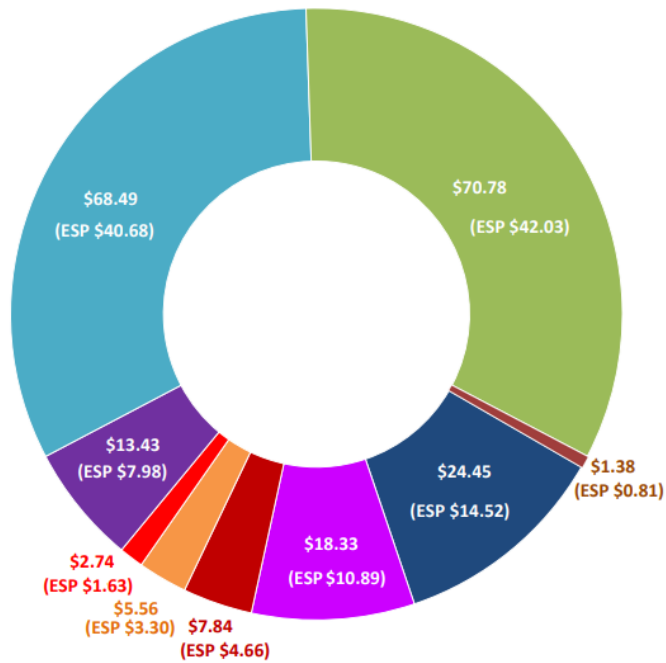


How Your 2024-25 Dues Dollars Are Allocated

The chart below shows how your NEA dues (\$213.00; \$126.50 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.

Strengthen Public Education as the Cornerstone of Democracy \$24.45 (ESP \$14.52)
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.

Legal and Insurance Support \$18.33 (ESP \$10.89)
Implement member advocacy programs including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance, and a 1 million dollar per member Educators' Employment Liability insurance program.

Advance Racial Justice and Social Justice \$7.84 (ESP \$4.66)
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.

Promote Safe, Healthy, Inclusive, Collaborative, and Future-Focused Public Schools \$5.56 (ESP \$3.30)
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.

Improve Professional Respect and High Quality Working Conditions \$2.74 (ESP \$1.63)
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.

Support Professional Excellence and Student Learning \$13.43 (ESP \$7.98)
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.

Fuel the Transformation of Affiliate Organizational Capacity \$68.49 (ESP \$40.68)
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.

Enterprise Operations \$70.78 (ESP \$42.03)
Ongoing functions that sustain the organizational infrastructure and nimbly adjust to the changing nature of the external environment; advance organizational learning and effectiveness; implement responsible business practices and promote a positive, just, and innovative culture across NEA.

Contingency \$1.38 (ESP \$0.81)
Provide funding for emergencies at the national, state or local levels.