Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

OMB No. 1545-0047

2024

Open to Public Inspection

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

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

C Name of organization
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 $ 645,460,373

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 ☑ No

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

H(c) Group exemption number

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

J Website: WWW.NEA.ORG

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

L Year of formation: 1906

M State of legal domicile: DC

Part I Summary

Activities & Governance

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

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

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	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 2024 (Part V, line 2a)	**5**	596
6	Total number of volunteers (estimate if necessary)	**6**	200
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	508,329
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)	0	111,667
	9	Program service revenue (Part VIII, line 2g)	382,478,851	391,585,763
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10,334,218	11,529,938
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	9,941,683	5,686,554
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	402,754,752	408,913,922
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	153,774,870	158,482,238
	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)	125,232,706	129,920,578
	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)	132,044,379	120,884,939
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	411,051,955	409,287,755
	19	Revenue less expenses. Subtract line 18 from line 12	-8,297,203	-373,833

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	442,991,930	432,701,410
	21	Total liabilities (Part X, line 26)	68,064,724	54,383,294
	22	Net assets or fund balances. Subtract line 21 from line 20	374,927,206	378,318,116

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 2026-07-14
NOEL CANDELARIA SECRETARY-TREASURER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2026-07-08		P01712644

Firm's name CALIBRE CPA GROUP PLLC — Firm's EIN 47-0900880

Firm's address 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814 — Phone no. (202) 331-9880

May the IRS discuss this return with the preparer shown above? See Instructions. ☑ **Yes** ☐ **No**

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

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.

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 $ 124,003,423 including grants of $ 0) (Revenue $ 0)

FUEL THE TRANSFORMATION OF AFFILIATE ORGANIZATIONAL CAPACITY: BUILD THE CAPACITY OF STATE AND LOCAL AFFILIATES FOR GROWTH, COLLECTIVE ACTION, AND AGENDA-DRIVING POWER WITH PARTICULAR FOCUS ON: A DYNAMICALLY ALIGNED LEADERSHIP DEVELOPMENT SYSTEM; MEMBERSHIP GROWTH AND ENGAGEMENT, ORGANIZING, AND A CULTURE OF CONNECTEDNESS; RACIAL AND SOCIAL JUSTICE CULTURE; MODERN AFFILIATE COMMUNICATIONS; DATA AND TECHNOLOGICAL ADVANCEMENT; AND OVERALL AFFILIATE HEALTH AND STRENGTH.

4b (Code:) (Expenses $ 77,712,912 including grants of $ 0) (Revenue $ 0)

STRENGTHEN PUBLIC EDUCATION AS THE CORNERSTONE OF DEMOCRACY - BUILD A MOVEMENT THAT PROMOTES, PROTECTS, AND STRENGTHENS PUBLIC EDUCATION; SAFEGUARDS THE RIGHTS OF STUDENTS, COMMUNITIES, AND EDUCATORS; ADVANCES ECONOMIC JUSTICE; INCREASES PUBLIC REGARD FOR EDUCATORS AND THEIR PUBLIC SCHOOLS FROM PRE-K TO HIGHER EDUCATION; AND ENSURES THAT STUDENTS ARE PREPARED TO PARTICIPATE FULLY IN OUR DEMOCRATIC SOCIETY.

4c (Code:) (Expenses $ 24,315,615 including grants of $ 0) (Revenue $ 0)

SUPPORT PROFESSIONAL EXCELLENCE AND STUDEN LEARNING - ENHANCE THE EDUCATION PROFESSIONS AND THE PRIDE THAT ALL EDUCATORS THROUGHOUT THEIR CAREERS EXPERIENCE IN THEIR WORK BY SUPPORTING EDUCATORS' GROWTH IN THE PROFESSIONAL KNOWLEDGE, SKILLS, AND COMPETENCIES NECESSARY TO MAXIMIZE STUDENTS' ACADEMIC AND SOCIAL-EMOTIONAL LEARNING AND SHAPE THE FUTURE OF LEARNING.

(Code:) (Expenses $ 14,200,267 including grants of $ 0) (Revenue $ 0)

ADVANCE RACIAL AND SOCIAL JUSTICE - SUPPORT MEMBERS IN ADVANCING RACIAL AND SOCIAL JUSTICE IN EDUCATION, AND IMPROVING CONDITIONS FOR ALL STUDENTS, FAMILIES, AND COMMUNITIES THROUGH AWARENESS, CAPACITY BUILDING, PARTNERSHIP, AND INDIVIDUAL AND COLLECTIVE ACTION.

(Code:) (Expenses $ 10,107,035 including grants of $ 0) (Revenue $ 0)

PROMOTE SAFE, HEALTHY, INCLUSIVE, COLLABORATIVE, AND FUTURE-FOCUSED PUBLIC SCHOOLS - SUPPORT THE DEVELOPMENT OF MODERN, SAFE, AND SUPPORTIVE PUBLIC SCHOOLS THAT ARE AFFIRMING TO ALL STUDENTS AND EMPLOYEES, RESOURCED TO MEET THE ACADEMIC AND DEVELOPMENTAL NEEDS OF TODAY'S STUDENTS, AND THAT SERVE AS BEACONS OF PRIDE AND SUPPORT IN THEIR COMMUNITIES.

