

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: December 19, 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 –
- VIII. OLD BUSINESS
 - A.
- IX. NEW BUSINESS
 - A. NEA/RA – July 3-July 7, 2024 in Philadelphia, PA
 - B. Orange County Board of Education (OCBE)
 - 1. Candidates endorsed by OSCC:
Nancy Watkins (Area 3), Beatriz Mendoza (Area 1),
and David Johnson (Area 4)
 - 2. OSCC/ABC is looking for volunteers to precinct walk, phone bank, write
post cards, and text.
 - C.
- X. REPORTS
 - A. Negotiations
 - B. Committees
 - C. Membership
 - D. Leadership

E. Segments

XI. DISCUSSION

XII. Announcements

- 12/25-1/5 Winter Break
- 1/8 Non-Student Day
- 1/8 Insurance Committee Meeting - 3:45 p.m., LEC MPR
- 1/9 GGEA Board of Directors Meeting - 3:45 p.m., GGEA Office
- 1/11 Grading Consult - 8:00 a.m., Edgar
- 1/15 Martin Luther King, Jr. Day
- 1/16 Segments - 3:30 p.m., Zoom
- 1/16 GGUSD School Board Meeting - 7:00 p.m., D.O. 5th Floor
- 1/19 Governor's Budget Workshop, SSC - 9:00 a.m.
- 1/22 Health & Safety Committee Meeting - 3:30 p.m., Food Service TR
- 1/23 GGEA Board of Directors Meeting - 3:45 p.m., GGEA Office
- 1/24 OSCC General Business Meeting - 5:30 p.m., The Villa
- 1/26 LUAC - 10 a.m., Westin Bonaventure, Los Angeles
- 1/26-1/28 CTA State Council - Westin Bonaventure, Los Angeles
- 1/29 Collaboration Consult - 8 a.m.
- 1/30 Rep Council - 4:00 p.m., Peters K-3



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 4:02 p.m. on Wednesday, November 1, 2023 on Zoom 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, Mike Godoy, Veronica Conklin, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz and Karyn Lui-Silverberg

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: bargaining update regarding wages.

OLD BUSINESS:

- A. Board set parameters to the GGEA Bargaining Team.

DISCUSSION FROM THE BOARD: None

ANNOUNCEMENTS

- 11/4 OSCC Fall Leadership Conference – Hotel Fera, Orange
- 11/6 Insurance Committee Meeting – 3:45 p.m. Food Services Mtg. Rm
- 11/7 GGEA Board of Directors Meeting – 3:45 p.m. Office
- 11/7 GGUSD School Board Meeting – 7:00 p.m. D.O.

Board of Directors meeting:	Nov. 7, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Nov. 7, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Nov. 14, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Nov. 28, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 5:05 p.m.

Respectfully submitted and approved on,


 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 3:46 p.m. on Tuesday, November 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, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

APPROVAL OF MINUTES: The Board approves the minutes for the Board of Directors dated October 3, 2023, approved as amended.
The Board accepts the minutes for the special meeting of the Board of Directors dated October 17, 2023, approved as amended.
The Board accepts the minutes for the Representative Council dated Tuesday October 24, 2023.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: report on state and US finances; and shared AMS (Arts and Music Schools) program allocated funds to each site.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared November calendar; received a petition by CSO asking that GGEA reaches a fair settle with their employees; and shared info from contract maintenance.

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

RESOLVED: I move that the board of directors accept and forward October 2023 financials to the Rep Council. Motion by David Cho; second by Karyn Lui-Silverberg. Motion approved.

OLD BUSINESS:

- A. Board set parameters for GGSO Bargaining
- B. Board took holiday picture for to share with sites
- C. President shared draft of Board norms and asked board to return with suggestions at next meeting

RESOLVED: I move that the BoD approves a release day for GGEA board members to meet with all members at Bolsa Grande High School and Morningside Elementary to discuss the GGEA Trust and Climate survey results and gather more information. This motion requires the expenditure of Association funds as budget in line item numbered: 110. Motion by Rebecca Koopowitz; second by Steven Severance. Motion approved.

