

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: April 25, 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 – Climate & Trust Survey
- VIII. OLD BUSINESS
 - A.
- IX. NEW BUSINESS
 - A. Day of the Teacher Poster Contest Winners
 - B. Candidate Speeches (General Election & State Council)
 - C. 2023/2024 Proposed Budget – 1st Reading
 - D.
- X. REPORTS
 - A. Negotiations
 - B. Committees
 - C. Membership
 - D. Leadership
 - E. Segments

XI. DISCUSSION

XII. 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
- 5/2 GGEA Board of Directors Meeting – 3:45 p.m. GGEA Office
- 5/2 GGUSD School Board Meeting – 7:00 p.m. District Office 5th floor
- 5/8 Health & Safety Meeting – 3:30 p.m. SDR
- 5/9 Segments – 3:30 p.m. Zoom
- 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



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 3:48 p.m. on Tuesday, March 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, 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 special Board of Directors meeting dated February 21, 2023.
The Board accepts the Minutes for the Representative Council meeting dated February 28, 2023, approved as amended.

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

PRESIDENT'S REPORT: The President's Report was received. Topics covered: visited sites for Read Across America; had lunch with CSEA president Joe Larussa; attended Region 4 President's meeting; met with Walter Mufeton; attended the Seity workshop; GGEA proposals will be read at the school board meeting on March 21st; will be visiting Rosita Pre-School; reminded board members about the LCAP meeting on the 23rd; and district is bringing back collaboration consult on April 17.

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

RESOLVED: I move that the Board of Directors accept and forward the February 2023 Financial Reports to Rep Council. Motion by David Cho; second by Karyn Lui-Silverberg. Motion approved.

OLD BUSINESS:

- A. Association Finances discussed
- B. Trust survey plan
- C. Board has not approved anyone to attend the NEA Racial and Social Justice Conference- Prior to NEA/RA
- D. WHO Awards due March 16
- E. GGEA Board Retreat July 27-28

NEW BUSINESS:

- A. New office address is 12912 Brookhurst Street, Suite 360, Garden Grove, CA 92840
- B. Board approved Staff Evaluations
- C. Board members signed up for moving preparations
- D. Board members signed up for Moving Day on March 18
- E. Board members signed up for Budget and Staff Bargaining committee

RESOLVED: I move that the Board of Directors approves the GGEA office hours for Spring Break as Monday through Thursday from 8:00 am to 3:00 pm. The office will be closed on Friday. Motion by Nicole Ciccarelli; second by Steven Severance. Motion approved.

RESOLVED: I move that the Board of Directors approves the purchase of the association labels, envelopes, letterhead and business cards with new address not to exceed a total cost of \$1100. This motion requires the expenditure of Association funds as budgeted in line item numbered: 710. Motion by Rebecca Koopowitz; second by David Cho. Motion approved.

RESOLVED: I move that the Board of Directors approves expenses for the president to attend the CTA's Presidents conference July 13-16 in Burlingame, CA. All expenditures to be paid according to CTA guidelines. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.4. Motion by Dawn Floyd; second by David Cho. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** no report.
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** requesting an article about K-6 Townhall and we need to delete email accounts not used;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION;**
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** shared new changes to webpage and Board approved IMAD flyer;
8. **SPED:** no report;
9. **SCHOLARSHIP:** started review process;
10. **PIC:** no report;
11. **RULES AND ELECTIONS:** declaration of candidacy will be sent out to membership;
12. **HEALTH AND SAFETY:** no report;
13. **IPD:** no report;
14. **GRIEVANCE:** clarified member representation process;
15. **EAC:** no report;
16. **ECE:** no report;
17. **MEMBERSHIP:** no new members;
18. **LEADERSHIP:** Board members Mark Sanchez and Karyn Lui-Silverberg met with Bob Harden;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT:** planned.

DISCUSSION FROM THE BOARD:

- A. Member brought "equity grading"

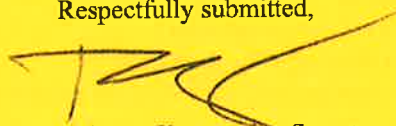
ANNOUNCEMENTS

- 3/17-3/19 Equity & Human Rights Conference – Santa Clara Marriott
- 3/21 School Board Meeting – 7:00 p.m.
- 3/23 LCAP Stakeholder’s Meeting – 3:30 p.m. D.O. ACR
- 3/24-3/26 State Council – Westin Bonaventure
- 3/27-3/31 Spring Break

Board of Directors meeting:	April 4, 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:	March. 21, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 7:26 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 4:12 p.m. on Tuesday, March 21, 2023, at Peters K-3 by President Bridget Holdermann.

