As the 2018-2019 Program and Budget year draws to a close, it is good news all the way around. There was an anticipated loss of 216,000 fair share fee payers due to the Janus decision. However, the positive impacts of membership organizing lead to 180,000 full time equivalent members over the adopted budget for 2019-2020. This may be due to not only the hard work previously mentioned, but perhaps educators have seen that the attacks on unions, especially NEA, leaves work to be done together and thus they chose to join. There has also been a noted anti-establishment movement and therein lies another reason to band together. NEA had anticipated losses and we all took cuts on budget items. As the old saying goes, when the dust settled in May, we found new opportunities. There are four areas of significant change since the adoption of the 2018-2020 budget in July of 2018:

* The investment of funds designated for growth and strength to additional staffing resources in the four “opportunity objectives”

* The internal office moves, or restacking, in the headquarters building to consolidate and free up space for potential non-dues revenue

* The reorganization of centers and departments to
  a. Redistribute the functions from the former Center for Business Operations
  b. Create the Center for Innovation and Technology
  c. Create the Center for Enterprise Strategy
  d. The leveraging of technology for improved capacity, efficiency, and security.
Funds available for 2019-2020:

**Reinvestment Growth and Strength** $1,000,000
- Grow “for members, by members” engagement
- Deepen racial justice capacity
- Develop new capacity for integration of this work
- Year round organizing across all sectors
- Expanding bargaining
- Enhancing community schools

**Enterprise operations** $1,660,000
- Special Advisor Travel costs
- Contingency Fund

  *NEA Today*: Industry increases, advertising revenue loss, vendor quote underestimated for the 2018-119 publishing cycle

**Building Capacity** $1,230,000
- Local Presidents Release Time
- Small state grants
- NEA 360 changes and enhancements

**Securing the Environment** $5,687,775
- EEL Insurance
- Campaign 2020
Legal Defense: currently 27 cases pending, anticipation of more, continued litigation: appeals and at the U.S. Supreme Court

These figures above only represent items that have been added or show increases in the modified budget for 2019-2020. The total modified budget for 2019-2020 equals $350,385,175.

**Specific areas of the Budget for Retired:**

- Support for the NEA Retired Executive Committee.
- Ballot measure/Legislative Crisis
- See Educators Run
- NEA Retired Post Summit Conference
- NEA Retired Presidents Training
- Retired organizing Grants and Member Engagement
- Retired/New Ed Fund
- Retired Publications

In the past two years NEA Retired has had all its needs met and look forward to increases in the years to come to enhance our work, advocacy, and activities.