NEW BUSINESS:

- A. Bargaining alternates discussion- postponed
- B. Board discussed GGSO grievances

RESOLVED: I move that the cost of the basic Costco membership be reimbursed to the Executive Director annually. This motion requires the expenditure of Association funds as budget in line item numbered: 710. Motion by Michael Godoy; second by Dawn Floyd. Motion approved.

RESOLVED: I move that board of directors approve sending up to 3 members to the CTA Issues Conference in Las Vegas Nevada Jan. 12-14 at a cost of no more than \$3000. All expenses will be per CTA guidelines. This motion requires the expenditure of Association funds as budget in line item numbered: 615.9. Motion by Rebecca Koopowitz; second by Stacey Carter. Motion approved.

RESOLVED: I move that board of directors approve for the GGEA president and GGEA treasurer to attend the region IV Leadership Conference in San Diego March 8-10 at a cost of no more than \$2000. All expenses will be per CTA guidelines.

All expenses will be per CTA guidelines. This motion requires the expenditure of Association funds as budget in line item numbered: 615.3. Motion by Karyn Lui-Silverberg; second by Veronica Conklin. Motion approved.

RESOLVED: I move that board of directors approve sending up to 2 members to the CTA Good Teaching Conference South March 22-24 at the Hyatt Regency, Orange County at a cost of no more than \$1000. All expenses will be per CTA guidelines. This motion requires the expenditure of Association funds as budget in line item numbered: 617. Motion by Steven Severance; second by Veronica Conklin. Motion approved.

RESOLVED: I move that board of directors approve sending up to 3 new educator members (3 years or less of experience) to the CTA New Educator Weekend South in Costa Mesa Feb. 23-25, 2024 at a cost of no more than \$1000. All expenses will be per CTA guidelines. This motion requires the expenditure of Association funds as budget in line item numbered: 616. Motion by Arquilla Howard; second by Dawn Floyd. Motion approved.

RESOLVED: I move that the board of directors approve the purchase of 3 gift cards for the GGEA office staff in the amount of no more than \$300. This motion requires the expenditure of Association funds as budget in line item numbered: 505. Motion by Dawn Floyd; second by Steven Severance. Motion approved.

RESOLVED: I move that the board approves sending up to 7 members to the CTA Equity and Human Rights Conference on March 1-3 in Los Angeles at the Bonaventure. All expenses paid per CTA Guidelines. This motion requires the expenditure of Association funds as budget in line item numbered: 615.10. Motion by Rebecca Koopowitz; second by Nicole Ciccarelli. Motion approved.

RESOLVED: I move that the board accepts the rep allocation as presented. Motion by Sarah Held; second by Steven Severance. Motion approved.

RESOLVED: I move that the board of directors appoint Wilhemina Burghard chairperson of the Rules & Elections Committee for the 2023-2024 fiscal year. Also, appoint the following members to the Rules & Elections Committee: Kurt Chrestensen, Nicole Ciccarelli-Lund, Randi Clary, Kim DiTeresi, Kristy Gladysz, Jim Oberacker, and Divina Passion. Motion by Dawn Floyd; second by Michael Godoy. Motion approved.

RESOLVED: I move that the board approves the Human Rights Committee to host a website poster contest to promote Human Rights and Equity and use funds from line item 635.4 IMAD for prizes to students who win- not to exceed \$200. This motion requires the expenditure of Association funds as budget in line item numbered: 635.4. Motion by Rebecca Koopowitz; second by Dawn Floyd. Motion approved.

RESOLVED: I move that we use organizing budget to pay for incentives for Sped letters that out of the letters 2 will randomly be selected to win free coffee for the whole staff. This motion requires the expenditure of Association funds as budget in line item numbered: 651. Motion by Veronica Conklin; second by Sarah Held. Motion approved.

