

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: February 28, 2023 – 4:00 p.m.

Lincoln Education Center – 11262 Garden Grove Blvd, G.G., 92843

DETERMINATION OF QUORUM

- I. CALL TO ORDER/ ADOPTION OF AGENDA**
- II. MEMBER COMMENTS**
- III. APPROVAL OF MINUTES**
- IV. PRESIDENT’S REPORT**
- V. TREASURER’S REPORT**
- VI. EXECUTIVE DIRECTOR’S REPORT**
- VII. NETWORKING – Article 7: Evaluation Procedures**
- VIII. OLD BUSINESS**
 - A. Proposed Bylaws – 2nd Reading**
 - B. Association Finances**
- IX. NEW BUSINESS**
 - A. Bargaining Proposals – 1st Reading**
 - B. Equity & Human Rights Conference – March 17-19 at Santa Clara Marriott**
 - C. California Casualty – Jana Charles**
- X. REPORTS**
 - A. Negotiations**
 - B. Committees**
 - C. Membership**
 - D. Leadership**

E. Segments

XI. DISCUSSION

XII. Announcements

3/2 Read Across America

3/3-3/5 Good Teaching Conference South – G.G. Hyatt

3/6 Health and Safety Meeting – 3:30 p.m. SDR

3/6 Insurance Committee Meeting – 3:45 p.m. ACR

3/7 GGEA Board of Directors Meeting – 3:45 p.m. GGEA Office

3/7 GGUSD School Board Meeting – 7:00 p.m. District Office 5th floor

3/14 Segments – 3:30 p.m. Zoom

3/17-3/19 Equity & Human Rights Conference – Santa Clara Marriott

3/21 Rep Council – 4 p.m. Peters K-3

3/21 GGUSD School Board Meeting – 7:00 p.m. District Office 5th floor



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:47 p.m. on Tuesday, Jan. 3, 2023 at the GGEA office by the President, Bridget Holdermann.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, Rebecca Koopowitz, David Cho, Cork Snider Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Julie Vo, Dawn Floyd, Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Mark Sanchez

APPROVAL OF MINUTES: The Board approved the Minutes for the Board of Directors meeting dated December 6, 2022. The Board approved the Minutes for the special Board of Directors meeting dated December 15, 2022 as amended. The Board accepts the Minutes for the Representative Council meeting dated December 13, 2022.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: shared information of California state finances and its impact on district budget.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared January Calendar-will be meeting with Community School's TOSA and making site visits; continues meeting with individual GGUSD Board members.

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered: reviewed December's expenses.

OLD BUSINESS:

- A. Association funds - the board has found possible discrepancies in the past president's expense report

I move that the Board of Directors approves the President signing the lease agreement for the GGEA office with Stream Realty Partners for a 63-month lease to commence April 1, 2023. This motion requires the expenditure of Association funds as budgeted in line item numbered: 760. Motion by David Cho; second by Rebecca Koopowitz. Motion approved.

NEW BUSINESS:

- A. Evaluations will be the topic for Networking at the February Rep Council meeting
- B. Board will conduct a mid-year review at February meeting
- C. Summer GGEA Board of Directors Retreat will happen this summer to work on GGEA Standing Rules
- D. Board reviews and edits Bargaining and Trust surveys
- E. The Board agrees to make a resolution regarding Community Schools
- F. Board disapproves distribution of Net Cetera & Heads Up Pamphlets
- G. Board provides suggestions to Job Share process
- H. Board will be presenting GGEA By-laws proposal at January Rep Council

I move that the Board of Directors recommends to EAC to continue membership with Orange County Labor Federation. Motion by Dawn Floyd; second by Steven Severance. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** will be meeting this month;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report;
6. **RETIREMENT:** no report;

7. **HUMAN RIGHTS**: no report;
8. **SPED**: no report;
9. **SCHOLARSHIP** no report;
10. **PIC**: no report;
11. **RULES AND ELECTIONS**: no report;
12. **HEALTH AND SAFETY**: no report;
13. **IPD**: no report;
14. **GRIEVANCE**: no report;
15. **EAC**: no report;
16. **ECE**: no report;
17. **MEMBERSHIP**: no report;
18. **LEADERSHIP**: no report;
19. **ELEMENTARY SEGMENT**: planned;
20. **INTERMEDIATE SEGMENT**: planned;
21. **HIGH SCHOOL SEGMENT**: planned.

DISCUSSION FROM THE BOARD:

- A. Concern that classrooms are not being cleaned properly.

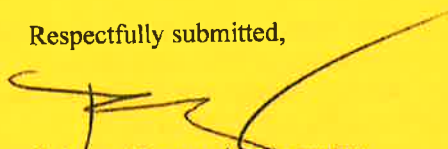
ANNOUNCEMENTS

- 1/5 SEITY Pilot Meeting – 3:45 p.m. D.O. ACR
- 1/9 Health and Safety Meeting – 3:30 p.m. Food Services Training Room
- 1/11 State of District – 4:00 p.m. G.G. Community Center
- 1/13 Non-Student Day – End of 1st Semester
- 1/13 to 1/15 Issues Conference – Las Vegas
- 1/16 Martin Luther King, Jr. Day – Holiday
- 1/17 Board of Directors Meeting – 3:45 p.m. Zoom (if needed)
- 1/17 GGUSD School Board Meeting – 7:00 p.m. D.O. 5th Floor
- 1/27 to 1/29 State Council – Westin Bonaventure, Los Angeles
- 2/3 Job Share Meeting – 3:30 p.m.
- 2/6 Insurance Committee Meeting – 3:45 p.m. Food Services Building
- 2/7 School Board Meeting – 7:00 p.m. D.O. 5th floor

| | | |
|--------------------------------------|---------------|--|
| Board of Directors meeting: | Feb. 7, 2023 | 3:45 p.m. at the GGEA office |
| Next Board of Education meeting: | Jan. 17, 2023 | 7:00 p.m. at GGUSD 5 th floor |
| Next Segment meetings: | Jan. 10, 2023 | 3:30 p.m. via Zoom |
| Next Representative Council meeting: | Jan. 24, 2023 | 4:00 p.m. at Lincoln |

