSTI	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(114) BAL RAMER	5.00	✓						1,832	0	0
BOARD OF DIRECTORS	0.00									
(115) RAYMOND RAMOS	5.00	✓						3,000	0	0
BOARD OF DIRECTORS	0.00									
(116) CHARLES REED	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(117) KIM RICHARDSON	5.00	✓						650	0	0
BOARD OF DIRECTORS	0.00									
(118) KAREN ROBLEY	5.00	✓						650	0	0
BOARD OF DIRECTORS	0.00									
(119) DAVID RING	5.00	✓						650	0	0
BOARD OF DIRECTORS	0.00									
(120) MARY ANN RIVERA	5.00	✓						1,796	0	0
BOARD OF DIRECTORS	0.00									
(121) BRENDA ROBINSON	5.00	✓						982	0	0
BOARD OF DIRECTORS	0.00									
(122) JUDY ROYCE	5.00	✓						750	0	0
BOARD OF DIRECTORS	0.00									
(123) ALFONSO SALAS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(124) JOHN SCANLAN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(125) SHABANA SCHRAMM	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(126) KAREN SCHUETT	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							996		
(127) MARTY SCOFIELD	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							950		
(128) KIMBERLY SCOTT-HAYDEN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							1,052		
(129) JENNIFER SCARLOCK	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(130) BRENDA SEAMWER	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							979		
(131) DENISE SHEEHAN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(132) NORA SHERBY	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							699		
(133) CANDACE SHARRIS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(134) NICK SERA	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(135) MAX SMITH	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(136) TAMMY SMITH	5.00	✓						750	0	0
BOARD OF DIRECTORS	0.00									
(137) DANIEL SORCZAK	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(138) ALEN SOUTHERSELL	5.00	✓						600	0	0
BOARD OF DIRECTORS	0.00									
(139) CHRISTOPHER STEVENS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(140) REGILA STEWART	5.00	✓						750	0	0
BOARD OF DIRECTORS	0.00									
(141) DEAN STRAUSS CHAVARRIA	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(142) ELIZABETH SULAIMAN	5.00	✓						500	0	0
BOARD OF DIRECTORS	0.00									
(143) KENNETH TABA	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(144) MARY BETH TATE	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(145) ELLEN THOMAS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(146) ALEXANDER TORY	5.00	✓						620	0	0
BOARD OF DIRECTORS	0.00									
(147) STEPHANIE TUNKLES	5.00	✓						922	0	0
BOARD OF DIRECTORS	0.00									
(148) RUPAYA TWEJA	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(149) MARILYN WARNER	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(150) DAVID WATTS	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(151) MARILYN WEEKS-RYAN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00									
(152) MARVEN WILSON	5.00	✓						1,100	0	0
BOARD OF DIRECTORS	0.00									
(153) RANDAL WOODARD	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							650		
(154) WAI TO	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							650		
(155) ERIC BROWN	5.00	✓						0	0	0
BOARD OF DIRECTORS	0.00							77,951		
EXECUTIVE COMMITTEE	0.00									
(156) MARK APPEL	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00							34,699		
(157) SHELLY MOORE KEARNCE	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00							81,504		
(158) ROBERT GONZALEZ	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00							79,627		
(159) CHRISTOPHER GARTON CLARK	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00							77,440		
(160) JEFFREY VANNEERING	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00							77,837		
(161) REBECCA MENDLE	36.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				95,756	138,487	
(162) PRINCESS MOSS	36.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				90,739	124,918	
(163) NOEL CARAGLARIA	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				141,749	22,296	
(164) ROBERT TABASSO	36.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				285,091	188,339	
(165) KIMBERLY ANDERSON	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				362,935	175,219	
(166) TARICHAE OLIVER	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				245,701	137,754	
(167) KAREN WHITE	35.00	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				293,050	152,939	
(168) JAMES TESTERMAN	36.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				253,441	100,360	
(169) MARY HOLLIS	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				246,115	137,035	
(170) CARRIE PUGH	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				253,580	144,293	
(171) CHAKA DONALDSON	36.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				252,730	113,742	
(172) LILIA EMVILDER GARCIA	36.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				369,110	105,483	
(173) MATT PRESSENT	37.50	✓						0	0	0
EXECUTIVE COMMITTEE	0.00			✓				266,992	119,939	
(174) RUCE O'BRIEN	37.50	✓						0	0	0
GENERAL COUNSEL	0.00			✓				253,447	144,326	
(175) SABRINA TORES MENDEZ	37.50	✓						0	0	0
GENERAL COUNSEL	0.00			✓				255,370	167,217	
(176) ROCIO INCLAN-RODRIGUEZ	37.50	✓						0	0	0
GENERAL COUNSEL	0.00			✓				253,312	169,313	
(177) DONNA YARED ADENO	36.50	✓						0	0	0
GENERAL COUNSEL	0.00			✓				258,417	143,491	

1b Sub-Total . . . . . ▶ 0

c Total from continuation sheets to Part VII, Section A . . . . . ▶ 5,295,950 3,282,035

d Total (add lines 1b and 1c) . . . . . ▶ 5,295,950 3,282,035

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 ▶ 155

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 . . . . . Yes ✓ 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 . . . . . Yes ✓ No

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person . . . . . Yes ✓ No

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
SPG STRATEGY INC PO BOX 400662 CHARLOTTESVILLE VA 22904-4662	MARKETING CONSULTANT	1,000,000
MOTI PRODUCTION	MOTI PRODUCTION	2,466,689
800 W CHURCH RD MECHANICSBURG, PA 17055		
LEVERS INC	SOFTWARE	2,401,150
1 BOLLINGER RD STE 106 CLERMONT, FL 32833		
SERVE 1	PUBLIC RELATIONS	1,481,251
222 W MERCHANDISE MART PLZ STE 2400 CHICAGO, IL 60654		
TRANSUNION SOLUTIONS LLC	ENTERPRISE LEADS CONSULTING	1,376,347
11200 SUNRISE VALLEY DRIVE STE 110 RESTON, VA 20191		

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 ▶ 0

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	61,272				
g Noncash contributions included in lines 1a - 1f:$	1g	61,272				
h **Total.** Add lines 1a-1f ▶			61,272			
Program Service Revenue	Business Code					
2a MEMBERSHIP DUES	900099		376,378,044	376,378,044		
b						
c						
d						
e						
f All other program service revenue.						
g **Total.** Add lines 2a–2f ▶	376,378,044					
3 Investment income (including dividends, interest, and other similar amounts) ▶			5,979,682			5,979,682
4 Income from investment of tax-exempt bond proceeds ▶						
5 Royalties ▶						
		(i) Real	(ii) Personal			
6a Gross rents	6a	323,764				
b Less: rental expenses	6b	0				
c Rental income or (loss)	6c	323,764				
d Net rental income or (loss) ▶			323,764			323,764
		(i) Securities	(ii) Other			
7a Gross amount from sales of assets other than inventory	7a	207,471,383				
b Less: cost or other basis and sales expenses	7b	209,221,609				
c Gain or (loss)	7c	-1,750,226				
d Net gain or (loss) ▶			-1,750,226			-1,750,226
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 INCOME FROM INVESTMENT		900099	8,759,685	9,872,468	-1,112,783	
b EXTERNAL RECOVERY OF S		900099	1,241,865	1,241,865		
c ADVERTISING AND SPONSO		541800	952,104	273,201	678,903	
d All other revenue			4,890,679	4,890,679		
e **Total.** Add lines 11a–11d . . . . . ▶			15,844,333			
12 **Total revenue.** See instructions . . . . . ▶			396,836,869	392,656,257	-433,880	4,553,220

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	122,270,115			
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.	45,000			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	5,649,226			
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	61,143,384			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	30,509,598			
9 Other employee benefits	17,194,434			
10 Payroll taxes	4,890,065			
11 Fees for services (non-employees):				
a Management	1,221,881			
b Legal	1,814,956			
c Accounting	287,613			
d Lobbying	626,781			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	84,003			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	11,910,957			
12 Advertising and promotion	53,299			
13 Office expenses	1,507,402			
14 Information technology	15,735,826			
15 Royalties				
16 Occupancy	4,796,532			
17 Travel	842,009			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	5,201,379			
20 Interest				
21 Payments to affiliates	3,200,000			
22 Depreciation, depletion, and amortization	2,739,192			
23 Insurance	12,641,631			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a BALLOT INITIATIVES	38,213,101			
b MEMBERSHIP COMMUNICATIO	8,938,260			
c PUBLICATION COST	5,658,075			
d MEMBERSHIP DUES AND SUB	4,023,877			
e All other expenses	19,471,234			
25 **Total functional expenses.** Add lines 1 through 24e	380,669,830			
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		139,105,985	1	112,120,210
	2	Savings and temporary cash investments			2	
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		30,935,527	4	29,886,215
	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		4,050,000	7	3,525,000
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		3,608,325	9	7,205,730
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 154,991,236			
	b	Less: accumulated depreciation	10b 129,297,356	25,346,342	10c	25,693,880
	11	Investments—publicly traded securities		153,439,642	11	193,516,236
	12	Investments—other securities. See Part IV, line 11		72,954,060	12	82,617,721
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		2,569,169	15	2,772,231
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		432,009,050	16	457,337,223
Liabilities	17	Accounts payable and accrued expenses		32,893,071	17	35,425,927
	18	Grants payable			18	
	19	Deferred revenue		15,634,978	19	15,992,481
	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		5,668,113	25	5,909,553
	26	**Total liabilities.** Add lines 17 through 25		54,196,162	26	57,327,961
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		377,812,888	27	400,009,262
	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		377,812,888	32	400,009,262
	33	Total liabilities and net assets/fund balances		432,009,050	33	457,337,223