(Code:) (Expenses $ 4,989,086 including grants of $ 0) (Revenue $ 0)

IMPROVE PROFESSIONAL RESPECT AND HIGH QUALITY WORKING CONDITIONS - ENHANCE THE WELL-BEING, SATISFACTION AND RESPECT OF OUR MEMBERS (ASPIRING, ACTIVE, AND RETIRED), ENSURING THEY RECEIVE FAIR COMPENSATION (SALARY, BENEFITS AND RETIREMENT); CULTIVATE FAVORABLE WORKING CONDITIONS FOR ASPIRING, NEW, AND EXPERIENCED EDUCATORS; AMPLIFY OPPORTUNITIES FOR AUTHENTIC VOICE; AND SAFEGUARD THE FREEDOM TO TEACH IN THE MOST EFFECTIVE MANNER FOR THEIR STUDENTS.

4d Other program services (Describe in Schedule O.)

(Expenses $ 29,296,388 including grants of $ 0) (Revenue $ 0)

4e **Total program service expenses** 255,328,338

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		No
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3	Yes	
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in 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		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b	Yes	
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations 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	1,028		
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** 596			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		**2b**	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		**3a**	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		**3b**	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		**4a**		No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		**5a**		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		**5b**		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		**5c**		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		**6a**	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		**6b**	Yes	
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		**7a**		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		**7c**		
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		**7e**		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		**7f**		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		**7g**		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		**7h**		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		**8**		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		**9a**		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		**9b**		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	**11a**			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	**11b**			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		**12a**		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	**12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.		**13a**		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	**13b**			
c	Enter the amount of reserves on hand	**13c**			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		**14a**		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		**14b**		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year?		**15**		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		**16**		No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.		**17**		