The meeting adjourned at 6:45 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:45 p.m. on Tuesday, Feb. 7, 2023 at the GGEA office by the President, Bridget Holdermann.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, Rebecca Koopowitz, David Cho, Mark Sanchez, Cork Snider, Mike Godoy, Veronica Conklin (Zoom), Karyn Lui-Silverberg, Julie Vo, Dawn Floyd (Zoom), Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

APPROVAL OF MINUTES: The Board approved the Minutes for the Board of Directors meeting dated January 3, 2023, approved.

The Board accepts the Minutes for the Representative Council meeting dated January 24, 2023, approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: shared information of California state finances and its impact on district budget; met with Dr. Mafi and discussed Community Schools.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: visiting sites; addressed issues that occurred due to the GGEA health benefits lapse of payment; will be working with the Executive Director to write office staff evaluations.

TREASURER'S REPORT: The Treasurer's Report was received. Topics covered:

RESOLVED: I move that the Board of Directors accept and forward the December 2022 and January 2023 Financial Reports to Rep Council. Motion by David Cho; second by Nicole Ciccarelli. Motion approved.

RESOLVED: I move that the Board of Directors approves opening of CD for 30-month w/promotional rate at Southland with the amount of \$200,000. Motion by David Cho; second by Steven Severance. Motion approved.

RESOLVED: I move that the Board of Directors approves closing of the CD account held at Southland. Motion by David Cho; second by Steven Severance. Motion approved.

RESOLVED: I move that the Board of Directors approves of opening a CD amount at US Bank for 25 months with amount of \$200,000. Motion by David Cho; second by Steven Severance. Motion approved.

OLD BUSINESS:

A. Association Finances

- a. President and Executive Director will work on talking points for and present at segments- they will be emailed to board members beforehand.

B. Mid-Year Review

- a. Finished final draft of GGEA By-laws
- b. Discussed changes to Rep Council protocols
 - i. Suggestion made to use name tags again
 - ii. Suggestion made that people walk up to mic to speak

C. Evaluation- Rep Council Networking topic

D. Joe Bartell CTA District M addressed the board

E. Board of Directors Summer Retreat dates discussed

F. Trust Survey postponed to Feb. 21st

G. Community Schools discussed and suggestion made to create a committee

NEW BUSINESS:

- A. New GGEA sweatshirts decision postponed until March 7th meeting
- B. NEA Racial and Social Justice Conference- prior to NEA/RA will be discussed later if requested
- C. Moving March 18th to new office
 - a. Board discussed what office items to discard and to sell
- D. Board agreed to GGHS Benefit for the Arts- All Staff Talent Show request to advertise in Adnotes and Advocate

I move that the Board of Directors sends up to 5 members to the Equity and Human Rights Conference in Santa Clara March 17-19, 2023. All expenditures to be reimbursed at the CTA rate. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.10. Motion by Rebecca Koopowitz; second by David Cho. Motion approved.

I move that GGEA advance \$1000 to elected NEA RA delegates to cover airfare and related expenses. All expenditures to be reimbursed at the CTA rate. This motion requires the expenditure of Association funds as budgeted in line item numbered: 520. Motion by Steven Severance; second by Nicole Ciccarelli. Motion approved.

I move that we accept the bid from Daly Movers Inc. to move our GGEA office for the estimated amount of \$3950 + 10% fuel charge. This motion requires the expenditure of Association funds as budgeted in line item numbered: 110. Motion by Sarah Held; second by Karyn Lui-Silverberg. Motion approved.

I move that GGEA approve the expenditure of up to \$800 for disassembly and reassembly of GGEA's copier machine for the move to GGEA's new office. This motion requires the expenditure of Association funds as budgeted in line item numbered: 705. Motion by Steven Severance; second by Nicole Ciccarelli. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair shared results from the Negotiation Priorities Survey for 2023-24; board approved JROTC MOU proposal; next bargaining caucus is Feb. 9;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** Board approved the "Day of the Teacher" Flyer;
6. **RETIREMENT:** will be advertising workshops in Adnotes;
7. **HUMAN RIGHTS:** no report;
8. **SPED:** no report;
9. **SCHOLARSHIP** no report;
10. **PIC:** no report;
11. **RULES AND ELECTIONS:** no report;
12. **HEALTH AND SAFETY:** no report;
13. **IPD:** no report;
14. **GRIEVANCE:** no report;
15. **EAC:** OC Labor membership is \$6600 and approved renewal of membership;
16. **ECE:** no report;
17. **MEMBERSHIP:** no report;
18. **LEADERSHIP:** no report;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT:** planned.

DISCUSSION FROM THE BOARD:

- A. Request-made that the President report on contract maintenance during board meetings.