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	396,836,869
2	Total expenses (must equal Part IX, column (A), line 25)	2	380,669,830
3	Revenue less expenses. Subtract line 2 from line 1	3	16,167,039
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	377,812,888
5	Net unrealized gains (losses) on investments	5	5,125,354
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	903,975
9	Other changes in net assets or fund balances (explain in Schedule O)	9	6
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	400,009,262

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

2020

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
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	53-0115260

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ▶ $ 10,387,084

3 Volunteer hours for political campaign activities (see instructions) ▶

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ▶ ☐ Yes ☐ No

4a Was a correction made? ▶ ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ▶ ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1) NEA ADVOCACY FUND	1201 16TH ST NW WASHINGTON,DC 20036	27-2152012	15,750,000	0
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)** 2017	**(b)** 2018	**(c)** 2019	**(d)** 2020	**(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	Yes	
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		No
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		No

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

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

Part IV **Supplemental Information**

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

Return Reference	Explanation
PART I-A, LINE 1:	POLITICAL ACTIVITIES THAT DO NOT CONSTITUTE AN "EXEMPT FUNCTION" AS DEFINED BY IRC 527, INCLUDING COMMUNICATIONS TO MEMBERS CONCERNING IDENTIFIABLE FEDERAL AND NONFEDERAL CANDIDATES AND EXPENSES FOR THE ADMINISTRATION AND FUNDRAISING FOR THE TAXPAYER'S SEPARATE SEGREGATED FUNDS.

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

2020

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

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

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
▶ $ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under 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		1,753,777		1,753,777
b Buildings		77,783,887	61,097,101	16,686,786
c Leasehold improvements		6,382,937	4,450,843	1,932,094
d Equipment		69,070,635	63,749,412	5,321,223
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				25,693,880

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A) 100% OF NEA PROPERTIES, INC.	16,249,306	F
(B) 66.67% OF NEA 360 LLC	8,961,780	F
(C) 100% OF NEA MEMBER BENEFITS CORPORATION	57,406,635	F
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	82,617,721	

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	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	5,909,553

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

Part XI **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	

Part XII **Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	

Part XIII

Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART X, LINE 2:	NEA FOLLOWS THE AUTHORITATIVE GUIDANCE RELATING TO ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES INCLUDED IN THE ACCOUNTING STANDARDS CODIFICATION (ASC) TOPIC ON INCOME TAXES. THESE PROVISIONS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR THE UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. NEA BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AND, AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS.
SCHEDULE D, PART X LINE 1(2), SEVERANCE PAY OBLIGATION	NEA HAS A POLICY ENTITLING EMPLOYEES WITH OVER 10 YEARS OF SERVICE TO SEVERANCE PAY EQUAL TO 10 WEEKS OF SALARY. NEA'S ACCRUED SEVERANCE PAY HAS BEEN CALCULATED IN ACCORDANCE WITH ACCOUNTING STANDARDS FOR COMPENSATION-NONRETIREMENT POSTEMPLOYMENT BENEFITS.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

▶ Attach to Form 990.

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

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

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

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

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

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in the region	**(f)** Total expenditures for and investments in the region
(1) SUB-SAHARAN AFRICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		25,000
(2) MIDDLE EAST AND NORTH AFRICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		5,000
(3) EAST ASIA AND THE PACIFIC	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		10,000
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	0	0			40,000
b Total from continuation sheets to Part I . . .	0	0			0
c Totals (add lines 3a and 3b)	0	0			40,000

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

1	**(a)** Name of organization	**(b)** IRS code section and EIN (if applicable)	**(c)** Region	**(d)** Purpose of grant	**(e)** Amount of cash grant	**(f)** Manner of cash disbursement	**(g)** Amount of noncash assistance	**(h)** Description of noncash assistance	**(i)** Method of valuation (book, FMV, appraisal, other)
(1)			EAST ASIA AND THE PACIFIC	THE NATIONAL EDUCATION ASSOCIATION GRANTED $10,000 TO THE EDUCATION INTERNATIONAL'S (EI) MYANMAR EDUCATION WORKERS SOLIDARITY FUND TO PROVIDE SUPPORT FOR EDUCATORS LEADING THE CIVIL DISOBEDIENCE MOVEMENT AGAINST MILITARY RULE IN THE COUNTRY. WITH THIS GRANT, EI PROVIDED FINANCIAL SUPPORT TO EDUCATORS WHO STAND UP AGAINST THE UNLAWFUL MILITARY REGIME IN MYANMAR.	10,000	WIRE			
(2)			SUB-SAHARAN AFRICA	THE NATIONAL EDUCATION ASSOCIATION GRANTED $25,000 TO THE KENYA NATIONAL UNION OF TEACHERS (KNUT-KENYA) TO SUPPORT PRINTING OF BALLOTS FOR ELECTIONS. WITH THIS GRANT, KNUT-KENYA CONDUCTED SUCCESSFUL ELECTIONS AT ALL LEVELS OF UNION STRUCTURES AND PREVENTED THE UNION FROM BEING DEREGISTERED UNDER KENYAN LAW FOR FAILING TO CONDUCT PROPER ELECTIONS.	25,000	WIRE			
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

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

3 Enter total number of other organizations or entities . . . . . ▶ 0

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of noncash assistance	**(g)** Description of noncash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . . ☐ Yes ☑ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . . ☐ Yes ☑ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . . ☐ Yes ☑ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . ☐ Yes ☑ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . . ☐ Yes ☑ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . . ☐ Yes ☑ No

Part V **Supplemental Information**

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

ReturnReference	Explanation
PART III ACCOUNTING METHOD:	

Additional Data

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)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047
2020
Open to Public Inspection

Name of the organization: NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number: 53-0115260

