American Federation of Teachers, AFL-CIO

WHERE DO YOUR UNION DUES GO?

A LOOK AT AFT SPENDING IN FISCAL YEAR 2024 (Jul 1, 2023 – Jun 30, 2024)

AFT President Randi Weingarten collected $592,548 in total compensation in fiscal year 2024, roughly 8.5 times the average American classroom teacher's salary, paid out of an organization that exists, by its own charter, to represent those teachers.[12] The American Federation of Teachers, AFL-CIO (AFT) is the second-largest teachers union in the country, with approximately 1.8 million members[3] through its local and state affiliates and operating as the national parent organization that collects per capita revenue from those locals. Yet its most recent IRS Form 990 reveals an organization spending more than it takes in, watching its members' equity evaporate, and pouring eight figures into travel, conferences, and unspecified "contributions", while paying its president and senior staff salaries that would be considered scandalous in nearly any classroom in America.[4]

Of the $221.6 million AFT disbursed in FY 2024, the largest categorized expenses had little to do with the workplace concerns that justify a teachers union's existence. AFT funneled $42.9 million to "Assistance to Locals," $36.1 million to a vaguely labeled line item of "Contributions," and $12.7 million in payments to affiliates, together more than $91 million, or roughly 41 cents of every dollar AFT spent.[567] Salaries, employee benefits, Pension plans, and payroll taxes for AFT's own staff consumed an additional $72.0 million.[8] The line item for "Fees for Services - Lobbying" was reported as $0 on the 990. AFT's federal lobbying footprint surfaces only in Senate Lobbying Disclosure Act filings, which the Form 990 does not consolidate. The four LD-2 quarterly reports AFT filed for calendar year 2024 show $1.2 million in federal lobbying spending, conducted entirely through six in-house staff lobbyists with no outside K Street firms retained. Those lobbyists worked Capitol Hill across numerous distinct LDA policy areas, including immigration, firearms, agriculture, telecommunications, and Indian and Native American Affairs, reaching far beyond the classroom and contract concerns that justify a teachers union's existence.[9]

Beyond its direct lobbying operation, AFT operates a federal political action committee, the American Federation of Teachers, AFL-CIO Committee on Political Education, or AFTCOPE. FEC disclosures show AFTCOPE has contributed $30.8 million since the 2017 election cycle with 98.5% of this money flowing to Democratic causes.[10] During this period, the largest recipients of the PAC's spending were the Senate Majority PAC at $7.2 million, the House Majority PAC at $6.4 million, and the Democratic Senatorial Campaign Committee at $1.0 million.[11] AFTCOPE's broader recipient list also includes Rep. Ayanna Pressley, a cosponsor of the so-called Transgender Bill of Rights.[12] The resolution would declare it the duty of the federal government to guarantee "gender-affirming care" — including puberty blockers and cross-sex hormones — for transgender Americans, including minors.[13]

AFT also spent $11.7 million on travel and another $2.9 million on "conferences, conventions, and meetings" in FY 2024, together $14.6 million in expenses. On top of that, the union spent $9.9 million on legal fees and $12.8 million on "other" professional services without further categorization on the public filing, and another $3.7 million on "advertising and promotion", the brand and messaging budget for an organization whose dues come from teachers in classrooms.[14]

Beyond the headline compensation, AFT employed 371 people in FY 2024 and disbursed roughly $72 million in total employee compensation and benefits.[15][16] Eight officers, staff, and directors collectively received over $3.1 million in reportable compensation from the union, with eight cracking the $300,000 threshold.[17] President Randi Weingarten led the list at $592,548, followed by Secretary-Treasurer Fedrick C. Ingram at $458,965 and Executive Vice President Evelyn DeJesus at $376,332, every one of them earning multiples of what the rank-and-file teachers paying their salaries take home.[18][19]

The financial picture beneath those salaries is darkening. AFT ran consecutive operating deficits of $9.1 million in FY 2023 and $3.5 million in FY 2024, together vaporizing more than $12.6 million in just two years.[20] Total net assets fell from a peak of $68.0 million in FY 2022 to $49.1 million in FY 2024, a 27.7% collapse that drained nearly $19 million from the union's reserves.[21][22] Total liabilities have grown to $79.4 million, which is well above net assets and trending upward, meaning the union now owes its creditors, vendors, and pension obligations more than the equity its members have built up over decades.[23]

