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

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 09-01-2021 , and ending 08-31-2022

B Check if applicable:
- [x] 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 STE 519 519

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 $ 543,454,450

F Name and address of principal officer:
REBECCA PRINGLE
1201 16TH STREET NW STE 519 519
WASHINGTON,DC 200363201

H(a) Is this a group return for subordinates? [ ] Yes [x] 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) [x] 501(c) (5) ◀ (insert no.) [ ] 4947(a)(1) or [ ] 527

J Website: ▶ WWW.NEA.ORG

K Form of organization: [x] 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**	162
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	153
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	**5**	566
6	Total number of volunteers (estimate if necessary)	**6**	0
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	826,090
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	**7b**	0

			Prior Year	Current Year
Revenue	**8**	Contributions and grants (Part VIII, line 1h)	61,272	35,826
	9	Program service revenue (Part VIII, line 2g)	376,378,044	374,451,660
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,229,456	3,354,617
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	16,168,097	381,869
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	396,836,869	378,223,972
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	122,315,115	144,657,653
	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)	119,386,707	118,188,324
	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)	138,968,008	126,386,320
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	380,669,830	389,232,297
	19	Revenue less expenses. Subtract line 18 from line 12	16,167,039	-11,008,325

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	457,337,223	442,485,024
	21	Total liabilities (Part X, line 26)	57,327,961	63,101,937
	22	Net assets or fund balances. Subtract line 21 from line 20	400,009,262	379,383,087

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 2023-07-13

▶ 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) [x] **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 Rev. Proc. 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 the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	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		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b	Yes	
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	653		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c Yes	

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

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a** 566			
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 subject to section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule N.		**16**		No
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.		**17**		

Part VI **Governance, Management, and Disclosure.** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.*

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a	162		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	153		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3			No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			No
6	Did the organization have members or stockholders?	6		Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		Yes	
b	Each committee with authority to act on behalf of the governing body?	8b		Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*	9			No

Section B. Policies (*This Section B requests information about policies not required by the Internal Revenue Code.*)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	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 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