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a	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 20036 3201 (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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): 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 0.00	X						652	0	0
(2) YULIL ALONSO-GARZA BOARD OF DIRECTORS	5.00 0.00	X						1,273	0	0
(3) ANGELA ANDERSON BOARD OF DIRECTORS	5.00 0.00	X						700	0	0
(4) ANNA BADILLA BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(5) BENJAMIN BAER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(6) HEATHER BAKKE BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(7) KACEE BALLOU BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(8) MARITZA BARRERA BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(9) MARIA BENNETT BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(10) KAROLINE BETHEA-JONES BOARD OF DIRECTORS	5.00 0.00	X						1,125	0	0
(11) JEB BINNS BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(12) CHRISTINA BOHRINGER BOARD OF DIRECTORS	5.00 0.00	X						1,342	0	0
(13) CONNIE BOYLAN BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(14) JOHN BRACEY BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(15) BRENDA BRATHWAITE BOARD OF DIRECTORS	5.00 0.00	X						5,877	0	0
(16) COLLEEN BRODBECK BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(17) TERRY BURLINGAME BOARD OF DIRECTORS	5.00 0.00	X						670	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 (for any hours for organizations organized in the tax year enter zero, one)	(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			
(18) LUCINDA BURNS	5.00	X						640	0	0
BOARD OF DIRECTORS	5.00	X								
(19) JACQUELINE BURTON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(20) DENA BYRD	5.00	X						860	0	0
BOARD OF DIRECTORS	5.00	X								
(21) AMY BUTCHER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(22) SHANNON CALLAHAN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(23) MICHAEL CAMPBELL	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(24) WENDY CAREY	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(25) CESAR CARANOLA	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(26) REBECCA COLE	5.00	X						4,875	0	0
BOARD OF DIRECTORS	5.00	X								
(27) CAROL CORNETHIERS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(28) MELISSA COSTANTINO-POWLRON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(29) RACHEL CRAFT	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(30) MICHELLE DENNARD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(31) DEMETRIUS DOYLE	5.00	X						3,295	0	0
BOARD OF DIRECTORS	5.00	X								
(32) RACHELLA DRAKES	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(33) ANGELA DYER-SANCHEZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(34) SARA EARLETHOME	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(35) CHRIS EARLY	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(36) GWENDOLYN EDWARDS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(37) PHILLIPPE EVANS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(38) AMY EVANS	5.00	X						1,876	0	0
BOARD OF DIRECTORS	5.00	X								
(39) BILL FARMER	5.00	X						1,342	0	0
BOARD OF DIRECTORS	5.00	X								
(40) ANDREA FERRELL	5.00	X						1,092	0	0
BOARD OF DIRECTORS	5.00	X								
(41) KELLEY FISHER	5.00	X						610	0	0
BOARD OF DIRECTORS	5.00	X								
(42) BRIAN FITZGERALD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(43) EVER FLORES	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(44) ED FOGLER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(45) AMY FUNKLER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(46) THERESA FULLER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(47) KATY GALE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(48) ADOLFO GARZA CANO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(49) KYLE GERGER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(50) DEBORAH GESUALDO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(51) LAURIE GIBSON FARKER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(52) MIKE GLABERE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(53) RAFAEL GONZALEZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(54) LAUREN GREENFIELD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(55) NAQWA GRIGORY	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(56) MATTHEW GRISSOM	5.00	X						1,342	0	0
BOARD OF DIRECTORS	5.00	X								
(57) ZACHARY GROPPE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(58) HILARY HALL	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(59) CYNTHIA HENDERSON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(60) BEVIN HOUKINSON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(61) SIONA HO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(62) TERISA HODGE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(63) DALE HORWIN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(64) MARGARET HOY	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(65) JEFF HUBBARD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(66) BRANNON JACKSON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(67) STEPHANIE JOHNSON	5.00	X						1,988	0	0
BOARD OF DIRECTORS	5.00	X								
(68) BRENDA JOHNSON	5.00	X						729	0	0
BOARD OF DIRECTORS	5.00	X								
(69) PERELLA JOHNSON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(70) LENA JORDAN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(71) TONYA KAMS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(72) AARON KARU	5.00	X						701	0	0
BOARD OF DIRECTORS	5.00	X								
(73) BRIAN LANE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(74) TERRA LANGSTON-MYERS	5.00	X						1,731	0	0
BOARD OF DIRECTORS	5.00	X								
(75) CHARLOTTE LAFFITE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(76) MARIAH ABBIE LEMARKO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(77) TARLESHEE LEISURE PARKER	5.00	X						4,375	0	0
BOARD OF DIRECTORS	5.00	X								
(78) SEAN LEVARD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(79) VINCENT LEVCHINCH	5.00	X						700	0	0
BOARD OF DIRECTORS	5.00	X								
(80) DAVID LOCKUP	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(81) MARK LOR	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(82) KELSEY LOVEFFIN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(83) NICHOLE LOYD-DEVORE	5.00	X						1,364	0	0
BOARD OF DIRECTORS	5.00	X								
(84) JIM MAGEE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(85) JANITRA MANDRELL	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(86) TAVIN MARTIN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(87) JESSE MARTINEZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(88) SUSAN MCBRIDE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(89) ALLYSON MCBRIDE-CLAVER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(90) CHARLENE MCGEE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(91) LINDA MCGRARY	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(92) PAULA MERRIGAN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(93) MARTISSA MOORE	5.00	X						1,342	0	0
