

**GARDEN GROVE EDUCATION ASSOCIATION**  
**Representative Council**  
**AGENDA**

\*\*\*\*\*

REGULAR MEETING: May 23, 2023 – 4:00 p.m.

Peters K-3 Elementary – 13162 Newhope Street, G.G., 92843

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**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 – How will you spend your summer break?
- VIII. OLD BUSINESS
  - A. 2023/24 Proposed Budget – 2nd Reading
  - B.
- IX. NEW BUSINESS
  - A. Scholarship Recipients
  - B. Who Award Winners
  - C. EAC Elections
  - D. General Election Results
  - E. The Standard – Theresa Vaughn and E.J. Cotran
  - F. Rep Recognition
  - G.

- X. REPORTS
  - A. Negotiations
  - B. Committees
  - C. Membership
  - D. Leadership
  - E. Segments

XI. DISCUSSION

XII. Announcements

- 5/29 Memorial Day Holiday
- 6/1 Last Day for Students 22/23
- 6/2 Last Day for Teachers 22/23
- 6/5 GGUSD School Board Meeting – 7:00 p.m. ACR
- 6/20 GGUSD School Board Meeting – 7:00 p.m. ACR
- 7/2-7/6 NEA RA – Orlando, Florida
- 7/27-7/28 GGEA Board of Directors Retreat – GGEA Office
- 8/10 First Day for Teachers 23/24
- 8/14 First Day for Students 23/24
- 8/22 GGEA Board of Directors Meeting – 3:45 p.m. Office
- 8/29 Rep Council – 4:00 p.m. Peters K-3

GGEA Summer Office Hours: June 5 through August 4

M-Th 8:00 a.m. to 3 p.m., closed Fridays



## GARDEN GROVE EDUCATION ASSOCIATION

### CALL TO ORDER/ADOPTION OF AGENDA

The meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:45 p.m. on Tuesday, April 4, 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, Karyn Lui-Silverberg, Julie Vo, Dawn Floyd, 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 March 7, 2023, approved.  
The Board accepts the Minutes for the Representative Council meeting dated March 21, 2023, approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topic covered: shared summary on 2<sup>nd</sup> Interim Report.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered: spoke with district regarding Community Schools; will be meeting with 7-12; will be attending the Community Schools Region 4 meeting; and reported on Contract Maintenance meeting.

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

**RESOLVED:** I move that the Board of Directors accept and forward the March 2023 Financial Reports to Rep Council. Motion by David Cho; second by Dawn Floyd. Motion approved.

### OLD BUSINESS:

- A. Trust survey completed and all sites will get their raw data without comments
- B. CTA President's Conference was approved at last meeting

### NEW BUSINESS:

- A. Board reviewed the 2023-24 GGEA proposed budget and agreed to present to Rep Council
- B. Office Space use tabled
- C. Calendar 23-24 will be presented at next meeting

**RESOLVED:** I move that the Board of Directors approves up to \$2600 for NEA-RA attendance per person. This motion requires the expenditure of Association funds as budgeted in line item numbered: 520. Motion by David Cho; second by Dawn Floyd. Motion approved.

**RESOLVED:** I move that the Board of Directors approves up to \$300 to send 6 board members and ED to the 2023 WHO Awards Banquet. This motion requires the expenditure of Association funds as budgeted in line item numbered: 660.3. Motion by Veronica Conklin; second by Steven Severance: Motion approved.

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Bargaining team reported to board and board set parameters.
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report;
6. **RETIREMENT:** plans to host tribute;
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 new members;
18. **LEADERSHIP:** President shared member reports from the Equity and Human Rights Conference;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT:** planned.

