



REPRESENTATIVE
ASSEMBLY

ANNUAL REPORT

2025 - 26



— MEA — CENTER FOR Leadership & Learning

Center for Leadership & Learning

Community Engagement and Business Growth

This year marked strong growth through strategic partnerships, expanded outreach and a focus on enhancing member experiences across Michigan.

Key highlights included a new partnership with the Detroit Pistons, plus expanding relationships with Lansing-area businesses and organizations to help provide affordable event options and expanded resources.

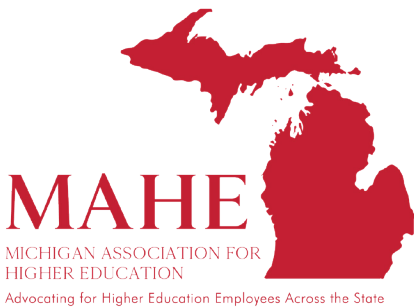
At Winter Conference, we enhanced our exhibits experience, including launching our first-ever College Row. We've also increased our presence at statewide events like subject-area conferences to better connect with members.

We also expanded MEA swag offerings and streamlined our Scholarship Program with a fully online process. The MEA Scholarship Fund Golf Outing continues to grow and remains a key success.

Looking ahead, we are focused on strengthening the Winter Conference, increasing exhibitor engagement and maintaining affordable, high-quality experiences. New hotel partnerships in Lansing will also help reduce travel costs for members.



Michigan Association of Higher Education (MAHE)



MAHE continued to play a vital role in advancing higher-education advocacy, professional development and leadership cultivation. The MAHE Professional Issues in Higher Education Conference achieved record attendance, featuring a keynote presentation that examined coordinated national efforts impacting higher education and underscored the importance of collective awareness and advocacy.

MAHE also hosted a well-attended Town Hall event focused on leadership development, legislative issues, legal challenges and broader threats facing higher education. The event

encouraged dialogue among experienced and emerging leaders and strengthened connections across institutions statewide.

In addition, MAHE leaders engaged in collaborative discussions with Higher Education Labor United (HELU), further expanding partnerships and reinforcing MAHE's commitment to advancing the collective voice of higher education professionals at both the state and national levels.



MEA EDUCATION SUPPORT PROFESSIONALS
EDUCATE • ADVOCATE • EMPOWER

MEA ESP Caucus

Over the past year, the ESP Caucus has focused on advancing the ESP Bill of Rights campaign, engaging and empowering Education Support Professionals (ESPs) across the state. The work has gained strong momentum, with nearly 1,300 individual endorsements and 35 organizational endorsements to date.

This campaign is setting the standard for similar efforts in other states across the country. Our work was recently highlighted at the NEA ESP Conference, where members and staff presented the Michigan Campaign model for building ESP power and advocacy.

In recognition of this momentum, the effort was awarded a \$300,000 NEA Great Public Schools grant over two years to continue expanding the work, increasing member engagement and developing ESP leadership.

The next goal is to continue building support and secure endorsement from every region before the fall, further strengthening the collective voice of ESPs and allies across the state.

Learn more and sign on to the ESP Bill of Rights at mea.org/esp-bill-of-rights.

New Unit Organizing

MEA continues to grow, with several organizing efforts underway across multiple districts and higher education institutions, including new unit elections.

Elk Rapids Support has presented a memorandum of understanding (MOU) to its district for voluntary recognition, and Southgate O, representing 23 members, filed for recognition on Jan. 1, 2026. The MSU Academic Specialists, numbering about 1,200 potential members, are currently organizing.

In elections, several groups have achieved success; some highlights include Burr Oak EA and Battle Creek Behavior Interventionists, both of which won after unfair labor practice (ULP) filings. The Linden GSRP unit secured voluntary recognition after an MOU and board vote, and Elk Rapids ESP, Southgate O, Caro P and Utica EA/Alternative Ed units all won their elections.

Overall, the momentum across districts reflects strong, ongoing organizing activity and multiple newly recognized bargaining units.

Year-Round Organizing

MEA's participation in the 2025 NEA Year-Round Organizing Grant provided resources and paid member organizers who assisted in recruiting 655 new members across the 16 participating locals. These 16 EA and ESP locals developed teams of member organizers that were trained and worked to develop an organizing plan within their local. Member organizers worked on membership roster data cleanup, membership surveys, membership growth through 1:1 worksite conversations, new-hire orientations and the promotion of the Commitment to Membership (CTM) and Early Enrollment (EE) Campaigns.



The Union of Tenure System Faculty at Michigan State University held a rally outside the Michigan State University Kellogg Center to urge the MSU administration to recognize the union on Sept. 6, 2024.

UTSF won recognition on September 8, 2025 after years of organizing and legal battles.

Learning & Organizational Development

2025 Summer Conference

The Center for Leadership & Learning (CLL) successfully hosted the 2025 Summer Conference as a hybrid event at MEA Headquarters in East Lansing. More than 260 attendees participated in more than 40 sessions offering State Continuing Education Clock Hours (SCECH) and/or ESP credits.

COMING SOON

Scheduled for July 14-16 at MEA Headquarters in East Lansing, the 2026 Summer Conference will launch our 2026-27 professional learning year.



2026 Winter Conference

Held at the Detroit Marriott Renaissance Center, the 2026 Winter Conference hosted 1,038 participants across 65 sessions, including 16 SCECH-eligible and 17 ESP-credit eligible sessions. Special events included an Education Forum with 2026 candidates for governor, a Detroit Pistons game night, ESP Bill of Rights reception, MESSA dinner and an Afterglow event.





MEMBERSHIP ON THE RISE



Aspiring Educators of Michigan (AEM)

AEM membership increased 38% from 2024-25 and another 49% from 2025-26. Representation spans 19 campus chapters. Attendance at this year’s fall conference nearly doubled compared to the previous year, with roughly one-quarter of the membership present. State leadership elections will occur in March.

Educators Rising

MEA hosted the Educators Rising Conference & Competition at Wayne State University in March. A total of 243 students competed (up from 128 last year), and nearly 500 future educators registered. Participants represented 25 Michigan schools. The keynote speaker was Jessica Care Moore, Detroit Poet Laureate. The event featured learning sessions, competitions and student activities.

Michigan New Educators (MiNE)



MiNE is undergoing a strategic revamp to better support early career educators statewide, expanding engagement opportunities and leadership pathways in collaboration with AEM alumni leaders.