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

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶KIM O'FARRELL NEA 1201 16TH ST NW SUITE 519 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 the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) MICHELLE ALEXANDER BOARD OF DIRECTORS	5.00	X						0	0	0
(2) ANGELA ANDERSON BOARD OF DIRECTORS	5.00	X						0	0	0
(3) DIRK ANDREWS BOARD OF DIRECTORS	5.00	X						0	0	0
(4) MARITZA AVILA BOARD OF DIRECTORS	5.00	X						1,041	0	0
(5) HEATHER BAKKE BOARD OF DIRECTORS	5.00	X						808	0	0
(6) KACEE BALLOU BOARD OF DIRECTORS	5.00	X						0	0	0
(7) ROBERT BECKER BOARD OF DIRECTORS	5.00	X						0	0	0
(8) ANDREA BEEMAN BOARD OF DIRECTORS	5.00	X						1,875	0	0
(9) NANCY BEHE BOARD OF DIRECTORS	5.00	X						1,100	0	0
(10) MARIA BENNETT BOARD OF DIRECTORS	5.00	X						0	0	0
(11) JEB BINNS BOARD OF DIRECTORS	5.00	X						950	0	0
(12) DAWN BLAUS BOARD OF DIRECTORS	5.00	X						0	0	0
(13) CHRISTINA BOHRINGER BOARD OF DIRECTORS	5.00	X						1,062	0	0
(14) ADRIENNE BOWDEN BOARD OF DIRECTORS	5.00	X						11,434	0	0
(15) MARY BOWERS BOARD OF DIRECTORS	5.00	X						0	0	0
(16) BRENDA BRATHWAITE BOARD OF DIRECTORS	5.00	X						3,364	0	0
(17) REED BRETZ BOARD OF DIRECTORS	5.00	X						950	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Former	Highest compensated employee			
LISI ROBIN BROWN BOARD OF DIRECTORS	5.00	X						950	0	0
LISI MARIE CLAUSPINE BOARD OF DIRECTORS	5.00	X						1,750	0	0
LOIS LORAINE BURNS BOARD OF DIRECTORS	5.00	X						0	0	0
LISA ANNA CADY BOARD OF DIRECTORS	5.00	X						1,850	0	0
LYNN CAPALDO BOARD OF DIRECTORS	5.00	X						0	0	0
JESSE CARNEY BOARD OF DIRECTORS	5.00	X						0	0	0
KENNETH CARNEY BOARD OF DIRECTORS	5.00	X						0	0	0
LYNN PHILLIPS CARTER MELL BOARD OF DIRECTORS	5.00	X						0	0	0
JAMES BRENDAN COLE BOARD OF DIRECTORS	5.00	X						5,437	0	0
LIT MELISSA CONSTANTINO-POLANSKI BOARD OF DIRECTORS	5.00	X						850	0	0
JOHN COUGHLIN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI WARREN CRAIG-POLANSKI BOARD OF DIRECTORS	5.00	X						750	0	0
LISA MARIE CROFT BOARD OF DIRECTORS	5.00	X						7,100	0	0
JOHN DRILLY BOARD OF DIRECTORS	5.00	X						1,021	0	0
MICHELLE DENNARD BOARD OF DIRECTORS	5.00	X						0	0	0
ANGELA JOE KAPOS BOARD OF DIRECTORS	5.00	X						0	0	0
MICHELE KEVORK BOARD OF DIRECTORS	5.00	X						950	0	0
MICHELLE DRAVIS BOARD OF DIRECTORS	5.00	X						0	0	0
LISI TRAVIS DUDLEY BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ANNA EMPFIELD BOARD OF DIRECTORS	5.00	X						0	0	0
LISI EMILY BOARD OF DIRECTORS	5.00	X						0	0	0
LISI JOHN EATON BOARD OF DIRECTORS	5.00	X						0	0	0
LISI GEORGEN EDWARDS BOARD OF DIRECTORS	5.00	X						950	0	0
LISI ALL FARMER BOARD OF DIRECTORS	5.00	X						950	0	0
LISI ELIZABETH FOLEY BOARD OF DIRECTORS	5.00	X						0	0	0
LISI JAMIE FRAZIER BOARD OF DIRECTORS	5.00	X						0	0	0
LISI LINA FRITZ BOARD OF DIRECTORS	5.00	X						1,460	0	0
LISI MARY FRIEDLEN BOARD OF DIRECTORS	5.00	X						1,510	0	0
LISI MARY GRAY BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MARIA GARRIDO BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI ADAUTO GARCIA-CANO BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ANN GIBSON BOARD OF DIRECTORS	5.00	X						950	0	0
LISI LAURIE GIBSON PARKER BOARD OF DIRECTORS	5.00	X						0	0	0
LISI CLAIRE GOODE BOARD OF DIRECTORS	5.00	X						0	0	0
LISI NEIL GORE BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI DAN GREENBERG BOARD OF DIRECTORS	5.00	X						1,101	0	0