A quorum was established at this time.

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

BOARD MEMBERS ABSENT: Nicole Ciccarelli and Dawn Floyd

Schools not represented and, therefore, with no vote:

Barker, Brookhurst, Bryant, Carrillo, Carver, Clinton, Enders, Evans, Garden Park, Hazard, Hill, Lawrence, Northcutt, Mark Twain, Northcutt, Paine, Peters K-3, Riverdale, Simmons, Skylark, Sunnyside, Violette, Zeyen, Bell, Fitz, Irvine, Jordan, Lake, Ralston, Bolsa, Hare, La Quinta, Pacifica, Santiago, K-12 TOSAs and VLAs.

MEMBER COMMENTS:

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the special Board of Directors meeting dated February 21, 2023, approved.
The Rep Council approved the Minutes for the Representative Council dated February 28, 2023, approved.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: April 17th is the meeting of the Collaboration Consult and encouraged members to send in name from site; read in classes for Read Across America; will be attending musicals at elementary schools; new GGEA address- 12912 Brookhurst St, Suite 360; GGEA Climate Survey is out.

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

RESOLVED: I move that Rep Council accept and approve the February 2023 Financials. Motion by David Cho; second by Sarah Held. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: shared GGUSD healthcare costs increasing; shared the California General Economic Report which included unemployment rates, home prices, CPI, etc.; ESSER will run out during the 2023-24 school year; bargaining with JROTC; will have a union meeting with the Dual Immersion teachers; shared research on EdCode regarding Temporary Teachers; reported on K6 Townhall; need candidates for EAC.

NETWORKING: discussed the Grievance process

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. Election Results- we had 13 spots available for NEA-RA and only 9 running so everyone is going
- B. Climate and Trust Survey closes on Friday, March 24th at 9:00 pm
- C. New GGEA Address- 12912 Brookhurst Street, Suite 360, G.G., CA 92840
- D. California Casualty

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** will be sunshining proposals tonight at GGUSD Board meeting; will meet with district this Thursday;
2. **LEADERSHIP:** reports shared from Good Teaching Conference; member shared information from CTA Human Rights Conference;
3. **MEMBERSHIP:** 2 new members;
4. **ELEMENTARY SEGMENT:** recognized members who spoke at Townhall and issues with lack of substitutes;
5. **INTERMEDIATE SEGMENT:** reviewed collaboration voting and climate survey;
6. **HIGH SCHOOL SEGMENT:** discussed Trust survey and collaboration plans;
7. **ORGANIZING:** will be meeting April 10th with Sped Committee on Zoom @ 3:30pm;
8. **COMMUNICATIONS:** working on the Advocate;
9. **NEW TEACHER:** will be meeting with new teacher after school break;
10. **COMMUNITY ACTION:** working Day of the Teacher poster contest due today and Necessities drive is occurring April 3-7- see flyer for further details;
11. **HUMAN RIGHTS:** working on HR link with GGEA webmaster and April meeting TBD @ 3:30;
12. **RETIREMENT:** no report;
13. **SPED:** meeting on April 10th at 3:30 on Zoom;
14. **RULES AND ELECTIONS:** no results yet for NEA-RA state delegates;
15. **IPD:** no report;
16. **SCHOLARSHIP:** received over a hundred applicants;
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: GGEA President took notes on comments

ANNOUNCEMENTS

- 3/24-26 State Council- Los Angeles, Westin Bonaventure
- 3/27-31 Spring Break- GGEA office hours M-TH 8:00 am to 3:00 pm
- 4/17 Collaboration Consult- 8:00 am
- 4/18 GGEA Board of Directors meeting (if needed)- 3:45 pm Zoom
- 4/18 GGUSD School Board Meeting- 7:00 pm District Office 5th Floor
- 4//20 Ethnic Studies Consult- 8:00 am Food Services Training Room
- 4/20 SEITY Go Team- 3:30 pm ACR

Board of Directors meeting:	April 4, 2023	3:45 pm at GGEA office
Next Board of Education meeting:	March 21, 2023	7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	April 11, 2023	3:30 pm via Zoom
Next Representative Council meeting:	April 25, 2023	4:00 pm at Peters K-3

The meeting adjourned 5:36 p.m.