In sum, AFT's own books, and the federal lobbying and PAC records that fill the gaps the 990 leaves blank, expose a fundamental betrayal of the workers it claims to represent. A teachers union exists for one purpose: to advocate for educators in their classrooms, contracts, and careers. Instead, AFT has built an institution that pays its president 8.5 times the average teacher's salary, that spends more than $91 million each year shuffling money through opaque "contributions" and affiliate transfers, that has burned through nearly $19 million in members' equity in just two years, that runs a federal political committee whose contributions go almost exclusively to one political party, and that pours another $1.2 million into Capitol Hill lobbying on issues stretching far beyond classroom representation. Teachers paying dues to their local AFT affiliates deserve to know exactly what their dollars are funding. AFT's filings show otherwise.[24]

FINANCIAL POSITION

AFT's FY 2024 balance sheet shows an organization whose liabilities have outgrown its reserves and whose net asset position has deteriorated sharply over the past two years. As of June 30, 2024, AFT reported $128.6 million in total assets against $79.4 million in total liabilities, leaving net assets of $49.1 million, down 12.2% from the prior year and 27.7% below the FY 2022 peak of $68.0 million.[25][26]

The composition of those liabilities is itself a concern. AFT reported $56.8 million in unspecified "Other Liabilities", more than 71% of total liabilities, without further breakdown on the publicly filed return.[27] The union's investment portfolio, valued at $67.1 million, exists alongside this growing liability stack, suggesting that a large share of AFT's reserves are committed against future obligations rather than available for current operations or expanded representational activity.[28]

Item	Amount
Total Assets (EOY)	$128,563,305
Total Liabilities (EOY)	$79,448,250
Net Assets (EOY)	**$49,115,055**
Cash & Savings	$17,052,691
Accounts Receivable	$31,778,995
Investments (Public + Other)	$67,053,213
Property & Equipment (Net)	$3,917,318
Other Liabilities (Unspecified)	$56,779,729
FY 2022 Peak Net Assets	$67,956,115
Two-Year Decline in Net Assets	**-$18,841,060**

SPENDING BREAKDOWN

AFT's Form 990 Statement of Functional Expenses (Part IX) breaks the union's $221.6 million in FY 2024 disbursements into 25 line items. The categories that dominate the budget are not the ones members might expect from an organization advertising itself as the voice of America's educators.[29]

The single largest line, at $44.3 million, is "Other salaries and wages", AFT's own staff payroll outside the named officer ranks. The next two largest are pass-through and political-coded categories: $42.9 million to "Assistance to Locals" and $36.1 million to a category labeled simply "Contributions," filed under Part IX Line 24b without further detail on the public return.[30][31] Together, those three lines alone account for over $123 million, more than 55% of total expenses.

Travel ($11.7 million), payments to affiliates ($12.7 million), and unspecified "Fees for services - Other" ($12.8 million) each individually exceed what AFT spent on every other operational category combined, including office expenses, information technology, occupancy, advertising, depreciation, and conferences.[32]

Category	Amount	% of Total
Other salaries and wages	$44,296,202	20.0%
Assistance to Locals	$42,866,547	19.3%
Contributions	$36,115,268	16.3%
Other employee benefits	$14,148,922	6.4%
Fees for services - Other	$12,814,357	5.8%
Payments to affiliates	$12,667,759	5.7%
Travel	$11,739,074	5.3%
Fees for services - Legal	$9,865,280	4.5%
Office expenses	$5,531,240	2.5%
Advertising and promotion	$3,669,061	1.7%
Payroll taxes	$3,518,501	1.6%
Insurance	$3,244,199	1.5%
Conferences/conventions/meetings	$2,909,879	1.3%
Depreciation/amortization	$1,667,194	0.8%
Subscriptions & memberships	$1,654,676	0.7%
Compensation of officers/directors	$1,313,104	0.6%
Information technology	$770,686	0.3%
Occupancy	$292,707	0.1%
Fees for services - Lobbying	$0	0.0%
Pension plan accruals	$8,726,306	3.9%

What Do These Categories Mean?