Leader-Member Training Program (LMTP)

Since September 2025, 41 leader-member training courses have taken place across 12 unique courses, reaching at least 1,244 individual members. An additional 20 training sessions are scheduled through the end of the fiscal year in August 2026, supporting leadership development statewide.

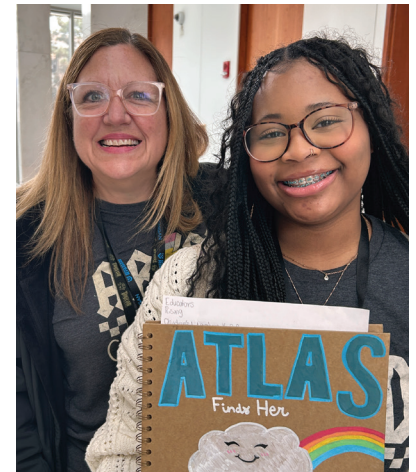


MEA LearnCenter Learning Management System

LearnCenter utilization increased 39% year-over-year, with 2,931 members supported in 2025-26 (up from 2,103). Login processes were streamlined, and new internally developed courses are expanding the catalog.

SCECHs Earned

SCECH engagement through MEA-provided training increased 312% in 2025-26, with 512 SCECH engagements serving 1,231 members. Expansion of LearnCenter offerings is expected to drive continued growth.



Pictured at Educators Rising with her teacher, Heather Roberts, high school junior Madison Hatcher competed in the conference’s children’s literature category for the picture book she wrote, illustrated and presented before judges — Atlas Finds Her Calm.

Communications & Public Engagement

Legislative & Lobbying

Divided government gridlock reached new depths in 2025 with the least productive legislative year in Michigan history — with 2026 likely to follow suit.

2025-26 EDUCATION BUDGET

The main accomplishment in 2025 was the (late) passage of the FY26 education budget in October — well after the Legislature’s July 1 deadline. That budget included:

- ➔ \$10,050 foundation allowance (+\$442 per student)
- ➔ \$250M increase to at-risk funding (31a)
- ➔ continuation of free school meals for all students
- ➔ \$300M for safety/mental health (with legal privilege waiver requirements attached to 31aa that caused most districts to not take the money)
- ➔ \$200M in additional one-time compensation for school employees to offset out-of-pocket health cost increases (27l)
- ➔ 2-3% increase for community colleges and universities
- ➔ On the negative side, a \$400M shift of higher education expenses from the General Fund to the School Aid Fund to free up revenue for road funding

In the fall, MEA mounted a full-scale budget push including a September 2025 lobby day with 60+ members, a \$200,000 digital ad buy (thanks to an NEA grant) and constant member contact via email, phones and in communities with their lawmakers.

OTHER POLICY ACCOMPLISHMENTS FOR 2025-26

- ➔ Compromise law requiring local policies to restrict student smartphone use during instructional time (SB 234/HB4141);
- ➔ Lifting 2024-25 days and hour requirements for districts closed by the March 2025 Northern Michigan ice storm (HB 4345);
- ➔ Allowing for opt-out of the workforce readiness assessment portion of the Michigan Merit Exam (MME), or WorkKeys (HB 4037-38 and 4538); and
- ➔ (FINAL PASSAGE PENDING) Elimination of the MME writing component along with exclusion of MME scores from transcripts (HB 4556-4557).

STUDENT LITERACY AND THE FY27 BUDGET

Student literacy promises to be the major issue for 2026, with Gov. Whitmer highlighting it in her final budget recommendations and State of the State address — including proposed investment in increased professional development, tools and support for educators and interventions during and outside of school for struggling readers. Work on the FY27 budget will likely dominate Lansing throughout the rest of this spring, with MEA working closely with other education organizations and pro-education legislators to bring needed consistency and clarity to the budget for next year and beyond.

Stay up to date at mea.org/legislation, including our Legislative Tracker at mea.org/legtracker.



Huron Valley EA President Jennifer Hollander addresses reporters at a Sept. 2025 lobby day.



“These weren’t miracles — they were marathons; the result of years of hard work and commitment to the plan.”

Gov. Gretchen Whitmer on other states’ effective literacy programs

STATE BOARD/MDE

The major development with the State Board of Education and Michigan Department of Education (MDE) in 2025-26 was the hiring of Dr. Glenn Maleyko as the new State Superintendent of Public Instruction. The board also adopted updates to health curriculum standards and discussed efforts to improve student literacy, chronic absenteeism and more.



Dr. Glenn Maleyko
State Superintendent

Political Action & PAC

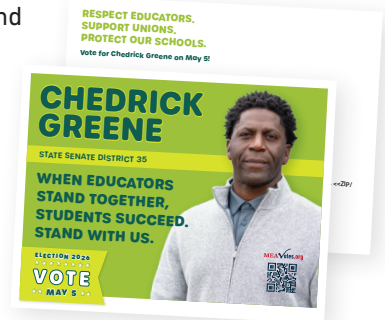
We are gearing up for a critical election season in 2026, including open races for governor, U.S. Senate, attorney general and secretary of state; key Congressional, State Senate and State House races; other statewide candidates and measures; and local school and community college board races in November.

Current member-to-member organizing is focused on the SD 35 special election in Saginaw, Bay City and Midland, where MEA's locals have recommended Chedrick Greene on the May 5 ballot. Screening processes are underway for statewide, Congressional, State Legislative and local races for the August primary and November general elections — with an eye toward absentee/early voting starting in June and September, respectively.

Local election work continues to be critical, with MEA involvement helping more than 65% of local millage and bond elections pass this year. Again in 2026, we are working with the Great Lakes Political Academy on candidate recruitment and training for local board races.

In order to be successful in 2026, we must raise significant political action committee (PAC) funds to elect friends of public education. For the 2025 calendar year, we raised over \$380,000 for MEA-PAC and nearly \$110,000 for the NEA Fund — however, only 8.6% of active members gave to PAC in 2025.

We had strong fundraising at MEA events in 2025-26, including \$17,500 at the Representative Assembly (RA), \$4,000 at the Summer Conference and \$11,500 at the Winter Conference and nearly \$90,000 at the Statewide Staff Meeting. Our recent March Madness PAC drive raised more than \$40,000, but another \$300,000 or more must be raised by fall to meet the needs for November's elections. Please run local PAC drives, contribute online at MEAVotes.org and contact us at pac@mea.org for any support.