BOARD OF DIRECTORS	5.00	X								
(94) AARON MOORE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(95) ASHARNA MORRIS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(96) PETER NOWAK	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(97) JAMIE MORELLO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(98) CHRISTOPHE MILLAGRAT	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(99) TIA OLAWOY	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(100) JASMIN MYERS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(101) BRIAN NARAYAN WOLD	5.00	X						700	0	0
BOARD OF DIRECTORS	5.00	X								
(102) SUSAN NEUHAUSER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(103) ELIZABETH GERIA OPENCZ	5.00	X						1,124	0	0
BOARD OF DIRECTORS	5.00	X								
(104) JONATHAN OPAS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(105) JULIANE PAUL	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(106) DENTON PARKINS	5.00	X						1,255	0	0
BOARD OF DIRECTORS	5.00	X								
(107) PAULA PENDERGRASS	5.00	X						5,744	0	0
BOARD OF DIRECTORS	5.00	X								
(108) ANNETTA PARSON PHILLIPS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(109) ANGELA POWELL	5.00	X						935	0	0
BOARD OF DIRECTORS	5.00	X								
(110) NICOLE PRECIADO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(111) MICHAEL PRIDES	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(112) JESSICA RAMIREZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(113) MARIA NORAH RAMOS	5.00	X						4,340	0	0
BOARD OF DIRECTORS	5.00	X								
(114) BARBARA RYBALT	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(115) LORRAINE RICHARDS	5.00	X						762	0	0
BOARD OF DIRECTORS	5.00	X								
(116) MARK RICHARDS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(117) BOBBY RICKMAN	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(118) DAVID RING	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(119) REBECCA BELLA ROTCHE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(120) JUDY ROHDE	5.00	X						584	0	0
BOARD OF DIRECTORS	5.00	X								
(121) RODEK ROTHE	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(122) ERIN RUGGIERO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(123) MARA SAYO-HASSAN	5.00	X						1,200	0	0
BOARD OF DIRECTORS	5.00	X								
(124) HEATHER SCHULZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(125) GRANT SCHUSTER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(126) MARTY SCOFIELD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(127) CARTER SCOTT	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(128) BRENDA SEEHWER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(129) MATTHEW SERMOUR	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(130) AUDRA SHAW	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(131) KATHERINE SIPPLER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(132) BRIAN SKINNER	5.00	X						688	0	0
BOARD OF DIRECTORS	5.00	X								
(133) ANDY SLAUGHTER	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(134) DIORY SMITH	5.00	X						1,098	0	0
BOARD OF DIRECTORS	5.00	X								
(135) CLINTON SMITH	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(136) CHRISTOPHER STEVENS	5.00	X						617	0	0
BOARD OF DIRECTORS	5.00	X								
(137) ELIZABETH SULLIVAN	5.00	X						700	0	0
BOARD OF DIRECTORS	5.00	X								
(138) CASEY VANWAY	5.00	X						1,012	0	0
BOARD OF DIRECTORS	5.00	X								
(139) ED VENTURA	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(140) KELLY VILLALOBOS	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(141) PEA WANG	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(142) DEBRA WARD-MITCHELL	5.00	X						1,015	0	0
BOARD OF DIRECTORS	5.00	X								
(143) DAWEN WATSON	5.00	X						1,114	0	0
BOARD OF DIRECTORS	5.00	X								
(144) MICHAEL WILLIAMSON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(145) PAMELA WILSON	5.00	X						1,850	0	0
BOARD OF DIRECTORS	5.00	X								
(146) WENDY WINSTON	5.00	X						740	0	0
BOARD OF DIRECTORS	5.00	X								
(147) CRAFTON WINSTON	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(148) RANDALL WOODWARD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(149) ANZEN NIKKI WOODWARD	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(150) CAROL YANEZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(151) STACY YANKO	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(152) MATTHEW YURO	5.00	X						1,117	0	0
BOARD OF DIRECTORS	5.00	X								
(153) ERIKA ZAPORA	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
(154) ROBERT RODRIGUEZ	5.00	X						0	0	0
BOARD OF DIRECTORS	5.00	X								
EXECUTIVE COMMITTEE	5.00	X						95,113	0	0
(155) MARK JEWELL	5.00	X						0	0	0
EXECUTIVE COMMITTEE	5.00	X						84,551	0	0
(156) SUNITA PARSONS	5.00	X						0	0	0
EXECUTIVE COMMITTEE	5.00	X						98,195	0	0
(157) CHRISTINE SAMPSON CLARK	5.00	X						0	0	0
EXECUTIVE COMMITTEE	5.00	X						96,454	0	0
(158) RONALD MARTIN	5.00	X						0	0	0
EXECUTIVE COMMITTEE	5.00	X						95,874	0	0
(159) SHANNON MCCLAMB	5.00	X						0	0	0
EXECUTIVE COMMITTEE	5.00	X						142,905	0	0
(160) REBECCA MORENO	5.00	X						0	0	0
NEA PRESIDENT	1.00	X						0	0	0
(161) NEIL LANDELARIA	40.00	X						383,087	134,752	0
NEA SECRETARY TREASURER	1.00	X						0	0	0
(162) PRUNCES MEYER	40.00	X						390,904	119,108	0
NEA VICE PRESIDENT	1.00	X						0	0	0
(163) JENNIFER CLUTTER	40.00	X						260,664	89,391	0
DIRECTOR/ACTING CFO UNTIL AUGUST 31, 2024	1.00	X						0	0	0
(164) ASH WEDDIGEN	70.00	X						449,544	188,513	0
EXECUTIVE DIRECTOR	1.00	X						0	0	0
(165) JENNIFER CLUTTER	40.00	X						92,707	35,784	0
CFO EFFECTIVE SEP 1 2024	1.00	X						0	0	0
(166) KAREN BLACK	40.00	X						273,220	121,123	0
SENIOR DIRECTOR	1.00	X						0	0	0
(167) KAREN KOLB	40.00	X						328,037	147,749	0
DEPUTY EXECUTIVE DIRECTOR	2.50	X						0	0	0
(168) JEN TESTERMAN	47.00	X						314,715	118,787	0
CHIEF OF OPERATIONS & RISK MANAGEMENT	1.00	X						0	0	0
(169) MARY KUNLER	50.00	X						272,115	122,781	0
SENIOR DIRECTOR	1.00	X						0	0	0
(170) KATRINA MINDOLA	44.00	X						262,280	101,975	0
DIRECTOR	1.00	X						0	0	0
(171) TOM DANIEL	40.00	X						263,070	110,179	0
SENIOR DIRECTOR	1.00	X						0	0	0
(172) ALICE STERRY	40.00	X						302,145	131,310	0
GENERAL COUNSEL	1.00	X						0	0	0
(173) SARDRA CHRIS MORRIS	40.00	X						283,110	157,295	0
SENIOR DIRECTOR	1.00	X						0	0	0
(174) ROCKI DELAN	40.00	X						284,741	160,995	0
SENIOR DIRECTOR	1.00	X						0	0	0
(175) DAWNNA BLA THRATS	40.00	X						275,396	160,811	0
SENIOR DIRECTOR	1.00	X						0	0	0
(176) MAYBELLE MORELLO	40.00	X						261,559	109,864	0
SENIOR DIRECTOR	1.00	X						0	0	0