ANNOUNCEMENTS

- 2/9 VAPA meeting – 3:00 p.m. GGEA
- 2/13 Lincoln's Day – No School
- 2/20 President's Day – No School
- 2/21 Ethnic Studies Consult
- 2/21 Board of Directors Meeting – 3:45 p.m. Zoom
- 2/23 K-6 Townhall – 3:30 p.m. GGEA
- 3/3 to 3/5 Good Teaching Conference South – Hyatt Regency, O.C.
- 3/6 Health and Safety Committee Meeting – 3:30 p.m. SDR
- 3/6 Insurance Committee Meeting – 3:45 p.m. ACR
- 3/6 SEITY Pilot Meeting – 3:45 p.m.

| | | |
|--------------------------------------|---------------|--|
| Board of Directors meeting: | Feb. 7, 2023 | 3:45 p.m. at the GGEA office |
| Next Board of Education meeting: | Feb. 7, 2023 | 7:00 p.m. at GGUSD 5 th floor |
| Next Segment meetings: | Feb. 14, 2023 | 3:30 p.m. via Zoom |
| Next Representative Council meeting: | Feb. 28, 2022 | 4:00 p.m. at Peters K-3 |

The meeting adjourned at 7:40 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Representative Council** of the Garden Grove Education Association, Inc. was called to order at 4:00 p.m. on Tuesday, January 24, 2023, at the Lincoln Education Center by President Bridget Holdermann.

A quorum was established at this time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, Rebecca Koopowitz, David Cho, Cork Snider, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Julie Vo, Dawn Floyd, Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Mark Sanchez

Schools not represented and, therefore, with no vote:

Allen, Anthony, Bryant, Carrillo, Carver, Clinton, Enders, Evans, Garden Park, Hill, Mark Twain, Marshall, Newhope, Paine, Peters 4-6, Peters K-3, Post, Skylark, Sunnyside, Violette, Warren, Zeyen, K-6 TOSAs, Bell, Fitz, Irvine, Jordan, Jordan ATP, Lake, Ralston, Walton, Hare, Santiago, 7-12 TOSAs, K-12 TOSAs and VLAs.

MEMBER COMMENTS: Member, Kelly Nolan, addressed the Rep Council.

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors meeting dated December 6, 2022, approved.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated December 15, 2022, approved.
The Rep Council approved the Minutes for the Representative Council dated December 13, 2022, approved as amended.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: provided info sheet for 10-minute meeting; this month is National Blood Donor month; and wished everyone a Happy New Year.

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered: no report

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: first interim report provided; shared GGEA's status in settlement comparisons with other Orange County schools; district received approximately 183 million dollars in ESSER money this year; there has been increases in employee cost for the district; there has been a decrease in enrollment; preliminary COLA is 8.13%.

NETWORKING: None

OLD BUSINESS/INFORMATION: None

NEW BUSINESS/INFORMATION

- A. CTA Staff person, Lisa Adams, gave a presentation on Community Schools
- B. Good Teaching Conference South – March 3-5 at G.G. Hyatt (there are still spots open)
- C. Building Fund- New Office (corner of GG Blvd. and Brookhurst)
- D. Association Finances
- E. Joe Bartell, CTA M Board Member addressed RC was not able to attend

RESOLVED: I move that Rep Council accept the proposed amendments to the GGEA Bylaws. Motion by Rebecca Koopowitz; second by David Cho. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair shared that there will be a survey;
2. **LEADERSHIP:** shared info about CTA New Educator Conference and CTA Issues Conference;
3. **MEMBERSHIP:** 3 new members;
4. **ELEMENTARY SEGMENT:** working on Town Hall meeting;
5. **INTERMEDIATE SEGMENT:** talked about upcoming surveys;
6. **HIGH SCHOOL SEGMENT:** discussed Special Education issues;
7. **ORGANIZING:** will be meeting Feb. 6 with Sped Committee on Zoom;
8. **COMMUNICATIONS:** working on Advocate;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** working Day of the Teacher poster contest;
11. **HUMAN RIGHTS:** will be meeting the first Mondays of the month, working on our webpage and possible workshops;
12. **RETIREMENT:** Retirement Tribute will be on May 16th at Peters K-3 and the theme will be "A New Chapter in Your Life";
13. **SPED:** meeting February 6 at 3:30 on Zoom;
14. **RULES AND ELECTIONS:** no report;
15. **IPD:** no report;
16. **SCHOLARSHIP:** applications due February 27th;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** all high schools have 1 nurse, COVID leave ended Dec. 31, Employee Assist Program is available, IEDs at all secondary sites, and hired mental health specialists;
20. **ECE:** no report;
21. **EAC:** approved to continue membership in the OC Labor Federation;

MEMBER COMMENT DISCUSSION

- A. Comments were addressed
- B. Member requested Community School's committee

ANNOUNCEMENTS

- 1/25 OSSC General Business Meeting – 5:30 pm @The Villa
1/27-29 State Council @Los Angeles
1/30 Seity Pilot Meeting- 3:45pm
2/3 Job Sharing Meeting- 3:30- 4:30pm
2/6 Insurance Committee Meeting- 3:45pm Food Services Building
2/15 Articles for Advocate due
2/21 GGEA Board of Directors Meeting- 3:45 pm Zoom if needed

| | | |
|--------------------------------------|---------------|--|
| Board of Directors meeting: | Feb. 7, 2023 | 3:45 pm at GGEA office |
| Next Board of Education meeting: | Feb. 7, 2023 | 7:00 pm at GGUSD 5 th Floor |
| Next Segment meeting: | Feb. 14, 2023 | 3:30 pm via Zoom |
| Next Representative Council meeting: | Feb. 28, 2023 | 4:00 pm at Lincoln Education Center |

The meeting adjourned 6:03 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary

**Garden Grove Education Association
Adopted Budget 2022-2023**

| | | Adopted 2022-2023 | December 31 | % used |
|----------------------|--------------------|--------------------------|----------------------|------------|
| <u>INCOME</u> | | | | |
| 410 | Dues | 1775@\$220 \$ 390,500.00 | \$ 289,115.35 | 74% |
| 420 | CTA Rebate | \$ 395,557.00 | \$ 202,339.00 | 51% |
| 430 | NEA Rebate | \$ 41,166.00 | \$ 10,291.50 | 25% |
| | SUB TOTAL | \$ 827,223.00 | \$ 501,745.85 | 61% |
| 416 | CD Interest Income | \$ 1,000.00 | \$ 2,553.12 | 255% |
| 110 | Reserves | \$ - | \$ (2,157.92) | -100% |
| | NET INCOME | \$ 828,223.00 | \$ 502,141.05 | 61% |