MEA-PAC

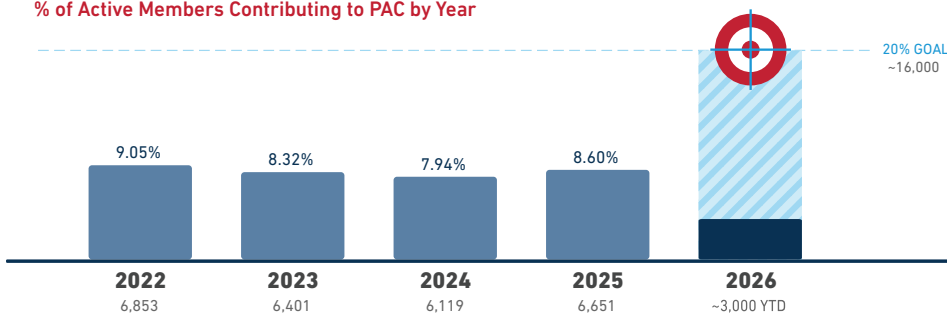
2025-26 Fundraising & Member Participation

► RAISED MAY 1, 2025 TO MARCH 31, 2026

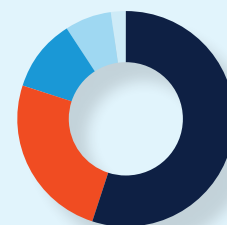
MEA-PAC
\$361,380
from 7,110 contributors

NEA FUND
\$54,435
from 2,648 contributors (not including approx. \$50k at 2025 NEA RA)

% of Active Members Contributing to PAC by Year



2025-26 EVENT FUNDRAISING



\$163k
Total Raised at Events

- 55% Statewide Staff Meeting
nearly \$90,000
- 25% March Madness drive
more than \$40,000
- 11% Representative Assembly
\$17,500
- 7% Winter Conference
\$11,500
- 2% Summer Conference
\$4,000

We Love Public Education

From distribution of calendars and yard signs to a \$250,000 NEA paid media grant in early 2026, MEA's theme of "We Love Public Education" has permeated work throughout the year. Members have engaged around a positive, pro-education message that works in liberal and conservative areas alike, focusing on the importance of our hometown, neighborhood schools to our communities. Check out [WeLovePublicEd.org](https://www.welovepubliced.org) — and watch for the grant-funded campaign later this spring in target areas around Michigan.



Member Communications

Over the past year, the award-winning *MEA Voice* magazine and related communications vehicles have covered a wide range of issues and focused attention on the incredible work of pre-K-12 educators across the state. From a feel-good cover feature on the national award-winning work of East Jordan's Matt Hamilton and his Shoe Club, to gritty accounts of crisis and organizing struggles in Wayne-Westland, Pontiac, Traverse City, MSU-UTSF, and more — *Voice* content ran the gamut.

- ➔ Three editions of the magazine, in August, October and February, conveyed large themes and key MEA priorities in human terms — breaking down big ideas into multi-story packages — including educator recruitment; the ESP Bill of Rights campaign; and the movement to strengthen early literacy.
- ➔ A three-part series, in December, February and April — Facts vs. Fallacy — focused on analyzing and explaining the history and facts behind Michigan school performance, funding and policy in the runup to this year's critical elections.
- ➔ The December *Voice* featured the incredible and moving story of retiree Jim McCloughan, a 40-year member and educator from South Haven who was awarded the Congressional Medal of Honor for his heroic actions as a U.S. Army medic in Vietnam.

The amazing staff work of producing the magazine runs in concert with also generating regular content for MEA social media and e-newsletters, including MEA Voice Online, Capitol Comments and At The Center. Via social media, on Facebook alone from May 1, 2025, to the time of this report, we've had more than 2.6M views, 27,000 content interactions and 15,000 link clicks to an audience of nearly 45,000 followers.





Michigan gubernatorial candidates speak at Michigan Education Association forum in Detroit

Media Relations & External Communications

From May 1, 2025, to the time of this report, MEA was featured in 110 TV stories, 158 radio stories and 217 online/print stories. Were MEA to purchase that amount of advertising space, it would have cost more than \$20.7 million.

Key topics generated from hundreds of reporter interviews included:

- ➔ Education funding
- ➔ Election 2026 (including the Education Forum with key candidates for governor at February's Winter Conference)
- ➔ Student literacy
- ➔ Local organizing and bargaining situations
- ➔ Impact of federal issues on Michigan schools
- ➔ The educator shortage
- ➔ Chronic absenteeism
- ➔ Universal school meals
- ➔ Rising health care costs and substandard pay for school employees
- ➔ Student smartphone use
- ➔ Immigration enforcement
- ➔ Student mental health and behavior issues

We continued to write and place op-eds on many of these same topics from MEA President and CEO Chandra Madafferi, Senior Executive Director Erik Edoff and a variety of local leaders and members in the Detroit News (including our monthly Labor Voice column), Detroit Free Press, Bridge Michigan and other outlets across Michigan.

Finally, we offered strategic counsel and training on communications issues for both state and local leadership, including bargaining crisis support in Grand Rapids, Ludington, Northville, Clintondale, Pontiac and many other locals (upon request of UniServ directors).

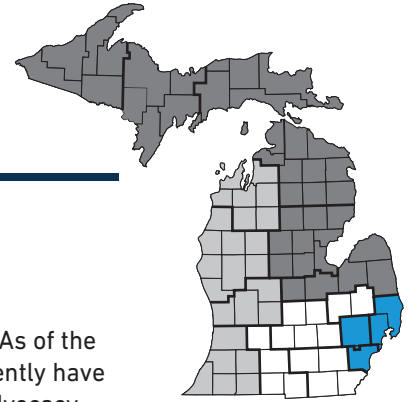
Creative Projects Team

The Creative Projects Team completed just over 1,700 print and digital jobs (equivalent to the prior year), ranging from conference materials and campaign mailings to customized local flyers and new member kits. The Team consistently provides rapid creation and production of MEA branded printed, digital, online and video and continues to monitor and improve MEA brand consistency across the organization.

Lansing State Journal

Tenured faculty at Michigan State reach deal to unionize

AT THE CAPITOL | Leading MI education groups weigh in on full state budget proposal now awaiting governor's signature



Eastern Zone

Organizing and Member Engagement

The Eastern Zone started the 2025-26 school year with 27,578 members in good standing. As of the production of this report, we have increased our membership by 308 members as we currently have 27,886 members. This is due to the creativity, leadership, organizing mindset and strong advocacy of the Eastern Zone local leaders and staff. While we have seen significant advancements in local contracts and membership numbers over the past year, some of the highlights include the following:

Troy E: Membership has increased by a net total of 26 members since the start of the 2025-26 school year.