RESOLVED: I move that GGEA increase the retainer up to 15,000 for the services of Jackson-Lewis. This motion requires the expenditure of Association funds as budget in line item numbered: Reserves. Motion by Mike Godoy; second by Steven Severance. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** board gave bargaining team parameters;
2. **ORGANIZING:** presented motions;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** will have an IMAD winner for next Rep Council;
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:** 8 new members;
18. **LEADERSHIP:** no report;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT** planned.

DISCUSSION FROM THE BOARD:

- Intermediate Segment Directors will like information on Dual Immersion Program (President is meeting with teachers to help solve issues)

ANNOUNCEMENTS

- 11/10 Veteran's Day Observed
11/13 New Educator Meet & Greet – 3:30 p.m. GGEA Office
11/16 LCAP Meeting – 3:30 p.m. D.O. ACR
11/20-11/24 Thanksgiving Break
11/30 Bargaining with GGUSD
12/5 Ethnic Studies Consult – 8:00 a.m.

Board of Directors meeting:	Dec. 5, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Nov. 7, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Nov. 14, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Nov. 28, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 7:45 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 Wednesday, November 15, 2023 via Zoom office by the President, Bridget Holdermann.

A quorum was established at that time.

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

BOARD MEMBERS ABSENT:

OLD BUSINESS:

- A. Board gave parameters for GGSO Bargaining
- B. Grievances

NEW BUSINESS:

- A. Quicken

RESOLVED: I move that BOD purchase Quicken software for David Cho, treasurer for an amount not to exceed \$100. This motion requires the expenditure of Association funds as budget in line item numbered: 715. Motion by David Cho; second by Dawn Floyd. Motion approved.

REPORTS

- A. Board gave parameters for GGEA Bargaining team

DISCUSSION FROM THE BOARD:

- none

ANNOUNCEMENTS

- 11/16 LCAP Meeting - 3:30 p.m. D.O. ACR
- 11/20-11/24 Thanksgiving Break
- 11/30 Bargaining with GGUSD
- 12/5 Ethnic Studies Consult - 8:00 a.m.

Board of Directors meeting:	Dec. 5, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Dec. 5, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Dec. 12, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Nov. 28, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 5:09 p.m.

Respectfully submitted,

Rebecca Koopowitz, Secretary



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The ^{special} regular meeting of the Board of Directors of the Garden Grove Education Association, Inc. was called to order at 3:48 p.m. on Tuesday, November 30, 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, Arquilla Howard, Mike Godoy, Veronica Conklin, Dawn Floyd, Sarah Held, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Stacey Carter, Karyn Lui-Silverberg, Cork Snider, and David Cho.

OLD BUSINESS:

- A. Board gave parameters for GGSO Bargaining

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

The meeting adjourned at 4:13 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, Nov. 28, 2023, at Peters K-3 Elementary by President Bridget Holdermann.

A quorum was established at this time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, Rebecca Koopowitz, David Cho, Arquilla Howard, Mike Godoy, Dawn Floyd, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Karyn Lui-Silverberg, Sarah Held, Cork Snider, and Veronica Conklin

Schools not represented and, therefore, with no vote:

Brookhurst, Bryant, Carillo, Carver, Clinton, Enders, Evans, Hazard, Hill, Mark Twain, Newhope, Paine, Patton, Peters K-3, Peters 4-6, Post, Riverdale, Simmons, Skylark, Sunnyside, Violette, Wakeham, Zeyen, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, 7-12 TOSAs, Santiago, 7-12 TOSAs, K-12 TOSAs, VAPA, and Adaptive P.E.

MEMBER COMMENTS:

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors dated October 3, 2023, approved.
The Rep Council accepts the Minutes for the special meeting of the Board of Directors dated October 17, 2023, approved.
The Rep Council approved the Minutes for the Representative Council dated Tuesday October 24, 2023, as amended.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared calendar; shared information about CTA conferences and earning units/credits for column movement.