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

| | | | | |
|-------|----------------------------------|--------------------------|-------------|-----|
| 505 | President's Expense | \$ 3,000.00 | \$ 680.87 | 23% |
| 510 | Board of Director's Expense | \$ 3,500.00 | \$ 743.20 | 21% |
| 520 | NEA/RA Convention | 12 x \$2000 \$ 24,000.00 | \$ - | 0% |
| 525 | NCUEA membership | \$ 450.00 | \$ - | 0% |
| 530 | CCUEA/LUAC | \$ 300.00 | \$ - | 0% |
| 535 | Orange Service Center Council | 4x4x\$20 \$ 320.00 | \$ - | 0% |
| 536 | CTA State Council | 4x4x\$170 \$ 2,720.00 | \$ 540.78 | 20% |
| 540 | Room Rental | \$ 400.00 | \$ - | 0% |
| 545.1 | Meals/Refreshments | \$ 6,000.00 | \$ 1,843.70 | 31% |
| 545.2 | Elementary Segment | \$ 900.00 | \$ 200.00 | 22% |
| 545.3 | Intermediate Segment | \$ 500.00 | \$ - | 0% |
| 545.4 | High School Segment | \$ 400.00 | \$ 200.00 | 50% |
| 545.5 | Rep Council | \$ 3,000.00 | \$ 760.00 | 25% |
| 570 | Miscellaneous (incl. Petty Cash) | \$ 500.00 | \$ 100.00 | 20% |
| | SUB TOTAL | \$ 45,990.00 | \$ 5,068.55 | 11% |

PROGRAMS AND SERVICES

GOAL - Communicate Effectively with our Members

| | | | | |
|-------|----------------------|---------------------|-------------|-----|
| 605.1 | ADVOCATE | 3 print \$ 4,500.00 | \$ (250.00) | -6% |
| 605.3 | Web Page Maintenance | \$ 2,000.00 | \$ - | 0% |
| 605.4 | Web Page Design | \$ 250.00 | \$ - | 0% |
| 605.5 | Tech Support | \$ 2,000.00 | \$ - | 0% |
| 610.2 | Other Publications | \$ 400.00 | \$ 79.00 | 20% |
| 611.2 | Reference Materials | \$ 300.00 | \$ - | 0% |
| | SUB TOTAL | \$ 9,450.00 | \$ (171.00) | -2% |

**Garden Grove Education Association
Adopted Budget 2022-2023**

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

| | | | | |
|--------|-----------------------------------|--------------|-------------|-----|
| 615.1 | OSCC Leadership Conference | \$ 2,000.00 | \$ 417.36 | 21% |
| 615.2 | Board of Directors Training | \$ 9,000.00 | \$ - | 0% |
| 615.3 | CTA Reg IV Leadership Conf. | \$ 4,000.00 | \$ - | 0% |
| 615.4 | CTA President's Conf | \$ 800.00 | \$ - | 0% |
| 615.55 | NEA Leadership Summit | \$ 1,000.00 | \$ - | 0% |
| 615.8 | Leadership Development | \$ 500.00 | \$ - | 0% |
| 615.9 | CTA Issues Conference | \$ 3,000.00 | \$ - | 0% |
| 615.10 | Equity & Human Rights Conf | \$ 5,000.00 | \$ - | 0% |
| 615.11 | Region IV Political Academy | \$ 500.00 | \$ - | 0% |
| 615.12 | Summer Institute | \$ 2,000.00 | \$ - | 0% |
| 615.13 | NCUEA Conferences | \$ 1,000.00 | \$ - | 0% |
| 615.14 | LGBTQ+ Conferences | \$ 4,000.00 | \$ 2,781.31 | 70% |
| 615.15 | NEA Racial & Social Justice Conf | \$ 1,000.00 | \$ - | 0% |
| 616 | Special Conferences (New Teacher) | \$ 2,000.00 | \$ - | 0% |
| 617 | Good Teaching Conference | \$ 2,500.00 | \$ - | 0% |
| | SUB TOTAL | \$ 38,300.00 | \$ 3,198.67 | 8% |

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

| | | | | |
|-------|------------------------------|--------------|-------------|-----|
| 625.1 | Membership Promotion | \$ 5,000.00 | \$ 68.42 | 1% |
| 625.2 | CTA Retired Dues | \$ 1,000.00 | \$ - | 0% |
| 625.4 | School Site Visits | \$ 3,000.00 | \$ 820.21 | 27% |
| 626 | New Educator Programs | \$ 1,500.00 | \$ 844.13 | 56% |
| 627 | Rules & Elections | \$ 3,000.00 | \$ 26.08 | 1% |
| 632 | Surveys | \$ 1,500.00 | \$ - | 0% |
| 633 | Negotiations/Bargaining Team | \$ 4,000.00 | \$ 2,197.90 | 55% |
| | SUB TOTAL | \$ 19,000.00 | \$ 3,956.74 | 21% |