Livonia E: Membership has increased by 49 members since the start of the 2024-25 school year.

Birmingham Techs and Community School Organizers: These newly organized ESP locals ratified their first Collective Bargaining Agreements (CBAs) and have maintained 100% membership.

Collective Bargaining

The 2025-26 school year saw major enhancements to our members' collective bargaining agreements in multiple locals across the Eastern Zone. Our bargaining teams continue to advance and ratify language that returns restored subjects to many of our CBAs to provide improved working conditions and fairness in matters of evaluation and employee discipline.

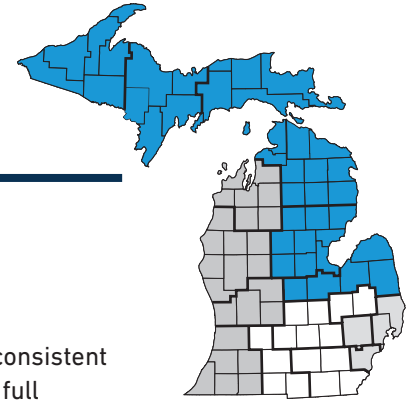
The most public bargaining crisis came in Clintondale. Our Clintondale EA members had been working without a contract since Aug. 31, 2024. While the district continued to offer no substantial increases, with an escalating fund balance over 20%, and continued to say no to any restored subjects of bargaining, the EA held strong and ramped up their crisis activity over the final 18 months to earn a settlement that was ratified by both parties in February 2026 before Fact-Finding was set to begin. The actions of our leaders, members and staff involved in the Clintondale crisis bargaining showcase the power of collective strength that comes with MEA membership.

There are many other Eastern Zone locals who had to activate their collective strength to advance their members' best interest in a difficult bargain. Among them are Birmingham E and Holly E, while all Pontiac locals and Oakland University CM continue to ramp up their crisis efforts to bring home the contracts their members deserve.

The Port Huron EA ratified a five-year contract with 9.5% on-schedule during the first three years and wage reopeners in the last two years. The contract includes restored subjects of bargaining which will now be protected through the expiration of the contract in June of 2030.

In January, MEA member Maria Scott averted tragedy at Romulus Middle School by denying an armed man access to the building. Hailed as a hero in Detroit media, the school secretary said first her instincts kicked in — then her training took hold.





Northern Zone

What's Notable?

- Bargaining produced strong financial gains across the Northern Zone, including consistent wage increases, step and lane movement, longevity improvements, bonuses and full retroactivity in several units.
- Working conditions improved through restored subjects, clarified class size language, prep-time protections, paid meetings, guaranteed work hours and stronger leave provisions.
- Health insurance access and affordability expanded, with more districts moving to MESSA coverage, higher employer contributions, improved cash-in-lieu options and expanded dental and vision benefits.
- Insurance education campaigns delivered major savings, particularly in Cheboygan and Emmet Counties, returning nearly \$1 million in premium savings while increasing member understanding of plan choices and health savings accounts (HSAs).
- ESP and support staff equity advanced, including accretion, wage scale restructuring, additional paid holidays and improved benefit eligibility.

What's New?

- MEA membership continues to grow, with new teacher and ESP units joining or returning to the MEA family, including Burt Township and Roscommon.
- Regions 11 and 12 recorded a net gain of 447 members, reflecting focused outreach to new hires and strong local follow-up.
- New and emerging bargaining units are forming, including paraprofessional and third-party employee groups seeking MEA representation.
- Expanded use of MESSA plans continues, benefiting both members and districts through cost containment and improved coverage options.



At Saginaw Valley State University, the faculty and support staff associations are working jointly on collective action aimed at increasing the health insurance premium share covered by the university for its employees.

What's Happening

- Organizing and first-contract efforts are active, with multiple groups preparing for negotiations and working through MERC processes.
- Member education and engagement remain strong, including retirement workshops, grievance training, bargaining workshops and financial/insurance education.
- High participation in bargaining preparation, highlighted by strong turnout at the Winter Bargaining Tune-Up Conference despite severe weather.
- Demonstrated member solidarity, including successful fundraising to support a member facing loss of health insurance while on disability.

Membership Growth

The Northern Zone experienced continued growth and organizational strengthening during the reporting period. Multiple employee groups voted to join or rejoin the MEA, including Burt Township teachers, Croswell-Lexington aides and clerks, Roscommon teachers and Caro Paraprofessionals. In addition, successful accretion efforts were completed in Petoskey, further solidifying representation and bargaining strength.

Newly affiliated and returning units made significant progress in establishing constitutions, bylaws and elected leadership, positioning them for effective local governance and collective bargaining. Membership data reflects this momentum, with Regions 11 and 12 recording a net gain of 447 members between Sept. 1 and Dec. 18, 2025. MEA staff and local leaders emphasized proactive outreach to new hires and ongoing engagement to ensure timely enrollment and retention.

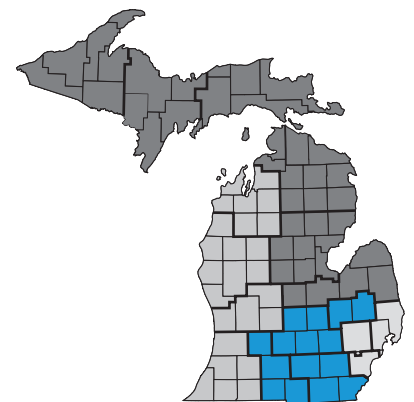
Several new organizing campaigns and inquiries are currently active throughout the Northern Zone, signaling strong interest among unrepresented employees who recognize the tangible gains achieved through collective bargaining.

Zone Priorities

Member engagement, professional development and bargaining readiness remained central priorities across the Northern Zone. Bargaining teams participated in workshops, tune-ups and conferences designed to strengthen skills related to negotiations, financial analysis, health care and contract language. These efforts have supported teams currently at the table and those preparing for upcoming negotiations, with wages and health care costs continuing to be top member concerns.

Educational programming included retirement workshops, grievance training and ORS MiAccount training, all of which were well attended and, in some cases, exceeded capacity. Member outreach activities, such as school-based meet-and-greet events, fostered relationship-building with both current and prospective members and reinforced the value of MEA membership.

