

REPORT OF THE TREASURER

FISCAL YEAR 2020-2021

MASSACHUSETTS STATE COLLEGE ASSOCIATION

DELEGATE ASSEMBLY

FRIDAY, APRIL 24, 2020

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MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

FINANCIAL STATEMENTS
JUNE 30, 2019 AND 2018

AND
INDEPENDENT AUDITORS' REPORT

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

JUNE 30, 2019 AND 2018

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LAWRENCE P. ZABIELSKI
Certified Public Accountant
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Westfield, Massachusetts 01085
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Independent Auditor's Report

Board of Directors
Massachusetts State College Association, Inc.

Report on the Financial Statements

I have audited the accompanying financial statements of Massachusetts State College Association, Inc. (the Association), which comprise the statements of financial position as of June 30, 2019 and 2018, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America. This includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

My responsibility is to express an opinion on these financial statements based on my audits. I conducted my audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, I express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Massachusetts State College Association, Inc. as of June 30, 2019 and 2018, and the changes in its net assets, and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Westfield, Massachusetts
August 22, 2019

Lawrence P. Zabielski

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
<u>ASSETS</u>		
CURRENT ASSETS		
Cash	\$ 467,019	\$ 519,978
Accounts receivable	37,003	46,843
Investments	2,365,306	2,220,915
Prepaid expenses	3,616	2,899
Total current assets	<u>2,872,944</u>	<u>2,790,635</u>
PROPERTY, PLANT, AND EQUIPMENT, net	-	1,491
Total assets	<u>\$ 2,872,944</u>	<u>\$ 2,792,126</u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES		
Accounts payable	\$ 160,769	\$ 74,862
Accrued payroll and payroll taxes	4,631	8,685
Total current liabilities	<u>165,400</u>	<u>83,547</u>
NET ASSETS		
Without donor restrictions	<u>2,707,544</u>	<u>2,708,579</u>
Total liabilities and net assets	<u>\$ 2,872,944</u>	<u>\$ 2,792,126</u>

See independent auditor's report and notes to financial statements.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.
 STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
 YEARS ENDED JUNE 30, 2019 AND 2018

	2019	2018
SUPPORT AND REVENUE		
Dues	\$ 1,824,402	\$ 1,997,086
Reimbursements received	166,994	184,576
Investment income	144,401	151,463
Other income	11,153	11,000
Total revenue	2,146,950	2,344,125
EXPENSES		
Program services	2,071,849	1,953,930
Management and general	76,136	84,008
Total expenses	2,147,985	2,037,938
CHANGES IN NET ASSETS FROM OPERATIONS	(1,035)	306,187
OTHER INCREASES (DECREASES)		
Prior period adjustment	-	(83,062)
CHANGES IN NET ASSETS	(1,035)	223,125
NET ASSETS, beginning of year	2,708,579	2,485,454
NET ASSETS, end of year	\$ 2,707,544	\$ 2,708,579

See independent auditor's report and notes to financial statements

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

STATEMENTS OF FUNCTIONAL EXPENSES

YEARS ENDED JUNE 30, 2019 AND 2018

	2019		2018	
	PROGRAM SERVICES	MANAGEMENT AND GENERAL	PROGRAM SERVICES	MANAGEMENT AND GENERAL
	TOTAL	TOTAL	TOTAL	TOTAL
PERSONNEL AND RELATED EXPENSES				
Salaries	\$ 351,970	\$ -	\$ 351,970	\$ -
Payroll taxes	39,587	-	39,587	40,853
Total personnel and related expenses	391,557	-	391,557	427,043
OTHER EXPENSES				
Payments to MTA/NEA	1,501,327	-	1,501,327	1,294,000
Return of local dues	106,096	-	106,096	148,953
Rebates/Local support	35,164	-	35,164	27,874
Conventions and workshops	30,680	-	30,680	37,204
Board of Director's expenses	-	28,355	28,355	15,412
Office expense	-	24,747	24,747	31,183
Legal and audit	-	9,475	9,475	9,475
Contract administration	-	7,763	7,763	12,491
Contract negotiation	6,913	-	6,913	18,658
Bank and credit card charges	-	3,328	3,328	6,100
Depreciation	-	1,491	1,491	-
Publications	-	239	239	-
Miscellaneous	-	738	738	-
Legislation	112	-	112	198
Elections	-	-	-	8,114
Database expense	-	-	-	1,233
Total other expenses	1,680,292	76,136	1,756,428	84,008
Total expenses	\$ 2,071,849	\$ 76,136	\$ 2,147,985	\$ 1,953,930
Total expenses				\$ 2,037,938