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

| | | | | |
|--------|----------------------------------|-------------|-------------|-----|
| 635.1 | Public Relations (Charities) | \$ 1,200.00 | \$ 1,000.00 | 83% |
| 635.2 | Community Action Projects | \$ 500.00 | \$ - | 0% |
| 635.3 | Chamber of Commerce | \$ 300.00 | \$ 149.00 | 50% |
| 635.4 | "I Make A Difference" | \$ 500.00 | \$ - | 0% |
| 635.5 | Day of the Teacher Projects | \$ 1,000.00 | \$ - | 0% |
| 635.8 | Intradistrict Relations | \$ 500.00 | \$ - | 0% |
| 635.9 | Community Contacts(School Board) | \$ 1,000.00 | \$ 142.29 | 14% |
| 635.10 | Lobbying Programs | \$ 499.00 | \$ - | 0% |
| 635.11 | Crisis Fund | \$ 100.00 | \$ - | 0% |
| | SUB TOTAL | \$ 5,599.00 | \$ 1,291.29 | 23% |

**Garden Grove Education Association
Adopted Budget 2022-2023**

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

| | | | | |
|-------|----------------------------------|-------------|-------------|------|
| 640 | Special Ed Committee | \$ 1,000.00 | \$ - | 0% |
| 645 | Retirement Programs and Projects | \$ 100.00 | \$ - | 0% |
| 651 | Organizing Committee | \$ 2,000.00 | \$ - | 0% |
| 652 | Human Rights Workshops | \$ 500.00 | \$ - | 0% |
| 653 | IPD Committee | \$ 500.00 | \$ - | 0% |
| 653.6 | Rollover - Carver | \$ 2,787.80 | \$ 2,787.80 | 100% |
| 653.5 | Rollover - Clinton Corner | \$ 896.24 | \$ 331.61 | 37% |
| 654 | Early Childhood Education | \$ 1,000.00 | \$ - | 0% |
| 655 | Service Committees (Scholarship) | \$ 500.00 | \$ - | 0% |
| | SUB TOTAL | \$ 9,284.04 | \$ 3,119.41 | 34% |

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

| | | | | |
|-------|---------------------------------|--------------|-------------|-----|
| 660.2 | Retirement Tribute | \$ 3,500.00 | \$ - | 0% |
| 660.3 | "WHO" Awards | \$ 1,000.00 | \$ - | 0% |
| 660.4 | Board of Directors Installation | \$ 3,000.00 | \$ - | 0% |
| 660.5 | Recognition Reception | \$ 5,500.00 | \$ - | 0% |
| 660.6 | Other Tributes | \$ 600.00 | \$ - | 0% |
| 660.7 | Nurse Appreciation | \$ 500.00 | \$ - | 0% |
| 618 | Special Projects | \$ 1,000.00 | \$ - | 0% |
| 619 | Scholarship Fund | \$ 16,000.00 | \$ 8,000.00 | 50% |
| 665 | Association Hospitality | \$ 1,000.00 | \$ 180.00 | 18% |
| 667 | Released Time (Subs) | \$ 8,000.00 | \$ - | 0% |
| 680 | Legal Services | \$ 2,000.00 | \$ - | 0% |
| | SUB TOTAL | \$ 42,100.00 | \$ 8,180.00 | 19% |

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

| | | | | |
|-----|----------------------------|---------------|--------------|-----|
| 705 | Office Equipment/Furniture | \$ 1,000.00 | \$ - | 0% |
| 710 | Supplies | \$ 7,000.00 | \$ 4,111.89 | 59% |
| 715 | Computer Software | \$ 2,000.00 | \$ 234.86 | 12% |
| 716 | Online Technology Services | \$ 800.00 | \$ 578.73 | 72% |
| 720 | Regular Postage | \$ 400.00 | \$ 8.69 | 2% |
| 730 | Telephone/Internet | \$ 6,000.00 | \$ 1,429.47 | 24% |
| 740 | Insurance | \$ 600.00 | \$ - | 0% |
| 745 | Property Tax | \$ 500.00 | \$ - | 0% |
| 750 | Accounting | \$ 8,500.00 | \$ 500.00 | 6% |
| 760 | Rent | \$ 83,158.92 | \$ 27,310.04 | 33% |
| 770 | Equip Maintenance/Copier | \$ 2,000.00 | \$ 479.82 | 24% |
| 780 | Bank Service & Check Chgs | \$ 400.00 | \$ 120.00 | 30% |
| | SUB TOTAL | \$ 112,358.92 | \$ 34,773.50 | 31% |

**Garden Grove Education Association
Adopted Budget 2022-2023**

PERSONNEL

GOAL - Attract and Retain Quality Employees

| | | | | |
|-------|--|------------------------|----------------------|--------------|
| 810.1 | Executive Director Salary | \$ 152,385.48 | \$ 55,773.56 | 37% |
| 810.2 | Executive Director H&W | \$ 26,929.39 | \$ 8,268.94 | 31% |
| 810.3 | Executive Director Payroll Tax | \$ 24,534.06 | \$ 8,808.86 | 36% |
| 810.4 | Executive Director Retirement | \$ 99,050.56 | \$ 39,708.80 | 40% |
| 810.5 | Executive Director Expense | \$ 4,000.00 | \$ 660.56 | 17% |
| 810.6 | Executive Dir. Training/Travel | \$ 4,000.00 | \$ 247.85 | 6% |
| 810.7 | Executive Director Auto | \$ 7,200.00 | \$ 2,400.00 | 33% |
| 810.8 | Executive Director 401k match | \$ 3,047.71 | \$ 981.91 | 32% |
| 820.1 | Associate Staff Salaries | \$ 147,349.56 | \$ 50,292.71 | 34% |
| 820.2 | Associate Staff H&W | \$ 48,743.32 | \$ 16,426.60 | 34% |
| 820.3 | Associate Staff Payroll Tax | \$ 25,093.44 | \$ 8,421.08 | 34% |
| 820.4 | Associate Staff Mileage | \$ 400.00 | \$ 115.50 | 29% |
| 820.5 | Associate Staff Retirement | \$ 104,618.19 | \$ 35,835.14 | 34% |
| 820.6 | Associate Staff Training | \$ 400.00 | \$ - | 0% |
| 820.7 | Associate Staff 401k match | \$ 2,946.99 | \$ 981.10 | 33% |
| 830.1 | President Stipend (15% of Col5,Step13) | \$ 17,047.20 | \$ 6,818.88 | 40% |
| 830.2 | President Payroll Tax | \$ 1,500.00 | \$ (1,464.27) | -98% |
| 840 | Workers' Comp Insurance | \$ 2,800.00 | \$ 457.32 | 16% |
| 845 | Liability Insurance | \$ 4,000.00 | \$ - | 0% |
| 850 | Fees & Insurance 401k | \$ 2,000.00 | \$ 382.15 | 19% |
| | SUB TOTAL | \$ 678,045.89 | \$ 235,116.69 | 35% |
| | TOTAL EXPENSES | \$ 960,127.86 | \$ 294,533.85 | 31% |
| | NET INCOME/(LOSS) | \$ (131,904.86) | \$ 207,607.20 | -157% |