The Northern Zone also demonstrated a strong commitment to member support and solidarity, highlighted by successful fundraising efforts to assist a member facing loss of health insurance while on disability. Attendance at regional and statewide conferences remained high despite challenging weather conditions, reflecting sustained member commitment and engagement.



Southern Zone

Membership Growth & Organizing

The Southern Zone led the state in Early Enrollment, signing up 593 early enrollment members as of July 2025.

Through the “Sprint into Spring” program, 84 new ESP members helped promote enrollment efforts.

The zone also led the state in the Commitment to Membership Program, with 177 members returning to membership.

Staff have been working to develop a zone-wide organizing plan and improve processes to strengthen organizing efforts.



MSU-UTSF Organizing

The Union of Tenure Stream Faculty (UTSF) has continued building its governance structure and membership base. Membership growth over the reporting period:

- ➔ 711 members (Oct 2025)
- ➔ 730 members (Nov 2025)
- ➔ 739 members (Jan 2026)
- ➔ 746 members (Feb 2026)

The local held its first general membership meeting and elected leadership in February 2026. Elections for Association Representatives were conducted to expand member leadership.

Ongoing conversations are taking place about organizing Academic Specialists at MSU.

Tenure track faculty rallied at the Michigan State University Hannah Administration Building on Oct. 25, 2024 during their years-long campaign for the United Tenure System Faculty union to be recognized by MSU.

Bargaining & Key Settlements

Multiple locals across the Southern Zone successfully negotiated agreements that included salary increases, improved benefits and contract language improvements, including:

Hartland F: Contract extended through 2028 with 8%, 6% and 2% increases across three years.

Brighton ESP: Three-year agreement with immediate increases of 2.3-6.7% plus additional yearly increases.

Brighton E: Three-year agreement with salary increases and 12 district-provided maternity leave days added.

Hartland CM, OP and E: Contracts included wage increases, longevity pay increases and improved worker protections.

Fowlerville T and F: Contracts increased paid holidays and wages.

Mason and Dansville units: Contracts improved employee rights, grievance procedures, sick leave policies and union protections.

Member Engagement & Events

Locals across the zone hosted numerous events designed to build member engagement and strengthen union connections. Examples include:

- ➔ Paint & Sip events in Hillsdale and Monroe counties
- ➔ Holiday craft event in Jackson County
- ➔ Trivia Night in Monroe County
- ➔ MSU APA events, including “Paint Your Poison” and sports outings
- ➔ Holiday gift wrapping event hosted by the 4-AB Coordinating Council

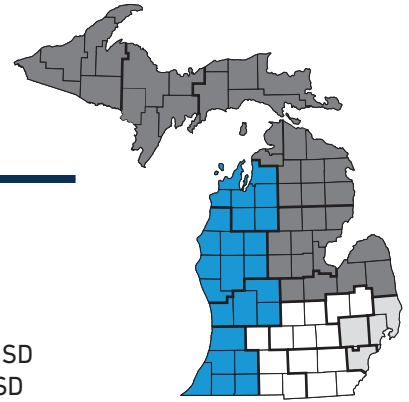
These events attracted dozens to more than 100 members and helped strengthen relationships among members across locals.

Zone Operations & Staff Development

- ➔ Staff participated in training on handling difficult employers at the bargaining table
- ➔ Zone staff held discussions to improve organizing strategies and local engagement
- ➔ A temporary UniServ Director position was created to support the growing MSU-UTSF local
- ➔ The Ann Arbor MEA office relocated to a new location in July 2025

Bargaining Advocacy Win

Coldwater EA secured recognition of Eid al-Fitr as a non-school day beginning in 2027-28, following nearly a decade of advocacy.



Western Zone

Membership Growth and Organizing Wins

New Units: Three Rivers MOT, Portage P, St. Joseph Paraprofessionals, Mecosta-Osceola ISD Paraprofessionals, Elk Rapids OP, Burr Oak Teachers, Spring Lake CFMT, Ottawa Area ISD Teacher Consultants and Mattawan Edu Staff P.

The Western Zone added 428 new Early Enrollment members, with further growth anticipated.

Bargaining Achievements

Benton Harbor E: 3-year deal, +3%/+3%/+3% with a reopener in Year 3 for even more, almost all our restored subject language verbatim from our model language.

Buckley EA: TA reconfigured their pay scale. The employee group increased salary by 18% over the 3-year contract resulting in a \$228,348 increase in lifetime earnings.

Evert EA: Three years — 7% increase — 3 additional personal days — added back all prohibited subjects.

McBain EA: Three years — 9% increase — added back all prohibited subjects.

Mesick EA: Two years — 6% increase — added back all prohibited subjects including just cause for discipline.

Northport ESP: Duration: Three years. 2025-2026 = 5.2% to 8.7%; 2026-2027 = 5.2% to 8.7%; 2027-2028 = 5.2% to 8.7%. Maintained just cause. Added MESSA health, dental and vision for members working no less than 20 hours per week with \$7,000 cash-in-lieu (CIL). (Eligibility was 30 hours per week and no one works less than 20 hours per week.)

NWEA (ISD): A life-changing settlement for our ISD EA members. Duration: 3 years. 2025-2026 = 5.15% to 63% (yes! 63%); 2026-2027 = 4%+; 2027-2028 = 4%+. Improvements in MESSA ancillary benefits, mileage, mentor pay, new lane for doctorate degrees, etc.

Pine River EA: Two years — 7% increase — added back all prohibited subjects.

Portland Support Staff: 4-year contract: 4.7%, 17.9%, -11.5%, 3.25%, 3.25% (4-year average of 27.2%). Retroactive pay back to July 1, 2025.

Riverside Hagar #6: Has a tentative agreement (TA). +3% each year for 3 years, with a salary reopener on year 2 and 3.



Candice Anderson of the Grand Rapids Education Association speaks to a GRPS board meeting as teachers prepared to start a new school year without a contract. Thanks to sustained organizing and messaging, GREA settled a two-year contract in December featuring an 11.8% raise.

Events and Community Engagement

Kalamazoo Coordinating EA and local leaders have secured the Fetzer Center on Thursday, April 30, for the 2026 Partners in Education (PIE) Dinner. Cocktail hour will begin at 5 p.m., followed by dinner at 6 p.m. and the award presentation at 7 p.m.