1b Sub-Total 5,797,690 0 2,155,142

c Total from continuation sheets to Part VII, Section A 0 0 0

d Total (add lines 1b and 1c) 5,797,690 0 2,155,142

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 64

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

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? If "Yes," complete Schedule J for such individual . . . . . Yes ☐ No ☒

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
HARGRAVE INC 1 HARGRAVE WAY LANSING, MI 48906	EVENT PLANNING	5,726,247
MERIDIAN MEDICAL SERVICES INC 1101 17TH ST NW SUITE 300 WASHINGTON, DC 20036	PUBLIC RELATIONS	3,810,917
QUADGRAPHICS INC N61 W23044 SUSSEX, WI 53089-3994	MARKETING/PRINTING SERVICE	1,392,039
3RD TECHNOLOGY SERVICES INC 3033 MCCAMMON PARK DR GARNET VALLEY, PA 19060	VIDEO CONFERENCING SERVICE	3,045,187
MARKET TECHNOLOGIES INC PO BOX 101 MEDINA, OH 44258	SOFTWARE CONSULTANT	1,421,865

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 8

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**	111,667		
g Noncash contributions included in lines 1a - 1f:$	**1g**			
h Total. Add lines 1a-1f		111,667		

Program Service Revenue

	Business Code	(A)	(B)	(C)	(D)
2a MEMBERSHIP DUES	900099	390,454,070	390,454,070		
b CONFERENCE REGISTRATIO	900099	1,131,693	1,131,693		
c					
d					
e					
f All other program service revenue.					
g Total. Add lines 2a–2f.	391,585,763				

Other Revenue

3 Investment income (including dividends, interest, and other similar amounts)		11,483,357			11,483,357
4 Income from investment of tax-exempt bond proceeds					
5 Royalties					

		(i) Real	(ii) Personal
6a Gross rents	**6a**	49,515	
b Less: rental expenses	**6b**	0	
c Rental income or (loss)	**6c**	49,515	

	(A)	(B)	(C)	(D)
d Net rental income or (loss)	49,515			49,515

		(i) Securities	(ii) Other
7a Gross amount from sales of assets other than inventory	**7a**	236,593,032	
b Less: cost or other basis and sales expenses	**7b**	236,546,451	
c Gain or (loss)	**7c**	46,581	

	(A)	(B)	(C)	(D)
d Net gain or (loss)	46,581			46,581

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 . .						

	Business Code	(A)	(B)	(C)	(D)
11a EXT RECOVERY OF SALARI	900099	1,487,055	1,487,055		
b ADVERTISING & SPONSORS	900099	717,555	209,226	508,329	
c LOSS ON INVESTMENT IN	900099	-813,026	-813,026		
d All other revenue		4,245,455	4,245,455		
e Total. Add lines 11a–11d		5,637,039			
12 Total revenue. See instructions		408,913,922	396,714,473	508,329	11,579,453

OtherRevenueMiscAmt

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	158,255,080			
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.	227,158			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	6,437,585			
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	68,235,272			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	26,797,750			
9 Other employee benefits	22,165,595			
10 Payroll taxes	6,284,376			
11 Fees for services (non-employees):				
a Management	1,149,755			
b Legal	1,561,402			
c Accounting	552,677			
d Lobbying	1,398,582			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	94,356			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	8,968,211			
12 Advertising and promotion	5,826,243			
13 Office expenses	1,577,638			
14 Information technology	18,457,788			
15 Royalties				
16 Occupancy	5,375,458			
17 Travel	17,902,452			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	18,542,549			
20 Interest	13,909			
21 Payments to affiliates	4,133,760			
22 Depreciation, depletion, and amortization	2,323,764			
23 Insurance	11,513,342			
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 TRANSFER TO SSF	8,593,621			
b PUBLICATION COST	6,815,827			
c MEMBERSHIP DUES AND SUB	3,612,752			
d MEMBERSHIP COMMUNICATIO	232,920			
e All other expenses	2,237,933			
25 **Total functional expenses.** Add lines 1 through 24e	409,287,755			
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		59,583,410	1	75,673,326
	2	Savings and temporary cash investments		86,747,775	2	76,903,574
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		31,060,437	4	31,717,328
	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		3,500,000	7	4,300,000
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		9,951,079	9	16,946,184
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 137,476,445			
	b	Less: accumulated depreciation	10b 121,756,101	16,892,157	10c	15,720,344
	11	Investments—publicly traded securities		150,036,341	11	124,053,692
	12	Investments—other securities. See Part IV, line 11		81,930,776	12	85,251,510
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		3,289,955	15	2,135,452
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		442,991,930	16	432,701,410
Liabilities	17	Accounts payable and accrued expenses		46,054,959	17	31,402,104
	18	Grants payable			18	
	19	Deferred revenue		15,492,530	19	16,401,349
	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		6,517,235	25	6,579,841
	26	**Total liabilities.** Add lines 17 through 25		68,064,724	26	54,383,294
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		374,573,720	27	378,225,848
	28	Net assets with donor restrictions		353,486	28	92,268
		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		374,927,206	32	378,318,116
	33	Total liabilities and net assets/fund balances		442,991,930	33	432,701,410

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	408,913,922
2	Total expenses (must equal Part IX, column (A), line 25)	2	409,287,755
3	Revenue less expenses. Subtract line 2 from line 1	3	-373,833
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	374,927,206
5	Net unrealized gains (losses) on investments	5	3,764,743
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	378,318,116

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ **Attach to Form 990, 990-EZ, or 990-PF.**
▶ **Go to *www.irs.gov/Form990* for the latest information.**

OMB No. 1545-0047

Name of the organization	**Employer identification number**
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	53-0115260

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	☐ 501(c)( ) (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule.**
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling $5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year . . . . . ▶ $ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization	Employer identification number
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	53-0115260

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED	,	$ RESTRICTED	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number
53-0115260

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

Name of organization	Employer identification number
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	53-0115260

Part III ***Exclusively*** **religious, charitable, etc., contributions to organizations described in section 501(c) (7), (8), or (10) that total more than $1,000 for the year from any one contributor.** Complete columns **(a)** through **(e) and** the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **$1,000 or less** for the year. (Enter this information once. See instructions.) $ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

Additional Data

Return to Form

Software ID:

Software Version:

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

2024

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 ▶ $ 10,995,131

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 SUITE 519 WASHINGTON,DC 20036	27-2152012	8,593,621	
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)** 2021	**(b)** 2022	**(c)** 2023	**(d)** 2024	**(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 DESCRIBED 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)

(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**
▶ **Go to *www.irs.gov/Form990* for instructions and the latest information.**

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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 July 25, 2006, and not on a historic structure listed in the National Register	2d	

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

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

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

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

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

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

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

(ii) Assets included in Form 990, Part X ▶ $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

b Assets included in Form 990, Part X ▶ $ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- **a** ☐ Public exhibition
- **b** ☐ Scholarly research
- **c** ☐ Preservation for future generations
- **d** ☐ Loan or exchange programs
- **e** ☐ Other .....