| Exp. Life | Reserves | | |
|-----------|---------------------------------|-----------|-------------------|
| 5 years | Copier (\$4000 yr) | \$ | 12,603.37 |
| 5-7 years | Telephone System (\$4000 yr) | \$ | 28,000.00 |
| 3-5 years | Computers- Secretaries (x2) | \$ | 3,350.00 |
| 4 years | Computer - President | \$ | 842.08 |
| 3-5 years | Computer - Exec. Director | \$ | 2,500.00 |
| 3-5 years | Computer - Advocate/Committees | \$ | 3,000.00 |
| 3-5 years | Printers (\$1000 yr) | \$ | 5,000.00 |
| 10 years | Furniture (\$1000 yr) | \$ | 7,345.00 |
| | Building Fund | \$ | 400,000.00 |
| | Accrued Wages/Vacation/Sick Pay | \$ | 80,668.00 |
| | President's Salary - 1 yr. est | \$ | 117,000.00 |
| | Total Reserves To-date | \$ | 660,308.45 |

| 12/31/2022 | |
|---------------------|------------------------|
| CD's | \$ 694,372.02 |
| Checking | \$ 279,009.66 |
| Savings | \$ 27,801.45 |
| Total Assets | \$ 1,001,183.13 |

| | |
|------------|----------------------|
| EAC | \$ 220,237.63 |
|------------|----------------------|

**Garden Grove Education Association
Adopted Budget 2022-2023**

| | | Adopted 2022-2023 | Year to date January 31 | % used |
|---|----------------------------------|-----------------------------|------------------------------------|---------------|
| <u>INCOME</u> | | | | |
| 410 | Dues | 1775@ \$220 \$ 390,500.00 | \$ 327,127.80 | 84% |
| 420 | CTA Rebate | \$ 395,557.00 | \$ 202,339.00 | 51% |
| 430 | NEA Rebate | \$ 41,166.00 | \$ 20,583.00 | 50% |
| | SUB TOTAL | <u>\$ 827,223.00</u> | <u>\$ 550,049.80</u> | 66% |
| 416 | CD Interest Income | \$ 1,000.00 | \$ 3,309.90 | 331% |
| 110 | Reserves | \$ - | \$ (2,157.92) | -100% |
| | NET INCOME | <u><u>\$ 828,223.00</u></u> | <u><u>\$ 551,201.78</u></u> | 67% |
| <u>EXPENSES</u> | | | | |
| GOVERNANCE | | | | |
| GOAL - Support an Efficient and Effective Organization | | | | |
| 505 | President's Expense | \$ 3,000.00 | \$ 874.47 | 29% |
| 510 | Board of Director's Expense | \$ 3,500.00 | \$ 919.96 | 26% |
| 520 | NEA/RA Convention | 12 x \$2000 \$ 24,000.00 | \$ - | 0% |
| 525 | NCUEA membership | \$ 450.00 | \$ - | 0% |
| 530 | CCUEA/LUAC | \$ 300.00 | \$ - | 0% |
| 535 | Orange Service Center Council | 4x4x\$20 \$ 320.00 | \$ - | 0% |
| 536 | CTA State Council | 4x4x\$170 \$ 2,720.00 | \$ 540.78 | 20% |
| 540 | Room Rental | \$ 400.00 | \$ - | 0% |
| 545.1 | Meals/Refreshments | \$ 6,000.00 | \$ 3,881.18 | 65% |
| 545.2 | Elementary Segment | \$ 900.00 | \$ 200.00 | 22% |
| 545.3 | Intermediate Segment | \$ 500.00 | \$ 140.00 | 28% |
| 545.4 | High School Segment | \$ 400.00 | \$ 200.00 | 50% |
| 545.5 | Rep Council | \$ 3,000.00 | \$ 860.00 | 29% |
| 570 | Miscellaneous (incl. Petty Cash) | \$ 500.00 | \$ 100.00 | 20% |
| | SUB TOTAL | <u>\$ 45,990.00</u> | <u>\$ 7,716.39</u> | 17% |
| PROGRAMS AND SERVICES | | | | |
| GOAL - Communicate Effectively with our Members | | | | |
| 605.1 | ADVOCATE | 3 print \$ 4,500.00 | \$ (250.00) | -6% |
| 605.3 | Web Page Maintenance | \$ 2,000.00 | \$ - | 0% |
| 605.4 | Web Page Design | \$ 250.00 | \$ - | 0% |
| 605.5 | Tech Support | \$ 2,000.00 | \$ - | 0% |
| 610.2 | Other Publications | \$ 400.00 | \$ 79.00 | 20% |
| 611.2 | Reference Materials | \$ 300.00 | \$ 126.16 | 42% |
| | SUB TOTAL | <u>\$ 9,450.00</u> | <u>\$ (44.84)</u> | 0% |