Part I General Information on Grants and Assistance

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

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) A BETTER WISCONSIN TOGETHER INC 6516 MONONA DR 244 MADISON,WI 53716	84-3646174	501(C)(4)	300,000				FINANCIAL ASSISTANCE
(2) ACADEMIA SOCIETY INC PO BOX 7103 HAMPTON,VA 23666	85-0869263		7,000				FINANCIAL ASSISTANCE
(3) ACALANES EDUCATION ASSOCIATION 300 MORAGA RD MORAGA,CA 94556	68-0010730	501(C)(5)	12,500				FINANCIAL ASSISTANCE
(4) ALABAMA EDUCATION ASSOCIATION PO BOX 4177 MONTGOMERY,AL 361034177	63-0002660	501(C)(5)	2,792,961				FINANCIAL ASSISTANCE
(5) ALLIANCE FOR PUBLIC SCHOOLS FOUNDATION 5810 FALCONCREEK PL LITHIA,FL 33547	45-5598673	501(C)(3)	37,500				FINANCIAL ASSISTANCE
(6) AMALGAMATED BANK & SUBSIDIARIES 275 SEVENTH AVE 12TH FLR NEW YORK,NY 10001	13-4920330		785,594				FINANCIAL ASSISTANCE
(7) AMALGAMATED CHARITABLE FOUNDATION INC 1825 K ST NW WASHINGTON,DC 20006	82-1517696	501(C)(3)	225,000				FINANCIAL ASSISTANCE
(8) AMERICA VOTES 1155 CONNECTICUT AVE NW STE 600 WASHINGTON,DC 20036	26-4568349	501(C)(4)	260,300				FINANCIAL ASSISTANCE
(9) AMERICA WORKS USA 1225 EYE ST NW STE 1100 WASHINGTON,DC 20005	45-2315353	501(C)(4)	125,000				FINANCIAL ASSISTANCE
(10) AMERICAN CONSTITUTION SOCIETY FOR LAW & POLICY 1899 L ST NW STE 200 WASHINGTON,DC 20036	52-2313694	501(C)(3)	15,000				FINANCIAL ASSISTANCE
(11) AMERICAN FEDERATION OF STATE COUNTY & MUNICIPAL EMPLOYEES AFL-CIO 1625 L ST NW WASHINGTON,DC 200365687	53-0237789	501(C)(5)	50,000				FINANCIAL ASSISTANCE
(12) ANAHEIM SECONDARY TEACHERS ASSOCIATION 50 S ANAHEIM BLVD STE 300 ANAHEIM,CA 92805	95-2149101	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(13) ANCHORAGE EDUCATION ASSOCIATION 4100 SPENARD RD ANCHORAGE,AK 99517	92-0074528	501(C)(5)	54,915				FINANCIAL ASSISTANCE
(14) ARIZONA EDUCATION ASSOCIATION 345 E PALM LN PHOENIX,AZ 850041532	86-0002685	501(C)(6)	1,270,401				FINANCIAL ASSISTANCE
(15) ARKANSAS EDUCATION ASSOCIATION 1500 W FOURTH ST LITTLE ROCK,AR 72201	71-0004515	501(C)(6)	592,177				FINANCIAL ASSISTANCE
(16) AURORA EDUCATION ASSOCIATION 2851 S PARKER RD STE 1000 AURORA,CO 80014	84-1199238	501(C)(5)	50,000				FINANCIAL ASSISTANCE
(17) BROWARD TEACHERS UNION 6000 NORTH UNIVERSITY DRIVE TAMARAC,FL 33321	23-7105238	501(C)(5)	203,834				FINANCIAL ASSISTANCE
(18) BROWN UNIVERSITY CONTROLLERS OFFICE - BOX J PROVIDENCE,RI 02912	05-0258809	501(C)(3)	111,059				FINANCIAL ASSISTANCE
(19) CALIFORNIA TEACHERS ASSOCIATION 1705 MURCHISON DR BURLINGAME,CA 94010	94-0362310	501(C)(5)	11,414,370				FINANCIAL ASSISTANCE
(20) CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING 51 VISTA LN STANFORD,CA 94305	13-1623924	501(C)(3)	65,000				FINANCIAL ASSISTANCE
(21) CENTER FOR AMERICAN PROGRESS 1333 H ST NW 10TH FLR WASHINGTON,DC 20005	30-0126510	501(C)(3)	50,000				FINANCIAL ASSISTANCE
(22) CENTER FOR AMERICAN PROGRESS-ACTION FUND 1333 H STREET NW WASHINGTON,DC 20005	30-0192708	501(C)(4)	50,000				FINANCIAL ASSISTANCE
(23) CENTINELA VALLEY SECONDARY TEACHERS ASSN 3551 VOYAGER ST 105 TORRANCE,CA 90503	95-2500866	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(24) CENTRAL BUCKS EDUCATION ASSOCIATION 70 W OAKLAND AVE STE 204 DOYLESTOWN,PA 18901	23-7453512	501(C)(5)	29,000				FINANCIAL ASSISTANCE
(25) CHULA VISTA EDUCATORS 1061 TIERRA DEL REY 100 CHULA VISTA,CA 91910	95-2280501	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(26) COLORADO EDUCATION ASSOCIATION 1500 GRANT ST DENVER,CO 80203	84-0172608	501(C)(5)	2,017,884				FINANCIAL ASSISTANCE
(27) COLUMBUS EDUCATION ASSOCIATION 929 EAST BROAD ST COLUMBUS,OH 432051101	31-0946049	501(C)(5)	30,750				FINANCIAL ASSISTANCE
(28) COMMITTEE ON STATES PO BOX 1607 RALEIGH,NC 27602	26-3815183	501(C)(4)	175,000				FINANCIAL ASSISTANCE
(29) COMMUNITY CHANGE ACTION 1536 U ST NW WASHINGTON,DC 20009	27-0061100	501(C)(4)	10,000				FINANCIAL ASSISTANCE
(30) CONGRESSIONAL BLACK CAUCUS FOUNDATION IN 1720 MASSACHUSETTS AVE NW WASHINGTON,DC 20036	52-1160561	501(C)(3)	50,000				FINANCIAL ASSISTANCE
(31) CONGRESSIONAL HISPANIC CAUCUS INSTITUTE 1128 16TH ST NW WASHINGTON,DC 20036	52-1114225	501(C)(3)	50,000				FINANCIAL ASSISTANCE
(32) CONNECTICUT EDUCATION ASSOCIATION 21 OAK ST STE 500 HARTFORD,CT 061068001	06-0666277	501(C)(5)	1,462,206				FINANCIAL ASSISTANCE
(33) CONSORTIUM FOR EDUCATIONAL CHANGE (CEC) 6466 W NORTH AVE CHICAGO,IL 60707	36-4113236	501(C)(3)	11,000				FINANCIAL ASSISTANCE
(34) DELAWARE STATE EDUCATION ASSOCIATION 136 E WATER ST DOVER,DE 199013614	51-0061551	501(C)(5)	645,619				FINANCIAL ASSISTANCE
(35) DEMOCRACY ALLIANCE 1401 K ST NW STE 700 WASHINGTON,DC 20005	20-2130918	TAXABLE NONPROFIT	200,000				FINANCIAL ASSISTANCE
(36) DENVER CLASSROOM TEACHERS ASSOCIATION 1500 GRANT STREET STE 200 DENVER,CO 80203	84-0513468	501(C)(5)	100,000				FINANCIAL ASSISTANCE
(37) DOWNEY EDUCATION ASSOCIATION 11310 FIRESTONE BLVD NORWALK,CA 90650	95-2241945	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(38) DURHAM ASSOCIATION OF EDUCATORS PO BOX 687 DURHAM,NC 277020687	56-1540024	501(C)(6)	75,000				FINANCIAL ASSISTANCE
(39) EAST BATON ROUGE PARISH ASSOC OF EDUCATORS 8322 ONE CALAIS AVE BATON ROUGE,LA 70809	75-0875276	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(40) EDEN PRAIRIE EDUCATION ASSOCIATION 8100 SCHOOL RD EDEN PRAIRIE,MN 55344	23-7125520	501(C)(5)	15,000				FINANCIAL ASSISTANCE
(41) EDUCATION ASSOCIATION OF ST LUCIE 371 EAST MIDWAY RD FORT PIERCE,FL 34982	59-0213252	501(C)(5)	9,000				FINANCIAL ASSISTANCE
(42) EDUCATION AUSTIN 8716 N MOPAC EXPWY AUSTIN,TX 78759	74-2428167	501(C)(5)	40,000				FINANCIAL ASSISTANCE
(43) EDUCATION LAW CENTER INC 60 PARK PLACE SUITE 300 NEWARK,NJ 07102	22-2014555	501(C)(3)	100,000				FINANCIAL ASSISTANCE
(44) EDUCATION MINNESOTA 41 SHERBURNE AVE ST PAUL,MN 551032196	41-1916882	501(C)(5)	2,657,846				FINANCIAL ASSISTANCE
(45) EDUCATION REIMAGINED 600 14TH ST NW WASHINGTON,DC 20005	83-1086088	501(C)(3)	30,000				FINANCIAL ASSISTANCE
(46) EDUCATION WRITERS ASSOCIATION 1825 K ST NW STE 200 WASHINGTON,DC 20006	23-7439790	501(C)(3)	20,000				FINANCIAL ASSISTANCE
(47) EMERGING AMERICAN MAJORITIES 1225 I ST NW STE 1250 WASHINGTON,DC 20005	81-4100201	501(C)(4)	485,000				FINANCIAL ASSISTANCE
(48) EPI POLICY CENTER 1225 EYE ST STE 600 WASHINGTON,DC 20005	20-1173919	501(C)(4)	200,000				FINANCIAL ASSISTANCE
(49) FAIRBANKS EDUCATION ASSOCIATION 2118 S CUSHMAN ST FAIRBANKS,AK 99701	92-0122264	501(C)(5)	116,000				FINANCIAL ASSISTANCE