See independent auditor's report and notes to financial statements.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

STATEMENTS OF CASH FLOWS

YEARS ENDED JUNE 30, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Changes in net assets	\$ (1,035)	\$ 223,125
Adjustments to reconcile changes in net assets to net cash provided by (used in) operating activities		
Depreciation	1,491	-
(Increase) decrease in assets:		
Accounts receivable	9,840	79,732
Prepaid expenses	(717)	(1,728)
Increase (decrease) in liabilities:		
Accounts payable	85,907	2,137
Accrued payroll and payroll taxes	(4,054)	(170)
Net cash provided by (used in) operating activities	<u>91,432</u>	<u>303,096</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Increase in investments	<u>(144,391)</u>	<u>(151,462)</u>
Net cash provided by (used in) investing activities	<u>(144,391)</u>	<u>(151,462)</u>
NET INCREASE (DECREASE) IN CASH	(52,959)	151,634
CASH, beginning of year	<u>519,978</u>	<u>368,344</u>
CASH, end of year	<u>\$ 467,019</u>	<u>\$ 519,978</u>

See independent auditor's report and notes to financial statements.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2019 AND 2018

(1) OPERATIONS AND SIGNIFICANT ACCOUNTING POLICIES

OPERATIONS

Massachusetts State College Association, Inc. (the Association) is a not-for-profit corporation that is incorporated in the Commonwealth of Massachusetts. Its purpose of the Association is to organize and consolidate the efforts of its members to maintain and improve public higher education in the Commonwealth of Massachusetts in general and state university education in particular; to develop and advocate policies for improving the welfare of its members; and, to negotiate, to submit for approval, and to enforce collective bargaining agreements for its members.

SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Association have been prepared on the accrual basis of accounting.

Financial statement presentation

The financial statements report net assets and changes in net assets in two classes that are based upon the existence or absence of restrictions on use that are placed by donors, as follows:

Net assets without donor restrictions – Represent resources available to support operations. The only limits on the use of these net assets are the broad limits resulting from the nature of the Association, the environment in which it operates, the purposes specified in its corporate documents and its application for tax exempt status, and any limits resulting from contractual agreements with creditors and others that are entered into in the course of operations.

Net assets with donor restrictions – Represent resources that are restricted by a donor for use for a particular purpose or in a particular future period. Some donor-imposed restrictions are temporary in nature, and the restriction will expire when the resources are used in accordance with the donor's instructions or when the stipulated time has passed. Other donor-imposed restrictions are perpetual in nature; the Association must continue to use the resources in accordance with the donor's restrictions.

When a donor's restriction is satisfied, either by using the resources in the manner specified by the donor or by the passage of time, the expiration of the restriction is reported in the financial statements by reclassifying the net assets from net assets with donor restrictions to net assets without donor restrictions. Net assets restricted for acquisition of building or equipment (or less commonly, the contribution of those assets directly) are reported as net assets with donor restrictions until the specified asset is placed in service by the Association, unless the donor provides more specific directions about the period of its use.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2019 AND 2018
(Continued)

(1) OPERATIONS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

SIGNIFICANT ACCOUNTING POLICIES (Continued)

Cash

Cash consists of operating checking accounts.

The Association maintains its cash in bank deposit accounts which, at times, may exceed federally insured limits. The Association believes it is not exposed to any significant credit risk on cash and cash equivalents.

Receivables

Receivables are presented at their net realizable amount. In determining this amount, objective evidence that a receivable is uncollectible, as well as a historical pattern of collections of receivables that indicate that some or all of the amount of receivables may not be collectible is considered when determining this net realizable amount. Where applicable, balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation account allowance and a credit to accounts receivable.

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported at their fair values on the statements of financial position. Unrealized gains and losses are included in changes in net assets.

Investment income is recorded in net assets without donor restrictions unless its use is temporarily or permanently restricted by explicit donor stipulations.

State law has been interpreted to require that realized and unrealized appreciation (depreciation) on permanently restricted assets should be retained in the permanently restricted net asset classification. In accordance with the Board's interpretation of state law, investment earnings attributed to permanently restricted endowment funds are considered permanently restricted until appropriated for use by the Board. Investment earnings attributed to permanently restricted endowment funds that are appropriated for use by the Board in the same reporting period in which they are earned are recorded as unrestricted investment income.

