

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: March 21, 2023 – 4:00 p.m.

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

DÉTERMINATION 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 – Grievance Procedures
- VIII. OLD BUSINESS
 - A. Bargaining Proposals – 2nd Reading

- IX. NEW BUSINESS
 - A. Election Results

 - B. Climate & Trust Survey

 - C. New GGEA Address – 12912 Brookhurst Street, Suite 360, G.G., CA 92840

 - D. California Casualty – Jana Charles

- X. REPORTS
 - A. Negotiations

 - B. Committees

 - C. Membership

D. Leadership

E. Segments

XI. DISCUSSION

XII. Announcements

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

3/24-3/27 State Council – Los Angeles, Westin Bonaventure

3/27-3/31 Spring Break – GGEA office hours M-TH 8:00 a.m. to 3:00 p.m.

4/4 GGEA Board of Directors Meeting – 3:45 p.m. GGEA Office

4/11 Segments – 3:30 p.m. Zoom

TBD Collaboration Consult(?) – 8:00 a.m.

4/18 GGEA Board of Directors Meeting (if needed) – 3:45 p.m. Zoom

4/18 GGUSD School Board Meeting – 7:00 p.m. District Office 5th floor

4/20 Ethnic Studies Consult – 8:00 a.m. Food Services Training Room

4/20 SEITY Go Team – 3:30 p.m. ACR

4/25 Rep Council – 4 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 3:45 p.m. on Tuesday, Feb. 21, 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, Mike Godoy, Veronica Conklin (Zoom), Karyn Lui-Silverberg, Julie Vo, Dawn Floyd (Zoom), Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Cork Snider

APPROVAL OF MINUTES: The Board approved, as amended, the Minutes for the Board of Directors meeting dated February 7, 2023.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: update on other local contract settlements and on research regarding temporary teachers in Garden Grove.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: visiting sites; attended a WHO awards meeting; visited Special Education Center at Mark Twain; met with Valerie Shedd; represented members; shared information from contract maintenance.

TREASURER'S REPORT: The Treasurer's Report was received. Topics covered: researching staff insurance payment options.

OLD BUSINESS:

- A. Association Finances discussed
 - a. Kelly Nolan, past GGEA president, met with board
 - b. Karen Sparks, representative from Mitchell, sat in the meeting per Kelly's request
 - c. President will report to Rep Council
- B. Trust survey plan postponed until next meeting
- C. New GGEA board sweatshirts available for purchase

NEW BUSINESS:

- A. New labels, envelopes, letterhead, business cards postponed until next meeting
- B. Fidelity Bond and Fiduciary Liability Insurance will be voted over email
- C. Moving day March 18- staff will be offered a comp day to be there that Saturday
- D. Installation Banquet will be on May 12th at On the Rocks
- E. WHO committee created
- F. GGEA BoD Retreat tabled to next meeting

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair shared results from the Negotiation Priorities Survey for 2023-24; board approved JROTC MOU proposal as amended; board approved the GGEA Bargaining Proposals for the 2023-24 school year.
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** Board approved the "Necessities" Flyer, as amended;
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:** GGEA officer vacancies and state council vacancies will be posted
12. **HEALTH AND SAFETY:** no report;
13. **IPD:** no report;
14. **GRIEVANCE:** no report;
15. **EAC:** no report;
16. **ECE:** no report;
17. **MEMBERSHIP:** 2 new members;
18. **LEADERSHIP:** no report;
19. **ELEMENTARY SEGMENT:** townhall this Thursday;
20. **INTERMEDIATE SEGMENT:** no one does Reading Across America activities and questioned asked regarding long term subs;
21. **HIGH SCHOOL SEGMENT:** discussed paid supervision during lunch and asked if district is open to block scheduling.