(50) FAIRFAX EDUCATION ASSOCIATION 3917 OLD LEE HWY FAIRFAX,VA 22030	54-0614554	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(51) FAIRFIELD-SUISUN UNIFIED TEACHERS ASSOC 1000 TEXAS ST STE J FAIRFIELD,CA 94533	94-1672732	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(52) FEDERAL EDUCATION ASSOCIATION 1201 16TH ST NW 117 WASHINGTON,DC 20036	98-0105622	501(C)(5)	618,529				FINANCIAL ASSISTANCE
(53) FEDERAL WAY EDUCATION ASSOCIATION 32032 WEYERHAEUSER WAY S FEDERAL WAY,WA 98001	91-0833220	501(C)(5)	69,300				FINANCIAL ASSISTANCE
(54) FLORIDA EDUCATION ASSOCIATION 213 SOUTH ADAMS ST TALLAHASSEE,FL 32301	59-3685541	501(C)(5)	3,970,935				FINANCIAL ASSISTANCE
(55) FLORIDA WATCH INC 25550 SW 152ND AVE HOMESTEAD,FL 33032	27-1856471	501(C)(4)	200,000				FINANCIAL ASSISTANCE
(56) FOREST HILLS TEACHERS ASSOCIATION 7824 WOODSTONE DR CINCINNATI,OH 45244	23-7088249	501(C)(4)	13,856				FINANCIAL ASSISTANCE
(57) GAVIN EDUCATION ASSOCIATION 1860 W WINCHESTER RD STE 202 LIBERTYVILLE,IL 60048	36-3550478	501(C)(5)	74,164				FINANCIAL ASSISTANCE
(58) GEORGIA ASSOCIATION OF EDUCATORS 100 CRESCENT CENTER PARKWAY TUCKER,GA 30084	58-1086686	501(C)(6)	692,425				FINANCIAL ASSISTANCE
(59) GOOD JOBS FIRST INC 1616 P ST NW STE 210 WASHINGTON,DC 20036	82-0542649	501(C)(3)	100,000				FINANCIAL ASSISTANCE
(60) GREAT LAKES CENTER FOR EDUCATION RESEARCH AND PRACTICE PO BOX 1263 EAST LANSING,MI 488261263	38-3555110	501(C)(3)	225,000				FINANCIAL ASSISTANCE
(61) GREEN BAY EDUCATION ASSOCIATION 1136 N MILITARY AVE GREEN BAY,WI 54303	39-1182321	501(C)(5)	18,060				FINANCIAL ASSISTANCE
(62) HACIENDA LA PUENTE TEACHERS ASSOCIATION 17595 ALMAHURST ST STE 100 CITY OF INDUSTRY,CA 91748	95-2585181	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(63) HARPER 512 ASSOCIATION 553 N NORTH CT STE 210 PALATINE,IL 60067	36-3652835	501(C)(5)	50,000				FINANCIAL ASSISTANCE
(64) HARVARD UNIVERSITY 1033 MASSACHUSETTS AVE 2ND FLR CAMBRIDGE,MA 02138	04-2103580	501(C)(3)	210,000				FINANCIAL ASSISTANCE
(65) HAWAII STATE TEACHERS ASSOCIATION 1200 ALA KAPUNA ST HONOLULU,HI 96819	99-0145127	501(C)(5)	891,136				FINANCIAL ASSISTANCE
(66) HENRY COUNTY EDUCATION ASSOCIATION 625 PINEY FOREST RD STE 301-C DANVILLE,VA 24540	54-1062176	501(C)(5)	7,500				FINANCIAL ASSISTANCE
(67) HOWARD COUNTY EDUCATION ASSOCIATION 5082 DORSEY HALL DR STE 102 ELLICOTT CITY,MD 21042	52-0939793	501(C)(5)	76,960				FINANCIAL ASSISTANCE
(68) HUMAN RIGHTS CAMPAIGN FOUNDATION 1640 RHODE ISLAND AVE NW WASHINGTON,DC 200363278	52-1481896	501(C)(3)	50,000				FINANCIAL ASSISTANCE
(69) IDAHO EDUCATION ASSOCIATION 620 N 6TH STREET BOISE,ID 83701	82-0129950	501(C)(5)	992,026				FINANCIAL ASSISTANCE
(70) ILLINOIS EDUCATION ASSOCIATION-NEA 100 EAST EDWARDS ST SPRINGFIELD,IL 62704	37-0343490	501(C)(5)	4,519,618				FINANCIAL ASSISTANCE
(71) INDEPENDENT MEDIA INSTITUTE 18 W 21ST ST STE 901 NEW YORK,NY 10010	52-1309876	501(C)(3)	50,000				FINANCIAL ASSISTANCE
(72) INDIANA STATE TEACHERS ASSOCIATION 150 WEST MARKET ST STE 900 INDIANAPOLIS,IN 462042875	35-1148612	501(C)(5)	1,597,415				FINANCIAL ASSISTANCE
(73) INSTITUTE FOR EDUCATIONAL LEADERSHIP INC 4301 CONNECTICUT AVE NW STE 100 WASHINGTON,DC 20008	52-1198450	501(C)(3)	13,000				FINANCIAL ASSISTANCE
(74) IOWA STATE EDUCATION ASSOCIATION 777 3RD STREET DES MOINES,IA 50309	42-0335775	501(C)(5)	1,584,974				FINANCIAL ASSISTANCE
(75) KANSAS NEA 715 SW 10TH AVE TOPEKA,KS 66612	48-0290660	501(C)(5)	999,896				FINANCIAL ASSISTANCE
(76) KENOSHA EDUCATION ASSOCIATION 3030 39TH AVE ROOM 117 KENOSHA,WI 53144	39-1089325	501(C)(6)	75,000				FINANCIAL ASSISTANCE
(77) KENTUCKY EDUCATION ASSOCIATION 401 CAPITOL AVENUE FRANKFORT,KY 406012836	61-0245450	501(C)(6)	1,288,961				FINANCIAL ASSISTANCE
(78) KENWOOD OAKLAND COMMUNITY ORGANIZATION C/O THE JOURNEY FOR JUSTICE ALLIANCE CHICAGO,IL 60653	36-2598637	501(C)(3)	80,000				FINANCIAL ASSISTANCE
(79) LAKE AND PENINSULA EDUCATION ASSOCIATION 1200 SCHOOL RD PERRYVILLE,AK 99648	94-3127821	501(C)(5)	13,250				FINANCIAL ASSISTANCE
(80) LEARNING FORWARD 504 SOUTH LOCUST STREET OXFORD,OH 45056	31-0955962	501(C)(3)	20,000				FINANCIAL ASSISTANCE
(81) LEBANON EDUCATION ASSOCIATION 1700 S 5TH ST LEBANON,OR 97355	93-0915116	501(C)(5)	11,503				FINANCIAL ASSISTANCE
(82) LINCOLN UNIFIED TEACHERS ASSOCIATION 2518 PORTER WAY STOCKTON,CA 95207	94-2364950	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(83) LOUISIANA ASSOCIATION OF EDUCATORS 8322 ONE CALAIS AVE BATON ROUGE,LA 70809	72-0824390	501(C)(5)	759,871				FINANCIAL ASSISTANCE
(84) MADISON TEACHERS INC 33 NOB HILL RD MADISON,WI 53713	39-6060613	501(C)(6)	400,000				FINANCIAL ASSISTANCE
(85) MAINE EDUCATION ASSOCIATION 35 COMMUNITY DR AUGUSTA,ME 04330	01-0114035	501(C)(5)	725,500				FINANCIAL ASSISTANCE
(86) MARYLAND STATE EDUCATION ASSOCIATION 140 MAIN ST ANNAPOLIS,MD 21401	52-0607919	501(C)(5)	2,991,776				FINANCIAL ASSISTANCE
(87) MASSACHUSETTS TEACHERS ASSOCIATION 2 HERITAGE DRIVE 8TH FLOOR QUINCY,MA 02171	04-1591200	501(C)(5)	4,386,355				FINANCIAL ASSISTANCE
(88) MATANUSKA SUSITNA EDUCATION ASSOCIATION 6177 E MOUNTAIN HEATHER 5 PALMER,AK 99645	94-3086278	501(C)(5)	122,130				FINANCIAL ASSISTANCE
(89) MELROSE TEACHERS ASSOCIATION INC 360 LYNN FELLS PKWY MELROSE,MA 02176	23-7255473	501(C)(5)	12,500				FINANCIAL ASSISTANCE
(90) METROPOLITAN NASHVILLE EDUCATION ASSOC 531 FAIRGROUND CT NASHVILLE,TN 37206	62-0713699	501(C)(6)	75,000				FINANCIAL ASSISTANCE
(91) MICHIGAN EDUCATION ASSOCIATION 1216 KENDALE BLVD EAST LANSING,MI 488262573	38-0827000	501(C)(5)	5,372,027				FINANCIAL ASSISTANCE
(92) MIDWEST ACADEMY 53 W JACKSON BLVD 1634 CHICAGO,IL 60604	36-2776406	501(C)(3)	120,000				FINANCIAL ASSISTANCE
(93) MILWAUKEE TEACHERS EDUCATION ASSOC 5130 W VLIET ST MILWAUKEE,WI 53208	39-0478280	501(C)(5)	96,500				FINANCIAL ASSISTANCE
(94) MINNEAPOLIS FEDERATION OF TEACHERS LOCAL 59 67TH 8TH AVE NE MINNEAPOLIS,MN 55413	41-0833701	501(C)(5)	30,000				FINANCIAL ASSISTANCE
(95) MISSISSIPPI ASSOCIATION OF EDUCATORS 775 NORTH STATE STREET JACKSON,MS 392023086	64-0585930	501(C)(5)	743,368				FINANCIAL ASSISTANCE
(96) MISSOULA EDUCATION ASSOCIATION 1001 SW HIGGINS AVE STE 101 MISSOULA,MT 59803	81-0494721	501(C)(6)	73,539				FINANCIAL ASSISTANCE
(97) MISSOURI-NATIONAL EDUCATION ASSOCIATION 1810 EAST ELM STREET JEFFERSON CITY,MO 651014174	43-1005405	501(C)(5)	827,315				FINANCIAL ASSISTANCE
(98) MONROE COUNTY EDUCATION ASSOC 401 E MILLER DR BLOOMINGTON,IN 47401	23-7139743	501(C)(5)	24,322				FINANCIAL ASSISTANCE