Other salaries and wages: Salaries and wages paid to AFT's general staff (excludes named officers, directors, and key employees, who are reported separately on Line 5).
Assistance to Locals: Funds AFT provides to its state and local affiliated unions for organizing, training, contract support, and other affiliate-level operations.
Contributions: An "Other Expenses" sub-line filed under the description "Contributions," with no further breakdown on the public return. May include grants to advocacy groups, political organizations, or other recipients.
Payments to Affiliates: Distinct from Line 24a; covers structured payments owed to other organizations under affiliate agreements (e.g., dues forwarded to the AFL-CIO or other federations).
Fees for Services - Other: Outside professional and consulting services not categorized as legal, accounting, lobbying, fundraising, investment management, or general management. The public return does not require further itemization.
Fees for Services - Legal: Outside legal counsel and litigation expenses.
Fees for Services - Lobbying: Outside lobbying firms paid by the organization. Reads as $0 for AFT because AFT employs its lobbyists in-house. The actual lobbying spend is captured in Senate LDA filings.

Travel: Transportation, lodging, and related travel costs for officers, employees, and other persons whose travel AFT funded.
Conferences/conventions/meetings: Costs of holding or attending conferences, conventions, and meetings, including venue rental, food, and registration fees.
Other employee benefits: Health insurance, life insurance, disability, and other welfare benefits provided to AFT's own employees (does not include benefits for union members).
Compensation of officers/directors: Reportable compensation paid to current officers, directors, trustees, and key employees as listed in Part VII.

PAC POLITICAL SPENDING

AFT operates a federal political action committee, the American Federation of Teachers, AFL-CIO Committee on Political Education (AFTCOPE), FEC committee ID C00028860, that is one of the largest and most one-sidedly partisan PACs in organized labor. According to FEC disclosures, AFTCOPE made $8.8 million in federal political contributions during the 2024 election cycle (covering January 2023 through December 2024), distributed to more than 300 recipients, candidates, party committees, and political organizations.[33] AFTCOPE's broader recipient list also includes Rep. Ayanna Pressley, who occupies one of the most aggressive positions in Congress on gender ideology.[34] Pressley is a cosponsor of the Transgender Bill of Rights — a resolution declaring it a federal duty to guarantee access to "gender-affirming care," including puberty blockers and cross-sex hormones for minors.[35] She has also introduced federal legislation to shield trans-identifying Americans from the credit-history consequences of legal name changes.[36]

Just three recipients, Senate Majority PAC, House Majority PAC, and the Biden Victory Fund, account for $5.7 million, or 65.3%, of AFTCOPE’s entire 2024 cycle giving. The PAC’s political program is not broadly distributed across hundreds of small-dollar causes; it is concentrated at the top of the Democratic Party’s national campaign infrastructure. AFTCOPE’s $8.8 million in federal contributions during the 2024 cycle is also roughly seven times the $1.2 million AFT itself spent on direct federal lobbying that same year, a measure of how far the political program of America’s second-largest teachers union extends beyond classroom advocacy.[37]

Of that $8.8 million, 99.8% went to Democrat-aligned recipients. 0.2% went to Republican-aligned recipients. [38]

Recipient	Role	Amount	% of PAC Total	# Contributions	Party
Senate Majority PAC	Democratic Senate super PAC (Schumer-aligned)	$3,250,000	36.9%	6	D
House Majority PAC	Democratic House super PAC (Jeffries-aligned)	$2,200,000	25.0%	5	D
Biden Victory Fund	Joint fundraising committee for Biden 2024	$295,000	3.4%	6	D

Since the 2017-2018 cycle, AFTCOPE has donated $30.84M. Of that total, $30.37M (98.5%) went to Democrats. In that same time frame, $56,500 (0.2%) went to Republican recipients. The remaining $405,000 (1.3%) non-partisan or independent recipients. In total, $50,000 was contributed to Railroaders for Public Safety and $10,000 to Senator Angus King, an Independent who caucuses with Senate Democrats.[39][40] For comparison, AFTCOPE made $10.0 million in federal contributions during the 2022 election cycle with the same lopsided pattern: $9.8 million to Democrats.[41]

AFT's leadership has built and is operating one of the most aggressive and ideologically uniform political committees in the labor movement. The political agenda AFTCOPE advances, overwhelmingly Democratic, with no measurable contribution to ideological diversity, is the agenda union leadership has chosen to pursue with the union's name and influence. Members whose own politics differ from that agenda see their union's brand attached to candidates and committees they may not personally support every cycle.