13-CDE Shoreline Educational Coordinating Council MEA members have been chosen to receive the Exceptional Person in Community Schools (EPICS) awards. A recognition banquet for all honorees will be held on Wednesday, May 6, from 6-8 p.m. at the Frauenthal Ballroom A in Downtown Muskegon.

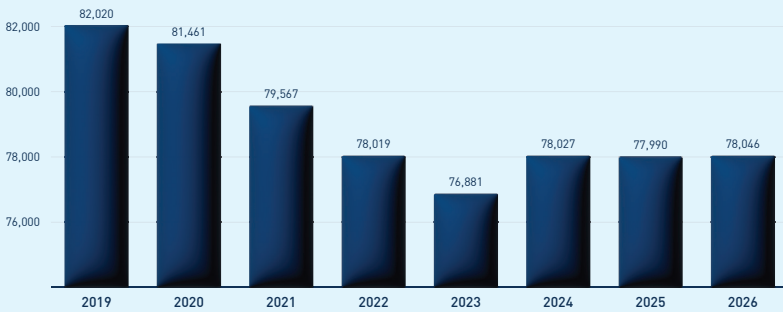
MEA CORPORATE SERVICES

Member & Information Services

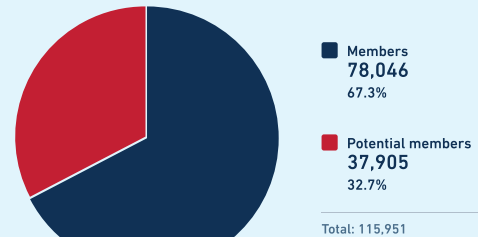
MEA Membership Totals

The active membership count is currently 78,046, an increase of 56 members compared to the same point last year. The loss of agency shop in 2012 led to a decade-plus period of annually shrinking membership, but the last three years have reversed that trend.

ACTIVE MEMBERS: MARCH



MEMBERSHIP PERCENTAGE 3/31/26



Early Enrollment

The Early Enrollment (EE) program is available to members joining their local for the first time in the months of April through July, with dues beginning in September. In 2025, we gained 2,028 members under Early Enrollment. Michigan is proud to consistently lead the country in both EE sign-ups and retention rate.

Dues Payment Options

MEA is in the second year of offering hybrid billing for locals that have bargained payroll dues deduction. Members in these locals can choose between payroll dues deduction or eDues via Billhighway for each school year. There are 188 locals using hybrid billing, representing nearly 20,000 members. More than half (53%) of members in these locals have opted for payroll dues deduction. Hybrid billing provides convenience for members and savings for MEA by virtue of reduced payment processing fees.

Membership Transfer

For years, there has been a pattern of membership losses as members transfer to a new district and fail to rejoin membership in their new local. Survey data informs us that these drops are often unintentional, and that members believe that membership automatically follows them to the new local. In 2025, we introduced new terms and conditions to our membership application that provides for the automatic transfer of membership. Existing members are asked to sign the Membership Transfer Addendum when they log on to the MEA Member Portal. Transferrable Membership is in effect for 44% of our members — and counting. In its first year, this new program has already led to a 3% increase in the retention of members who move districts. As the percentage of members with transferrable membership continues to grow, we can expect this rate to improve.

Conference System Improvements

IT and CLL continue to work together to improve technology for our conferences. This year, the conference registration system was upgraded to provide members a much more modern, intuitive registration experience, with better access to session information while registering. Members are now able to self-manage changes to session selections and sign up for waitlists.

Rebates

The \$30 dues rebate was back and better than ever this year. Members who paid their dues in full by Oct. 31 were eligible for the rebate. New this year, the rebate submission process is now entirely online for members who pay their dues via Billhighway. Eligible members access the online rebate form in the MEA Member Portal. This change makes the process more convenient for members and saves printing, mailing and processing costs for an estimated 3,300 forms each year. This year, just over 3,000 members paid their dues in full by the deadline and submitted the rebate form.

LBL Rebate checks totaling \$72,299 were issued to 53 locals in 2025. This rebate program was enacted by the 2022 Representative Assembly. LBLs are eligible for the rebate when they pay their full dues balance by the end of year, with nine out of 10 payments applied on time. The rebate amount is 1.5% of the local's annual MEA dues.

Commitment to Membership

The Commitment to Membership (CTM) program was offered for the seventh year, with nearly 800 new enrollments during the fall window. Our current CTM population is 1,576 members. To date, more than 5,800 individuals have taken advantage of this targeted program that provides a path back to membership in good standing where a balance has become a barrier.

Online Voting

We've seen continued growth in usage of the Online Voting system. Over the past year, we've facilitated 417 elections with more than 35,000 ballots cast.

Help Center

The MEA Help Center assists more than 1,500 members each month. Through phone, email, and the MEA.org chat, staff respond to member inquiries, connect members with resources, support access to systems such as the Member Portal and Online Voting, and assist with payments.

Human Resources

All of the current union contracts were settled and ratified within the last year with all MEA contracts expiring at the end of 2027.

Since July 1, 2025, the MEA department has posted 60 jobs at MEA, MESSA and MEA Financial Services.

We have received 97 requests for leaves under the Family and Medical Leave Act (FMLA). We completed all year-end reporting, including the annual W-2 and W-3 reporting, the Affordable Care Act reporting, the One Big Beautiful Bill reporting and all quarterly and year-end tax reporting.

We completed the Form 5500 for our Cafeteria Plan benefits (Plan Year 9/1/2024-8/31/2025) and the Workers' Compensation audit for Plan Year 9/1/2024-9/1/2025.

We are implementing a recruiting system to improve our hiring process and are researching a process to implement an electronic workflow to improve efficiency and eliminate additional paper. We are assessing/developing management training needs.

On April 1, we said goodbye to Courtney Pierce, wishing her all the best in her retirement.

On March 12, we welcomed Liz Cotter as our new Director of Human Resources.

Legal Services

The Legal Services Department currently has temporary employees serving in one of the Arbitration Specialist positions and in the Manager of Legal Services position. The position of Director of Legal Services has recently been posted and will be replacing the Manager of Legal Services position. The selected candidate will have expanded responsibilities which will include providing labor relations and compliance support to Human Resources, among other things. We expect to be re-posting the Arbitration Specialist position in May.

The Legal Services Department has continued to provide training to our staff throughout the last year with the presentation of Legal Core training and participation of individual Legal Services staff members in various other trainings such as Core Advocacy training and training sessions at the Winter Conference.