LISI JACKIE GRIMM BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MAX GUTIS BOARD OF DIRECTORS	5.00	X						1,810	0	0
LISI BERNADETTE HAMPTON BOARD OF DIRECTORS	5.00	X						950	0	0
LISI MICHAEL HARRAN BOARD OF DIRECTORS	5.00	X						1,560	0	0
LISI DINA HARRIS BOARD OF DIRECTORS	5.00	X						3,241	0	0
LISI MARTHA BRADLEY BOARD OF DIRECTORS	5.00	X						1,391	0	0
LISI CHARLOTTE HAYES BOARD OF DIRECTORS	5.00	X						0	0	0
LISI CYNTHIA HENDERSON BOARD OF DIRECTORS	5.00	X						1,231	0	0
LISI BILLY HINKES BOARD OF DIRECTORS	5.00	X						950	0	0
LISI CARMEN HILL BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ALLIE HORWIN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI NEIL HOUSE BOARD OF DIRECTORS	5.00	X						1,650	0	0
LISI MARGARET HOY BOARD OF DIRECTORS	5.00	X						950	0	0
LISI JULIE HYNDMAN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI BARBARA JACKSON BOARD OF DIRECTORS	5.00	X						0	0	0
LISI TINA JEANE BOARD OF DIRECTORS	5.00	X						1,530	0	0
LISI LISA JENNINGS BOARD OF DIRECTORS	5.00	X						950	0	0
LISI AMY JONES BOARD OF DIRECTORS	5.00	X						1,150	0	0
LISI ELIZABETH JIMENEZ BOARD OF DIRECTORS	5.00	X						0	0	0
LISI VANESSA JIMENEZ BOARD OF DIRECTORS	5.00	X						0	0	0
LISI PAMELA JOHNSON BOARD OF DIRECTORS	5.00	X						0	0	0
LISI DEBORAH JONES BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI BRIAN KENNEDY BOARD OF DIRECTORS	5.00	X						1,340	0	0
LISI MARK KIBER BOARD OF DIRECTORS	5.00	X						910	0	0
LISI TANYA KUNES BOARD OF DIRECTORS	5.00	X						0	0	0
LISI SENTA KUTCH BOARD OF DIRECTORS	5.00	X						950	0	0
LISI ROBBIE KREITZ BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ANCHI KUNG BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ROBERT LANCASTER BOARD OF DIRECTORS	5.00	X						0	0	0
LISI JAMES LANG BOARD OF DIRECTORS	5.00	X						0	0	0
LISI TONYA LANGSTON-MYERS BOARD OF DIRECTORS	5.00	X						0	0	0
LISI CHARLOTTE LARTER BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MINDY LATTON BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI TARQUEEZ LEFLORE PARKER BOARD OF DIRECTORS	5.00	X						5,681	0	0
LISI VINCENT LEGONDECH BOARD OF DIRECTORS	5.00	X						950	0	0
LISI DINA LIMA BOARD OF DIRECTORS	5.00	X						1,260	0	0
LISI ANNA LUBINSKI BOARD OF DIRECTORS	5.00	X						720	0	0
LISI MARTA LUCARNO BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MARCIA MALKEY BOARD OF DIRECTORS	5.00	X						980	0	0
LISI ANNETTE MASSWELL BOARD OF DIRECTORS	5.00	X						1,010	0	0
LISI MARIA MARTIN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI JESSE MARTINEZ BOARD OF DIRECTORS	5.00	X						0	0	0
LISI SHAWN MCBRIDE BOARD OF DIRECTORS	5.00	X						0	0	0
LISI VANESSA MC LAPIN BOARD OF DIRECTORS	5.00	X						1,446	0	0
LISI JOE MCCARTHY BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MELISSA MCLIN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI BETSY MEUHL BOARD OF DIRECTORS	5.00	X						0	0	0
LISI AMANDA MILLARD BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI LORETTA MAUDRELL BOARD OF DIRECTORS	5.00	X						0	0	0
LISI L. DAVI MAPOS BOARD OF DIRECTORS	5.00	X						0	0	0
LISI AUDREY KAMAN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI TIFFANY REED BOARD OF DIRECTORS	5.00	X						1,311	0	0
LISI BARBARA MIKALLY BOARD OF DIRECTORS	5.00	X						0	0	0
LISI KIP MCCARROLL BOARD OF DIRECTORS	5.00	X						0	0	0
LISI DAVID MINI BOARD OF DIRECTORS	5.00	X						910	0	0
LISI BRENDA MURNIGHAN BOARD OF DIRECTORS	5.00	X						1,150	0	0