**Garden Grove Education Association
Adopted Budget 2022-2023**

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

| | | | | |
|--------|-----------------------------------|--------------|-------------|-----|
| 615.1 | OSCC Leadership Conference | \$ 2,000.00 | \$ 417.36 | 21% |
| 615.2 | Board of Directors Training | \$ 9,000.00 | \$ - | 0% |
| 615.3 | CTA Reg IV Leadership Conf. | \$ 4,000.00 | \$ - | 0% |
| 615.4 | CTA President's Conf | \$ 800.00 | \$ - | 0% |
| 615.55 | NEA Leadership Summit | \$ 1,000.00 | \$ - | 0% |
| 615.8 | Leadership Development | \$ 500.00 | \$ - | 0% |
| 615.9 | CTA Issues Conference | \$ 3,000.00 | \$ 1,143.62 | 38% |
| 615.10 | Equity & Human Rights Conf | \$ 5,000.00 | \$ - | 0% |
| 615.11 | Region IV Political Academy | \$ 500.00 | \$ - | 0% |
| 615.12 | Summer Institute | \$ 2,000.00 | \$ - | 0% |
| 615.13 | NCUEA Conferences | \$ 1,000.00 | \$ - | 0% |
| 615.14 | LGBTQ+ Conferences | \$ 4,000.00 | \$ 2,781.31 | 70% |
| 615.15 | NEA Racial & Social Justice Conf | \$ 1,000.00 | \$ - | 0% |
| 616 | Special Conferences (New Teacher) | \$ 2,000.00 | \$ 191.04 | 10% |
| 617 | Good Teaching Conference | \$ 2,500.00 | \$ - | 0% |
| | SUB TOTAL | \$ 38,300.00 | \$ 4,533.33 | 12% |

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

| | | | | |
|-------|------------------------------|--------------|-------------|-----|
| 625.1 | Membership Promotion | \$ 5,000.00 | \$ 68.42 | 1% |
| 625.2 | CTA Retired Dues | \$ 1,000.00 | \$ - | 0% |
| 625.4 | School Site Visits | \$ 3,000.00 | \$ 1,256.01 | 42% |
| 626 | New Educator Programs | \$ 1,500.00 | \$ 844.13 | 56% |
| 627 | Rules & Elections | \$ 3,000.00 | \$ 54.50 | 2% |
| 632 | Surveys | \$ 1,500.00 | \$ - | 0% |
| 633 | Negotiations/Bargaining Team | \$ 4,000.00 | \$ 2,197.90 | 55% |
| | SUB TOTAL | \$ 19,000.00 | \$ 4,420.96 | 23% |

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

| | | | | |
|--------|----------------------------------|-------------|-------------|-----|
| 635.1 | Public Relations (Charities) | \$ 1,200.00 | \$ 1,000.00 | 83% |
| 635.2 | Community Action Projects | \$ 500.00 | \$ - | 0% |
| 635.3 | Chamber of Commerce | \$ 300.00 | \$ 149.00 | 50% |
| 635.4 | "I Make A Difference" | \$ 500.00 | \$ - | 0% |
| 635.5 | Day of the Teacher Projects | \$ 1,000.00 | \$ - | 0% |
| 635.8 | Intradistrict Relations | \$ 500.00 | \$ - | 0% |
| 635.9 | Community Contacts(School Board) | \$ 1,000.00 | \$ 142.29 | 14% |
| 635.10 | Lobbying Programs | \$ 499.00 | \$ - | 0% |
| 635.11 | Crisis Fund | \$ 100.00 | \$ - | 0% |
| | SUB TOTAL | \$ 5,599.00 | \$ 1,291.29 | 23% |

**Garden Grove Education Association
Adopted Budget 2022-2023**

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

| | | | | |
|-------|----------------------------------|-------------|-------------|------|
| 640 | Special Ed Committee | \$ 1,000.00 | \$ - | 0% |
| 645 | Retirement Programs and Projects | \$ 100.00 | \$ - | 0% |
| 651 | Organizing Committee | \$ 2,000.00 | \$ 150.00 | 8% |
| 652 | Human Rights Workshops | \$ 500.00 | \$ - | 0% |
| 653 | IPD Committee | \$ 500.00 | \$ - | 0% |
| 653.6 | Rollover - Carver | \$ 2,787.80 | \$ 2,787.80 | 100% |
| 653.5 | Rollover - Clinton Corner | \$ 896.24 | \$ 896.24 | 100% |
| 654 | Early Childhood Education | \$ 1,000.00 | \$ - | 0% |
| 655 | Service Committees (Scholarship) | \$ 500.00 | \$ - | 0% |
| | SUB TOTAL | \$ 9,284.04 | \$ 3,834.04 | 41% |

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

| | | | | |
|-------|---------------------------------|--------------|-------------|-----|
| 660.2 | Retirement Tribute | \$ 3,500.00 | \$ - | 0% |
| 660.3 | "WHO" Awards | \$ 1,000.00 | \$ - | 0% |
| 660.4 | Board of Directors Installation | \$ 3,000.00 | \$ - | 0% |
| 660.5 | Recognition Reception | \$ 5,500.00 | \$ - | 0% |
| 660.6 | Other Tributes | \$ 600.00 | \$ 300.00 | 50% |
| 660.7 | Nurse Appreciation | \$ 500.00 | \$ - | 0% |
| 618 | Special Projects | \$ 1,000.00 | \$ - | 0% |
| 619 | Scholarship Fund | \$ 16,000.00 | \$ 8,000.00 | 50% |
| 665 | Association Hospitality | \$ 1,000.00 | \$ 180.00 | 18% |
| 667 | Released Time (Subs) | \$ 8,000.00 | \$ - | 0% |
| 680 | Legal Services | \$ 2,000.00 | \$ - | 0% |
| | SUB TOTAL | \$ 42,100.00 | \$ 8,480.00 | 20% |