Fair value of financial instruments

The Organization assesses the classification of financial instruments at each measurement date, and any transfers between levels are recognized on the actual date of the event or change in circumstances that caused the transfer in accordance with the Organization's accounting policy regarding the recognition of transfers between levels of the fair value hierarchy.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2019 AND 2018

(Continued)

(1) OPERATIONS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

SIGNIFICANT ACCOUNTING POLICIES (Continued)

Property, plant, and equipment

Property, plant, and equipment is carried at cost. Depreciation is recorded over the estimated useful lives of the respective assets on a straight-line basis. Donations of equipment, if any, are recorded at their estimated fair value.

The Association reviews the carrying values of certain long-lived assets whenever events or changes in circumstances indicate the carrying value of an asset may not be recoverable. Where indicated, the carrying value of such assets is reduced through a charge to net assets. The adjusted carrying values represent management's estimate of the amount expected to be recovered from these assets in the future.

Expenditures for repairs and maintenance are charged to expense as incurred. For assets sold or otherwise disposed of, the cost and related accumulated depreciation are removed from the accounts, and any resulting gain or loss is reflected in changes in net assets for the period.

Functional expenses

The costs of providing the Association's programs and other activities is summarized on a functional basis in the statements of activities and changes in net assets and the statements of functional expenses. Expenses that can be identified with a specific program or support service are charged directly to that program or support service. Costs common to multiple functions have been allocated among the various functions benefited using a reasonable allocation method that is consistently applied. Each year the bases on which costs are allocated are evaluated.

- Personnel and related expenses are allocated based on reasonable basis based on time spent carrying out each function.
- Other expenses that cannot be directly identified are allocated on a reasonable basis to each program and supporting activity.

Management and general expenses include those costs that are not directly identifiable with any specific program, but which provide for the overall support and direction of the Association.

Fundraising costs, if any, are expensed as incurred, even though they may result in contributions received in future years.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2019 AND 2018

(Continued)

(1) OPERATIONS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

SIGNIFICANT ACCOUNTING POLICIES (Continued)

Accounting estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses. Actual results could differ from those estimates.

Tax exempt status

The Association is exempt from federal and state income taxes since it is classified as a non-profit organization under Section 501(c)(5) of the Internal Revenue Code.

(2) SUBSEQUENT EVENTS

The Association has evaluated the financial statement impact of subsequent events occurring through August 22, 2019, the date that the financial statements were available to be issued.

(3) INVESTMENTS

Following is a summary of investments classified as available-for-sale securities at June 30, 2019 and 2018:

	2019		2018	
	Fair Value	Cost	Fair Value	Cost
Mutual funds	\$ 2,365,306	\$ 2,345,127	\$ 2,220,915	\$ 2,178,600

Following is a summary of unrealized holding gains and losses for the years ended June 30, 2019 and 2018:

	2019		2018	
	Unrealized Gains	Unrealized Losses	Unrealized Gains	Unrealized Losses
Mutual funds	\$ 20,179	\$ -	\$ 42,315	\$ -

(4) FAIR VALUE MEASUREMENTS

The Association defines fair value and establishes a framework for measuring fair value in accordance with accounting principles generally accepted in the United States of America.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2019 AND 2018

(Continued)

(4) FAIR VALUE MEASUREMENTS (Continued)

Fair value hierarchy

The Association groups its financial assets and financial liabilities generally measured at fair value in three levels, based on the markets in which the assets and liabilities are traded and the reliability of the assumptions used to determine fair value:

Level 1 - Valuation is based on quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the measurement date.

Level 2 - Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3 - Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. Level 3 assets and liabilities include financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

The Association's financial assets that are measured at fair value on a recurring basis were recorded using the fair value hierarchy as follows:

	June 30, 2019			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 2,832,325	-	-	\$ 2,832,325
	June 30, 2018			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 2,220,915	-	-	\$ 2,220,915

The Association does not measure any assets or liabilities at fair value on a non-recurring basis.

(5) PRIOR PERIOD ADJUSTMENT

The prior period adjustment of \$83,062 represents past due agency fees that have been deemed uncollectible as a result of the U.S. Supreme Court decision in *Janus v. AFSCME* that determined non-union member could not be required to pay agency fees.

MASSACHUSETTS STATE COLLEGE ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2019 AND 2018
(Continued)

(6) PROPERTY, PLANT, AND EQUIPMENT

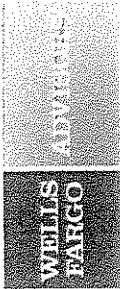
Property, plant, and equipment, together with estimated useful lives, consists of the following:

	<u>Estimated Useful Lives</u>	<u>2019</u>	<u>2018</u>
Furniture and equipment	7 years	\$ 24,966	\$ 24,966
Less: Accumulated depreciation		<u>(24,966)</u>	<u>(23,475)</u>
		<u>\$ -</u>	<u>\$ 1,491</u>

Depreciation expense for property, plant, and equipment was \$1,491 and \$0 for the years ended June 30, 2019 and 2018, respectively.