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

RESOLVED: I move that Rep Council accept and approve the October 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: state COLA estimate for next year is 1%(this is year is 8.22%); with members met with GGUSD school board member Terri Rocco to discuss SPED issues; will be meeting with Walter Muffeton and Lan Nguyen with members to discuss SPED concerns; this will be a Board Action on January 16th to discuss Dual Immersion and Special Education Issues at the DO

NETWORKING: none

OLD BUSINESS/INFORMATION:

- A. New Educator Weekend South on Feb. 23-25
- B. The Standard campaign was a success
- C. Board reported on GGSO bargaining

NEW BUSINESS/INFORMATION

- A. Reviewed Rep Allocation roster

B. Presented IMAD to Kimo Dao from La Quinta High School

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Bridget and Paul provided update and will meet this Thursday; encouraged members to fill out survey;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** have 2 new members and a returning member;
4. **ELEMENTARY SEGMENT:** shared upcoming Town Hall meeting on Dec. 4 with school board memers;
5. **INTERMEDIATE SEGMENT:** shared rep allocation numbers and discussed new recess law;
6. **HIGH SCHOOL SEGMENT:** discussed Health Now concerns, discipline issues on campus and locked gates on campus;
7. **ORGANIZING:** no report;
8. **COMMUNICATIONS:** working on the Advocate and articles due by Dec. 7;
9. **NEW TEACHER:** met with new teachers;
10. **COMMUNITY ACTION:** no report;
11. **HUMAN RIGHTS:** meeting on Dec. 18 on Zoom at 3:30pm and working on hosting a workshop in January;
12. **RETIREMENT:** there are upcoming Cal STRS workshops, included in Adnotes;
13. **SPED:** meeting on Dec 4 at GGEA office;
14. **RULES AND ELECTIONS:** no report;
15. **IPD:** no report;
16. **SCHOLARSHIP:** no report;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** working on Google form to track time;
21. **EAC:** no report.

MEMBER COMMENT DISCUSSION:

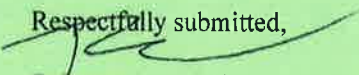
ANNOUNCEMENTS

- 11/30 Bargaining with GGSO @GGEA office
- 12/5 Ethnic Studies Consult- 8:00am
- 12/7 Collaboration Consult
- 12/14 Bargaining with GGUSD- GGEA Office

Board of Directors meeting:	Dec 5, 2023	3:45 pm at GGEA office
Next Board of Education meeting:	Dec. 5, 2023	7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	Dec. 12, 2023	3:30 pm via Zoom
Next Representative Council meeting:	Dec. 19, 2023	4:00 pm at Peters K-3

The meeting adjourned 5:51 p.m.

Respectfully submitted,


Rebecca Koopowitz, Secretary

**Garden Grove Education Association
Adopted Budget 2023-2024**

INCOME		Adopted 2023-2024	November 30, 2023	% used
410	Dues	1775@ \$220 \$ 390,500.00	\$ 121,377.45	31%
420	CTA Rebate	\$ 414,930.00	\$ 103,733.00	25%
430	NEA Rebate	\$ 41,166.00	\$ 10,291.50	25%
SUB TOTAL		\$ 846,596.00	\$ 235,401.95	28%
416	CD Interest Income	\$ 20,000.00	\$ 1,285.76	6%
110	Reserves	\$ -	\$ (2,275.83)	0%
NET INCOME		\$ 866,596.00	\$ 234,411.88	27%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense	\$ 2,500.00	\$ 397.75	16%
510	Board of Director's Expense	\$ 2,000.00	\$ 814.36	41%
520	NEA/RA Convention	12 x \$2000 \$ 24,000.00	\$ -	0%
525	NCUEA membership	\$ -	\$ -	0%
530	CCUEA/LUAC	\$ 300.00	\$ -	0%
535	Orange Service Center Council	4x4x \$20 \$ 320.00	\$ -	0%
536	CTA State Council	4x4x \$190 \$ 3,040.00	\$ 744.28	24%
540	Room Rental	\$ -	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 1,094.76	18%
545.2	Elementary Segment	\$ 900.00	\$ 200.00	22%
545.3	Intermediate Segment	\$ 500.00	\$ 80.00	16%
545.4	High School Segment	\$ 400.00	\$ 130.00	33%
545.5	Rep Council	\$ 2,000.00	\$ 600.00	30%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ -	0%
SUB TOTAL		\$ 42,460.00	\$ 4,061.15	10%