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

| | | | | |
|-----|----------------------------|---------------|--------------|-----|
| 705 | Office Equipment/Furniture | \$ 1,000.00 | \$ - | 0% |
| 710 | Supplies | \$ 7,000.00 | \$ 4,171.89 | 60% |
| 715 | Computer Software | \$ 2,000.00 | \$ 249.85 | 12% |
| 716 | Online Technology Services | \$ 800.00 | \$ 628.72 | 79% |
| 720 | Regular Postage | \$ 400.00 | \$ 25.29 | 6% |
| 730 | Telephone/Internet | \$ 6,000.00 | \$ 1,761.71 | 29% |
| 740 | Insurance | \$ 600.00 | \$ - | 0% |
| 745 | Property Tax | \$ 500.00 | \$ - | 0% |
| 750 | Accounting | \$ 8,500.00 | \$ 5,175.00 | 61% |
| 760 | Rent | \$ 83,158.92 | \$ 45,202.55 | 54% |
| 770 | Equip Maintenance/Copier | \$ 2,000.00 | \$ 1,077.07 | 54% |
| 780 | Bank Service & Check Chgs | \$ 400.00 | \$ 150.00 | 38% |
| | SUB TOTAL | \$ 112,358.92 | \$ 58,442.08 | 52% |

**Garden Grove Education Association
Adopted Budget 2022-2023**

PERSONNEL

GOAL - Attract and Retain Quality Employees

| | | | | |
|--------------------------|---|------------------------|----------------------|--------------|
| 810.1 | Executive Director Salary | \$ 152,385.48 | \$ 68,062.64 | 45% |
| 810.2 | Executive Director H&W | \$ 26,929.39 | \$ 10,321.84 | 38% |
| 810.3 | Executive Director Payroll Tax | \$ 24,534.06 | \$ 10,271.96 | 42% |
| 810.4 | Executive Director Retirement | \$ 99,050.56 | \$ 48,182.99 | 49% |
| 810.5 | Executive Director Expense | \$ 4,000.00 | \$ 825.42 | 21% |
| 810.6 | Executive Dir. Training/Travel | \$ 4,000.00 | \$ 273.86 | 7% |
| 810.7 | Executive Director Auto | \$ 7,200.00 | \$ 3,000.00 | 42% |
| 810.8 | Executive Director 401k match | \$ 3,047.71 | \$ 1,104.80 | 36% |
| 820.1 | Associate Staff Salaries | \$ 147,349.56 | \$ 62,571.85 | 42% |
| 820.2 | Associate Staff H&W | \$ 48,743.32 | \$ 20,548.59 | 42% |
| 820.3 | Associate Staff Payroll Tax | \$ 25,093.44 | \$ 10,727.94 | 43% |
| 820.4 | Associate Staff Mileage | \$ 400.00 | \$ 115.50 | 29% |
| 820.5 | Associate Staff Retirement | \$ 104,618.19 | \$ 44,584.60 | 43% |
| 820.6 | Associate Staff Training | \$ 400.00 | \$ - | 0% |
| 820.7 | Associate Staff 401k match | \$ 2,946.99 | \$ 1,103.89 | 37% |
| 830.1 | President Stipend (15% of Col5, Step13) | \$ 17,047.20 | \$ 8,523.60 | 50% |
| 830.2 | President Payroll Tax | \$ 1,500.00 | \$ 225.87 | 15% |
| 840 | Workers' Comp Insurance | \$ 2,800.00 | \$ 1,237.57 | 44% |
| 845 | Liability Insurance | \$ 4,000.00 | \$ 3,358.00 | 84% |
| 850 | Fees & Insurance 401k | \$ 2,000.00 | \$ 435.44 | 22% |
| SUB TOTAL | | \$ 678,045.89 | \$ 295,476.36 | 44% |
| TOTAL EXPENSES | | \$ 960,127.86 | \$ 384,149.61 | 40% |
| NET INCOME/(LOSS) | | \$ (131,904.86) | \$ 167,052.17 | -127% |

| Exp. Life | Reserves | | |
|-------------------------------|---------------------------------|-----------|-------------------|
| 5 years | Copier (\$4000 yr) | \$ | 12,603.37 |
| 5-7 years | Telephone System (\$4000 yr) | \$ | 28,000.00 |
| 3-5 years | Computers- Secretaries (x2) | \$ | 3,350.00 |
| 4 years | Computer - President | \$ | 842.08 |
| 3-5 years | Computer - Exec. Director | \$ | 2,500.00 |
| 3-5 years | Computer - Advocate/Committees | \$ | 3,000.00 |
| 3-5 years | Printers (\$1000 yr) | \$ | 5,000.00 |
| 10 years | Furniture (\$1000 yr) | \$ | 7,345.00 |
| | Building Fund | \$ | 400,000.00 |
| | Accrued Wages/Vacation/Sick Pay | \$ | 80,668.00 |
| | President's Salary - 1 yr. est | \$ | 117,000.00 |
| Total Reserves To-date | | \$ | 660,308.45 |

| 1/31/2023 | |
|---------------------|----------------------|
| CD's | \$ 486,339.79 |
| Checking | \$ 237,697.85 |
| Savings | \$ 236,609.55 |
| Total Assets | \$ 960,647.19 |

| | |
|------------|----------------------|
| EAC | \$ 213,722.53 |
|------------|----------------------|