LISI JUDY MURNIE BOARD OF DIRECTORS	5.00	X						911	0	0
LISI ALFONSO SALAZAR BOARD OF DIRECTORS	5.00	X						1,130	0	0
LISI DIANA SHEAR BOARD OF DIRECTORS	5.00	X						1,080	0	0
LISI JANET SCHUSTER BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MARY SCUFFIELD BOARD OF DIRECTORS	5.00	X						1,080	0	0
LISI JENNIFER SLUPALCK BOARD OF DIRECTORS	5.00	X						0	0	0
LISI BRENDA SEEWAPER BOARD OF DIRECTORS	5.00	X						1,070	0	0
LISI DENISE SHEEHAN BOARD OF DIRECTORS	5.00	X						0	0	0
LISI DONA SHEBY BOARD OF DIRECTORS	5.00	X						950	0	0
LISI CARLINDA SHARPS BOARD OF DIRECTORS	5.00	X						950	0	0
LISI NICK SIMON BOARD OF DIRECTORS	5.00	X						2,630	0	0
LISI MINDY SLAUGHTER BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI DAVIT SMITH BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MAI SMITH BOARD OF DIRECTORS	5.00	X						1,450	0	0
LISI TAMMY SMITH BOARD OF DIRECTORS	5.00	X						950	0	0
LISI HANNAH ST CLAIR BOARD OF DIRECTORS	5.00	X						0	0	0
LISI CHRISTOPHER STEVENS BOARD OF DIRECTORS	5.00	X						1,070	0	0
LISI ANGELA STEWART BOARD OF DIRECTORS	5.00	X						950	0	0
LISI ELIZABETH SULLIVAN BOARD OF DIRECTORS	5.00	X						950	0	0
LISI DENNIS TABB BOARD OF DIRECTORS	5.00	X						620	0	0
LISI MARY BETH TATE BOARD OF DIRECTORS	5.00	X						910	0	0
LISI DYLAN TOTH BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ANDY VANBRIT BOARD OF DIRECTORS	5.00	X						0	0	0
LISI KELLY VILLALOBOS BOARD OF DIRECTORS	5.00	X						0	0	0
LISI LONA WHIPPLE BOARD OF DIRECTORS	5.00	X						950	0	0
LISI VANESSIRE WILLIAMS BOARD OF DIRECTORS	5.00	X						0	0	0
LISI MICHAEL WILLIAMSON BOARD OF DIRECTORS	5.00	X						0	0	0
LISI RANDALL WOODWARD BOARD OF DIRECTORS	5.00	X						0	0	0
LISI YAN YU BOARD OF DIRECTORS	5.00	X						950	0	0
LISI ERIKA ZAMORA BOARD OF DIRECTORS	5.00	X						0	0	0
LISI ROBERT RODRIGUEZ EXECUTIVE COMMITTEE	37.50	X		X				78,712	0	0
LISI MARK JEWELL EXECUTIVE COMMITTEE	37.50	X		X				78,712	0	0
LISI ALAYN MARQUEZ EXECUTIVE COMMITTEE	37.50	X		X				37,275	0	0
LISI CHRISTINE SAMPSON-CLARK EXECUTIVE COMMITTEE	37.50	X		X				78,712	0	0
LISI MARY KUELLER EXECUTIVE COMMITTEE	37.50	X		X				34,835	0	0
LISI JOHANNA VANBERGEN EXECUTIVE COMMITTEE	37.50	X		X				79,331	0	0
LISI REBECCA PENGELLY VICE PRESIDENT	36.50	X		X				435,245	193,247	0
LISI PRINCESS MOSS VICE PRESIDENT	36.50	X		X				373,671	131,483	0
LISI NOEL CANDELARIA SECRETARY TREASURER	35.00	X		X				367,110	125,575	0
LISI MICHAEL MCPHERSON CEO	36.50	X		X				289,210	173,458	0
LISI ADM MORRISON EXECUTIVE DIRECTOR	37.50	X		X				418,435	191,162	0
LISI RAMONA OLIVER SENIOR DIRECTOR	37.50	X		X				247,171	145,239	0
LISI KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	35.00	X		X				299,527	161,835	0
LISI JAMES TESTERMAN SENIOR DIRECTOR	36.50	X		X				260,140	198,819	0
LISI MARY KUELLER SENIOR DIRECTOR	37.50	X		X				246,004	145,589	0
LISI CARRIE PUGH SENIOR DIRECTOR	37.50	X		X				134,918	61,496	0
LISI KATRINA MENDOLA SENIOR DIRECTOR	37.50	X		X				195,750	90,575	0
LISI CYNNA DONALDSON SENIOR DIRECTOR	36.50	X		X				219,331	83,491	0
LISI ALYSSA KEEGHAN ASSOCIATE DIRECTOR	36.50	X		X				222,369	153,301	0
LISI ALICE GREEN GENERAL COUNSEL	37.50	X		X				263,647	146,931	0
LISI SABRINA TRES MORRIS SENIOR DIRECTOR	37.50	X		X				256,375	142,889	0
LISI ROCIO DELAN RODRIGUEZ SENIOR DIRECTOR	37.50	X		X				254,750	178,029	0
LISI MARIA DELA TORRES SENIOR DIRECTOR	37.50	X		X				254,696	178,128	0
LISI JOHN WRIGHT SENIOR DIRECTOR	36.50	X		X				254,660	196,875	0