PROGRAMS AND SERVICES

GOAL - Communicate Effectively with our Members

605.1	ADVOCATE	1 print \$ 2,000.00	\$ (75.00)	-4%
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	\$ 100.00	\$ -	0%
611.2	Reference Materials	\$ 300.00	\$ -	0%
SUB TOTAL		\$ 6,650.00	\$ (75.00)	-1%

Garden Grove Education Association Adopted Budget 2023-2024

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

615.1	OSCC Leadership Conference	\$ 1,000.00	\$ 54.00	5%
615.2	Board of Directors Training	\$ 2,500.00	\$ -	0%
615.3	CTA Reg IV Leadership Conf.	\$ 2,000.00	\$ -	0%
615.4	CTA President's Conf	\$ 1,500.00	\$ -	0%
615.55	NEA Leadership Summit	\$ -	\$ -	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	\$ -	\$ -	0%
615.14	LGBTQ+ Conferences	\$ 4,000.00	\$ 1,985.47	50%
615.15	NEA Racial & Social Justice Conf	\$ -	\$ -	0%
616	Special Conferences (New Teacher)	\$ 1,000.00	\$ -	0%
617	Good Teaching Conference	\$ 1,000.00	\$ -	0%
	SUB TOTAL	\$ 24,000.00	\$ 2,039.47	8%

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	\$ 5,000.00	\$ -	0%
625.2	CTA Retired Dues	\$ 1,000.00	\$ 35.00	4%
625.4	School Site Visits	\$ 2,500.00	\$ 729.94	29%
626	New Educator Programs	\$ 1,000.00	\$ 46.45	5%
627	Rules & Elections	\$ 1,800.00	\$ -	0%
632	Surveys	\$ 1,500.00	\$ -	0%
633	Negotiations/Bargaining Team	\$ 4,000.00	\$ 977.91	24%
	SUB TOTAL	\$ 16,800.00	\$ 1,789.30	11%

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	\$ 1,000.00	\$ -	0%
635.2	Community Action Projects	\$ 500.00	\$ -	0%
635.3	Chamber of Commerce	\$ 300.00	\$ -	0%
635.4	"I Make A Difference"	\$ 500.00	\$ 178.87	36%
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	\$ 310.31	31%
635.10	Lobbying Programs	\$ 499.00	\$ -	0%
635.11	Crisis Fund	\$ 100.00	\$ -	0%
	SUB TOTAL	\$ 5,399.00	\$ 489.18	9%

Garden Grove Education Association Adopted Budget 2023-2024

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

640	Special Ed Committee	\$	1,000.00	\$	110.00	11%
645	Retirement Programs and Projects	\$	100.00	\$	15.00	15%
651	Organizing Committee	\$	500.00	\$	55.98	11%
652	Human Rights Workshops	\$	500.00	\$	-	0%
653	IPD Committee	\$	500.00	\$	-	0%
654	Early Childhood Education	\$	500.00	\$	-	0%
655	Service Committees (Scholarship)	\$	500.00	\$	-	0%
	SUB TOTAL	\$	3,600.00	\$	180.98	5%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$	3,500.00	\$	-	0%
660.3	"WHO" Awards	\$	650.00	\$	-	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	\$	-	\$	-	0%
619	Scholarship Fund	8 @ \$2000 \$	16,000.00	\$	4,000.00	25%
665	Association Hospitality	\$	500.00	\$	-	0%
667	Released Time (Subs)	\$	8,000.00	\$	-	0%
680	Legal Services	\$	2,000.00	\$	-	0%
	SUB TOTAL	\$	40,250.00	\$	4,000.00	10%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$	1,000.00	\$	-	0%
710	Supplies	\$	7,000.00	\$	1,010.19	14%
715	Computer Software	\$	1,000.00	\$	578.64	58%
716	Online Technology Services	\$	1,500.00	\$	152.97	10%
720	Regular Postage	\$	200.00	\$	-	0%
730	Telephone/Internet	\$	5,500.00	\$	1,065.55	19%
740	Insurance	\$	600.00	\$	-	0%
745	Property Tax	\$	300.00	\$	25.00	8%
750	Accounting	\$	10,000.00	\$	9,350.00	94%
760	Rent	\$	57,513.56	\$	14,328.00	25%
770	Equip Maintenance/Copier	\$	2,000.00	\$	538.79	27%
780	Bank Service & Check Chgs	\$	400.00	\$	90.00	23%
	SUB TOTAL	\$	87,013.56	\$	27,139.14	31%