DISCUSSION FROM THE BOARD:

- A. Concern about the mental health of students and their grades

ANNOUNCEMENTS

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

The meeting adjourned at 7:23 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, February 28, 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, 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:

Schools not represented and, therefore, with no vote:

Allen, Anthony, Brookhurst, Carrillo, Carver, Clinton, Enders, Evans, Excelsior, Hill, Mark Twain, Marshall, Northcutt, Skylark, Sunnyside, Violette, Zeyen, K-6 TOSAs, Alamitos, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, McGarvin, Ralston, Walton, Hare, Santiago, K-12 TOSAs and VLAs.

MEMBER COMMENTS:

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors meeting dated January 3, 2023, approved.
The Rep Council accepts the Minutes for the Board of Directors meeting dated February 7, 2023, approved.
The Rep Council approved the Minutes for the Representative Council dated February 24, 2023, approved.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: 9 more sites to visit; OC Labor Federation has asked to support the Medieval Times Strike; March 15 Letter of Intent for job share positions are due and district has to notify temp teacher of reelection status; new consult-Ethnic Studies, shared the responsibilities of the consult member, the minority report, and shared that upcoming consults will be for collaboration and grading; attended student events by invitation.

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

RESOLVED: I move that Rep Council accept and approve the December 2022 and January 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: shared settlement updates for other locals; shared information on the GGEA Education Action Committee (EAC) and that we have 2 vacancies; and reported on Elementary Townhall.

NETWORKING: reviewed Article 7: Evaluation procedures

OLD BUSINESS/INFORMATION:

A. Board provided an update on Association Finance investigation

RESOLVED: I move that Rep Council recommends a yes vote on the proposed GGEA Bylaws changes as written. Motion by Wilhelmina Burghard; second by Dawn Floyd. Motion approved.

NEW BUSINESS/INFORMATION

- A. 1st Reading of GGEA Bargaining proposals provided by Chair
- B. Equity & Human Rights Conference on March 17-19 @ Santa Clara Marriott
- C. California Casualty postponed until March

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** shared in new business;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** 2 new members;
4. **ELEMENTARY SEGMENT:** Segment Directors reported on Elementary Town Hall meeting with the district;
5. **INTERMEDIATE SEGMENT:** talked about collaboration schedules;
6. **HIGH SCHOOL SEGMENT:** talked about collaboration and possibility of block schedule, trust survey, and individual site issues;
7. **ORGANIZING:** will be meeting March 13 with Sped Committee on Zoom @ 3:30pm;
8. **COMMUNICATIONS:** working with webmaster to update GGEA website;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** working Day of the Teacher poster contest due March 21st and Necessities drive is occurring April 3-7;
11. **HUMAN RIGHTS:** working on HR link with GGEA webmaster on Friday and meeting on March 6 @ 3:30 on Zoom;
12. **RETIREMENT:** no report;
13. **SPED:** meeting March 13 at 3:30 on Zoom;
14. **RULES AND ELECTIONS:** election is coming up for NEA/RA state delegates;
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.

MEMBER COMMENT DISCUSSION: no report

ANNOUNCEMENTS

- 3/2 Read Across America
- 3/3-3/5 Good Teaching Conference South @ G.G. Hyatt
- 3/6 Health and Safety Meeting - 3:30pm @SDR
- 3/6 Insurance Committee Meeting - 3:45 @ACR
- 3/17-19 Equity and Human Rights Conference @Santa Clara Marriott
- 3/21 GGUSD School Board Meeting- 7:00pm @District Office 5th Floor

Board of Directors meeting:	March 7, 2023 3:45 pm at GGEA office
Next Board of Education meeting:	March 7, 2023 7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	March 14, 2023 3:30 pm via Zoom
Next Representative Council meeting:	March 21, 2023 4:00 pm at Peters K-3

The meeting adjourned 5:39 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary

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

		Adopted 2022-2023	Year to date February 28	% used
<u>INCOME</u>				
410	Dues	1775@\$220 \$ 390,500.00	\$ 366,778.20	94%
420	CTA Rebate	\$ 395,557.00	\$ 202,339.00	51%
430	NEA Rebate	\$ 41,166.00	\$ 20,583.00	50%
	SUB TOTAL	\$ 827,223.00	\$ 589,700.20	71%
416	CD Interest Income	\$ 1,000.00	\$ 3,966.67	397%
110	Reserves	\$ -	\$ (2,165.92)	-100%
	NET INCOME	\$ 828,223.00	\$ 591,500.95	71%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense	\$ 3,000.00	\$ 1,058.07	35%
510	Board of Director's Expense	\$ 3,500.00	\$ 1,273.81	36%
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	\$ 1,099.00	40%
540	Room Rental	\$ 400.00	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 4,148.07	69%
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	\$ 1,060.00	35%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ 100.00	20%
	SUB TOTAL	\$ 45,990.00	\$ 9,278.95	20%

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	\$ 9,450.00	\$ (44.84)	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	\$ 2,278.56	76%
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	\$ 5,668.27	15%

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	\$ 1,655.46	55%
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	\$ 2,458.65	61%
	SUB TOTAL	\$ 19,000.00	\$ 5,453.16	29%

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	\$ 422.00	42%
635.10	Lobbying Programs	\$ 499.00	\$ -	0%
635.11	Crisis Fund	\$ 100.00	\$ -	0%
	SUB TOTAL	\$ 5,599.00	\$ 1,571.00	28%

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	\$ 230.22	3%
680	Legal Services	\$ 2,000.00	\$ -	0%
SUB TOTAL		\$ 42,100.00	\$ 8,710.22	21%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$ 1,000.00	\$ -	0%
710	Supplies	\$ 7,000.00	\$ 4,706.13	67%
715	Computer Software	\$ 2,000.00	\$ 596.35	30%
716	Online Technology Services	\$ 800.00	\$ 693.70	87%
720	Regular Postage	\$ 400.00	\$ 54.04	14%
730	Telephone/Internet	\$ 6,000.00	\$ 2,160.39	36%
740	Insurance	\$ 600.00	\$ 566.00	94%
745	Property Tax	\$ 500.00	\$ -	0%
750	Accounting	\$ 8,500.00	\$ 5,300.00	62%
760	Rent	\$ 83,158.92	\$ 52,030.66	63%
770	Equip Maintenance/Copier	\$ 2,000.00	\$ 1,077.07	54%
780	Bank Service & Check Chgs	\$ 400.00	\$ 180.00	45%
SUB TOTAL		\$ 112,358.92	\$ 67,364.34	60%

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

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$	152,385.48	\$	80,971.72	53%
810.2	Executive Director H&W	\$	26,929.39	\$	12,374.67	46%
810.3	Executive Director Payroll Tax	\$	24,534.06	\$	12,460.63	51%
810.4	Executive Director Retirement	\$	99,050.56	\$	57,373.83	58%
810.5	Executive Director Expense	\$	4,000.00	\$	994.99	25%
810.6	Executive Dir.Training/Travel	\$	4,000.00	\$	323.32	8%
810.7	Executive Director Auto	\$	7,200.00	\$	3,600.00	50%
810.8	Executive Director 401k match	\$	3,047.71	\$	2,137.52	70%
820.1	Associate Staff Salaries	\$	147,349.56	\$	74,850.99	51%
820.2	Associate Staff H&W	\$	48,743.32	\$	24,669.89	51%
820.3	Associate Staff Payroll Tax	\$	25,093.44	\$	13,014.28	52%
820.4	Associate Staff Mileage	\$	400.00	\$	115.50	29%
820.5	Associate Staff Retirement	\$	104,618.19	\$	53,334.06	51%
820.6	Associate Staff Training	\$	400.00	\$	-	0%
820.7	Associate Staff 401k match	\$	2,946.99	\$	1,993.15	68%
830.1	President Stipend (15% of Col5,Step13)	\$	17,047.20	\$	10,228.32	60%
830.2	President Payroll Tax	\$	1,500.00	\$	(255.45)	-17%
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	\$	1,469.65	73%
SUB TOTAL		\$	678,045.89	\$	354,252.64	52%
TOTAL EXPENSES		\$	960,127.86	\$	456,087.78	48%
NET INCOME/(LOSS)		\$	(131,904.86)	\$	135,413.17	-103%

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
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