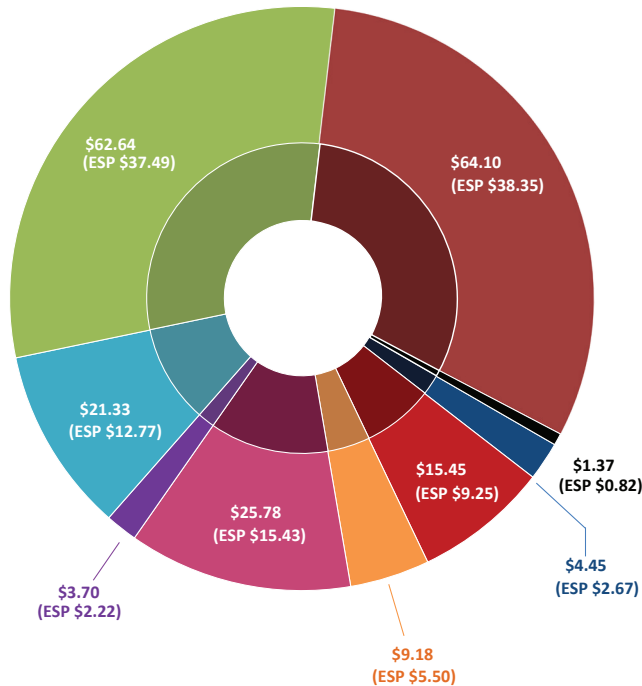


# How Your 2023-24 Dues Dollars Are Allocated

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.