(7) RECLASSIFICATIONS

Certain amounts in the 2018 financial statements have been reclassified to conform with the 2019 financial statement presentation. Such reclassifications had no effect on changes in net assets as previously reported.



SNAPSHOT

MASSACHUSETTS STATE COLLEGE AS

MARCH 1, 2020 - MARCH 31, 2020
ACCOUNT NUMBER: 4408-9825

Progress summary

	THIS PERIOD	THIS YEAR
Opening value	\$2,387,492.34	\$2,524,595.96
Cash deposited	0.00	0.00
Securities deposited	0.00	0.00
Cash withdrawn	0.00	0.00
Securities withdrawn	0.00	0.00
Change in value	-247,567.26	-384,670.88
Closing value	\$2,139,925.08	\$2,139,925.08

As a Wells Fargo Advisors client, you can upgrade your investment account to add Brokerage Cash Services at no additional cost. Brokerage Cash Services provides access to convenient money movement options including mobile deposit services. It also includes teller deposit services at Wells Fargo branch locations which are provided through a limited purpose Bank account. You'll have access to many more features and benefits to help you manage your finances. It's as simple as talking with Your Financial Advisor. Ask them today about Brokerage Cash Services.

Portfolio summary

ASSETS	ASSET TYPE	PREVIOUS VALUE ON FEB 29	%	CURRENT VALUE ON MAR 31	%	ESTIMATED ANN. INCOME
Cash and sweep balances		0.50	0.00	0.50	0.00	0
Stocks, options & ETFs		0.00	0.00	0.00	0.00	0
Fixed income securities		0.00	0.00	0.00	0.00	0
Mutual funds		2,387,491.84	100.00	2,139,924.58	100.00	58,513
Asset value		\$2,387,492.34	100%	\$2,139,925.08	100%	\$58,513

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MASSACHUSETTS STATE COLLEGE ASSOCIATION
 SCHEDULE OF EXPENDITURES
 2019-2020

Account Description	Budget Per Month	July Expenses	August Expenses	September Expenses	October Expenses	November Expenses	December Expenses	January Expenses	February Expenses	March Expenses	YTD Expenses	Amount Budgeted	Remaining Balance	% EXPENDED
9010 Office Maintenance	2,917	2,036	3,147	1,227	2,577	2,513	1,916	2,524	2,134	3,267	21,340	35,000	13,660	60.97%
9020 Admin. Salaries/Payroll Tax:	35,752	29,536	25,565	32,272	39,708	34,075	38,899	33,932	33,245	39,416	306,648	429,029	122,381	71.47%
9030 Board of Directors	1,500	586	374	1,048	781	1,640	753	0	187	1,595	6,963	18,000	11,037	38.88%
9040 Negotiations	1,250	190	486	319	790	658	561	240	1,627	1,668	6,540	15,000	8,460	43.60%
9044 Data Base	475	0	0	0	0	0	0	0	0	0	0	5,700	5,700	0.00%
9046 Librarians Committee	500	0	0	0	54	0	0	0	0	0	54	500	446	10.81%
9050 Contract Admin./Grievance	2,093	317	227	117	1,392	2,772	279	797	134	788	6,823	25,000	18,177	27.29%
9060 Legislative	1,083	0	0	0	0	0	0	0	0	0	0	13,000	13,000	0.00%
9065 Affirmative Action	42	0	0	0	0	0	0	0	0	0	0	500	500	0.00%
9070 Communications	167	0	0	0	0	0	0	0	0	0	0	2,000	2,000	0.00%
9080 Conventions/Workshops	3,000	6,595	2,936	1,092	0	0	250	0	0	284	11,167	36,000	24,833	31.02%
9085 Elections	792	0	0	0	0	0	0	0	0	0	0	9,500	9,500	0.00%
9090 Auditor's Fee	817	0	0	0	626	0	0	9,475	0	0	10,101	9,800	-301	103.07%
9110 Local Support	2,333	0	0	0	0	267	0	0	0	61	328	28,000	27,672	1.17%
	52,711	39,260	32,735	36,075	45,927	41,925	42,658	46,958	37,328	47,089	369,965	627,029	257,064	59.00%