1b Sub-Total . . . . . ▶
c Total from continuation sheets to Part VII, Section A . . . . . ▶ 0
d Total (add lines 1b and 1c) . . . . . ▶ 5,531,591 0 2,487,532

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 ▶ 167

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		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		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	

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
IPG DITRA INC PO BOX 600600 SAN DIEGO, CA 92160-0603	MARKETING CONSULTANT	3,360,051
DELOISTE INC 50 S BELCHER RD STE 106 CLEARWATER, FL 33765	SOFTWARE	2,570,400
FREEMAN (SECONDARY) LLC 9800 BUSINESS PARK DR SACRAMENTO, CA 95828	EVENT MANAGEMENT	2,570,322
PRINT COMMUNICATIONS INC 800 W CHURCH RD MECHANICSBURG, PA 17055	PRINT PRODUCTION	2,466,689
MERKADO AGENCY 916 G STREET NW STE 204 WASHINGTON, DC 20001	MARKETING CONSULTANT	1,774,830

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 ▶ 17

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and OtherAmt Similar Amounts	1a Federated campaigns . . 1a				
	b Membership dues . . 1b				
	c Fundraising events . . 1c				
	d Related organizations 1d				
	e Government grants (contributions) 1e				
	f All other contributions, gifts, grants, and similar amounts not included above 1f	35,826			
	g Noncash contributions included in lines 1a - 1f:$ 1g	35,826			
	h **Total.** Add lines 1a-1f . . . . . ▶	35,826			
Program Service Revenue	Business Code				
2a MEMBERSHIP DUES	900099	374,451,660	374,451,660		
b					
c					
d					
e					
f All other program service revenue.					
g **Total.** Add lines 2a–2f. . . . . ▶	374,451,660				
3 Investment income (including dividends, interest, and other similar amounts)		6,220,491			6,220,491
4 Income from investment of tax-exempt bond proceeds ▶					
5 Royalties . . . . . ▶					

		(i) Real	(ii) Personal				
6a Gross rents	6a	340,379					
b Less: rental expenses	6b	0					
c Rental income or (loss)	6c	340,379					
d Net rental income or (loss) . . . . . ▶				340,379			340,379

		(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory	7a	162,364,604					
b Less: cost or other basis and sales expenses	7b	165,230,478					
c Gain or (loss)	7c	-2,865,874					
d Net gain or (loss) . . . . . ▶				-2,865,874			-2,865,874

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 EXTERNAL RECOVERY OF S	900099	1,118,120	1,118,120			
b ADVERTISING AND SPONSO	541800	1,041,466	215,376	826,090		
c INCOME FROM INVESTMENT	900099	-8,625,064	-8,625,064			
d All other revenue		6,506,968	6,506,968			
e **Total.** Add lines 11a–11d . . . . . ▶		41,490				
12 **Total revenue.** See instructions . . . . . ▶		378,223,972	373,667,060	826,090		3,694,996

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	144,617,653			
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.	40,000			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	6,517,332			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	62,455,907			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	27,205,670			
9 Other employee benefits	16,638,681			
10 Payroll taxes	5,370,734			
11 Fees for services (non-employees):				
a Management	1,358,264			
b Legal	1,163,878			
c Accounting	376,963			
d Lobbying	1,109,108			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	343,357			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	16,456,435			
12 Advertising and promotion	5,416,218			
13 Office expenses	1,640,394			
14 Information technology	16,222,463			
15 Royalties				
16 Occupancy	4,474,792			
17 Travel	11,282,149			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	24,132,242			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,742,736			
23 Insurance	12,114,461			
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 PUBLICATION COST	5,920,543			
b BALLOT INITIATIVES	4,410,047			
c MEMBERSHIP DUES AND SUB	3,787,235			
d MEMBERSHIP COMMUNICATIO	991,680			
e All other expenses	12,443,355			
25 **Total functional expenses.** Add lines 1 through 24e	389,232,297			
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		112,120,210	1	22,429,546
	2	Savings and temporary cash investments			2	125,302,239
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		29,886,215	4	29,598,297
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net		3,525,000	7	3,172,500
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		7,205,730	9	9,617,791
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 150,381,734			
	b	Less: accumulated depreciation	10b 130,208,631	25,693,880	10c	20,173,103
	11	Investments—publicly traded securities		193,516,236	11	152,569,897
	12	Investments—other securities. See Part IV, line 11		82,617,721	12	76,992,656
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		2,772,231	15	2,628,995
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		457,337,223	16	442,485,024
Liabilities	17	Accounts payable and accrued expenses		35,425,927	17	41,026,907
	18	Grants payable			18	
	19	Deferred revenue		15,992,481	19	15,968,652
	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		5,909,553	25	6,106,378
	26	**Total liabilities.** Add lines 17 through 25		57,327,961	26	63,101,937
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		400,009,262	27	379,383,087
	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		400,009,262	32	379,383,087
	33	Total liabilities and net assets/fund balances		457,337,223	33	442,485,024

