

What do I get for one dues dollar?



How **one IEA dues dollar (\$1) is allocated** to support and represent members and affiliates in their efforts to achieve IEA's mission. **Full dues \$442 educator, \$221 ESP.**

Field Services

53.2¢

Provides assistance to public school and university employees and their local associations through staff located in regional offices throughout the state that are responsible for delivering the resources of the organization. This includes assistance in bargaining, grievance and employee rights, adjudication, crisis preparation, school reform, professional development, certification issues and the development of strong local affiliates through organizational development.

Legal Defense and Advice

8.6¢

Provides protection and enforcement of rights of members and affiliates, including legal training of staff and \$1 million of employment liability protection for each member provided through NEA and IEA. In addition, the Legal Services Department is the primary resource to members regarding governance elections.

Springfield Building Costs, Insurance and Taxes

4.4¢

Provides for operation, maintenance and property taxes of Headquarters and Professional Development Center buildings and insurance coverage for IEA facilities and equipment.

Regional and Local

6.0¢

Provides funding for IEA and NEA representative assemblies and for program and training development funds for utilization in regions, as well as ESP, Higher Education, Retired and Student councils.

Program Development

3.0¢

Provides the infrastructure for the development and implementation of the association's conferences, member professional development, information technology, and research programs, including IEA Professional Development Center operations (Conference Center, archives/resources and full-service printing).

Business Services/Membership/Fair Share

3.6¢

Provides for the accounting, financial oversight and reporting of the financial affairs of the association. Also, includes costs related to the Fair Share program.



Membership Communications

3.4¢

Enhance the image of public education as well as produce regular reports to members, leaders and affiliates through printed and electronic media. Maintain and build upon the association's social media presence. Provide training to locals on social media and other communications efforts, including help during a crisis. Produce educational materials regarding elections, benefits and other items for members. The IEA Connect call center is also a part of communications where members can get all IEA questions answered in one spot. A member can contact the center by phone, email or live chat with a Connect specialist via the IEA website.

Governance and State Committees

3.4¢

Provides leadership for formulating and implementing association goals, objectives and programs.

Research/Computer Services

3.3¢

Provides access to and analysis of school district financial data for bargaining and works with other departments and external partners in the areas of school funding, student growth and tax reform. Designs, applies and analyzes survey instruments and data for staff and local leaders, especially with respect to bargaining and building local capacity. Provides general research assistance to various workgroups within IEA. Maintains the association's e-resources, including hardware and software, the IEA websites, the My IEA mobile app, and a network of videoconferencing sites at IEA field offices.

Government Relations

3.8¢

Lobbies the General Assembly, Constitutional Officers and the State Board of Education to enhance the fiscal and career well-being of our members, retired and active, through legislation, opinions and/or legal action.

Human Resources

1.6¢

Responsible for oversight, implementation and ongoing improvement of the human resources functions for all IEA-NEA employees, including, but not limited to recruitment, hiring, employee retention, benefits administration, government and contractual compliance, labor relations, etc.

Executive Director's Office

1.2¢

Management of all of the association staff; implementation of IEA programs as established by the Representative Assembly, the Board of Directors and the IEA President; fiscal monitoring of the organization; coordination of programs and budget and service delivery; as well as the relationship between the association, the NEA and state government officials.

Crisis Fund

1.9¢

Funds authorized by the Representative Assembly to combat political and legislative attacks on the rights of IEA members.

Professional Development

2.6¢

Provides professional development opportunities for members in regional offices, at statewide conferences and online to enhance professional practice.

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