(99) MONTANA FEDERATION OF PUBLIC EMPLOYEES 1232 EAST 6TH AVE HELENA,MT 59601	81-0169635	501(C)(5)	1,189,871				FINANCIAL ASSISTANCE
(100) MONTEBELLO TEACHERS ASSOCIATION 918 W WHITTIER BLVD MONTEBELLO,CA 90640	95-1958952	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(101) MONTGOMERY COUNTY EDUCATION ASSOC 12 TAFT CT STE 200 ROCKVILLE,MD 20850	52-0659775	501(C)(5)	262,200				FINANCIAL ASSISTANCE
(102) NAACP 4805 MT HOPE DR BALTIMORE,MD 21215	13-1084135	501(C)(3)	500,000				FINANCIAL ASSISTANCE
(103) NATIONAL CENTER FOR FAIR & OPEN TESTING 196 SPRING ST ARLINGTON,MA 02476	22-2653502	501(C)(3)	170,000				FINANCIAL ASSISTANCE
(104) NATIONAL COALITION FOR TECHNOLOGY IN EDUCATION & TRAINING 1875 K ST NW STE 400 WASHINGTON,DC 20006	52-2211624	501(C)(3)	15,000				FINANCIAL ASSISTANCE
(105) NATIONAL NETWORK OF STATE TEACHERS 4470 W SUNSET BLVD 417 LOS ANGELES,CA 90027	48-1035353	501(C)(3)	75,000				FINANCIAL ASSISTANCE
(106) NATIONAL PUBLIC EDUCATION SUPPORT FUND 1900 L ST NW STE 520 WASHINGTON,DC 20036	26-3015634	501(C)(3)	75,000				FINANCIAL ASSISTANCE
(107) NATIONAL PUBLIC PENSION COALITION 1900 L ST NW STE 900 WASHINGTON,DC 20036	20-5939282	501(C)(4)	135,000				FINANCIAL ASSISTANCE
(108) NATIONAL REDISTRICTING ACTION FUND 700 13TH ST NW STE 600 WASHINGTON,DC 20005	82-0738281	501(C)(4)	100,000				FINANCIAL ASSISTANCE
(109) NATIONAL TEACHERS HALL OF FAME EMPORIA STATE UNIVERSITY EMPORIA,KS 66801	48-1085948	501(C)(3)	25,000				FINANCIAL ASSISTANCE
(110) NATIONAL WOMEN'S LAW CENTER 11 DUPONT CIRCLE NW STE 800 WASHINGTON,DC 20036	52-1213010	501(C)(3)	25,000				FINANCIAL ASSISTANCE
(111) NCAAT IN ACTION PO BOX 30322 RALEIGH,NC 27609	84-2889172	501(C)(4)	52,000				FINANCIAL ASSISTANCE
(112) NEA ALASKA 4100 SPENARD ROAD ANCHORAGE,AK 99517	92-0022642	501(C)(5)	734,635				FINANCIAL ASSISTANCE
(113) NEA FOUNDATION FOR THE IMPROVEMENT OF EDUCATION 1201 16TH ST NW STE 416 WASHINGTON,DC 20036	23-7035089	501(C)(3)	1,831,809				FINANCIAL ASSISTANCE
(114) NEA NEW HAMPSHIRE 9 SOUTH SPRING STREET CONCORD,NH 033012425	02-0226432	501(C)(6)	783,117				FINANCIAL ASSISTANCE
(115) NEA NEW MEXICO 2007 BOTULPH RD SANTA FE,NM 87505	85-0114142	501(C)(6)	1,544,651				FINANCIAL ASSISTANCE
(116) NEA RHODE ISLAND 99 BALD HILL RD CRANSTON,RI 02920	05-0255676	501(C)(6)	735,258				FINANCIAL ASSISTANCE
(117) NEBRASKA STATE EDUCATION ASSOC 605 SOUTH 14TH ST STE 200 LINCOLN,NE 68508	47-0358863	501(C)(5)	1,445,480				FINANCIAL ASSISTANCE
(118) NEO PHILANTHROPY ACTION FUND INC 45 WEST 36TH ST 6TH FLR NEW YORK,NY 10018	80-0444461	501(C)(4)	100,000				FINANCIAL ASSISTANCE
(119) NEVADA STATE EDUCATION ASSOCIATION 3511 E HARMON AVE STE C LAS VEGAS,NV 89121	88-0063221	501(C)(5)	767,254				FINANCIAL ASSISTANCE
(120) NEW BRUNSWICK EDUCATION ASSOCIATION 83 MORRIS ST STE 4 NEW BRUNSWICK,NJ 08901	22-6094977	501(C)(5)	90,000				FINANCIAL ASSISTANCE
(121) NEW JERSEY EDUCATION ASSOCIATION 180 W STATE ST TRENTON,NJ 08607	21-0524390	501(C)(5)	6,081,829				FINANCIAL ASSISTANCE
(122) NEW YORK STATE UNITED TEACHERS 800 TROY-SCHENECTADY RD LATHAM,NY 122102455	14-1584772	501(C)(5)	1,884,733				FINANCIAL ASSISTANCE
(123) NORTH CAROLINA ASSOC OF EDUCATORS INC 700 S SALISBURY ST RALEIGH,NC 276012264	56-0948289	501(C)(6)	1,356,381				FINANCIAL ASSISTANCE
(124) NORTH DAKOTA UNITED 301 N 4TH ST BISMARCK,ND 58501	46-3004596	501(C)(6)	701,691				FINANCIAL ASSISTANCE
(125) NORTHWEST ACCOUNTABILITY PROJECT INC PO BOX 42561 PORTLAND,OR 972420561	32-0478413	501(C)(4)	15,000				FINANCIAL ASSISTANCE
(126) NSAII-NAT'L STAFF ASSOC FOR IMPROVEMNT 140 MAIN ST ANNAPOLIS,MD 21401	48-1090400	501(C)(5)	60,000				FINANCIAL ASSISTANCE
(127) OAKLAND EDUCATION ASSOCIATION 272 EAST 12TH ST OAKLAND,CA 94606	94-1330958	501(C)(5)	265,000				FINANCIAL ASSISTANCE
(128) OHIO EDUCATION ASSOCIATION 225 EAST BROAD ST COLUMBUS,OH 43215	31-4269414	501(C)(6)	5,051,808				FINANCIAL ASSISTANCE
(129) OKALOOSA EDUCATION STAFF PROFESSIONALS 348 VALPARAISO PKWY VALPARAISO,FL 32580	59-2537458	501(C)(5)	23,527				FINANCIAL ASSISTANCE
(130) OKLAHOMA EDUCATION ASSOCIATION 323 EAST MADISON ST OKLAHOMA CITY,OK 73154	73-0384310	501(C)(6)	1,360,351				FINANCIAL ASSISTANCE
(131) OREGON EDUCATION ASSOCIATION 6900 SW ATLANTA ST PORTLAND,OR 972238598	93-0243443	501(C)(5)	2,429,892				FINANCIAL ASSISTANCE
(132) PARENT TEACHER HOME VISIT PROJECT INC 2411 15TH ST STE A SACRAMENTO,CA 95818	51-0477445	501(C)(3)	155,000				FINANCIAL ASSISTANCE
(133) PARTNERSHIP FOR WORKING FAMILIES 1305 FRANKLIN ST 501 OAKLAND,CA 94612	71-0914032	501(C)(3)	150,000				FINANCIAL ASSISTANCE
(134) PENNSYLVANIA STATE EDUCATION ASSN 400 N 3RD ST HARRISBURG,PA 17105	23-0961125	501(C)(6)	5,445,518				FINANCIAL ASSISTANCE
(135) PHI DELTA KAPPA EDUCATIONAL FOUNDATION PO BOX 13090 ARLINGTON,VA 22219	35-1935491	501(C)(3)	60,000				FINANCIAL ASSISTANCE
(136) PIKES PEAK EDUCATION ASSOCIATION 2520 N TEJON ST STE 200 COLORADO SPRINGS,CO 80907	84-0646191	501(C)(6)	75,000				FINANCIAL ASSISTANCE
(137) PRINCE GEORGE'S COUNTY EDUCATORS' ASSOC 8008 MARLBORO PIKE FORESTVILLE,MD 20747	52-0658540	501(C)(5)	139,586				FINANCIAL ASSISTANCE
(138) PRIOR LAKE-SAVAGE EDUCATION ASSOCIATION 4540 TOWER ST SE PRIOR LAKE,MN 55372	23-7125446	501(C)(5)	21,450				FINANCIAL ASSISTANCE
(139) PRIORITIES USA 1030 15TH ST NW STE 950 WEST WASHINGTON,DC 20005	47-4596232	501(C)(4)	250,000				FINANCIAL ASSISTANCE
(140) PROGRESS IOWA PO BOX 548 DES MOINES,IA 50302	45-4859552	501(C)(4)	100,000				FINANCIAL ASSISTANCE
(141) PROGRESSIVE CAUCUS ACTION FUND 80 F ST NW 8TH FLR WASHINGTON,DC 20001	27-0805235	501(C)(4)	150,000				FINANCIAL ASSISTANCE
(142) PROGRESSIVE STATE LEADERS COMMITTEE 1350 I ST NW 300 WASHINGTON,DC 20005	05-0623909	501(C)(4)	125,000				FINANCIAL ASSISTANCE
(143) PROTEUS FUND INC 15 RESEARCH DR STE B AMHERST,MA 01002	04-3243004	501(C)(3)	15,000				FINANCIAL ASSISTANCE
(144) PUEBLO EDUCATION ASSOCIATION 511 WEST 29TH ST STE C PUEBLO,CO 81008	84-0584203	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(145) PUGET SOUND UNISERV COUNCIL 4508 AUBURN WAY N BLDG D AUBURN,WA 98002	91-0871822	501(C)(5)	84,214				FINANCIAL ASSISTANCE
(146) RACE & EQUITY IN EDUCATION INC RE-CENTER HARTFORD,CT 06106	02-0567674	501(C)(3)	106,940				FINANCIAL ASSISTANCE
(147) RACINE EDUCATION UNISERV COUNCIL 1201 WEST BLVD RACINE,WI 53405	27-1278445	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(148) REGENTS OF THE UNIVERSITY OF CALIFORNIA 2195 HEARST AVE 130 MAIL CODE 1103 BERKELEY,CA 947201103	94-6002123	501(C)(3)	100,000				FINANCIAL ASSISTANCE