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	378,223,972
2	Total expenses (must equal Part IX, column (A), line 25)	2	389,232,297
3	Revenue less expenses. Subtract line 2 from line 1	3	-11,008,325
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	400,009,262
5	Net unrealized gains (losses) on investments	5	-9,617,850
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	379,383,087

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the 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)

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

2021

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 ▶ $ 10,528,201

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	13,266,206	
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)** 2018	**(b)** 2019	**(c)** 2020	**(d)** 2021	**(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

2021

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	62,744,254	15,039,633
c Leasehold improvements		6,382,937	4,911,591	1,471,346
d Equipment		64,461,133	62,552,786	1,908,347
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				20,173,103

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.	16,194,617	F
(B) 66.67% OF NEA 360 LLC	7,577,036	F
(C) 100% OF NEA MEMBER BENEFITS	53,221,003	F
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	76,992,656	

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

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

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

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	6,106,378

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

2021

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) SOUTH AMERICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		10,000
(2) RUSSIA AND NEIGHBORING STATES	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		15,000
(3) CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		10,000
(4) EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		5,000
(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)		SOUTH AMERICA	THE NATIONAL EDUCATION ASSOCIATION GRANTED $10,000 TO EDUCATION INTERNATIONAL (EI) LATIN AMERICA WOMEN'S NETWORK AS PART OF THE DEVELOPMENT COOPERATION PROJECT ORGANIZED BY EI. WITH THIS GRANT FROM NEA AND FUNDING FROM OTHER COOPERATION PARTNERS, EI LATIN AMERICA WOMEN'S NETWORK ADVOCATED FOR INCREASING WOMEN'S REPRESENTATION IN THE UNIONS' LEADERSHIP, ENCOURAGED YOUNG WOMEN TO PARTICIPATE IN UNIONS' ACTIVITIES, AND REACHED OUT TO WOMEN MEMBERS THROUGH VARIOUS COMMUNICATION TOOLS.	10,000	WIRE	0		
(2)		RUSSIA AND NEIGHBORING STATES	THE NATIONAL EDUCATION ASSOCIATION GRANTED $15,000 TO THE EDUCATION INTERNATIONAL'S UKRAINE SOLIDARITY FUND TO ASSIST THE EI MEMBER ORGANIZATIONS AND EDUCATORS IMPACTED BY THE DEVASTATING UNJUSTIFIED WAR IN UKRAINE. WITH THIS GRANT, EI PROVIDED IMMEDIATE FINANCIAL SUPPORT TO HELP EDUCATORS IN UKRAINE. NEA'S CONTRIBUTION WAS VITAL IN REAFFIRMING SOLIDARITY WITH THE UKRAINIAN EDUCATION COMMUNITY AND PEOPLE.	15,000	WIRE	0		
(3)		CENTRAL AMERICA AND THE CARIBBEAN	THE NATIONAL EDUCATION ASSOCIATION GRANTED $10,000 TO THE EDUCATION INTERNATIONAL'S HAITI EARTHQUAKE SOLIDARITY FUND TO SUPPORT EI MEMBER	10,000		0		

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)
			ORGANIZATIONS IN HAITI AFTER THE CATASTROPHE EARTHQUAKE HIT THE COUNTRY. WITH THIS GRANT, EI PROVIDED FINANCIAL SUPPORT TO EDUCATORS RECOVERING AND REBUILDING LIVES AFTER THE NATURAL DISASTER.					
(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:

Form 990-PF Return of Private Foundation or Section 4947(a)(1) Nonexempt Charitable Trust Treated as Private Foundation

Department of the Treasury
Internal Revenue Service

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

▶ Attach to Form 990-PF or Form 990-PF-T.
▶ Go to www.irs.gov/Form990PF for instructions and the latest information.