Respectfully submitted,


Rebecca Koopowitz, Secretary

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

		Adopted 2022-2023	Year to date March 31	% used
<u>INCOME</u>				
410	Dues	1775@ \$220 \$ 390,500.00	\$ 406,005.80	104%
420	CTA Rebate	\$ 395,557.00	\$ 303,576.00	77%
430	NEA Rebate	\$ 41,166.00	\$ 30,874.50	75%
	SUB TOTAL	<u>\$ 827,223.00</u>	<u>\$ 740,456.30</u>	90%
416	CD Interest Income	\$ 1,000.00	\$ 4,151.86	415%
110	Reserves	\$ -	\$ (10,271.73)	-100%
	NET INCOME	<u><u>\$ 828,223.00</u></u>	<u><u>\$ 734,336.43</u></u>	89%
<u>EXPENSES</u>				
<i>GOVERNANCE</i>				
GOAL - Support an Efficient and Effective Organization				
505	President's Expense	\$ 3,000.00	\$ 1,264.89	42%
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	\$ 4,954.93	83%
545.2	Elementary Segment	\$ 900.00	\$ 500.00	56%
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	\$ 119.00	24%
	SUB TOTAL	<u>\$ 45,990.00</u>	<u>\$ 10,611.63</u>	23%
<i>PROGRAMS AND SERVICES</i>				
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	\$ 79.00	20%
611.2	Reference Materials	\$ 300.00	\$ 126.16	42%
	SUB TOTAL	<u>\$ 9,450.00</u>	<u>\$ (269.84)</u>	-3%

**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	\$ 495.74	20%
	SUB TOTAL	\$ 38,300.00	\$ 6,164.01	16%

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	\$ 1,812.96	60%
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	\$ 3,692.96	92%
	SUB TOTAL	\$ 19,000.00	\$ 6,844.97	36%

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	\$ 493.61	49%
635.10	Lobbying Programs	\$ 499.00	\$ -	0%
635.11	Crisis Fund	\$ 100.00	\$ -	0%
	SUB TOTAL	\$ 5,599.00	\$ 1,642.61	29%

**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	\$ 138.00	14%
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	\$ 8,848.22	21%

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	\$ 5,496.88	79%
715	Computer Software	\$ 2,000.00	\$ 611.34	31%
716	Online Technology Services	\$ 800.00	\$ 708.69	89%
720	Regular Postage	\$ 400.00	\$ 54.04	14%
730	Telephone/Internet	\$ 6,000.00	\$ 2,429.18	40%
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	\$ 58,857.57	71%
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	\$ 74,890.77	67%

**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	\$	14,472.64	54%
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	\$	1,185.01	30%
810.6	Executive Dir. Training/Travel	\$	4,000.00	\$	372.40	9%
810.7	Executive Director Auto	\$	7,200.00	\$	3,600.00	50%
810.8	Executive Director 401k match	\$	3,047.71	\$	975.71	32%
820.1	Associate Staff Salaries	\$	147,349.56	\$	74,850.99	51%
820.2	Associate Staff H&W	\$	48,743.32	\$	28,957.86	59%
820.3	Associate Staff Payroll Tax	\$	25,093.44	\$	13,014.28	52%
820.4	Associate Staff Mileage	\$	400.00	\$	136.50	34%
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	\$	1,074.16	36%
830.1	President Stipend (15% of Cot5,Step13)	\$	17,047.20	\$	13,006.98	76%
830.2	President Payroll Tax	\$	1,500.00	\$	(968.02)	-65%
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	\$	360,883.97	53%
TOTAL EXPENSES		\$	960,127.86	\$	473,450.38	49%
NET INCOME/(LOSS)		\$	(131,904.86)	\$	260,886.05	-198%

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

3/31/2023	
CD's	\$ 237,630.74
Checking	\$ 780,251.35
Savings	\$ 36,631.98
Total Assets	\$ 1,054,514.07

EAC	\$ 213,834.03
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Garden Grove Education Association Proposed Budget 2023-2024

INCOME		Proposed 2023-2024
410	Dues	1775@\$220 \$ 390,500.00
420	CTA Rebate	\$ 413,646.00
430	NEA Rebate	\$ 41,166.00
	SUB TOTAL	\$ 845,312.00
416	CD Interest Income	\$ 20,000.00
110	Reserves	\$ -
	NET INCOME	\$ 865,312.00

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

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

PROGRAMS AND SERVICES

GOAL - Communicate Effectively with our Members

605.1	ADVOCATE	1 print \$ 2,000.00
605.3	Web Page Maintenance	\$ 2,000.00
605.4	Web Page Design	\$ 250.00
605.5	Tech Support	\$ 2,000.00
610.2	Other Publications	\$ 100.00
611.2	Reference Materials	\$ 300.00
	SUB TOTAL	\$ 6,650.00