During the last year we switched Legal Updates to bimonthly and are also now providing Arbitration Updates bimonthly in alternating months.

The Legal Services Department authorized more than 120 MEA member cases for legal assistance in the last year. Additionally, the department represented members in more than 120 arbitrations. These numbers do not include those cases set for arbitration that were settled on the member or local association's behalf or matters on which our Staff Attorneys provide legal advice on a daily basis.

The Legal Services Department acts as a staff liaison to the Board of Reference and two hearings were held in the last year. The staff liaison also did intake for other matters that did not go to a hearing.

The Executive Director of Corporate Services facilitates Article X hearings for the Executive Committee, and three Article X hearings were held in the last year.

Key Case Decisions

In June 2025, the U.S. Supreme Court recognized a constitutional right for parents to advance notice and an opportunity to opt out of curriculum materials that may substantially interfere with their religious views in *Mahmoud et al. v. Taylor et al.* NEA filed an amicus brief in the case arguing that school district decisions to make curriculum more inclusive are constitutional and serve the core purpose of public education. However, the Court held that the mere introduction of the storybooks into classrooms imposed a burden on the parents' rights to direct the religious upbringing of their children.

In March 2025, Executive Order 14238 was issued directing the Federal Mediation and Conciliation Service (FMCS) to eliminate non-statutory mediation and conciliation services which resulted in a large Reduction in Force (RIF). Mediator staff was reduced to 6 from 123. The agency created a policy limiting mediation services to bargaining units of specified sizes. NEA joined in a lawsuit with other labor allies to challenge this policy and ask for a reversal of the RIF. Ultimately the court concluded that the policy was arbitrary and capricious since there was no explanation for the numerical thresholds. As a result, the court vacated the policy and ordered FMCS to reverse the RIF implemented under it. This was a victory, but it is likely that this matter is not over as new numerical thresholds were being set shortly after the victory. The MEA has utilized FMCS services during bargaining in the past and the arbitrary thresholds would likely have eliminated that option.

On Feb. 12, NEA and the American Federation of Teachers (AFT) filed an emergency motion challenging the January 2025 rescission of the sensitive locations policy. The policy provided longstanding guidance that limits immigration enforcement at "sensitive locations" like schools, hospitals, courthouses and churches. NEA and AFT joined a lawsuit last September seeking to reinstate the policy.

HB 6058 Update

The Michigan Supreme Court will hear oral arguments on May 6 in the ongoing Senate v. House lawsuit regarding nine passed bills from *Lame Duck 2024* that are being unconstitutionally withheld from going to Gov. Whitmer for consideration — including HB 6058, which aims to reduce skyrocketing health care costs for educators and other public employees.

The justices will be considering the appeal filed by the House of an October Court of Appeals ruling that the bills need to be presented. MEA and other labor unions have filed amicus briefs in support of the Senate's case at every step of the process.

Finance

Budgets

The 2026-27 MEA Budget is complete and awaiting Spring Representative Assembly approval. MESSA's annual budget for 2026 was approved at the Dec. 1, 2025 board meeting. MEA Financial Services and subsidiaries budget for the 2026 calendar year was approved at the Dec. 5, 2025 Shareholders meeting.

Audits

Audits of the MEA General Fund and Sub Funds have been completed and were presented at the Dec. 5, 2025 Board meeting. There were no issues reported by the auditors. The MESSA Dec. 31, 2025 annual audit is complete and will be presented at the May MESSA Board meeting. There were no issues reported by the auditors. The annual MEA Financial Services, Paradigm Equities and Fairway Investment Group audit is finalized. The consolidated audit report will be presented at the July 2026 MEA Board meeting. The PAC audit has been completed and will be presented to the MEA-PAC Council on May 16.

Required Reporting

The Department of Labor (DOL)-required LM-2 report was completed and filed Dec. 1. The MESSA and MEA Financial Services calendar year Department of Labor reports (LM-10) and (LM-30) have been completed by MEA staff and filed. Third Party Administrator Reports for MESSA and MEA Financial Services are due to the Michigan Department of Insurance and Financial Services on July 1.

Local Treasurer Assistance

Finance serves as a resource for local treasurers who need information, tools and other assistance for topics related to their positions, such as budgeting, financial reporting, internal controls and governmental reporting. Any questions concerning treasurer duties, including the most common ones — obtaining an Employer Identification Number (EIN), incorporating with the state and/or applying for federal tax exemption — can be sent to treasurersquestions@mea.org for instructions and recommendations.

BY THE NUMBERS

12

INDIVIDUAL ENTITIES
RELATED TO MEA'S
MISSION SUPPORTED

10

AUDIT
ENGAGEMENTS
MANAGED

31

FEDERAL, STATE
AND LOCAL TAX AND
INFORMATION
RETURNS FILED

13,134

PAPER CHECK OR
ELECTRONIC PAYMENTS
TOTALING MORE THAN
\$1.4B PROCESSED



MESSA

MESSA and MEA Partnership

The continued partnership between MEA UniServ directors and MESSA field representatives has been most rewarding this year. Through strategic marketing, exceptional service and strong plan offerings, MESSA was able to keep or add groups from 28 school districts that would have otherwise gone with a competitor.

Award-Winning Member Service Center

The MESSA Member Service Center has earned two top national awards for excellence: Best First Call Resolution Rate and Best Agent Retention from BenchmarkPortal, a leading contact center consulting group. This national recognition demonstrates the team's dedication to going above and beyond in delivering the support, care and unmatched service MESSA members deserve.

Benefits Administration: Saving Employers Time and Money

A 2025 MESSA campaign promoting our benefits administration services led seven districts to adopt one or more free offerings for the first time. With districts under financial strain and struggling to retain staff, these services provide meaningful support — strengthening partnerships during bargaining cycles. MESSA remains Michigan's only carrier to offer them at no additional cost.

Record ABC 2.5 Launch

When MESSA introduced the ABC 2.5 health plan, 3,152 members made the move — the highest plan migration in more than a decade. That response demonstrates the trust members place in MESSA to deliver meaningful options. It also underscores the teamwork across departments that supported both members and business offices every step of the way.

Thriving Through Menopause

MESSA Health Promotion Consultant Rhonda Jones is leading a series, Thriving Through Menopause, to meet the needs of our members. More than 22,600 MESSA members are Gen X women, many of whom are navigating perimenopause and menopause. The first series was so popular that Jones added a second one. Each series contains a weekly session for five weeks. We also created a resource to help members navigate menopause at messa.org/menopause.