(149) ROCKLIN TEACHERS PROFESSIONAL ASSOC 4825 NORTHSTAR ST ROCKLIN,CA 95677	68-0135390	501(C)(5)	25,000				FINANCIAL ASSISTANCE
(150) RUTGERS THE STATE UNIVERSITY OF NJ 50 LABOR CENTER WAY NEW BRUNSWICK,NJ 089018553	22-6001086	501(C)(3)	100,000				FINANCIAL ASSISTANCE
(151) SACRAMENTO CITY TEACHERS ASSOCIATION 5300 ELVAS AVENUE SACRAMENTO,CA 95819	94-1459981	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(152) SAN ANTONIO ALLIANCE OF TEACHERS & SUPPORT PERSONNEL 120 ADAMS ST SAN ANTONIO,TX 78210	74-1073253	501(C)(5)	131,197				FINANCIAL ASSISTANCE
(153) SAN DIEGO EDUCATION ASSOCIATION 10393 SAN DIEGO MISSION RD 100 SAN DIEGO,CA 92108	95-1185804	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(154) SAN JACINTO TEACHERS ASSOCIATION PO BOX 966 SAN JACINTO,CA 92581	33-0016902	501(C)(5)	69,000				FINANCIAL ASSISTANCE
(155) SANTA MARIA ELEMENTARY EDUCATION ASSOC 949 BURLINGTON DR STE A SANTA MARIA,CA 93455	95-3125753	501(C)(5)	16,500				FINANCIAL ASSISTANCE
(156) SEATTLE EDUCATION ASSOCIATION 5501 4TH AVE SOUTH 101 SEATTLE,WA 98108	91-0684298	501(C)(5)	73,340				FINANCIAL ASSISTANCE
(157) SIXTEEN THIRTY FUND 1201 CONNECTICUT AVE NW STE 300 WASHINGTON,DC 20036	26-4486735	501(C)(4)	350,000				FINANCIAL ASSISTANCE
(158) SOUTH CAROLINA EDUCATION ASSOCIATION 421 ZIMALCREST DR COLUMBIA,SC 29210	57-0275275	501(C)(6)	672,190				FINANCIAL ASSISTANCE
(159) SOUTH DAKOTA EDUCATION ASSOCIATION 411 E CAPITOL AVE PIERRE,SD 57501	46-0191735	501(C)(6)	845,019				FINANCIAL ASSISTANCE
(160) SPOKANE EDUCATION ASSOCIATION 230 EAST MONTGOMERY AVE SPOKANE,WA 99207	91-0646783	501(C)(5)	50,000				FINANCIAL ASSISTANCE
(161) STATE ENGAGEMENT FUND 1401 K ST NW STE 700 WASHINGTON,DC 20005	81-0865943	501(C)(4)	1,175,000				FINANCIAL ASSISTANCE
(162) STATE INNOVATION EXCHANGE PO BOX 260230 MADISON,WI 537260230	46-1368531	501(C)(4)	75,000				FINANCIAL ASSISTANCE
(163) STRATEGIC VICTORY FUND PO BOX 685 RALEIGH,NC 276020685	84-2526354	501(C)(4)	100,000				FINANCIAL ASSISTANCE
(164) SYCAMORE EDUCATION ASSOCIATION GREEN SCHOOL 7400 CORNELL RD CINCINNATI,OH 45242	31-0913902	501(C)(5)	12,500				FINANCIAL ASSISTANCE
(165) SYLVANIA EDUCATION ASSOCIATION 4654 VICKSBURG DR SYLVANIA,OH 43560	34-1246767	501(C)(5)	6,000				FINANCIAL ASSISTANCE
(166) TEACHERS ASSOC OF ANNE ARUNDEL COUNTY 2521 RIVA RD STE L-7 ANNAPOLIS,MD 21401	52-0733568	501(C)(5)	83,954				FINANCIAL ASSISTANCE
(167) TEACHERS ASSOCIATION OF BALTIMORE COUNTY 1220C E JOPPA RD TOWSON,MD 21286	52-0623933	501(C)(5)	162,250				FINANCIAL ASSISTANCE
(168) TEACHERS ASSOCIATION OF NORWALK LA MIRADA AREA 11310 FIRESTONE BLVD NORWALK,CA 90650	95-2477958	501(C)(5)	72,000				FINANCIAL ASSISTANCE
(169) TENNESSEE EDUCATION ASSOCIATION 801 SECOND AVENUE NORTH NASHVILLE,TN 37201	62-0380018	501(C)(6)	1,773,073				FINANCIAL ASSISTANCE
(170) TEXAS STATE TEACHERS ASSOCIATION 8716 N MOPAC EXPRESSWAY AUSTIN,TX 78759	74-1316497	501(C)(5)	2,252,882				FINANCIAL ASSISTANCE
(171) THE GREATER WASHINGTON EDUCATIONAL TELECOMMUNICATIONS ASSOC INC 3939 CAMPBELL AVE ARLINGTON,VA 22206	53-0242992	501(C)(3)	387,500				FINANCIAL ASSISTANCE
(172) THE VOTER PROJECT 121 S BROAD ST STE 400 PHILADELPHIA,PA 19107	85-0556933	501(C)(4)	80,000				FINANCIAL ASSISTANCE
(173) THOMPSON EDUCATION ASSOCIATION 809 COLORADO AVE LOVELAND,CO 80537	74-2728880	501(C)(4)	25,000				FINANCIAL ASSISTANCE
(174) TIDES CENTER PO BOX 399385 SAN FRANCISCO,CA 941399385	94-3213100	501(C)(3)	15,000				FINANCIAL ASSISTANCE
(175) TRENTON EDUCATION ASSOCIATION 1415 CHAMBERS STREET TRENTON,NJ 08610	22-1953928	501(C)(5)	7,500				FINANCIAL ASSISTANCE
(176) TULSA CLASSROOM TEACHERS ASSOCIATION 3936 E 31ST ST TULSA,OK 74135	73-0488275	501(C)(6)	25,000				FINANCIAL ASSISTANCE
(177) TWIN RIVERS UNITED EDUCATORS 3318 HOWARD ST 10 MCCLELLAN,CA 95652	26-2660043	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(178) UNION TOWNSHIP EDUCATION ASSOCIATION 960 MIDLAND BLVD UNION,NJ 07083	22-1927901	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(179) UNITED EDUCATORS OF SAN FRANCISCO 2310 MASON ST SAN FRANCISCO,CA 94133	94-1455079	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(180) UNITED FACULTY OF FLORIDA 115 N CALHOUN ST STE 6 TALLAHASSEE,FL 32301	59-1657609	501(C)(5)	151,000				FINANCIAL ASSISTANCE
(181) UNITED TEACHERS LOS ANGELES 3303 WILSHIRE BLVD 10TH FLR LOS ANGELES,CA 90010	95-2635019	501(C)(5)	358,333				FINANCIAL ASSISTANCE
(182) UNITED TEACHERS OF DADE 5553 NW 36TH ST MIAMI SPRINGS,FL 33166	59-0661561	501(C)(5)	122,500				FINANCIAL ASSISTANCE
(183) UNITED TEACHERS OF RICHMOND 700 CRESTVIEW DR PINOLE,CA 94564	94-1958830	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(184) UNIVERSITY OF COLORADO FOUNDATION PO BOX 17126 DENVER,CO 802179155	84-6049811	501(C)(3)	225,000				FINANCIAL ASSISTANCE
(185) UNIVERSITY OF MASSACHUSETTS OFFICE OF RESEARCH ADMINISTRATION LOWELL,MA 01854	04-3167352	501(C)(1)	54,000				FINANCIAL ASSISTANCE
(186) UTAH EDUCATION ASSOCIATION 875 EAST PONTIAC DR STE 3 MURRAY,UT 84107	87-0187145	501(C)(6)	650,365				FINANCIAL ASSISTANCE
(187) UTAH SCHOOL EMPLOYEES ASN 864 EAST ARROWHEAD LN MURRAY,UT 871075211	87-0285270	501(C)(5)	131,581				FINANCIAL ASSISTANCE
(188) VERMONT-NEA 10 WHEELOCK ST MONTPELIER,VT 056023737	03-0276708	501(C)(5)	867,066				FINANCIAL ASSISTANCE
(189) VIRGINIA EDUCATION ASSOCIATION 116 S 3RD ST RICHMOND,VA 23219	54-0540102	501(C)(5)	1,982,790				FINANCIAL ASSISTANCE
(190) VIRGINIA NEW MAJORITY 3801 MOUNT VERNON AVE ALEXANDRIA,VA 22305	26-1377619	501(C)(4)	250,000				FINANCIAL ASSISTANCE
(191) VOTO LATINO INC 1300 L ST NW STE 975 WASHINGTON,DC 20005	45-5477218	501(C)(4)	500,000				FINANCIAL ASSISTANCE
(192) WASHINGTON EDUCATION ASSOCIATION PO BOX 9100 FEDERAL WAY,WA 980639100	91-0460645	501(C)(5)	3,708,232				FINANCIAL ASSISTANCE
(193) WEST VIRGINIA EDUCATION ASSOCIATION 1558 QUARRIER ST CHARLESTON,WV 25311	55-0334400	501(C)(6)	730,520				FINANCIAL ASSISTANCE
(194) WHEN WE ALL VOTE PO BOX 34673 WASHINGTON,DC 20005	83-0996376	501(C)(3)	150,000				FINANCIAL ASSISTANCE
(195) WISCONSIN EA COUNCIL REGION 6 PO BOX 8003 MADISON,WI 537088003	39-1175651	501(C)(5)	75,000				FINANCIAL ASSISTANCE
(196) WISCONSIN EDUCATION ASSOC COUNCIL 33 NOB HILL RD MADISON,WI 53708	39-1169160	501(C)(5)	1,621,754				FINANCIAL ASSISTANCE
(197) WYOMING EDUCATION ASSOCIATION 115 E 22ND ST STE 1 CHEYENNE,WY 82001	83-0168105	501(C)(6)	867,975				FINANCIAL ASSISTANCE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . ▶ 40