OMB No. 1545-0047

2021

Name of the organization
ALTA VISTA CHARITABLE FOUNDATION

Employer identification number
94-3361845

Part I General Information on Grants and Assistance

1 Does the foundation solicit contributions for grants and assistance? ☐ Yes ☑ No

2 Does the foundation maintain records of the name and address of each recipient and the purpose of the grant or assistance? ☑ Yes ☐ No

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

Enter the information for grants and other assistance to organizations, governments, and individuals in the United States. Report on a calendar year basis. Attach additional sheets if more space is needed.

(a) Name and address	(b) EIN	(c) Purpose of grant	(d) Date	(e) Amount	(f) Method of cash disbursement or property (gift, grant, etc.)	(g) Description of how recipient used the assistance	(h) Description of how the grant furthers the foundation's exempt purpose
1 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	$ 10,000.			UNRESTRICTED GIFT
2 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	$ 2,000,000.			UNRESTRICTED GIFT
3 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	100,000.			UNRESTRICTED GIFT
4 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	10,000.			UNRESTRICTED GIFT
5 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	10,000.			UNRESTRICTED GIFT
6 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	10,000.			UNRESTRICTED GIFT
7 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	10,000.			UNRESTRICTED GIFT
8 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
9 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
10 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
11 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
12 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
13 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
14 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
15 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
16 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
17 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
18 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
19 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
20 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
21 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
22 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
23 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
24 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
25 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
26 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
27 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
28 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
29 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
30 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
31 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
32 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
33 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
34 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
35 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
36 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
37 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
38 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
39 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
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41 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
42 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
43 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
44 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
45 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
46 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
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48 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
49 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
50 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
51 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
52 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
53 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
54 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
55 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
56 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
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58 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
59 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
60 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
61 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
62 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
63 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
64 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
65 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
66 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
67 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
68 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
69 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
70 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
71 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
72 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
73 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
74 ACADEMY OF THE SACRED HEART 1250 FOREST AVENUE LAKE FOREST, IL 60045	36-2166000	UNRESTRICTED GIFT	09/21/21	5,000.			UNRESTRICTED GIFT
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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