Hinge Health

Hinge Health enrollment continues to grow with more than 2,100 members actively getting physical therapy and women's pelvic health support. Nearly 40% of members are receiving treatment for multiple areas such as neck, back, hip and shoulder pain. More than 75% of members who participate experienced a clinically significant reduction in pain.

Calm Health App

MESSA expanded its mental health support, giving members free 24/7 access to the Calm Health app. The app offers personalized, self-guided mental health programs for sleep support, anxiety, depression and more, as well as medications and soundscapes



MEA Financial Services



New Group Term Life Program

MEA Financial Services' new Group Term Life program officially launched on April 1, 2026. This enhanced group term life insurance offers a 90-day guaranteed issue enrollment period for up to \$150,000 in coverage with no medical underwriting required. The guaranteed issue window runs from April 1 through June 30. Participants can choose from multiple coverage options and take advantage of several new features designed to make the program even more valuable. After the guaranteed issue period ends, members may still enroll; however, medical underwriting will then be required. Visit meafs.com for more information.

\$100M+ Assets Managed by Fairway Investment Group

In January 2026, Fairway Investment Group, a subsidiary of MEA Financial Services, surpassed the asset threshold that triggers registration with the Securities and Exchange Commission (SEC). Fairway is currently registered with the State of Michigan as a Registered Investment Advisory firm. As assets under management have reached \$100 million, Fairway will re-register with the SEC. This transition will not impact members, but it does highlight Fairway's continued growth and success.



403(b) Changes

Significant changes to MEAFS' primary 403(b) mutual fund platform went into effect on Nov. 7, 2025. The platform reduced the fund selection by approximately 30% for purposes of simplification and cost savings to the participant. Underutilized and underperforming funds were jettisoned while the remainder of the funds changed from revenue sharing to zero revenue funds with a flat recordkeeping fee. Zero revenue funds offer more transparency to the investor. Additionally, the majority of funds experienced a cost decrease. Investments automatically transitioned to the new fund and/or share class with minimal disruption for participants.

DocuSign for MEAFS Reps

DocuSign technology was introduced to the Financial Services Representatives and to members in July 2025. DocuSign allows for more efficiency and accessibility in the account opening process. Mobile phone applications were subsequently rolled out allowing members to begin the process of opening certain accounts using their smartphones. Once the personal data is submitted, their Financial Services Representative follows up with advice and planning.

Insurance Division Field Presence

In June 2025, the addition of a field position in the Insurance Division enabled MEAFS to participate in nearly 100 member engagement meetings in a rolling 12-month period. The position was designed primarily as an external marketing position. Duties and responsibilities focus on presenting at member engagement meetings, new member meetings, member recognition meetings and other MEA sponsored events where MEA Financial Services promotes its property and casualty insurance products.

MIDream Content

The MIDream contest was a huge success in 2025 and continues into 2026. MIDream is open to all active MEA members. MIDream entry forms were provided to members through Facebook, the MEAFS website, UniServ offices and at Winter Conference. MIDream asks members to explain in 50 words or less how they would use \$250 in supplies to benefit their school, classroom and/or students. 2025 winners included members from the following school districts: Oak Park Schools, Okemos Public Schools, Utica Community Schools, Meridian School District, Brimley Area Schools, Adrian Public Schools, Manton Schools and Carrollton Public Schools.

Staff Retirement Administration

Michigan Education Association MESSA MEA Financial Services

Staff Retirement Plan (SRP)

The Staff Retirement Plan (SRP) continues to maintain a strong commitment to full compliance with all applicable federal and state laws, regulatory requirements and governing Plan provisions.

The following summarizes key compliance activities and outcomes for the year:

Full Scope Audit

At its Jan. 27, 2026 meeting, the SRP Board of Trustees was presented with the results of the Plan's annual full-scope audit conducted by the independent auditors. A full-scope audit includes a comprehensive examination of Plan operations, internal controls and compliance, as well as detailed testing of year-end financial balances and investment income. The auditors issued an unqualified (clean) opinion, indicating that the Plan's financial statements are presented fairly, in all material respects, in accordance with applicable standards.

Insurance Coverage

All SRP insurance policies were reviewed, renewed and updated for the 2025-2026 Plan Year to ensure continued and appropriate coverage consistent with Plan operations and risk management practices.

Medicare Reimbursement Compliance

Consistent with Plan Sponsor policy, the SRP has completed its annual process of requesting and verifying Medicare enrollment documentation for all eligible participants age 65 and older who elect to receive Medicare premium reimbursement. All required documentation has been obtained and appropriately updated.

Disability Retirement Audit

The SRP is in the process of completing its annual disability retirement audit. In accordance with federal requirements, participants receiving disability retirement benefits must provide ongoing verification of disability status through the Social Security Administration. All required documentation has been obtained.

Cybersecurity Review

The SRP completed its annual cybersecurity review for the year. No cybersecurity incidents were reported during the review period and no material weaknesses or deficiencies were identified among the Plan's service providers. The SRP will continue to monitor cybersecurity practices as part of its ongoing fiduciary oversight responsibilities.

Required Mailings and Participant Disclosures

The SRP has fulfilled all required participant communications and regulatory disclosure obligations, including:

- ➔ Annual Funding Notice: Distributed in December to all active employees, term-vested participants and retirees, in compliance with Employee Retirement Income Security Act (ERISA) requirements.
- ➔ Summary of Material Modifications (SMM): The January 2025 SMM was distributed in December to all term-vested participants and retirees, in accordance with ERISA disclosure standards.
- ➔ Annual Benefit Statements: Issued to all active participants in December.
- ➔ Form 1099-R: Provided in January to all participants who received pension distributions during the 2025 calendar year, consistent with IRS reporting requirements.

Upcoming Projects and Initiatives

The SRP will continue its focus on governance, compliance and long-term sustainability through the following key initiatives:

- ➔ Completion and presentation of the SRP and 401(h) actuarial valuation
- ➔ Comprehensive review and update of Qualified Domestic Relations Order (QDRO) policies and model documents
- ➔ Development and implementation of the Plan's RFI/RFP schedule to support prudent vendor oversight and fiduciary best practices



Michigan Education Association

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The mission of the MEA is to protect, advocate and advance the rights of all education professionals to promote quality public education for all students.