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?. . . ☐ **Yes** ☐ **No**

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . . ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII and complete the following table:

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

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . . ☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions . . .					
c Net investment earnings, gains, and losses					
d Grants or scholarships . . .					
e Other expenditures for facilities and programs . . .					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- **a** Board designated or quasi-endowment ▶ .....
- **b** Permanent endowment ▶ .....
- **c** Term endowment ▶ .....

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) Unrelated organizations	**3a(i)**	
(ii) Related organizations	**3a(ii)**	
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?	**3b**	

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,753,777		1,753,777
b Buildings		77,783,887	67,685,710	10,098,177
c Leasehold improvements		6,602,276	5,915,597	686,679
d Equipment		51,336,505	48,154,794	3,181,711
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				15,720,344

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.	14,774,285	F
(B) 66.67% OF NEA 360 LLC	4,220,559	F
(C) 100% OF NEA MEMBER BENEFITS	66,256,666	F
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	85,251,510	

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

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

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

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
SEVERANCE PAY OBLIGATION	6,579,841
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	6,579,841

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 lV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
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 PAYABLE 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)
(Rev. January 2025)

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

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)	MIDDLE EAST AND NORTH AFRICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		39,429
(2)	EAST ASIA AND THE PACIFIC	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		16,406
(3)	CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		41,161
(4)	SUB-SAHARAN AFRICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		80,162
(5)	EUROPE	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		50,000
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	0	0			227,158
b	Total from continuation sheets to Part I . . .	0	0			0
c	**Totals** (add lines 3a and 3b)	0	0			227,158

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat. No. 50082W

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)		MIDDLE EAST AND NORTH AFRICA	NEA CONTRIBUTION TO EDUCATION INTERNATIONAL SOLIDARITY FUND FOR EDUCATORS IN CONFLICT	30,000	WIRE	0		
(2)		EAST ASIA AND THE PACIFIC	NEA CONTRIBUTES TO THE EDUCATION INTERNATIONAL (EI) ASIA PACIFIC'S GENDER JUSTICE PROGRAM AS PART OF THE DEVELOPMENT COOPERATION PROJECT ORGANIZED BY EI. WITH THIS GRANT FROM NEA AND FUNDING FROM OTHER COOPERATION PARTNERS, THE ASIA PACIFIC 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.	16,406	WIRE	0		
(3)		CENTRAL AMERICA AND THE CARIBBEAN	NEA CONTRIBUTES TO THE 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, THE LATIN AMERICAN 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		
(4)		SUB-SAHARAN AFRICA	NEA HAS SUPPORTED EDUCATION INTERNATIONAL (EI) AFRICA'S SCHOOL-RELATED GENDER BASED VIOLENCE (SRGBV) WORK SINCE 2016. THROUGH OUR	30,000	WIRE	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)
			PARTNERSHIP WITH EI AFRICA, WE HAVE SUPPORTED UNIONS ACROSS THE REGION IN ENHANCING MEMBERS' CAPACITY TO ADDRESS SRGBV AT LOCAL, PROVINCIAL, AND NATIONAL LEVELS THROUGH PEER-SHARING, AFTER-SCHOOL CLUBS, AND LEADERSHIP TRAININGS. THE LATEST PHASE OF THE SRGBV WORK SUPPORTS FOUR EI AFFILIATES IN ADDRESSING SRGBV THROUGH COMMUNITY-BASED APPROACHES THAT ADVANCE ADVOCACY AND POLICY DIALOGUES WITH MINISTRIES OF EDUCATION, NON-GOVERNMENTAL ORGANIZATIONS, AND LOCAL COMMUNITIES.					
(5)		SUB-SAHARAN AFRICA	NEA IS SUPPORTING EDUCATION INTERNATIONAL'S (EI) AFFILIATE EDUCATION WORKERS UNION OF BURUNDI IN IMPLEMENTING A PROGRAM TO ERADICATE CHILD LABOR. NEA FUNDS ARE USED TO SUPPORT THE WORK OF EDUCATORS IN RUNNING TEACHER SENSITIZATION SESSIONS, WORKSHOPS WITH LOCAL MINISTERS OF EDUCATION, COMMUNITY PROGRAMMING, MOTHERS' GROUPS, AND AFTER-SCHOOL CLUBS TO ENCOURAGE OUT-OF-SCHOOL CHILDREN TO RETURN TO CLASSROOMS AND STRENGTHEN LOCAL AND NATIONAL-LEVEL POLICY PROTECTIONS AGAINST CHILD LABOR.	41,462	WIRE	0		
(6)		CENTRAL AMERICA AND THE CARIBBEAN	NEA'S CONTRIBUTION TO THE EDUCATION INTERNATIONAL (EI) LATIN AMERICA ORGANIZING & LEADERSHIP ACADEMY TO SUPPORT A REGIONAL YOUTH LEADERSHIP PANEL AND TRAINING AND ASSOCIATED ACTIVITIES.	31,161	WIRE	0		
(7)		MIDDLE EAST AND NORTH AFRICA	NEA'S CONTRIBUTION TO THE GENERAL UNION OF PALESTINIAN TEACHERS TO SUPPORT A	9,429	WIRE	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)
			CAPACITY-BUILDING PROGRAM FOR WOMEN LEADERS IN THE UNION FOCUSED ON DIGITAL LITERACY, AI, SOCIAL-EMOTIONAL LEARNING, AND UNION LEADERSHIP.					
(8)		SUB-SAHARAN AFRICA	THESE SUPPLEMENTAL FUNDS WERE PROVIDED TO THE EDUCATION WORKERS UNION OF BURUNDI TO SUPPORT THE DISTRIBUTION OF CLASSROOM MATERIALS NECESSARY FOR CHILDREN TO RETURN TO THE CLASSSROOM.	8,700	WIRE	0		
(9)		EUROPE	THE GO PUBLIC! FUND EDUCATION CAMPAIGN IS A CORE ELEMENT OF EDUCATION INTERNATIONAL'S (EI) STRATEGIC PLAN. GO PUBLIC! FUND EDUCATION IS A CALL FOR GOVERNMENTS WORLDWIDE TO INVEST IN PUBLIC EDUCATION, A FUNDAMENTAL HUMAN RIGHT AND PUBLIC GOOD, AND TO INVEST IN RECRUITING, RETAINING, RESPECTING, AND DEVELOPING TEACHERS. THROUGH ITS INTERNATIONAL AFFILIATES, EI LEADS POLICY AND ADVOCACY CAMPAIGNS TO PUSH GOVERNMENTS TO PROVIDE COMPETITIVE SALARIES, GOOD WORKING CONDITIONS, MANAGEABLE WORKLOADS, PROFESSIONAL AUTONOMY, AND SMALLER CLASS SIZES, SUPPORTING THE IMPLEMENTATION OF THE UNITED NATIONS HIGH LEVEL PANEL ON THE TEACHING PROFESSION RECOMMENDATIONS. THE FUNDS PROVIDED ARE USED DIRECTLY BY EI AND ITS AFFILIATES TO SUPPORT ADVOCACY CAMPAIGNS TO TACKLE EDUCATOR SHORTAGES AND RETENTION, AS WELL AS ENSURE EDUCATOR AND UNION VOICES ARE CENTRAL TO	50,000	WIRE	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)
			EDUCATION POLICY DEVELOPMENT.					
(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