Garden Grove Education Association

Proposed Budget 2023-2024

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

615.1	OSCC Leadership Conference	\$	1,000.00
615.2	Board of Directors Training	\$	2,500.00
615.3	CTA Reg IV Leadership Conf.	\$	2,000.00
615.4	CTA President's Conf	\$	1,500.00
615.55	NEA Leadership Summit	\$	-
615.8	Leadership Development	\$	500.00
615.9	CTA Issues Conference	\$	3,000.00
615.10	Equity & Human Rights Conf	\$	5,000.00
615.11	Region IV Political Academy	\$	500.00
615.12	Summer Institute	\$	2,000.00
615.13	NCUEA Conferences	\$	-
615.14	LGBTQ+ Conferences	\$	4,000.00
615.15	NEA Racial & Social Justice Conf	\$	-
616	Special Conferences (New Teacher)	\$	1,000.00
617	Good Teaching Conference	\$	1,000.00
	SUB TOTAL	\$	24,000.00

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	\$	5,000.00
625.2	CTA Retired Dues	\$	1,000.00
625.4	School Site Visits	\$	2,500.00
626	New Educator Programs	\$	1,000.00
627	Rules & Elections	\$	1,800.00
632	Surveys	\$	1,500.00
633	Negotiations/Bargaining Team	\$	4,000.00
	SUB TOTAL	\$	16,800.00

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	\$	1,000.00
635.2	Community Action Projects	\$	500.00
635.3	Chamber of Commerce	\$	300.00
635.4	"I Make A Difference"	\$	500.00
635.5	Day of the Teacher Projects	\$	1,000.00
635.8	Intradistrict Relations	\$	500.00
635.9	Community Contacts(School Board)	\$	1,000.00
635.10	Lobbying Programs	\$	499.00
635.11	Crisis Fund	\$	100.00
	SUB TOTAL	\$	5,399.00

Garden Grove Education Association

Proposed Budget 2023-2024

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

640	Special Ed Committee	\$	1,000.00
645	Retirement Programs and Projects	\$	100.00
651	Organizing Committee	\$	500.00
652	Human Rights Workshops	\$	500.00
653	IPD Committee	\$	500.00
654	Early Childhood Education	\$	500.00
655	Service Committees (Scholarship)	\$	500.00
SUB TOTAL		\$	3,600.00

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$	3,500.00
660.3	"WHO" Awards	\$	650.00
660.4	Board of Directors Installation	\$	3,000.00
660.5	Recognition Reception	\$	5,500.00
660.6	Other Tributes	\$	600.00
660.7	Nurse Appreciation	\$	500.00
618	Special Projects	\$	-
619	Scholarship Fund	8 @ \$2000 \$	16,000.00
665	Association Hospitality	\$	500.00
667	Released Time (Subs)	\$	8,000.00
680	Legal Services	\$	2,000.00
SUB TOTAL		\$	40,250.00

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$	1,000.00
710	Supplies	\$	7,000.00
715	Computer Software	\$	1,000.00
716	Online Technology Services	\$	1,500.00
720	Regular Postage	\$	200.00
730	Telephone/Internet	\$	5,500.00
740	Insurance	\$	600.00
745	Property Tax	\$	300.00
750	Accounting	\$	10,000.00
760	Rent	\$	57,513.56
770	Equip Maintenance/Copier	\$	2,000.00
780	Bank Service & Check Chgs	\$	400.00
SUB TOTAL		\$	87,013.56

Garden Grove Education Association Proposed Budget 2023-2024

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$	162,654.45
810.2	Executive Director H&W	\$	26,929.39
810.3	Executive Director Payroll Tax	\$	29,517.80
810.4	Executive Director Retirement	\$	113,651.56
810.5	Executive Director Expense	\$	3,500.00
810.6	Executive Dir.Training/Travel	\$	2,000.00
810.7	Executive Director Auto	\$	7,200.00
810.8	Executive Director 401k match	\$	3,201.45
820.1	Associate Staff Salaries	\$	147,349.68
820.2	Associate Staff H&W	\$	51,455.64
820.3	Associate Staff Payroll Tax	\$	27,002.94
820.4	Associate Staff Mileage	\$	400.00
820.5	Associate Staff Retirement	\$	104,618.19
820.6	Associate Staff Training	\$	-
820.7	Associate Staff 401k match	\$	2,946.99
830.1	President Stipend (15% of Col5,Step13)	\$	18,581.40
830.2	President Payroll Tax	\$	1,500.00
840	Workers' Comp Insurance	\$	3,800.00
845	Liability Insurance	\$	3,500.00
850	Fees & Insurance 401k	\$	2,000.00
SUB TOTAL		\$	<u>711,809.49</u>
TOTAL EXPENSES		\$	<u>937,982.05</u>
NET INCOME/(LOSS)		\$	<u>(72,670.05)</u>

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		\$	<u>670,505.90</u>