Members deserve a transparent accounting of why their union has chosen to make itself an arm of one political party's national campaign infrastructure rather than a focused defender of educators in their workplaces.

FEDERAL LOBBYING

AFT spent $1.2 million on federal lobbying during calendar year 2024, per the four LD-2 quarterly reports the union filed with the Senate Office of Public Records under the Lobbying Disclosure Act.[42] LD-2 filings are made on a strict calendar-quarter cycle, and AFT submitted one report for each quarter of 2024: $270,000 in Q1 (Jan 1 - Mar 31), $280,000 in Q2 (Apr 1 - Jun 30), $270,000 in Q3 (Jul 1 - Sep 30), and $400,000 in Q4 (Oct 1 - Dec 31). All four filings were submitted by AFT itself as the registrant on its own behalf, conducted entirely through in-house staff lobbyists, with no outside K Street firm retained and $0 reported in payments to outside lobbying firms.

Reporting Period	Amount	Filing Method
Q1 2024 (Jan 1 - Mar 31)	$270,000	Direct (in-house)
Q2 2024 (Apr 1 - Jun 30)	$280,000	Direct (in-house)
Q3 2024 (Jul 1 - Sep 30)	$270,000	Direct (in-house)
Q4 2024 (Oct 1 - Dec 31)	$400,000	Direct (in-house)
TOTAL Calendar Year 2024	**$1,220,000**	**Direct (in-house)**

Calendar year 2024 was not an outlier. AFT has filed quarterly LD-2 reports continuously since the LDA shifted to a quarterly cycle in 2008 and has reported at least $1.0 million in federal lobbying spending in every calendar year since 2010. Across the eight calendar years from 2018 through 2025, AFT reported $12.4 million in total federal lobbying spending - an average of roughly $1.55 million per year - with calendar 2025 (the most recent completed calendar year) coming in at $1,750,000.[43]

Calendar Year	Total Federal Lobbying	Filing Method
CY 2018	$1,879,861	Direct (in-house)
CY 2019	$1,606,005	Direct (in-house)
CY 2020	$1,560,000	Direct (in-house)
CY 2021	$1,570,000	Direct (in-house)
CY 2022	$1,450,000	Direct (in-house)
CY 2023	$1,340,000	Direct (in-house)
CY 2024	$1,220,000	Direct (in-house)
CY 2025	$1,750,000	Direct (in-house)
TOTAL CY 2018 - CY 2025 (8 years)	**$12,375,866**	**Direct (in-house)**

AFT's lobbyists worked on Capitol Hill across a portfolio of policy areas that reach well beyond the workplace, contract, and pension issues most members would associate with a teachers union. The four CY 2024 LD-2 filings disclosed lobbying activity across distinct LDA general issue codes. Education, Labor Issues / Antitrust / Workplace, Civil Rights / Civil Liberties, Health Issues, Medicare / Medicaid, Budget / Appropriations, Government Issues, Taxation / Internal Revenue Code, Retirement, Pharmacy, Telecommunications, Agriculture, Immigration, Firearms / Guns / Ammunition, and Indian / Native American Affairs. Specific bills and positions disclosed across the four CY 2024 reports include H.R.20 the Richard L. Trumka Protecting the Right to Organize (PRO) Act, H.R.51 to grant Washington D.C. statehood, the Kids Online Safety Act, the FY2025 National Defense Authorization Act, the FY2025 Departments of Labor, Health and Human Services, and Education appropriations bill, federal student loan debt cancellation, Universal Free School Meals, an Assault Weapons Ban, and gun violence prevention research funding.[44] A number of these issues, D.C. statehood, immigration, gun policy, Native American voting rights, and judicial nominations, sit well outside what most rank-and-file teachers would identify as the union's core representational mission. AFT has lobbied on a substantially similar broad portfolio of non-classroom issues in each of the past several calendar years.

AFT's six registered federal lobbyists are union staff, not former government officials. Combined with the eight-year, $12.4 million pattern of consistent annual in-house lobbying visible in the LDA filings, AFT's federal lobbying operation is best understood as a permanent, long-tenured arm of union headquarters, one whose paychecks are funded by dues revenue forwarded by AFT-affiliated locals.[45]

WASTEFUL SPENDING

Even setting aside political and advocacy spending, AFT's FY 2024 disbursements include substantial sums on hospitality and self-promotion that bear no obvious connection to representing teachers in classrooms or at the bargaining table. The union spent $11.7 million on travel and another $2.9 million on conferences, conventions, and meetings, a combined $14.6

million in venue and travel expenses, equivalent to approximately $39,485 per AFT employee per year.[46][47]

AFT also spent $3.7 million on "advertising and promotion" — public messaging that benefits the union's brand and political positioning, paid for out of dues forwarded by local affiliates whose members have no input on the campaigns.[48] Combined with the $36.1 million in unspecified "Contributions" and the $12.8 million in unspecified "other" professional services, AFT directed more than $67 million in FY 2024 to categories whose specific recipients and purposes are not disclosed on the public return.

Vendor	Amount
Travel	$11,739,074
Conferences, conventions, meetings	$2,909,879
Advertising and promotion	$3,669,061
Fees for services - Other (unspecified)	$12,814,357
Other Expenses - 'Contributions'	$36,115,268
TOTAL	**$67,247,639**

TOP COMPENSATION

AFT's FY 2024 Form 990 Part VII discloses compensation for its officers, directors, trustees, and the highest-paid employees. The reportable amounts paid by AFT, before accounting for compensation from related organizations, are large in absolute terms and far exceed what teachers in AFT-represented classrooms typically earn.[49][50]

President Randi Weingarten collected $474,951 in reportable compensation from AFT plus $117,597 in other compensation (deferred pay, retirement contributions, and tax-deferred fringe benefits), for a total of $592,548 in FY 2024.[51] That figure is approximately 8.5 times the National Education Association's most recent estimate of average classroom teacher pay (~$69,544).[52] Secretary-Treasurer Fedrick C. Ingram earned $458,965, Executive Vice President Evelyn DeJesus $376,332, and five additional named senior staff each took home above $300,000.

Employee	Total Compensation
1. Randi Weingarten - PRESIDENT	$592,548
2. Fedrick C. Ingram - SECRETARY-TREASURER	$458,965
3. Evelyn DeJesus - EXECUTIVE VICE PRESIDENT	$376,332
4. Darrin Nedrow - DIRECTOR OF ORGANIZATION & FIELD SERVICES	$357,134
5. Jessica Smith - DIRECTOR OF UNION LEADERSHIP INSTITUTE	$355,429

6. Michael S. Powell - ASST. TO PRES. FOR COMMUNICATIONS	$332,060
7. Michelle A. Ringuette - ASST. TO PRES. FOR OFFICE OF THE PRESIDENT	$329,833
8. Ann J. Mitchell - ASST. TO PRES. FOR FIELD	$319,784
TOTAL TOP 8	**$3,122,085**

While AFT's named officer compensation has grown more slowly than headline inflation since FY 2018, the absolute figures remain extraordinary. Even after accounting for cost-of-living adjustments, every individual on the table above earns more than four times the average American classroom teacher's salary, and most earn more than five times that benchmark.[53]

EMPLOYEE BENEFITS

AFT's expense filings show that the union's own staff are well cared for. In FY 2024, AFT spent $14.1 million on "other employee benefits", $8.7 million in “Pension plan accruals and contributions”, and $3.5 million on payroll taxes, for a total of $26.4 million in non-wage employee compensation costs.[54]

Combined with the $44.3 million in non-officer salaries and wages and the $1.3 million in officer compensation, AFT’s total spending on its own employees reached $72.0 million, roughly 32.5% of total disbursements.[55] For comparison, the union spent just $1.3 million on grants and similar amounts to outside organizations or individuals, meaning AFT’s national operation spends roughly 57 dollars on its own staff for every 1 dollar it grants to anyone else.[56][57]

Benefit Type	Amount
Other salaries and wages	$44,296,202
Other employee benefits	$14,148,922
Payroll taxes	$3,518,501
Officer compensation	$1,313,104
Pension plan accruals	$8,726,306
TOTAL BENEFITS	**$72,003,035**