Additional Data

Software ID:

Software Version:

Note: Not to be used for actual travel | **Use only for reference purposes** | **Not to be republished**

Kerala State Road Transport Corporation

Statutory Corporation under the Road Transport Corporations Act, 1950
Thiruvananthapuram - 695 004, Kerala, India
Website: www.keralartc.com

Page 1 of 1
Generated on: 01-Jan-2026 05:00:00 PM

Schedule of Services

Schedule Number: 0 | Schedule Name: Kottayam Depot Ordinary Schedule | Schedule Type: Ordinary | Schedule Operating Days: Daily | Schedule Operating Days Description: Daily | Schedule Operating Days Type: Daily | Schedule Operating Days Value: 1,2,3,4,5,6,7 | Schedule Operating Days Value Description: Sun,Mon,Tue,Wed,Thu,Fri,Sat | Schedule Operating Days Value Description: Sun,Mon,Tue,Wed,Thu,Fri,Sat

Total Schedules: 1 | Total Services: 1 | Total Trips: 1

| Service Number | Service Name | Service Type | Service Operating Days | Service Operating Days Description | Service Operating Days Type | Service Operating Days Value | Service Operating Days Value Description | Service Operating Days Value Description | Service Operating Days Value Description

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)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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)	321,394	0	128,150	149,918	38,395	637,857	0
	(ii)	0	0	0	0	- 0	- 0	0
2 REBECCA PRINGLE NEA PRESIDENT	(i)	327,476	0	130,870	115,838	27,067	601,251	0
	(ii)	0	0	0	0	- 0	- 0	0
3 NOEL CANDELARIA NEA SECRETARY TREASURER	(i)	280,520	0	102,567	95,957	38,795	517,839	0
	(ii)	0	0	0	0	- 0	- 0	0
4 PRINCESS MOSS NEA VICE PRESIDENT	(i)	288,846	0	102,058	92,041	27,067	510,012	0
	(ii)	0	0	0	0	- 0	- 0	0
5 KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	(i)	274,505	0	53,532	96,757	50,992	475,786	0
	(ii)	0	0	0	0	- 0	- 0	0
6 ROCIO INCLAN SENIOR DIRECTOR	(i)	241,795	0	42,946	109,848	51,147	445,736	0
	(ii)	0	0	0	0	- 0	- 0	0
7 SABRINA TINES-MORRIS SENIOR DIRECTOR	(i)	231,691	0	51,425	105,903	51,392	440,411	0
	(ii)	0	0	0	0	- 0	- 0	0
8 DAAIYAH BILAL-THREATS SENIOR DIRECTOR	(i)	233,676	0	45,720	109,347	51,464	440,207	0
	(ii)	0	0	0	0	- 0	- 0	0
9 JIM TESTERMAN CHIEF OF OPERATIONS & RISK MANAGEMEN	(i)	262,810	0	51,905	84,198	34,589	433,502	0
	(ii)	0	0	0	0	- 0	- 0	0
10 ALICE O'BRIEN GENERAL COUNSEL	(i)	266,288	0	35,857	85,394	45,916	433,455	0
	(ii)	0	0	0	0	- 0	- 0	0
11 MARY KUSLER SENIOR DIRECTOR	(i)	229,701	0	42,414	76,167	46,614	394,896	0
	(ii)	0	0	0	0	- 0	- 0	0
12 RAMONA OLIVER SENIOR DIRECTOR	(i)	231,584	0	41,639	75,607	45,516	394,346	0
	(ii)	0	0	0	0	- 0	- 0	0
13 TOM ISRAEL SENIOR DIRECTOR	(i)	234,961	0	48,118	75,641	34,538	393,258	0
	(ii)	0	0	0	0	- 0	- 0	0
14 JOHN WRIGHT SENIOR DIRECTOR	(i)	236,361	0	46,578	76,055	33,809	392,803	0
	(ii)	0	0	0	0	- 0	- 0	0
15 KATRINA MENDIOLA DIRECTOR	(i)	210,807	0	50,475	68,166	33,809	363,257	0
	(ii)	0	0	0	0	- 0	- 0	0