Garden Grove Education Association Adopted Budget 2023-2024

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 162,654.45	\$	42,898.84	26%
810.2	Executive Director H&W	\$ 26,929.39	\$	6,169.26	23%
810.3	Executive Director Payroll Tax	\$ 29,517.80	\$	7,245.54	25%
810.4	Executive Director Retirement	\$ 113,651.56	\$	30,541.70	27%
810.5	Executive Director Expense	\$ 3,500.00	\$	125.21	4%
810.6	Executive Dir. Training/Travel	\$ 2,000.00	\$	241.81	12%
810.7	Executive Director Auto	\$ 7,200.00	\$	1,800.00	25%
810.8	Executive Director 401k match	\$ 3,201.45	\$	(387.27)	-12%
820.1	Associate Staff Salaries	\$ 147,349.68	\$	38,025.42	26%
820.2	Associate Staff H&W	\$ 51,455.64	\$	12,346.59	24%
820.3	Associate Staff Payroll Tax	\$ 27,002.94	\$	6,345.81	24%
820.4	Associate Staff Mileage	\$ 400.00	\$	-	0%
820.5	Associate Staff Retirement	\$ 104,618.19	\$	27,087.34	26%
820.6	Associate Staff Training	\$ -	\$	-	0%
820.7	Associate Staff 401k match	\$ 2,946.99	\$	(701.13)	-24%
830.1	President Stipend (15% of Col5, Step13)	\$ 18,581.40	\$	5,574.42	30%
830.2	President Payroll Tax	\$ 1,500.00	\$	(357.84)	-24%
840	Workers' Comp Insurance	\$ 3,800.00	\$	655.20	17%
845	Liability Insurance	\$ 3,500.00	\$	-	0%
850	Fees & Insurance 401k	\$ 2,000.00	\$	796.06	40%
SUB TOTAL		\$ 711,809.49	\$	178,406.96	25%
TOTAL EXPENSES		\$ 937,982.05	\$	218,031.18	23%
NET INCOME/(LOSS)		\$ (71,386.05)	\$	16,380.70	-23%

Exp. Life	Reserves	
5 years	Copier (\$4000 yr)	\$ 16,258.37
5-7 years	Telephone System (\$4000 yr)	\$ 24,056.45
3-5 years	Computers- Secretaries (x2)	\$ 4,350.00
4 years	Computer - President	\$ 1,342.08
3-5 years	Computer - Exec. Director	\$ 3,000.00
3-5 years	Computer - Advocate/Committees	\$ 3,000.00
3-5 years	Printers (\$1000 yr)	\$ 5,000.00
10 years	Furniture (\$1000 yr)	\$ 8,955.00
	Building Fund	\$ 400,000.00
	Accrued Wages/Vacation/Sick Pay	\$ 80,668.00
	President's Salary - 1 yr. est	\$ 123,876.00
Total Reserves To-date		\$ 670,505.90

11/30/2023	
CD's	\$ 642,545.58
Checking	\$ 70,111.03
Savings	\$ 36,636.49
Total Assets	\$ 749,293.10

EAC	\$ 216,539.93
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