**DISCUSSION FROM THE BOARD:**

- A. Concern with principal putting out a survey to teachers that asked shady questions
- B. Questioned asked if Kelly Nolan has responded to board letter
- C. Member asked where new GGEA protocols will be written- response was in Standing Rules

**ANNOUNCEMENTS**

- 4/17 Collaboration Consult-8:00 am LEC  
4/20 Ethnic Studies Consult- 8:00 am Hare High School  
4/27 WHO Awards- 6:00 pm Turnip Rose  
5/1 Insurance Committee Meeting- 3:45 pm ACR  
5/2 GGEA School Board Meeting- 7:00 pm

Board of Directors meeting:	May 2, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	April 18, 2023	7:00 p.m. at GGUSD 5 <sup>th</sup> floor
Next Segment meetings:	April 11, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	April 25, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 7:56 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary



# GARDEN GROVE EDUCATION ASSOCIATION

## CALL TO ORDER/ADOPTION OF AGENDA

The special meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:45 p.m. on Tuesday, April 18, 2023 via zoom 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, Karyn Lui-Silverberg, Julie Vo, Dawn Floyd and Sarah Held.

**BOARD MEMBERS ABSENT:** Paul Kim (Executive Director).

### OLD BUSINESS:

- A. GGSO/GGEA bargaining- board set parameters

### NEW BUSINESS:

- B. Board gave Bargaining Team parameters on JROTC MOU and reviewed contract language
- C. Discussed Scholarship committee question

**RESOLVED:** I move that the Board of Directors approves Bridget Holdermann, David Cho, Nicole Ciccarelli-Lund, and Steven Severance as signers for the CDs at Southland Credit Union and US Bank. Motion by Dawn Floyd; second by Mark Sanchez. Motion approved.

### ANNOUNCEMENTS

- 4/20 Ethnic Studies Consult- 8:00 am Hare High School
- 4/27 WHO Awards- 6:00 pm Turnip Rose
- 5/1 Insurance Committee Meeting- 3:45 pm ACR
- 5/2 GGEA Board of Directors- 3:45 pm Office
- 5/2 GGEA School Board Meeting- 7:00 pm

Board of Directors meeting:	May 2, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	April 18, 2023	7:00 p.m. at GGUSD 5 <sup>th</sup> floor
Next Segment meetings:	May 9, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	April 25, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 5:50 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, April 25, 2023, at the Peters K-3 School by President Bridget Holdermann.

A quorum was established at this time.

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

**BOARD MEMBERS ABSENT:** Cork Snider

#### **Schools not represented and, therefore, with no vote:**

Allen, Brookhurst, Bryant, Carrillo, Carver, Clinton, Crosby, Enders, Evans, Hill, Lawrence, Mark Twain, Marshall, Paine, Patton, Peters K-3, Riverdale, Skylark, Sunnyside, Violette, Zeyen, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP. Lake, McGarvin, Ralston, Walton, Pacifica, Santiago, 7-12 TOSAs, K-12 TOSAs and VLAs.

### MEMBER COMMENTS:

**APPROVAL OF MINUTES:** The Rep Council accepts the Minutes for the Board of Directors meeting dated March 7, 2023, approved.  
The Rep Council approved the Minutes for the Representative Council dated March 21, 2023, approved.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered: completed most site visits; Collaboration Consult postponed until next school year; attended the Ethnic Studies Consult; attending site activities; worked on GGEA Trust Survey results; voting is next week with online source - Simply Voting; site rep allocation due by May 19<sup>th</sup>; and the 2022-23 school year last paycheck is June 30 while the 2023-24 school year first paycheck will be August 31.

**TREASURER'S REPORT:** The Treasurer's Report was received. Topics covered: reviewed proposed budget.

**RESOLVED:** I move that Rep Council accept and approve the March 2023 Financials. Motion by David Cho; second by Dawn Floyd. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered: Average Daily Attendance Report (ADA) released; and shared a General Economic Report.

**NETWORKING:** reviewed GGEA Trust Survey results

#### **OLD BUSINESS/INFORMATION:**

**RESOLVED:** I move that Rep Council approve the proposals for the 2023-2024 contract between GGEA and GGUSD. Motion by Sarah Held; second by Tamra Wood. Motion approved.