16 KIM O'FARRELL DIRECTOR/ACTING CFO UNTIL AUGUST 31,	(i)	219,941	0	40,723	69,396	19,995	350,055	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. FIRST-CLASS TRAVEL IS GENERALLY NOT PERMITTED AND IS ONLY CONSIDERED UNDER LIMITED CIRCUMSTANCES, WITH PRE-APPROVAL REQUIRED. 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, THE EXECUTIVE DIRECTOR, AND THE DEPUTY EXECUTIVE DIRECTOR. TRAVEL ALLOWANCES ARE CAPPED AT $5,500 PER YEAR AND PERSONAL ALLOWANCES ARE CAPPED AT $3,000 PER YEAR.
FORM 990, PART VII, LINE 5	MEMBERS OF THE NATIONAL EDUCATION ASSOCIATION (NEA) BOARD OF DIRECTORS ARE PRIMARILY EMPLOYED IN THE EDUCATION FIELD AT VARIOUS SCHOOL SYSTEMS ACROSS THE COUNTRY. WHEN A DIRECTOR IS ABSENT FROM THEIR PRIMARY JOB DUE TO OFFICIAL BUSINESS OF THE NEA BOARD OF DIRECTORS AND THE SCHOOL SYSTEM WILL NOT UNDERWRITE THE COST FOR A SUBSTITUTE OR THE SALARY OF THE DIRECTOR DURING SUCH ABSENCE, THE NEA WILL COVER THESE COSTS BY REIMBURSING THE SCHOOL SYSTEM OR THE DIRECTOR. THE FOLLOWING SCHOOL SYSTEMS WERE REIMBURSED DURING THE 2024 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, $ 122,164, SHANNON MCCANN, FEDERAL WAY PUBLIC SCHOOLS, $132,476, AND GLADYS MARQUEZ, COMMUNITY HIGH SCHOOL DISTRICT #218, $163,131. BOARD MEMBERS MAY RECEIVE STIPENDS FOR WORK PERFORMED FOR THE NEA AND THE SCHOOL SYSTEMS THAT EMPLOY DIRECTORS MAY RECEIVE REIMBURSEMENTS FROM NEA FOR TIME MISSED AS NOTED ABOVE. STIPENDS AND REIMBURSEMENTS RANGED FROM $0 TO $16,431. THE AVERAGE STIPEND/REIMBURSEMENT IS APPROXIMATELY $2,210.

Additional Data

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Software ID:

Software Version:

SCHEDULE O
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or 990-EZ.
Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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). - RETIRED MEMBERS: INCLUDES ANNUAL AND RETIRED LIFE MEMBERS - ASPIRING EDUCATOR MEMBERS
FORM 990, PART VI, SECTION A, LINE 7A	NEA MEMBERS ELECT DELEGATES TO REPRESENT 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 CHIEF FINANCIAL OFFICER 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:	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE R (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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	125,896	4,330,464		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 MEMBERS' NEEDS	DC	NATIONAL EDUCATION ASSOCIATION	C	48,211,121	84,733,689	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	5,704,917	2,388,673	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	Yes	
p Reimbursement paid to related organization(s) for expenses	1p		No
q Reimbursement paid by related organization(s) for expenses	1q	Yes	
r Other transfer of cash or property to related organization(s)	1r	Yes	
s Other transfer of cash or property from related organization(s)	1s	Yes	

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 PROPERTIES INC	Q	53,329	ACTUAL EXPENSES REIMBURSED
(2) NEA MEMBER BENEFITS	L	788,136	COST ALLOCATION
(3) NEA MEMBER BENEFITS	Q	1,592,674	ACTUAL EXPENSES REIMBURSED
(4) NEA AND AFFILIATE RETIREE HEALTH PLAN	R	5,128,274	CASH TRANSFERRED
(5) NEA MEMBER BENEFITS	S	12,500	MEETING SPONSORSHIPS
(6) NEA 360 LLC	R	4,133,760	CASH TRANSFERRED

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

Additional Data

Return to Form

Software ID:

Software Version: