

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: September 26, 2023 – 4:00 p.m.

Peters K-3 Elementary – 13162 Newhope Street, 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 – Engaging Membership
- VIII. OLD BUSINESS
 - A. The Standard
 - B.
- IX. NEW BUSINESS
 - A. OSCC Fall Leadership Conference – Nov. 4
 - B. Elementary Segment Director Election – Speeches
 - C. Maternity Workshop – Monday, October 16
 - D.

X. REPORTS

A. Negotiations

B. Committees

C. Membership

D. Leadership

E. Segments

XI. DISCUSSION

XII. Announcements

10/2 Collaboration Consult – Day 1

10/3 GGEA BoD Meeting - 3:45 p.m., GGEA office

10/6-10/8 Special Education Conference -- Hyatt Regency, O.C.

10/9 Health & Safety Committee Meeting – 3:30 p.m., Edgar Bldg. D

10/10 Segment Meetings – 3:30 p.m., Zoom

10/16 Maternity Workshop – 3:45 p.m., GGEA office

10/17 GGEA BoD Meeting - 3:45 p.m., Zoom

10/17 GGUSD School Board Meeting - 7 p.m., D.O. Annex

10/20-10/22 CTA State Council – Westin Bonaventure, Los Angeles

10/24 Rep Council - 4 p.m., Peters K-3

10/26 Grading Consult – Day 1

10/27-10/29 CTA LGBTQ+ Issues Conference – Margaritaville, Palm Springs



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 8:33 am on Thursday, July 27 at the GGEA office by the President Bridget Holdermann. Recessed for dinner and reconvened at 8:57 am on Friday July 28, 2023.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, David Cho, Rebecca Koopowitz (only Thursday), Cork Snider, Arquilla Howard, Veronica Conklin, Steven Severance (only Thursday), and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Mike Godoy, Karyn Lui-Silverberg, Sarah Held, Dawn Floyd and Rebecca Koopowitz & Steven Severance (only Friday)

- I. Executive Director reported on ongoing items for GGEA business
- II. Parliamentary Procedures
 - a. Roberts Rules of Order reviewed
 - i. Board will discuss email voting at next BOD meeting
 - b. The Executive Director will be the Parliamentarian at all meetings
- III. REVIEW OF BOARD MEMBERS RESPONSIBILITIES
 - a. Bylaws - pages 7-9
 - b. Current Standing Rules - pages 9-12
- IV. STANDING RULES
 - a. Board worked on reorganization
 - b. Board revised and edited President's suggestion of compilation
- V. 2023 TRUST AND CLIMATE SURVEY
 - a. Reviewed
- VI. Relationship with District
 - a. President shared her notes
- VII. Meals at future BOD meetings
 - a. Tabled to August meeting

ANNOUNCEMENTS:

8/3,7,8 Wrapping water bottles

8/9 GGEA table at Health Fair @ 11:00 am

8/9 New Teacher (Educator) Orientation @ Garden Grove High School/Library

Meeting adjourned on Friday July 28, 2023 at 12:00 pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Rebecca Koopowitz'.

A handwritten signature in black ink, appearing to read 'Arquilla Howard'.

Rebecca Koopowitz, Secretary & Arquilla Howard (High School Segment Director)



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 3:53 p.m. on Tuesday, August 22, 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, Arquilla Howard, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Mike Godoy and Cork Snider

APPROVAL OF MINUTES:

The Board approved the Minutes for the Board of Directors meeting dated May 2, 2023, approved.

The Board approved the Minutes for the special Board of Directors meeting dated June 20, 2023, approved.

The Board approved the Minutes for the Board of Directors Retreat dated July 27-28, 2023, approved.

The Board accepts the Minutes for the Representative Council meeting dated May 23, 2023, approved as amended.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: shared state and district budgets; and asked to open Executive Director's Contract Negotiations.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared August Calendar of events; will be meeting with School Board members Teri Rocco and Walter Muñeton separately; shared report on OCLF activity; reported on contract maintenance discussion around Keenan mandated report PD; reported that our previous lease of the old property was up on May 31st.

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered: reported on current monthly invoice for JacksonLewis Counsel.

OLD BUSINESS:

- A. Trust and Climate Survey
 - a. No results will be shared with district at this time

A. Meals at BOD meetings tabled until next board meeting

B. Standing Rules tabled until next board meeting

NEW BUSINESS:

C. BOD provided parameters to Bargaining team for the MOU Pay in Lieu of Release Day

D. Special Education Conference- 9/30 to 10/2

E. LGBTQ+ Conference- 10/28-10/30

F. Holiday Party tabled until next board meeting

G. Retirement Tribute tabled until next board meeting

H. Installation Banquet tabled until next board meeting

I. SEIU-UHW Members from Kaiser tabled until next board meeting

J. Executive Director's Evaluation tabled until next board meeting

RESOLVED: I move that the Board of Directors approves sending up to 4 GGEA members to the 2023 CTA Special Education Conference with all expenses paid according to CTA guidelines and not to exceed \$1400. This motion requires the expenditure of Association funds in the line item numbered: 110. Motion by Dawn Floyd; second by Arquilla Howard. Motion approved.

RESOLVED: I move that the Board of Directors approves sending up to 5 GGEA members to the 2023 CTA LGBTQ+ Conference with all expenses paid according to CTA guidelines. This motion requires the expenditure of Association funds in the line item numbered: 615.14. Motion by Rebecca Koopowitz; second by Veronica Conklin. Motion approved.

RESOLVED: I move that the BOD approves the 2023-24 Elections Calendar. Motion by Rebecca Koopowitz; second by Dawn Floyd. 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:** 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:** no report;
20. **INTERMEDIATE SEGMENT:** no report;
21. **HIGH SCHOOL SEGMENT** no report.

DISCUSSION FROM THE BOARD:

ANNOUNCEMENTS

- 8/29 Bargaining Caucus Day- GGEA office
- 9/11 Insurance Committee Meeting – 3:45pm @ Hare Room A
- 9/19 GGUSD School Board Meeting- 7:00pm @ DO Annex
- 9/26 Rep Council – 4:00 pm Peters K-3

Board of Directors meeting:	Sept. 5, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Sept. 5, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Sept. 12, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Aug. 29, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 5:49 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 3:52 p.m. on Tuesday, September 5, 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, David Cho, Cork Snider, Arquilla Howard, Veronica Conklin, Mike Godoy, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz

APPROVAL OF MINUTES:

The Board approved the Minutes for the Board of Directors Retreat meeting dated July 27th & 28th, 2023 with corrections, approved.

The Board approved the Minutes for the Board of Directors meeting dated August 22, 2023, approved.

The Board accepts the Minutes for the Representative Council meeting dated August 29, 2023, approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: state finance, forecast of no recession, letter from TK/SPED teacher, Dual Immersion meeting September 18 at 3:30 GGEA office.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared calendar of events; will be meeting with Bob Harden and Teri Rocco; reported on CTE department chair stipends; elementary is above projections for students; there are 70 combos in TK – 6; discussed classroom staffing in Spring; Beyond SST pilot with five schools in 2024-2025; letter received from staff member.

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered: 401k went over (we contributed more than was budgeted towards staff), also discussed overages.

RESOLVED: I move that the BOD accepts and forwards to the Representative Council the Year End 2022-2023 Financial Report. Motion by David Cho; second by Dawn Floyd. Motion approved.

OLD BUSINESS:

- A. Trust and Climate Survey - Shared results with the BOD
- B. Meals at BOD meetings - BOD members filled out the calendar of meetings with their choices
- C. Standing Rules – tabled until the 2nd Tuesday meeting of the month where bargaining is not discussed.
- D. Holiday Party - tabled
- E. Holiday card to the membership - tabled
- F. Retirement Tribute - tabled
- G. Installation Banquet - tabled
- H. SEIU-UHW Members from Kaiser (OCLF issue)
 - a. Shared issue but determined that it doesn't fall into the purview of GGEA or PIC (all political activities must be related to School Board candidates)
- I. Executive Director's Evaluation - tabled

NEW BUSINESS:

- A. BOD provided parameters to Bargaining Team for the MOU Pay in Lieu of Release

- B. BOD provided parameters to Bargaining Team for the following:
 - a. Article 4: Hours of Employment
 - b. Article 6: Safety
 - c. Article 9: Class Size
 - d. Article 11: Leaves
 - e. Article 12: Wages
 - f. Article 13: Health and Welfare Benefits
- C. Concordia University Irvine – Master’s Program
 - a. Include in AdNotes only if we receive payment – same as other vendors
- D. OCLF delegate responsibilities and dinner - tabled

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** chair reviewed proposals for the upcoming session
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:** Allotment of adjunct duties;
15. **EAC:** no report;
16. **ECE:** no report;
17. **MEMBERSHIP:** no report;
18. **LEADERSHIP:** Board Liaisons for each committee were determined;
19. **ELEMENTARY SEGMENT:** prepared agenda;
20. **INTERMEDIATE SEGMENT:** prepared agenda;
21. **HIGH SCHOOL SEGMENT** prepared agenda.

DISCUSSION FROM THE BOARD:

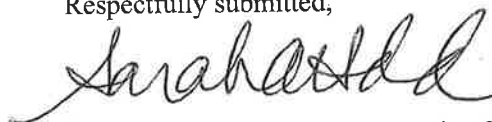
ANNOUNCEMENTS

9/11 Insurance Committee Meeting – 3:45pm @ Hare Room A
9/19 GGUSD School Board Meeting- 7:00pm @ DO Annex

Board of Directors meeting:	Sept. 19, 2023	3:45 p.m. via Zoom
Next Board of Education meeting:	Sept. 5, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Sept. 12, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Sept. 26, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 6:52 p.m.

Respectfully submitted,



Sarah Held for 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, August 29, 2023, at Peters K-3 by President Bridget Holdermann.

A quorum was established at this time.

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

BOARD MEMBERS ABSENT: Rebecca Koopowitz & Mike Godoy

Schools not represented and, therefore, with no vote:

Bryant, Carrillo, Carver, Clinton, Cook, Enders, Garden Park, Hill, Mark Twain, Peters 4-6, Peters K-3, Post, Skylark, Sunnyside, Violette, Zeyen, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, Ralston, Walton, Santiago, 7-12 TOSAs, K-12 TOSAs and VLA.

MEMBER COMMENTS: none

APPROVAL OF MINUTES: The Board approved the Minutes for the Board of Directors meeting dated May 2, 2023, approved.
The Board approved the Minutes for the special Board of Directors meeting dated June 20, 2023, approved.
The Board accepts the Minutes for the Representative Council meeting dated May 23, 2023, approved.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: discussed Summer School, NEA/RA conference, Pro-Act training, Keynote, Mandated training, and Aide coverage when absent (all aides have to call into Frontline to report their absences).

TREASURER'S REPORT: The Treasurer's Report was received. Topics covered: none

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: State finance report – state revenue is short \$1.27 billion for July, 8.22% COLA coming from state, looking to receive 4.43% COLA; GGUSD – salaries are going up for classified and certificated, Healthcare is going up between 10-15%; Site Rep Responsibilities; Weingarten rights.

NETWORKING: a teacher's day/month/year

NEW BUSINESS/INFORMATION

- A. The Standard Representative, EJ Cotran, addressed the body
- B. SchoolsFirst Representative, Nydia Gosman, addressed the body
- C. 30 days to submit reimbursement for conferences; must book economy airfare - pay for your own upgrade, can use UBER or LYFT if cheaper.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Sarah Held provided a report;
2. **LEADERSHIP:** report on NEA/RA conference;
3. **MEMBERSHIP:** 91 new hires, 71 joined GGEA;
4. **ELEMENTARY SEGMENT:** no report;
5. **INTERMEDIATE SEGMENT:** no report;
6. **HIGH SCHOOL SEGMENT:** no report;

7. **ORGANIZING:** meeting first Monday of the month on Zoom @ 3:30 (Sept 11);
8. **COMMUNICATIONS:** Advocate will go online this week, updating website, submit articles to advocate@ggea.org;
9. **NEW TEACHER:** meet in September with prizes;
10. **COMMUNITY ACTION:** meet second Monday of the month - Sept 11 @ GGEA office, rest on Zoom at 5:00;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** no report;
13. **SPED:** meeting first Monday of the month on Zoom 3:30 (Sept. 11);
14. **RULES AND ELECTIONS:** mentioned that there will be an election for Elementary Segment Director;
15. **IPD:** no report;
16. **SCHOLARSHIP:** no report;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** no report;
21. **EAC:** no report.

DISCUSSION:

Why does the district wait to staff to meet the 24-1 number until August?
Why is the district giving open positions to long-term subs and not the teachers who interviewed?
Full-time techs at schools

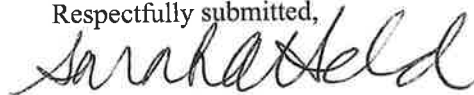
ANNOUNCEMENTS

- 9/4 Labor Day Holiday
9/11 Insurance Committee meeting – 3:45 pm Hare Room A
9/19 Board of Directors meeting (tentative) – 3:45 pm Zoom
9/19 Board of Education meeting – 7:00 pm Annex

Board of Directors meeting:	Sept. 5, 2023	3:45 pm at GGEA office
Next Board of Education meeting:	Sept. 5, 2023	7:00 pm at Annex
Next Segment meeting:	Sept 12, 2023	3:30 pm via Zoom
Next Representative Council meeting:	Sept. 26, 2023	4:00 pm at Peters K-3

The meeting adjourned 5:56 p.m.

Respectfully submitted,



Sarah Held for Rebecca Koopowitz, Secretary

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

		Adopted 2022-2023		Year End August 31		% used
<u>INCOME</u>						
410	Dues	1775@ \$220	\$ 390,500.00	1778	\$ 390,188.85	100%
420	CTA Rebate		\$ 395,557.00		\$ 403,765.00	102%
430	NEA Rebate		\$ 41,166.00		\$ 41,166.00	100%
	SUB TOTAL		\$ 827,223.00		\$ 835,119.85	101%
416	CD Interest Income		\$ 1,000.00		\$ 7,445.80	745%
110	Reserves		\$ -		\$ (11,501.33)	-100%
	NET INCOME		\$ 828,223.00		\$ 831,064.32	100%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense		\$ 3,000.00		\$ 1,824.89	61%
510	Board of Director's Expense		\$ 3,500.00		\$ 2,718.73	78%
520	NEA/RA Convention	12 x \$2000	\$ 24,000.00		\$ 13,442.12	56%
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		\$ 2,680.60	99%
540	Room Rental		\$ 400.00		\$ -	0%
545.1	Meals/Refreshments		\$ 6,000.00		\$ 5,776.87	96%
545.2	Elementary Segment		\$ 900.00		\$ 500.00	56%
545.3	Intermediate Segment		\$ 500.00		\$ 360.00	72%
545.4	High School Segment		\$ 400.00		\$ 320.00	80%
545.5	Rep Council		\$ 3,000.00		\$ 1,710.00	57%
570	Miscellaneous (incl. Petty Cash)		\$ 500.00		\$ 119.00	24%
	SUB TOTAL		\$ 45,990.00		\$ 29,452.21	64%

PROGRAMS AND SERVICES

GOAL - Communicate Effectively with our Members

605.1	ADVOCATE	3 print	\$ 4,500.00		\$ (850.00)	-19%
605.3	Web Page Maintenance		\$ 2,000.00		\$ 960.00	48%
605.4	Web Page Design		\$ 250.00		\$ -	0%
605.5	Tech Support		\$ 2,000.00		\$ 1,225.00	61%
610.2	Other Publications		\$ 400.00		\$ 149.00	37%
611.2	Reference Materials		\$ 300.00		\$ 338.44	113%
	SUB TOTAL		\$ 9,450.00		\$ 1,822.44	19%

**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	\$	420.15	5%
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	\$	2,378.77	48%
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	\$	9,175.32	24%

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	\$	5,000.00	\$	1,158.45	23%
625.2	CTA Retired Dues	\$	1,000.00	\$	600.00	60%
625.4	School Site Visits	\$	3,000.00	\$	2,267.88	76%
626	New Educator Programs	\$	1,500.00	\$	1,315.40	88%
627	Rules & Elections	\$	3,000.00	\$	1,490.70	50%
632	Surveys	\$	1,500.00	\$	372.00	25%
633	Negotiations/Bargaining Team	\$	4,000.00	\$	4,548.65	114%
	SUB TOTAL	\$	19,000.00	\$	11,753.08	62%

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	\$	1,105.79	111%
635.8	Intradistrict Relations	\$	500.00	\$	80.29	16%
635.9	Community Contacts(School Board)	\$	1,000.00	\$	741.45	74%
635.10	Lobbying Programs	\$	499.00	\$	-	0%
635.11	Crisis Fund	\$	100.00	\$	-	0%
	SUB TOTAL	\$	5,599.00	\$	3,076.53	55%

**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	\$ 69.99	7%
645	Retirement Programs and Projects	\$ 100.00	\$ 60.00	60%
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	\$ 458.48	92%
	SUB TOTAL	\$ 9,284.04	\$ 4,422.51	48%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$ 3,500.00	\$ 3,129.70	89%
660.3	"WHO" Awards	\$ 1,000.00	\$ 388.00	39%
660.4	Board of Directors Installation	\$ 3,000.00	\$ 2,267.23	76%
660.5	Recognition Reception	\$ 5,500.00	\$ 4,076.75	74%
660.6	Other Tributes	\$ 600.00	\$ 300.00	50%
660.7	Nurse Appreciation	\$ 500.00	\$ 626.72	125%
618	Special Projects	\$ 1,000.00	\$ 51.65	5%
619	Scholarship Fund	\$ 16,000.00	\$ 18,000.00	113%
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%
	SUB TOTAL	\$ 42,100.00	\$ 29,250.27	69%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$ 1,000.00	\$ 852.50	85%
710	Supplies	\$ 7,000.00	\$ 8,879.45	127%
715	Computer Software	\$ 2,000.00	\$ 1,325.00	66%
716	Online Technology Services	\$ 800.00	\$ 628.84	79%
720	Regular Postage	\$ 400.00	\$ 70.06	18%
730	Telephone/Internet	\$ 6,000.00	\$ 4,713.67	79%
740	Insurance	\$ 600.00	\$ 552.00	92%
745	Property Tax	\$ 500.00	\$ 199.46	40%
750	Accounting	\$ 8,500.00	\$ 6,050.00	71%
760	Rent	\$ 83,158.92	\$ 77,277.59	93%
770	Equip Maintenance/Copier	\$ 2,000.00	\$ 2,045.51	102%
780	Bank Service & Check Chgs	\$ 400.00	\$ 360.00	90%
	SUB TOTAL	\$ 112,358.92	\$ 102,954.08	92%

Garden Grove Education Association Adopted Budget 2022-2023

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$	152,385.48	\$	158,788.02	104%
810.2	Executive Director H&W	\$	26,929.39	\$	24,712.51	92%
810.3	Executive Director Payroll Tax	\$	24,534.06	\$	25,983.65	106%
810.4	Executive Director Retirement	\$	99,050.56	\$	113,235.52	114%
810.5	Executive Director Expense	\$	4,000.00	\$	1,686.04	42%
810.6	Executive Dir. Training/Travel	\$	4,000.00	\$	614.26	15%
810.7	Executive Director Auto	\$	7,200.00	\$	7,200.00	100%
810.8	Executive Director 401k match	\$	3,047.71	\$	4,588.82	151%
820.1	Associate Staff Salaries	\$	147,349.56	\$	148,830.86	101%
820.2	Associate Staff H&W	\$	48,743.32	\$	49,396.04	101%
820.3	Associate Staff Payroll Tax	\$	25,093.44	\$	25,007.91	100%
820.4	Associate Staff Mileage	\$	400.00	\$	240.63	60%
820.5	Associate Staff Retirement	\$	104,618.19	\$	105,619.51	101%
820.6	Associate Staff Training	\$	400.00	\$	-	0%
820.7	Associate Staff 401k match	\$	2,946.99	\$	4,078.58	138%
830.1	President Stipend (15% of Col5, Step13)	\$	17,047.20	\$	20,439.54	120%
830.2	President Payroll Tax	\$	1,500.00	\$	1,580.19	105%
840	Workers' Comp Insurance	\$	2,800.00	\$	3,272.17	117%
845	Liability Insurance	\$	4,000.00	\$	3,358.00	84%
850	Fees & Insurance 401k	\$	2,000.00	\$	1,854.35	93%
SUB TOTAL		\$	678,045.89	\$	700,486.60	103%
TOTAL EXPENSES		\$	960,127.86	\$	892,393.04	93%
NET INCOME/(LOSS)		\$	(131,904.86)	\$	(61,328.72)	46%

\$828,223 - 831,064 = -\$2,841 100%+

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

8/31/2023	
CD's	\$ 640,688.20
Checking	\$ 54,958.84
Savings	\$ 36,627.26
Total Assets	\$ 732,274.30

EAC	\$ 215,263.73
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