#### **NEW BUSINESS/INFORMATION**

- A. Acknowledged the "Day of the Teacher Poster" contest winners
- B. Candidates for GGEA General Election and State Council gave speeches
- C. 1<sup>st</sup> reading of the 2023-2024 Proposed Budget

## REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair, Tamra Wood, provided a report; will be meeting this week with district about MOUs;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** sent out membership forms to sites for new members;
4. **ELEMENTARY SEGMENT:** talked about banking minutes and issues with TK workload;
5. **INTERMEDIATE SEGMENT:** teaching assignments;
6. **HIGH SCHOOL SEGMENT:** teaching assignments, held segment director speeches, and discussed frustration with hiring and transfers;
7. **ORGANIZING:** meeting with SpEd on May 8;
8. **COMMUNICATIONS:** working on the May Advocate;
9. **NEW TEACHER:** will be meeting May 12th;
10. **COMMUNITY ACTION:** finished Day of the Teacher Poster contest; meeting on May 8<sup>th</sup> on Zoom;
11. **HUMAN RIGHTS:** meeting on May 8th;
12. **RETIREMENT:** Retirement Fiesta on May 16th;
13. **SPED:** meeting on May 8th at 3:30 on Zoom, working on organizing plan and Valerie Shedd will be in attendance;
14. **RULES AND ELECTIONS:** reported earlier;
15. **IPD:** no report;
16. **SCHOLARSHIP:** selected winners and will announce at May Rep Council;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** putting together a survey and shared some OCDE trainings;
21. **EAC:** rolled over a CD.

## MEMBER COMMENT DISCUSSION:

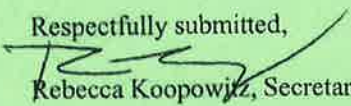
### ANNOUNCEMENTS

- 4/26 Administrative Professionals Day
- 4/27 Bargaining
- 4/27 WHO Awards Dinner – 5:30 p.m.
- 5/1-5/5 GGEA General Election – Ballots due by 5:00 p.m. Friday
- 5/1 Insurance Committee Meeting – 3:45 p.m. ACR
- 5/8 Health & Safety Meeting – 3:30 p.m. SDR
- 5/10 School Nurses Day
- 5/10 California Day of the Teacher
- 5/12 GGEA Installation Banquet – 5:30 p.m. On the Rocks B&G
- 5/15 Ethnic Studies Consult – 8:00 a.m. Hare
- 5/16 Retirement Tribute – 3:45 p.m. Peters K-3
- 5/17 OSCC NEA/RA Orientation Meeting – The Villa, 510 E. Katella Ave.
- 5/19-5/21 CTA State Council – Los Angeles Bonaventure
- 5/23 Rep Council Recognition – 4 p.m. Peters K-3

Board of Directors meeting:	May 2, 2023	3:45 pm at GGEA office
Next Board of Education meeting:	May 2, 2023	7:00 pm at GGUSD 5 <sup>th</sup> Floor
Next Segment meeting:	May 9, 2023	3:30 pm via Zoom
Next Representative Council meeting:	May 23, 2023	4:00 pm at Peters K-3

The meeting adjourned 5:26 p.m.

Respectfully submitted,

  
Rebecca Koopowitz, Secretary



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

**Year to date**

		<b>Adopted 2022-2023</b>	<b>April 30</b>	<b>% used</b>
<b><u>INCOME</u></b>				
410	Dues	1775@ \$220 \$ 390,500.00	\$ 445,125.85	114%
420	CTA Rebate	\$ 395,557.00	\$ 303,576.00	77%
430	NEA Rebate	\$ 41,166.00	\$ 30,874.50	75%
	SUB TOTAL	\$ 827,223.00	\$ 779,576.35	94%
416	CD Interest Income	\$ 1,000.00	\$ 4,823.91	482%
110	Reserves	\$ -	\$ (410,271.73)	-100%
	<b>NET INCOME</b>	<b>\$ 828,223.00</b>	<b>\$ 374,128.53</b>	<b>45%</b>