YOUR RIGHT TO LEAVE

Under the U.S. Supreme Court’s 2018 decision in Janus v. AFSCME, public-sector teachers represented by AFT-affiliated locals cannot be required to pay union dues or agency fees as a condition of employment. The First Amendment protects educators’ right to decline AFT-local membership, and non-members cannot be compelled to subsidize the union’s collective bargaining or political activities without their affirmative, knowing consent. Workers who choose not to join the union retain all of their bargaining-unit representation rights, civil-service protections, and workplace benefits.[58] Members who joined voluntarily may resign their membership; the timing and procedure for stopping dues deductions are governed by state law and the dues authorization form each member signed. Despite Janus, for workers who remain members of AFT-affiliated locals, every dollar of dues paid to those locals can flow upward as per capita revenue to AFT national — funding the budgets, salaries, conferences, contributions, lobbying agendas, and partisan political priorities documented in this report.

Teachers, school nurses, paraprofessionals, and higher-education staff paying dues to an AFT-affiliated local who believe their dollars should be going to classroom advocacy rather than the spending described here have the right to leave. For information about exiting union membership, visit americansforfairtreatment.org or call (833) 969-FAIR.[59]

Data sourced from IRS Form 990 filings for the American Federation of Teachers, AFL-CIO (EIN 36-0725240), fiscal years ending June 30, 2018 through June 30, 2024 (IRS Tax-Exempt Organization Search e-file XML database); from federal lobbying disclosure data filed by AFT under the Senate Lobbying Disclosure Act for calendar years 2023 and 2024 (lda.senate.gov); and from Federal Election Commission disclosures for AFTCOPE (FEC committee ID C00028860) for the 2022 and 2024 election cycles, via fec-widget.vercel.app.

NUMBERS TO HIGHLIGHT

Key statistics from AFT's FY 2024 (year ending June 30, 2024) 990 filing

$592.5K	Randi Weingarten's FY 2024 total compensation
8.5x	Weingarten's pay vs. average classroom teacher
$8.8M	AFTCOPE 2024-cycle federal political contributions (FEC)
98.5%	Of AFT-COPE PAC dollars went to Democrat recipients (2017–2026 cumulative)
$8.67M	AFTCOPE contributions to Democrat-aligned recipients (2024 cycle)
$1.22M	AFT 2024 federal lobbying spending (LDA)
-$18.8M	Two-year decline in net assets (FY22-FY24)
-12.2%	FY 2024 net asset drop
-$3.5M	FY 2024 operating deficit
$36.1M	Unspecified "Contributions" (Line 24b)
$72M	Spent on AFT's own staff

[1] IRS Form 990 (EIN 36-0725240), Part VII, Section A, fiscal year ending June 30, 2024.

[2] National Education Association, 'Rankings of the States 2023 and Estimates of School Statistics 2024,' April 2024 — average classroom teacher salary approximately $69,544.

[3] American Federation of Teachers, “About AFT,” aft.org/about — AFT cites approximately 1.8 million members across its local and state affiliates.

[4] IRS Form 990 (EIN 36-0725240), Part I, fiscal year ending June 30, 2024.

[5] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[6] IRS Form 990 (EIN 36-0725240), Part IX, Line 24b (Other Expenses: 'CONTRIBUTIONS'), fiscal year ending June 30, 2024.

[7] IRS Form 990 (EIN 36-0725240), Part IX, Line 21 (Payments to Affiliates), fiscal year ending June 30, 2024.

[8] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[9] Senate Lobbying Disclosure Act, AFT LD-2 quarterly filings for the union's fiscal year 2024 (Jul 2023–Jun 2024) reporting period: Q3 2023 (UUID f13efb22-bdb8-4a79-bbc5-f75e0e09a98d), Q4 2023 (UUID f77acc1b-3c1c-4466-b39a-9c935bb9ca3f), Q1 2024 (UUID 6f0ae89d-e71d-4196-8613-279527345be4), Q2 2024 (UUID 6c5173bd-37ee-4587-9e39-c0c810767058); lda.senate.gov.

[10] Federal Election Commission disclosures for AFTCOPE (FEC committee ID C00028860), 2017-2026, via fec-widget.vercel.app.

[11] Federal Election Commission disclosures for AFTCOPE (FEC committee ID C00028860), 2017-2026, via fec-widget.vercel.app.

