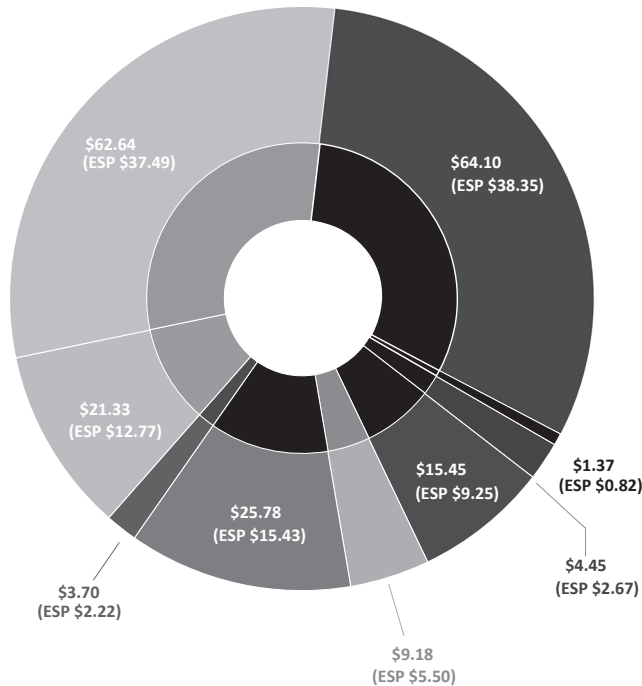


How Your 2023-24 Dues Dollars Are Allocated

The chart below shows how your NEA dues (\$208.00; \$124.50 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.

Build Safe, Healthy, Inclusive Learning Environments \$4.45 (ESP \$2.67)
Support the development of modern, safe and supportive learning environments that are affirming to all students and employees and resourced to meet the academic and developmental needs of today's students.

Support Professional Excellence and Respect \$15.45 (ESP \$9.25)
Enhance and maintain an enterprise-wide system of Association-convened, member-led professional learning and support for all educators across their career continuum to ensure student success; to diversify the professions; to continuously improve their professional skills and to secure professional authority; collective autonomy and compensation.

Advance Racial Justice and Social Justice \$9.18 (ESP \$5.50)
Support members in advancing racial justice and social justice in education and improving conditions for all students, families and communities through awareness, capacity-building, partnership and individual and collective action.

Strengthen Public Education as the Cornerstone of Democracy \$25.78 (ESP \$15.43)
Use all available means, including organizing, collective action, policy, legal, legislative and electoral, to safeguard the rights of students, communities and educators; to advance economic justice; to protect the future of public education; and to ensure that students are prepared in a learner-centered environment to participate fully in our democratic society.

Enhance Professional and Organizational Regard \$3.70 (ESP \$2.22)
Enhance member and public recognition of the positive contributions of the NEA, its affiliates and its members; demonstrate the value that the organization provides to educators, students and communities; and the positive outcomes to the public education system when professionals are in union with one another.

Legal and Insurance Support \$21.33 (ESP \$12.77)
Implement advocacy programs for members, including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance and a \$1 million per member Educators Employment Liability insurance program.

Enhance Organizational Capacity \$62.64 (ESP \$37.49)
Develop and leverage the collective organizational proficiencies across our association to advance the mission of the NEA and its Affiliates, with particular focus on Member Engagement; Organizing and Connectedness; Educator Voice, Autonomy and Leadership; Racial Justice Culture; Coalitions and Partnerships; Dynamic Alignment and Enterprise/Affiliate Health.

Enterprise Operations \$64.10 (ESP \$38.35)
Ongoing functions across the enterprise that support the Strategic Objectives, build lasting strength and sustain the organizational infrastructure.

Contingency \$1.37 (ESP \$0.82)
Provide funding for emergencies at the national, state or local levels.