**EXPENSES**

**GOVERNANCE**

**GOAL - Support an Efficient and Effective Organization**

505	President's Expense	\$ 3,000.00	\$ 1,610.28	54%
510	Board of Director's Expense	\$ 3,500.00	\$ 1,648.75	47%
520	NEA/RA Convention	12 x \$2000 \$ 24,000.00	\$ 4,000.00	17%
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	\$ 1,564.18	58%
540	Room Rental	\$ 400.00	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 5,334.12	89%
545.2	Elementary Segment	\$ 900.00	\$ 500.00	56%
545.3	Intermediate Segment	\$ 500.00	\$ 260.00	52%
545.4	High School Segment	\$ 400.00	\$ 200.00	50%
545.5	Rep Council	\$ 3,000.00	\$ 1,460.00	49%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ 119.00	24%
	SUB TOTAL	\$ 45,990.00	\$ 16,696.33	36%

**PROGRAMS AND SERVICES**

**GOAL - Communicate Effectively with our Members**

605.1	ADVOCATE	3 print \$ 4,500.00	\$ (475.00)	-11%
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	\$ 114.00	29%
611.2	Reference Materials	\$ 300.00	\$ 241.44	80%
	SUB TOTAL	\$ 9,450.00	\$ (119.56)	-1%

**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	\$ 2,278.56	76%
615.10	Equity & Human Rights Conf	\$ 5,000.00	\$ 1,884.97	38%
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	\$ 708.13	28%
	SUB TOTAL	\$ 38,300.00	\$ 8,261.37	22%

***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	\$ 2,032.32	68%
626	New Educator Programs	\$ 1,500.00	\$ 844.13	56%
627	Rules & Elections	\$ 3,000.00	\$ 54.50	2%
632	Surveys	\$ 1,500.00	\$ 372.00	25%
633	Negotiations/Bargaining Team	\$ 4,000.00	\$ 3,937.96	98%
	SUB TOTAL	\$ 19,000.00	\$ 7,309.33	38%

***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	\$ 735.79	74%
635.8	Intradistrict Relations	\$ 500.00	\$ 80.29	16%
635.9	Community Contacts(School Board)	\$ 1,000.00	\$ 582.75	58%
635.10	Lobbying Programs	\$ 499.00	\$ -	0%
635.11	Crisis Fund	\$ 100.00	\$ -	0%
	SUB TOTAL	\$ 5,599.00	\$ 2,547.83	46%

**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	\$ 155.91	31%
	<b>SUB TOTAL</b>	<b>\$ 9,284.04</b>	<b>\$ 3,989.95</b>	<b>43%</b>

***TRIBUTES AND RECEPTIONS***

**GOAL - Recognize our Memberships' Efforts**

660.2	Retirement Tribute	\$ 3,500.00	\$ 168.00	5%
660.3	"WHO" Awards	\$ 1,000.00	\$ 138.00	14%
660.4	Board of Directors Installation	\$ 3,000.00	\$ 300.00	10%
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	\$ 230.22	3%
680	Legal Services	\$ 2,000.00	\$ -	0%
	<b>SUB TOTAL</b>	<b>\$ 42,100.00</b>	<b>\$ 9,316.22</b>	<b>22%</b>