[12] H.Res. 1058, "Transgender Bill of Rights" (119th Congress), Pressley cosponsor.

[13] H.Res. 1058, "Transgender Bill of Rights" (119th Congress), §§ findings on access to gender-affirming care including for transgender youth; Rep. Ayanna Pressley, cosponsor.

[14] IRS Form 990 (EIN 36-0725240), Part I, fiscal year ending June 30, 2024.

[15] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[16] IRS Form 990 (EIN 36-0725240), Part VII, Section A, fiscal year ending June 30, 2024.

[17] IRS Form 990 (EIN 36-0725240), Part VII, Section A, fiscal year ending June 30, 2024.

[18] National Education Association, 'Rankings of the States 2023 and Estimates of School Statistics 2024,' April 2024 — average classroom teacher salary approximately $69,544.

[19] Multi-year analysis of IRS Form 990 filings (EIN 36-0725240), fiscal years ending June 30, 2018 through June 30, 2024.

[20] IRS Form 990 (EIN 36-0725240), Part X (Balance Sheet), fiscal year ending June 30, 2024.

[21] Multi-year analysis of IRS Form 990 filings (EIN 36-0725240), fiscal years ending June 30, 2018 through June 30, 2024.

[22] IRS Form 990 (EIN 36-0725240), Part X (Balance Sheet), fiscal year ending June 30, 2024.

[23] Recap of figures cited in endnotes 1-50 above. Compensation figures from IRS Form 990 (EIN 36-0725240), Part VII, Section A; expense breakdowns from Part IX; balance-sheet figures from Part X; PAC figures from FEC committee C00028860 (AFTCOPE) filings; federal lobbying figures from U.S. Senate Lobbying Disclosure Act database (lda.senate.gov).

[24] IRS Form 990 (EIN 36-0725240), Part X (Balance Sheet), fiscal year ending June 30, 2024.

[25] Multi-year analysis of IRS Form 990 filings (EIN 36-0725240), fiscal years ending June 30, 2018 through June 30, 2024.

[26] IRS Form 990 (EIN 36-0725240), Part X (Balance Sheet), fiscal year ending June 30, 2024.

[27] IRS Form 990 (EIN 36-0725240), Part X (Balance Sheet), fiscal year ending June 30, 2024.

[28] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), Lines 5, 7, 8, 9, 10, 11b, 11d, 11g, 12, 13, 14, 16, 17, 19, 21, 22, 23, 24a, 24b, and 24c, fiscal year ending June 30, 2024.

[29] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[30] IRS Form 990 (EIN 36-0725240), Part IX, Line 24b (Other Expenses: 'CONTRIBUTIONS'), fiscal year ending June 30, 2024.

[31] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[32] Federal Election Commission disclosures for AFTCOPE (FEC committee ID C00028860), 2024 election cycle (covering January 2023 through December 2024), via fec-widget.vercel.app.

[33] Federal Election Commission filings for AFTCOPE (committee C00028860), Schedule B (Itemized Disbursements) for the 2023–2024 election cycle, aggregated by recipient committee. Senate Majority PAC, House Majority PAC, and Biden Victory Fund cumulative amounts ($5,745,000) and percentage of cycle giving (65.3%) computed by the report author from itemized FEC contribution detail.

[34] House Resolution 1058, "Transgender Bill of Rights" (119th Congress), Rep. Ayanna Pressley cosponsor; Pressley press releases on transgender rights legislation.

[35] House Resolution 1058, "Transgender Bill of Rights" (119th Congress), §§ findings on access to gender-affirming care including puberty blockers and cross-sex hormones for transgender Americans; Rep. Ayanna Pressley, cosponsor.

[36] Federal Election Commission filings for AFTCOPE (committee C00028860), Schedule B (Itemized Disbursements) for the 2023–2024 election cycle. Partisan classification (98.5% Democratic-aligned, 0.2% Republican-aligned, ~1.5% non-partisan/independent) per the fec-widget.vercel.app recipient-party classification. The $8.8 million 2024-cycle total reflects total Schedule B itemized contributions for the cycle.

[37] Federal Election Commission disclosures for AFTCOPE (FEC committee ID C00028860), 2024 election cycle (covering January 2023 through December 2024), via fec-widget.vercel.app.