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Board Income Recommendation

<i>Proposed Dues Structure</i>	Current		Projected		Proposed	Anticipated
MSCA Dues	Members	Dues	Members	Dues	Dues	2019-2020 Total
Full-Time	1740	\$175	1740		\$175	\$304,500
Full-Time Half	49	\$87.50	49		\$87.50	\$4,288
Part-Time						
9-11 Credits	282	\$15	282		\$15	\$4,230
5-8 Credits	380	\$10	380		\$10	\$3,800
3-4 Credits	543	\$5	543		\$5	\$2,715
1-2 Credits	88	\$1	88		\$1	\$88
Total Dues Income						\$319,621
Membership Headcount	3082		3082			
<hr/>						
Projected Income						
Dues Income						\$ 319,621
Investment Income						\$ 95,095
Local Support Reimbursement from MTA						\$ 50,000
Secretarial/Payroll Tax Reimbursement from Chapters						\$ 110,000
Local Officer Stipend Reimbursement from Chapters						\$ 10,000
Data Base Reimbursement from MTA						\$ 11,000
Total Projected Income						\$ 595,716

**FISCAL 2020
OPERATING BUDGET**

	FY 2020 Operating Budget	FY 2021 Board Recommendation
9010 OFFICE MAINTENANCE		
TELEPHONE	2000	3000
SUPPLIES	13000	10000
POSTAGE	11000	9000
INSURANCE	2000	2000
PRINTING	5000	5000
ARCHIVE COSTS	2000	4700
	<u>35000</u>	<u>33700</u>
9020 ADMINISTRATIVE SALARIES/PAYROLL TAXES		
PRESIDENT	23654	24127
VICE PRESIDENT	10847	11064
SECRETARY	10847	11064
TREASURER	17693	18047
GRIEVANCE CHAIR	14472	14761
NEGOTIATIONS CHAIR	9495	9685
NEGOTIATIONS CHAIR DGCE	9342	9529
BARGAINING ACTION LEADER	5000	5100
PERSPECTIVE EDITOR	5000	5100
ASSISTANT EDITORS	2500	2550
MSCA WEBMASTER	8000	8000
ORGANIZING AND UNITY LEADER	5000	5100
ARCHIVIST	0	0
SALARY DATABASE SUPERVISOR	0	0
CHAPTER OFFICERS' STIPENDS	10000	10000
SECRETARIAL SERVICES	260180	265384
TAXES	41500	42330
	<u>433530</u>	<u>441841</u>
9030 BOARD OF DIRECTORS/DELEGATE ASSEMBLY MEETINGS	<u>13500</u>	<u>9000</u>
	13500	9000
9040 NEGOTIATIONS/LABOR MANAGEMENT SESSIONS	11000	11000
EMPLOYEE RELATIONS COMMITTEE	4000	4000
	<u>15000</u>	<u>15000</u>
9044 DATABASE		
DATABASE SUPPLIES/MEETINGS	500	500
DATABASE IMPLEMENTATION	5200	5200
	<u>5700</u>	<u>5700</u>
9046 LIBRARIANS COMMITTEE	<u>500</u>	<u>500</u>
	500	500
9050 CONTRACT ADMINISTRATION/GRIEVANCE COMMITTEE EXPENSES	6000	6000
ARBITRATORS'/MEDIATORS' FEES	17000	17000
STENOGRAPHERS' FEES	2000	2000
	<u>25000</u>	<u>25000</u>

**FISCAL 2020
OPERATING BUDGET**

	FY 2020 Operating Budget	FY 2021 Board Recommendation
9060 LEGISLATIVE		
COMMITTEE EXPENSES	1000	1000
PHENOM	12000	6000
	<u>13000</u>	<u>7000</u>
9065 AFFIRMATIVE ACTION COMMITTEE		
MEETINGS	500	500
	<u>500</u>	<u>500</u>
9070 COMMUNICATIONS		
RELATED EXPENSES	2000	2000
	<u>2000</u>	<u>2000</u>
9080 CONVENTIONS/WORKSHOPS		
MTA, NEA-RA, NCHE/MEMBERSHIP	36000	18000
	<u>36000</u>	<u>18000</u>
9085 ELECTIONS	9500	0
	<u>9500</u>	<u>0</u>
9090 AUDITOR'S FEE	9800	9475
	<u>9800</u>	<u>9475</u>
9110 LOCAL SUPPORT	28000	28000
	<u>28000</u>	<u>28000</u>
TOTAL	627030	595716
SURPLUS		(0)