2021

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**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**		
b	Any related organization?	**5b**		
	If "Yes," on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		
b	Any related organization?	**6b**		
	If "Yes," on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 KIM ANDERSON EXECUTIVE DIRECTOR	(i)	309,443	11,967	97,029	141,904	39,258	599,601	0
	(ii)	0	0	0	0	0	0	0
2 REBECCA PRINGLE PRESIDENT	(i)	314,217	11,967	109,065	107,592	45,655	588,496	0
	(ii)	0	0	0	0	0	0	0
3 PRINCESS MOSS VICE PRESIDENT	(i)	276,225	10,520	86,327	85,630	45,853	504,555	0
	(ii)	0	0	0	0	0	0	0
4 NOEL CANDELARIA SECRETARY TREASURER	(i)	273,805	10,520	82,793	86,317	39,258	492,693	0
	(ii)	0	0	0	0	0	0	0
5 MICHAEL MCPHERSON CFO	(i)	260,078	10,013	19,127	119,514	53,944	462,676	0
	(ii)	0	0	0	0	0	0	0
6 KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	(i)	267,948	10,208	21,371	92,485	69,170	461,182	0
	(ii)	0	0	0	0	0	0	0
7 DAAIYAH BILAL-THREATS SENIOR DIRECTOR	(i)	230,343	8,884	15,469	106,602	71,526	432,824	0
	(ii)	0	0	0	0	0	0	0
8 ROCIO INCLAN-RODRIGUEZ SENIOR DIRECTOR	(i)	230,443	8,884	15,431	106,602	71,427	432,787	0
	(ii)	0	0	0	0	0	0	0
9 SABRINA TINES-MORRIS SENIOR DIRECTOR	(i)	232,023	8,884	15,469	106,602	56,067	419,045	0
	(ii)	0	0	0	0	0	0	0
10 ALICE O'BRIEN GENERAL COUNSEL	(i)	252,356	9,743	1,548	80,056	66,875	410,578	0
	(ii)	0	0	0	0	0	0	0
11 MARY KUSLER SENIOR DIRECTOR	(i)	223,669	8,884	15,451	73,069	72,520	393,593	0
	(ii)	0	0	0	0	0	0	0
12 RAMONA OLIVER SENIOR DIRECTOR	(i)	223,419	8,884	15,469	73,069	72,170	393,011	0
	(ii)	0	0	0	0	0	0	0
13 VIJAYA KRISHNA ASSOCIATE DIRECTOR	(i)	199,230	7,398	15,741	92,258	61,043	375,670	0
	(ii)	0	0	0	0	0	0	0
14 JAMES TESTERMAN SENIOR DIRECTOR	(i)	234,625	8,884	16,639	74,766	33,853	368,767	0
	(ii)	0	0	0	0	0	0	0
15 JOHN WRIGHT SENIOR DIRECTOR	(i)	228,510	8,884	17,266	73,069	33,606	361,335	0
	(ii)	0	0	0	0	0	0	0
16 CHAKA DONALDSON SENIOR DIRECTOR	(i)	158,160	8,884	52,266	51,167	32,324	302,801	0
	(ii)	0	0	0	0	0	0	0
17 KATRINA MENDIOLA SENIOR DIRECTOR	(i)	172,224	6,775	11,757	56,785	33,790	281,331	0
	(ii)	0	0	0	0	0	0	0
18 CARRIE PUGH SENIOR DIRECTOR	(i)	110,249	0	44,669	35,996	25,500	216,414	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.
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 OFTHE 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 2021 CALENDAR YEAR FOR THE COST ASSOCIATED WITH THEIR EMPLOYEES THAT SERVED AS NEA EXECUTIVE COMMITTEE MEMBERS ON THE NEA BOARD OF DIRECTORS. RONALD MARTIN, WISCONSIN EDUCATION ASSOC COUNCIL, $ 28,534, AND JOHANNA R. VAANDERING, BEAVERTON SCHOOL DISTRICT #48, $149,368. 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 $50 TO $43,500. THE AVERAGE STIPEND/REIMBURSEMENT IS APPROXIMATELY $870.

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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

2021

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	72	1,924	ESTIMATED FMV
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications	X		823	ESTIMATED FMV
5 Clothing and household goods	X		13,613	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	78	2,345	ESTIMATED FMV
19 Food inventory	X	182	10,297	ESTIMATED FMV
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (GIFT CARDS)	X	70	4,540	ESTIMATED FMV
26 Other ▶ (EVENT TICKETS)	X	22	1,335	ESTIMATED FMV
27 Other ▶ (SERVICES DONATED FOR AUCTION)	X	15	949	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
SCHEDULE M, 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.

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SCHEDULE O
(Form 990)

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.

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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 B, LINE 15	NEA HAS A GOVERNANCE COMPENSATION COMMITTEE THAT CONSISTS OF FOUR INDEPENDENT BOARD MEMBERS WHO REVIEW AND APPROVE COMPENSATION FOR THE ORGANIZATION'S OFFICERS AND KEY EMPLOYEES.
FORM 990, PART VI, SECTION C, LINE 19	THE NEA DOES NOT PROVIDE THESE DOCUMENTS TO THE GENERAL PUBLIC.
FORM 990, PART XII, LINE 2C:	THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

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SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

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2021

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 519 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 519 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 STE 519 WASHINGTON, DC 20036 47-3258537	CREATE MEMBERSHIP MANAGEMENT SYSTEM	DC	NATIONAL EDUCATION ASSOCIATION	RELATED	-3,384,843	7,708,184		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	3,232,146	66,980,925	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	1,209,758	COST ALLOCATION
(2) NEA MEMBER BENEFITS	Q	1,731,234	ACTUAL EXPENSES REIMBURSED
(3) NEA AND AFFILIATE RETIREE HEALTH PLAN	R	8,923,939	CASH TRANSFERRED
(4) NEA 360 LLC	R	3,000,000	CASH TRANSFERRED
(5) NEA PROPERTIES INC	Q	24,777	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)** Disproportionate allocations?		**(i)** Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	**(j)** General or managing partner?		**(k)** Percentage ownership
				Yes	**No**			**Yes**	**No**		**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) 2021

Additional Data

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