[38] FEC partisan classification of AFTCOPE 2024-cycle recipients per fec-widget.vercel.app — Democratic-aligned recipients (DEM): $8,730,225; non-Democratic recipients (OTH/REP/UNK): $70,000.

[39] FEC disclosures for AFTCOPE, 2022 election cycle (covering January 2021 through December 2022) — used as comparison year, accessed via fec-widget.vercel.app/data/C00028860.json.

[40] Senate Lobbying Disclosure Act, LD-2 quarterly filings by American Federation of Teachers (registrant id 2332, lda.senate.gov). Calendar year 2024 filings: Q1 2024 (UUID 6f0ae89d-e71d-4196-8613-279527345be4, $270,000), Q2 2024 (UUID 6c5173bd-37ee-4587-9e39-c0c810767058, $280,000), Q3 2024 (UUID 235a915f-f724-4f2c-af4d-91c947fbf5c0, $270,000), Q4 2024 (UUID 8571970e-5a60-4d66-af1e-640d7e88e7af, $400,000), totaling $1,220,000.

[41] Senate Lobbying Disclosure Act, LD-2 quarterly filings by American Federation of Teachers (registrant id 2332, lda.senate.gov). Multi-year calendar-year totals (CY 2018–CY 2025) compiled from the 32 AFT LD-2 quarterly filings spanning Q1 2018 through Q4 2025: CY 2018 $1,879,861; CY 2019 $1,606,005; CY 2020 $1,560,000; CY 2021 $1,570,000; CY 2022 $1,450,000; CY 2023 $1,340,000; CY 2024 $1,220,000; CY 2025 $1,750,000. Eight-year cumulative total ($12,375,866) and per-year average (~$1.55 million) computed by the report author.

[42] Senate LDA LD-2 filings by American Federation of Teachers, fiscal year 2024 — bill numbers and lobbying activity descriptions disclosed in the Q3 2023, Q4 2023, Q1 2024, and Q2 2024 filings.

[43] Senate LDA LD-2 filings, AFT FY 2024 quarterly reports — none of the six listed lobbyists disclosed a covered government position.

[44] IRS Form 990 (EIN 36-0725240), Part IX, Line 17 (Travel) and Line 19 (Conferences, conventions, and meetings), fiscal year ending June 30, 2024.

[45] IRS Form 990 (EIN 36-0725240), Part I, fiscal year ending June 30, 2024.

[46] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[47] IRS Form 990 (EIN 36-0725240), Part VII, Section A, fiscal year ending June 30, 2024.

[48] National Education Association, 'Rankings of the States 2023 and Estimates of School Statistics 2024,' April 2024 — average classroom teacher salary approximately $69,544.

[49] IRS Form 990 (EIN 36-0725240), Part VII, Section A, fiscal year ending June 30, 2024.

[50] National Education Association, 'Rankings of the States 2023 and Estimates of School Statistics 2024,' April 2024 — average classroom teacher salary approximately $69,544.

[51] National Education Association, 'Rankings of the States 2023 and Estimates of School Statistics 2024,' April 2024 — average classroom teacher salary approximately $69,544.

[52] IRS Form 990 (EIN 36-0725240), Part IX, Lines 8, 9, and 10, fiscal year ending June 30, 2024.

[53] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[54] IRS Form 990 (EIN 36-0725240), Part I, fiscal year ending June 30, 2024.

[55] IRS Form 990 (EIN 36-0725240), Part IX (Statement of Functional Expenses), fiscal year ending June 30, 2024.

[56] Janus v. AFSCME, 138 S. Ct. 2448 (2018).

[57] Janus v. AFSCME, Council 31, 138 S. Ct. 2448 (2018). Workers seeking to opt out of AFT-affiliated local membership and dues collection are directed to americansforfairtreatment.org or (833) 969-FAIR.

[58] AFTCOPE FEC filings (Committee ID C00028860), 2017–2026 cycles; Pressley for Congress contributions. See also House Resolution 1058, "Transgender Bill of Rights," 119th Congress (Rep. Ayanna Pressley, cosponsor).

[59] Janus v. AFSCME, Council 31, 138 S. Ct. 2448 (2018). Workers seeking to opt out of AFT-affiliated local membership and dues collection are directed to americansforfairtreatment.org or (833) 969-FAIR.