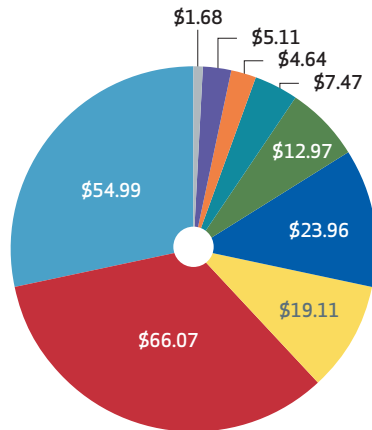


# How Your Modified 2019-2020 Dues Dollars Are Allocated

The chart below shows how your NEA dues (\$196.00; \$119.50 ESP) are allocated to support and represent members and affiliates in their efforts to achieve NEA's mission.



No dues dollars are used to support NEA Member Benefits programs.

## Increase Educator Voice, Influence, and Professional Authority \$5.11 (ESP \$3.12)

Develop and sustain effective structures, processes, and leaders to increase educator influence in decision-making at worksite, district, state, and national levels.

## Recruit and Engage New and Early Career Educators \$4.64 (ESP \$2.83)

Identify, recruit, support, and engage new educators in our association, and connect them with opportunities for professional learning, leadership, and advocacy.

## Advance Racial Justice in Education \$7.47 (ESP \$4.56)

Support members in advancing racial justice in education and improving conditions for students, families, and communities through awareness, capacity-building, partnership, and individual and collective action.

## Support Professional Excellence \$12.97 (ESP \$7.91)

Build a system of association-convened, educator-led professional learning and supports for all educators across their career continua to ensure student success.

## Secure the Environment to Advance the Mission of the NEA and its Affiliates \$23.96 (ESP \$14.61)

Use all available means, including organizing, legal, legislative, electoral, and collective action, to secure the environment necessary to protect the rights of students and educators, and the future of public education.

## Legal and Insurance Support \$19.11 (ESP \$11.65)

Implement advocacy programs for members including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance, and a 1 million dollar per member Educators Employment Liability insurance program.

## Enhance Organizational Capacity \$66.07 (ESP \$40.27)

Develop and leverage the collective organizational capacity across our association that is necessary to advance the mission of the NEA and its affiliates, with particular focus on organizing, technology, fiscal health, leadership development, and internal and external partnerships.

## Enterprise Operations \$54.99 (ESP \$33.53)

Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure.

## Contingency \$1.68 (ESP \$1.02)

Provide funding for emergencies at the national, state, or local levels.