***OFFICE AND OPERATIONS***

**GOAL - Establish and Maintain an Effective Office Operation**

705	Office Equipment/Furniture	\$ 1,000.00	\$ (390.00)	-39%
710	Supplies	\$ 7,000.00	\$ 6,235.93	89%
715	Computer Software	\$ 2,000.00	\$ 786.27	39%
716	Online Technology Services	\$ 800.00	\$ 723.68	90%
720	Regular Postage	\$ 400.00	\$ 54.04	14%
730	Telephone/Internet	\$ 6,000.00	\$ 2,899.36	48%
740	Insurance	\$ 600.00	\$ 552.00	92%
745	Property Tax	\$ 500.00	\$ 10.00	2%
750	Accounting	\$ 8,500.00	\$ 5,550.00	65%
760	Rent	\$ 83,158.92	\$ 65,685.08	79%
770	Equip Maintenance/Copier	\$ 2,000.00	\$ 1,550.11	78%
780	Bank Service & Check Chgs	\$ 400.00	\$ 240.00	60%
	<b>SUB TOTAL</b>	<b>\$ 112,358.92</b>	<b>\$ 83,896.47</b>	<b>75%</b>



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

**PERSONNEL**

**GOAL - Attract and Retain Quality Employees**

810.1	Executive Director Salary	\$	152,385.48	\$	107,409.88	70%
810.2	Executive Director H&W	\$	26,929.39	\$	16,487.29	61%
810.3	Executive Director Payroll Tax	\$	24,534.06	\$	17,242.56	70%
810.4	Executive Director Retirement	\$	99,050.56	\$	76,472.16	77%
810.5	Executive Director Expense	\$	4,000.00	\$	1,527.41	38%
810.6	Executive Dir. Training/Travel	\$	4,000.00	\$	423.00	11%
810.7	Executive Director Auto	\$	7,200.00	\$	4,800.00	67%
810.8	Executive Director 401k match	\$	3,047.71	\$	2,394.29	79%
820.1	Associate Staff Salaries	\$	147,349.56	\$	99,409.27	67%
820.2	Associate Staff H&W	\$	48,743.32	\$	32,910.86	68%
820.3	Associate Staff Payroll Tax	\$	25,093.44	\$	17,127.49	68%
820.4	Associate Staff Mileage	\$	400.00	\$	136.50	34%
820.5	Associate Staff Retirement	\$	104,618.19	\$	70,832.98	68%
820.6	Associate Staff Training	\$	400.00	\$	-	0%
820.7	Associate Staff 401k match	\$	2,946.99	\$	2,162.47	73%
830.1	President Stipend (15% of Col5, Step13)	\$	17,047.20	\$	14,865.12	87%
830.2	President Payroll Tax	\$	1,500.00	\$	935.63	62%
840	Workers' Comp Insurance	\$	2,800.00	\$	2,460.92	88%
845	Liability Insurance	\$	4,000.00	\$	3,358.00	84%
850	Fees & Insurance 401k	\$	2,000.00	\$	1,469.65	73%
<b>SUB TOTAL</b>		\$	<b>678,045.89</b>	\$	<b>472,425.48</b>	<b>70%</b>
<b>TOTAL EXPENSES</b>		\$	<b>960,127.86</b>	\$	<b>604,323.42</b>	<b>63%</b>
<b>NET INCOME/(LOSS)</b>		\$	<b>(131,904.86)</b>	\$	<b>(230,194.89)</b>	<b>175%</b>
<b>INCOME USED TO DATE</b>						<b>162%</b>

Exp. Life	Reserves		
5 years	Copier (\$4000 yr)	\$	12,603.37
5-7 years	Telephone System (\$4000 yr)	\$	<b>24,056.45</b>
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)	\$	<b>7,955.00</b>
	<b>Building Fund</b>	\$	<b>395,227.74</b>
	Accrued Wages/Vacation/Sick Pay	\$	80,668.00
	President's Salary - 1 yr. est	\$	117,000.00
<b>Total Reserves To-date</b>		\$	<b>652,202.64</b>

4/30/2023	
CD's	\$ 638,247.07
Checking	\$ 288,571.04
Savings	\$ 36,615.02
<b>Total Assets</b>	<b>\$ 963,433.13</b>

<b>EAC</b>	<b>\$ 213,918.51</b>
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