3 Enter total number of other organizations listed in the line 1 table . . . ▶ 157

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of noncash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

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

Additional Data

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

2020

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

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 ☑ Travel for companions ☐ Tax idemnification and gross-up payments ☑ Discretionary spending account ☑ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes 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 ☐ Independent compensation consultant ☑ Form 990 of other organizations ☐ Written employment contract ☐ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**	Yes	
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 KIMBERLY ANDERSON EXECUTIVE DIRECTOR	(i)	311,810	0	81,160	137,102	38,117	568,189	0
	(ii)	0	0	0	0	- 0	- 0	0
2 REBECCA PRINGLE PRESIDENT	(i)	290,309	0	105,447	94,234	44,253	534,243	0
	(ii)	0	0	0	0	- 0	- 0	0
3 PRINCESS MOSS VICE PRESIDENT	(i)	278,155	0	82,584	80,665	44,253	485,657	0
	(ii)	0	0	0	0	- 0	- 0	0
4 LILIA ESKELSEN GARCIA NEA PAST PRESIDENT	(i)	215,892	0	153,218	62,364	43,101	474,575	0
	(ii)	0	0	0	0	- 0	- 0	0
5 MICHAEL MCPHERSON CFO	(i)	263,945	2,750	18,396	115,559	52,780	453,430	0
	(ii)	0	0	0	0	- 0	- 0	0
6 KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	(i)	271,891	2,750	18,411	88,256	64,683	445,991	0
	(ii)	0	0	0	0	- 0	- 0	0
7 DAAIYAH BILAL-THREATS SENIOR DIRECTOR	(i)	234,525	2,750	16,037	102,530	66,783	422,625	0
	(ii)	0	0	0	0	- 0	- 0	0
8 ROCIO INCLAN-RODRIGUEZ SENIOR DIRECTOR	(i)	236,625	2,750	16,004	102,530	64,683	422,592	0
	(ii)	0	0	0	0	- 0	- 0	0
9 ALICE O'BRIEN GENERAL COUNSEL	(i)	254,900	2,750	9,342	75,256	64,683	406,931	0
	(ii)	0	0	0	0	- 0	- 0	0
10 DONNA HARRIS-AIKENS SENIOR DIRECTOR	(i)	236,625	2,750	15,042	76,808	66,683	397,908	0
	(ii)	0	0	0	0	- 0	- 0	0
11 SABRINA TINES-MORRIS SENIOR DIRECTOR	(i)	235,455	2,750	15,242	102,529	41,797	397,773	0
	(ii)	0	0	0	0	- 0	- 0	0
12 CARRIE PUGH SENIOR DIRECTOR	(i)	236,625	2,750	14,214	76,808	64,395	394,792	0
	(ii)	0	0	0	0	- 0	- 0	0
13 RAMONA OLIVER SENIOR DIRECTOR	(i)	227,572	2,750	15,380	68,621	69,133	383,456	0
	(ii)	0	0	0	0	- 0	- 0	0
14 MARY KUSLER SENIOR DIRECTOR	(i)	228,291	2,750	15,074	68,621	68,414	383,150	0
	(ii)	0	0	0	0	- 0	- 0	0
15 CHAKA DONALDSON SENIOR DIRECTOR	(i)	236,625	2,750	13,355	68,621	45,121	366,472	0
	(ii)	0	0	0	0	- 0	- 0	0
16 JAMES TESTERMAN SENIOR DIRECTOR	(i)	232,980	2,750	17,712	68,621	31,739	353,802	0
	(ii)	0	0	0	0	- 0	- 0	0
17 NOEL CANDELARIA SECRETARY TREASURER	(i)	86,935	0	54,814	8,542	13,754	164,045	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 1A	REIMBURSEMENTS ARE MADE FOR THE IDENTIFIED EXPENSES ACCORDING TO NEA POLICY AND TAXES ARE WITHHELD AS APPROPRIATE FOR TAXABLE REIMBURSEMENTS. THE HOUSING/LIVING ALLOWANCE IS ONLY OFFERED TO THE THREE OFFICERS (PRESIDENT, VICE PRESIDENT, AND SECRETARY-TREASURER) AND THE EXECUTIVE DIRECTOR. THE COMPANION TRAVEL BENEFIT IS AVAILABLE TO THE FULL EXECUTIVE COMMITTEE INCLUDING THE THREE ELECTED OFFICERS. THE DISCRETIONARY SPENDING ACCOUNT INCLUDES LIMITED AND CAPPED TRAVEL AND PERSONAL ALLOWANCES FOR EACH OF THE THREE OFFICERS AND THE EXECUTIVE DIRECTOR. TRAVEL ALLOWANCES ARE CAPPED AT $5,500 PER YEAR AND PERSONAL ALLOWANCES ARE CAPPED AT $3,000 PER YEAR. IN ADDITION, THE ACCOUNT IS USED TO PROVIDE NEA BOARD MEMBERS WITH A TRAVEL ALLOWANCE OF UP TO $1,200 PER YEAR. BECAUSE THESE ARE NON-ACCOUNTABLE PLANS WITHIN THE MEANING OF THE INTERNAL REVENUE CODE, THE PAYMENTS ARE REPORTED AS TAXABLE COMPENSATION TO ALL RECIPIENTS.
PART I, LINE 4A	DURING THE YEAR, LILY ESKELSEN GARCIA RECEIVED A SEVERANCE PAYMENT OF $58,035 FROM THE ORGANIZATION.
FORM 990, PART VII, LINE 5	MEMBERS OF THE NATIONAL EDUCATION ASSOCIATION (NEA) BOARD OF DIRECTORS ARE PRIMARILY EMPLOYED IN THE EDUCATION FIELD AT VARIOUS SCHOOL SYSTEMS ACROSS THE COUNTRY. WHEN A DIRECTOR IS ABSENT FROM THEIR PRIMARY JOB DUE TO OFFICIAL BUSINESS OF THE NEA BOARD OF DIRECTORS AND THE SCHOOL SYSTEM WILL NOT UNDERWRITE THE COST FOR A SUBSTITUTE OR THE SALARY OF THE DIRECTOR DURING SUCH ABSENCE, THE NEA WILL COVER THESE COSTS BY REIMBURSING THE SCHOOL SYSTEM OR THE DIRECTOR. THE FOLLOWING SCHOOL SYSTEMS WERE REIMBURSED DURING THE 2020 CALENDAR YEAR FOR THE COST ASSOCIATED WITH THEIR EMPLOYEES THAT SERVED AS NEA EXECUTIVE COMMITTEE MEMBERS ON THE NEA BOARD OF DIRECTORS. GEORGE SHERIDAN, BLACK OAK MINE USD, $69,674; AND JOHANNA R. VAANDERING, BEAVERTON SCHOOL DISTRICT #48, $108,136. BOARD MEMBERS MAY RECEIVE STIPENDS FOR WORK PERFORMED FOR THE NEA AND THE SCHOOL SYSTEMS THAT EMPLOY DIRECTORS MAY RECEIVE REIMBURSEMENTS FROM NEA FOR TIME MISSED AS NOTED ABOVE. STIPENDS AND REIMBURSEMENTS RANGED FROM $0 TO $20,400. THE AVERAGE STIPEND/REIMBURSEMENT IS APPROXIMATELY $1,700.

Additional Data

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Software ID:

Software Version:

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art	X	28	1,790	ESTIMATED FMV
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications	X		5,007	ESTIMATED FMV
5 Clothing and household goods	X		26,995	ESTIMATED FMV
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles	X	38	2,380	ESTIMATED FMV
19 Food inventory	X	77	8,911	ESTIMATED FMV
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (GIFT CARDS)	X	64	7,015	ESTIMATED FMV
26 Other ▶ (SERVICES DONATED FOR AUCTION)	X	36	5,069	ESTIMATED FMV
27 Other ▶ (EVENT TICKETS)	X	21	4,105	ESTIMATED FMV
28 Other ▶ ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement | 29 |

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31		No
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		No
b If "Yes," describe in Part II.			
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
PART I, COLUMN (B):	THE NUMBER OF CONTRIBUTIONS REPORTED ON SCHEDULE M IS THE NUMBER OF ITEMS CONTRIBUTED, IN ACCORDANCE WITH THE ORGANIZATION'S RECORDKEEPING PRACTICES.

Additional Data

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Software ID:

Software Version:

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

2020

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	NEA HAS THE FOLLOWING CATEGORIES OF MEMBERSHIP WITH VOTING RIGHTS: - ACTIVE MEMBERS: ENGAGED IN PROFESSIONAL EDUCATION EMPLOYMENT OR EMPLOYED IN EDUCATIONAL SUPPORT PROFESSIONAL POSITIONS - ACTIVE LIFE MEMBERS: INCLUDE PART-TIME, FULL-TIME AND SUBSTITUTE MEMBERS; THIS CATEGORY IS NO LONGER OFFERED (ENDED JULY 1973). THOSE IN THIS CATEGORY MADE A ONE-TIME PAYMENT FOR LIFETIME MEMBERSHIP. - RETIRED MEMBERS: INCLUDES ANNUAL AND RETIRED LIFE MEMBERS - ASPIRING EDUCATOR
FORM 990, PART VI, SECTION A, LINE 7A	NEA MEMBERS ELECT DELEGATES TO REPRESENT THE MEMBERSHIP AT THE NEA ANNUAL REPRESENTATIVE ASSEMBLY. REPRESENTATIVE ASSEMBLY DELEGATES ELECT NEA EXECUTIVE OFFICERS AND THE NEA EXECUTIVE COMMITTEE. MEMBERS OF THE NEA BOARD OF DIRECTORS CAN BE ELECTED BY A VOTE OF NEA MEMBERS OR BY DELEGATES TO THE NEA OR STATE REPRESENTATIVE ASSEMBLIES.
FORM 990, PART VI, SECTION A, LINE 7B	NEA DELEGATES ELECTED TO REPRESENT MEMBERS AT THE NEA ANNUAL REPRESENTATIVE ASSEMBLY VOTE ON ANY AMENDMENTS TO THE NEA CONSTITUTION, BYLAWS, STANDING RULES AND RESOLUTIONS AND APPROVE THE ANNUAL BUDGET.
FORM 990, PART VI, SECTION B, LINE 11B	NEA MANAGEMENT AND EXTERNAL TAX ADVISORS REVIEW THE 990 AND A COPY OF THE FINAL 990 IS PROVIDED TO ALL MEMBERS OF THE NEA EXECUTIVE COMMITTEE PRIOR TO FILING. THE FORM 990 IS ALSO MADE AVAILABLE TO THE BOARD OF DIRECTORS PRIOR TO FILING.
FORM 990, PART VI, SECTION B, LINE 12C	OFFICERS, DIRECTORS AND KEY EMPLOYEES ARE REQUIRED TO REPORT POTENTIAL CONFLICTS OF INTEREST WHENEVER THEY ARE AWARE OF SUCH. PROCEDURES ARE ALSO IN PLACE FOR OTHERS TO REPORT ON CONFLICTS OF INTEREST IF THEY BELIEVE THEY HAVE OCCURRED. ALL EMPLOYEES ARE NOTIFIED ANNUALLY OF THE CONFLICT OF INTEREST POLICY AND THEIR OBLIGATION TO REPORT. THE SECRETARY-TREASURER AND CFO SERVE AS THE NEA CONFLICT OF INTEREST OFFICERS AND RECEIVE AND REVIEW ALL REPORTED CONFLICTS OF INTEREST.
FORM 990, PART VI, SECTION C, LINE 19	THE NEA DOES NOT PROVIDE THESE DOCUMENTS TO THE GENERAL PUBLIC.
FORM 990, PART XI, LINE 9:	ROUNDING 6.
FORM 990, PART XII, LINE 2C	THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

Additional Data

Return to Form

Software ID:

Software Version:

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

2020

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II **Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	No
(1) NEA PROPERTIES INC 1201 16TH ST NW SUITE 410 WASHINGTON, DC 20036 27-0591064	HOLDS TITLE TO REAL PROPERTY	IN	501(C)(2)		NATIONAL EDUCATION ASSOCIATION	Yes	
(2) NEA MEMBERS INSURANCE TRUST C/O NEA MBC 990 CLOPPER ROAD GAITHERSBURG, MD 208781356 52-1126682	PROVIDE EMPLOYEE WELFARE BENEFITS TO NEA MEMBERS AND THEIR DEPENDENTS	MD	501(C)(9)		NATIONAL EDUCATION ASSOCIATION		No
(3) NATIONAL EDUCATION ASSOCIATION AND AFFILIATE RETIREE HEALTH PLAN 1201 16TH ST NW SUITE 410 WASHINGTON, DC 20036 52-7073317	PROVIDE HEALTH BENEFITS TO RETIRED NEA EMPLOYEES	DC	501(C)(9)		NATIONAL EDUCATION ASSOCIATION		No

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? Yes	(h) Disproportionate 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
(1) NEA 360 LLC 1201 16TH ST NW RM 410 WASHINGTON, DC 20036 47-3258537	CREATE MEMBERSHIP MANAGEMENT SYSTEM	DC	NATIONAL EDUCATION ASSOCIATION	RELATED	-5,304,512	4,925,057		No		Yes		66.670 %

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity? Yes	(i) Section 512(b)(13) controlled entity? No
(1)NEA MEMBER BENEFITS 900 CLOPPER ROAD SUITE 300 GAITHERSBURG, MD 20878 52-0855767	ADMINISTERS BENEFITS, PROGRAMS & RESOURCES TO MEET NEA MEMBER NEEDS	DC	NATIONAL EDUCATION ASSOCIATION	C	2,782,716	73,233,089	100.000 %	Yes	
(2)NEA PROFESSIONAL SERVICES 900 CLOPPER ROAD SUITE 300 GAITHERSBURG, MD 20878 52-2297214	PROVIDES ADVERTISING	DE	NEA MEMBER BENEFITS CORPORATION	C			100.000 %	Yes	

Part V **Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

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

		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**	Yes	
m Performance of services or membership or fundraising solicitations by related organization(s)	**1m**		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	**1n**		No
o Sharing of paid employees with related organization(s)	**1o**		No
p Reimbursement paid to related organization(s) for expenses	**1p**		No
q Reimbursement paid by related organization(s) for expenses	**1q**	Yes	
r Other transfer of cash or property to related organization(s)	**1r**	Yes	
s Other transfer of cash or property from related organization(s)	**1s**		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	**(b)** Transaction type (a-s)	**(c)** Amount involved	**(d)** Method of determining amount involved
(1) NEA MEMBER BENEFITS	L	669,819	COST ALLOCATION
(2) NEA MEMBER BENEFITS	Q	1,497,979	ACTUAL EXPENSES REIMBURSED
(3) NEA AND AFFILIATE RETIREE HEALTH PLAN	R	10,500,000	CASH TRANSFERRED
(4) NEA 360 LLC	R	3,200,000	CASH TRANSFERRED
(5) NEA PROPERTIES INC	Q	19,833	ACTUAL EXPENSES REIMBURSED

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) 2020

Additional Data

Return to Form

Software ID:

Software Version: