

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: November 28, 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. New Educator Weekend - South (Feb. 23-25)
 - B. The Standard - Campaign Successful (85 Disability, 78 Life Insurance)
 - C.
- IX. NEW BUSINESS
 - A. Rep Allocation - Check your email
 - B.
- X. REPORTS
 - A. Negotiations
 - B. Committees
 - C. Membership
 - D. Leadership
 - E. Segments

XI. DISCUSSION

XII. Announcements

- 11/30 Bargaining with GCUSD – GGEA Office
- 12/5 Ethnic Studies Consult – 8:00 a.m.
- 12/5 GGEA Board of Directors Meeting – 3:45 p.m., GGEA Office
- 12/7 Collaboration Consult – 8:00 a.m.
- 12/12 Segment Meetings – 3:30 p.m., Zoom
- 12/14 Bargaining with GCUSD – GGEA Office
- 12/19 Rep Council – 4:00 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 3:45 p.m. on Tuesday, October 3, 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 and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

APPROVAL OF MINUTES:

The Board approved the Minutes for the Board of Directors meeting dated Sept. 19, 2023, approved as amended

The Board accepts the Minutes for the Representative Council meeting dated Sept. 26, 2023, approved as amended

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: Dina Ngueyn will meet high school teachers this Thursday to hear concerns; Dual-Immersion teachers will be meeting with Bob Harden on Oct. 18th; updated on letter writing regarding elementary inclusion.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: planning site visits; shared October Calendar of Events; mentioned that rebuttal letter to discipline; reported on contract maintenance.

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered: share idea about posting a fillable form for reimbursement, and it was suggested to change budget report style for rep council (board decided against it).

RESOLVED: I move that the Board accept and forward the September 2023 financials to the Rep Council. Motion by David Cho; second by Dawn Floyd. Motion approved.

RESOLVED: I move that the Board approves continued services with Paul Joo with Audit and taxes no more than \$11,000. This motion requires the expenditure of Association funds as budgeted in line item numbered: 750. Motion by David Cho; second by Arquilla Howard. Motion approved.

OLD BUSINESS:

- A. Holiday Card to membership- tabled to Nov. 7
- B. Lunch Supervision at Secondary Level are not members of CSEA

NEW BUSINESS:

- A. Board Norms postponed
- B. Solidarity Conference- board voted to forego this at this time
- C. Advocate Editorial Board's Publishing Plan was approved
- D. District wants to accept Metlife Insurance's offer of life insurance group rate for all employees- board approved
- E. NCUEA- board not interested in becoming a member

RESOLVED: I move that GGEA send up to 5 members to the OSCC Fall Leadership Conference at the Doubletree Hotel in Anaheim, Orange. Expenses will be reimbursed according to CTA guidelines not to exceed \$1,000. All expenditures to be covered under CTA guidelines. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.1. Motion by Nicole Ciccarelli; second by Arquilla Howard. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** board gave bargaining team 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:** requested information on process to make changes to website; board approved IMAD flyer;
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:** update provided by 2nd Vice President;
18. **LEADERSHIP:** SpEd Conference, LGBTQ+ Conference and Issues Conference is coming up;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT:** planned.

DISCUSSION FROM THE BOARD:

- Board member wants to know what is the District's purpose and goal of the Collaboration Consult
- Concern brought up regarding new teachers not getting adequate support by the district (not the responsibility of other teachers)
- Concern brought about personal conduct at GGEA business meetings

ANNOUNCEMENTS

- 10/2 Collaboration Consult Day 1 – 8:00 a.m. Edgar
10/5 The Standard Meeting for General Membership – 3:30 p.m. Zoom
10/6-10/8 Special Education Conference – Hyatt Regency, O.C.
10/9 Health & Safety Committee Meeting – 3:30 p.m. Edgar Bldg. D
10/16 Maternity Workshop – 3:45 p.m. GGEA Office
10/17 GGEA Board of Directors Meeting – 3:45 p.m. Zoom
10/17 GGUSD School Board Meeting – 7:00 p.m. D.O. Annex
10/18 OSCC General Business Meeting – The Villa 5:30 p.m.
10/19 Bargaining with GGUSD – GGEA Office
10/20-10/22 CTA State Council – Westin Bonaventure, Los Angeles
10/26 Grading Consult Day 1

Board of Directors meeting:	Oct. 17, 2023	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Oct. 17, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Oct. 10, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Oct. 24, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 7:43 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 3:47 p.m. on Tuesday, October 17, 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: none

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: Dual-Immersion teachers will be meeting with Bob Harden on Oct. 18th; updated board on letter writing campaign regarding elementary inclusion; elementary teachers will be meeting with Walter Muneton on Nov. 14; GGEA members met at the GGEA office with Dina Nguyen, GGUSD Trustee, to discuss site issues; provided update with budget.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared October calendar; reported on OCLF business; attended the GGEA member meeting with Dina Nguyen, GGUSD School Board Trustee; met with sites; shared report on contract maintenance.

TREASURER'S REPORT: The Treasurer's Report was received. No report

OLD BUSINESS:

- A. Board set parameters for GGSO Bargaining.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** board gave bargaining team parameters;
2. **COMMUNICATIONS:** advocate will come out soon;
3. **NEW TEACHER:** board approved flyer;

DISCUSSION FROM THE BOARD:

ANNOUNCEMENTS

- 10/17 GGEA Bargaining Team Caucus – GGEA Office
- 10/18 OSCC General Business Meeting – The Villa 5:30 p.m.
- 10/19 Bargaining with GGUSD – GGEA Office
- 10/20-10/22 CTA State Council – Westin Bonaventure, Los Angeles
- 10/26 Grading Consult Day 1
- 10/26 OCLF Delegates Meeting – 6 p.m. 1916 W Chapman Ave.
- 10/30 GGUSD Budget Presentation – 3:30 p.m. D.O.
- 11/2 Bargaining with GGUSD – GGEA Office
- 11/4 OSCC Fall Leadership Conference – Hotel Fera, Orange
- 11/6 Insurance Committee Meeting – 3:45 p.m. Food Services Mtg. Rm
- 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:	Oct. 17, 2023	7:00 p.m. at DO Annex
Next Segment meetings:	Nov. 14, 2023	3:30 p.m. via Zoom
Next Representative Council meeting:	Oct. 24, 2023	4:00 p.m. at Peters K-3

The meeting adjourned at 6:38 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'R. Koopowitz', written over a horizontal line.

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, Oct. 27, 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, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Dawn Floyd, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Karyn Lui-Silverberg and Sarah Held

Schools not represented and, therefore, with no vote:

Bryant, Carver, Clinton, Cook, Enders, Garden Park, Hazard, Hill, Mark Twain, Peters K-3, Peters 4-6, Post, Riverdale, Skylark, Sunnyside, Violette, Zeyen, K-6 TOSAs, VAPA, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, 7-12 TOSAs, Garden Grove, Hare, La Quinta, Pacifica, K-12 TOSAs VLA.

MEMBER COMMENTS:

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors Retreat dated September 19, 2023, approved.
The Rep Council approved the Minutes for the Representative Council dated September 26, 2023, as amended.

PRESIDENT'S REPORT: The President's Report was received. Topic covered: reminded site reps to notify GGEA staff of date for GGEA visit; addressing concerns with increase in student behavioral problems; CTA recommends that we do not confiscate a cell phone due to potential accusations of damage.

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

RESOLVED: I move that Rep Council accept and approve the Sept. 2023-2024 financials. Motion by David Cho; second by Dawn Floyd. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: provided update on budget; encouraged members to attend a Union Hall meeting with Walter Mufieton and Terri Rocco to discuss elementary concerns on Nov. 14 at 4:30 pm.

NETWORKING: reviewed evaluation process Article 10 in contract

OLD BUSINESS/INFORMATION:

- A. OSCC Fall Leadership Conference Nov. 4
 - o 1 spot open
- B. GGEA members who signed up for Standard have been approved
 - o Starts Nov. 1 and members must work 10 consecutive days for it to start

NEW BUSINESS/INFORMATION

- A. Representatives from the Assistance League of Garden Grove addressed the Council
- B. New Educator Weekend- South (Feb. 23-25)
 - o New teachers can apply for grants to attend

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Arquilla Howard, Theodore Vo (committee members) and Paul Kim (Executive Director) provided a report and written update; will be meeting;
2. **LEADERSHIP:** CTA State Council members reported on October State Council business;
3. **MEMBERSHIP:** have 5 new members;
4. **ELEMENTARY SEGMENT:** talked SpEd and Gen Ed issues and upcoming Town Hall meeting;
5. **INTERMEDIATE SEGMENT:** went over Super Week pay and Collaboration Consult;
6. **HIGH SCHOOL SEGMENT:** brainstormed issues at site and what to handle through FAC;
7. **ORGANIZING:** meeting with SpEd on Nov. 6;
8. **COMMUNICATIONS:** working on the Advocate and articles can be submitted online on GGEA website; updating website;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** no report;
11. **HUMAN RIGHTS:** meeting on Nov. 7 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 Nov. 6 on Zoom at 3:30pm, shared the CTA IEP Best Practices document; encouraged members to report class sizes to committee;
14. **RULES AND ELECTIONS:** Stacey Carter was voted in as GGEA 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.

MEMBER COMMENT DISCUSSION: Member asked questions

ANNOUNCEMENTS

- 10/26 Grading Consult-Day 1 @Edgar Training Facility
- 10/27-29 CTA LGBTQ+ Issues Conference @ Margaritaville, Palm Springs
- 10/30 District Budget Meeting- 3:30pm @DO
- 11/2 Bargaining with GGUSD @GGEA office
- 11/3 Non-student day
- 11/4 OSCC Fall Leadership Conference @Hotel Fera, Anaheim, Orange
- 11/6 Insurance Committee Meeting @3:45pm, Food Services Meeting Room
- 11/8 Bargaining with GGSO @3:30pm, GGEA office
- 11/10 Veterans Day Holiday
- 11/13 New Educator Meeting @3:30pm, GGEA office
- 11/30 Bargaining with GGUSD @GGEA office
- 11/16 LCAP meeting @3:30pm, DO ACR
- 11/20-24 Thanksgiving Recess
- 1/28 Rep Council @4pm, Peters K-3

Board of Directors meeting:	Nov. 7, 2023	3:45 pm at GGEA office
Next Board of Education meeting:	Nov. 7, 2023	7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	Nov. 14, 2023	3:30 pm via Zoom
Next Representative Council meeting:	Nov. 28, 2023	4:00 pm at Peters K-3

The meeting adjourned 5:53 p.m.

Respectfully submitted,


Rebecca Koopowitz, Secretary

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

INCOME		Adopted 2023-2024	October 31, 2023	% used
410	Dues	1775@\$220 \$ 390,500.00	\$ 261,524.60	67%
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	\$ 375,549.10	44%
416	CD Interest Income	\$ 20,000.00	\$ 627.88	3%
110	Reserves	\$ -	\$ (1,300.63)	0%
NET INCOME		\$ 866,596.00	\$ 374,876.35	43%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense	\$ 2,500.00	\$ 296.74	12%
510	Board of Director's Expense	\$ 2,000.00	\$ 574.03	29%
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	\$ -	0%
540	Room Rental	\$ -	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 599.05	10%
545.2	Elementary Segment	\$ 900.00	\$ 200.00	22%
545.3	Intermediate Segment	\$ 500.00	\$ 40.00	8%
545.4	High School Segment	\$ 400.00	\$ 60.00	15%
545.5	Rep Council	\$ 2,000.00	\$ 400.00	20%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ -	0%
SUB TOTAL		\$ 42,460.00	\$ 2,169.82	5%

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	\$	-	0%
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	\$	-	0%
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	\$	-	0%

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	\$	415.67	17%
626	New Educator Programs	\$	1,000.00	\$	-	0%
627	Rules & Elections	\$	1,800.00	\$	-	0%
632	Surveys	\$	1,500.00	\$	-	0%
633	Negotiations/Bargaining Team	\$	4,000.00	\$	558.70	14%
	SUB TOTAL	\$	16,800.00	\$	1,009.37	6%

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	\$	-	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	\$	233.31	23%
635.10	Lobbying Programs	\$	499.00	\$	-	0%
635.11	Crisis Fund	\$	100.00	\$	-	0%
	SUB TOTAL	\$	5,399.00	\$	233.31	4%

**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	\$	-	0%
645	Retirement Programs and Projects	\$	100.00	\$	15.00	15%
651	Organizing Committee	\$	500.00	\$	-	0%
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	\$	15.00	0%

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	\$	425.71	6%
715	Computer Software	\$	1,000.00	\$	139.97	14%
716	Online Technology Services	\$	1,500.00	\$	101.98	7%
720	Regular Postage	\$	200.00	\$	-	0%
730	Telephone/Internet	\$	5,500.00	\$	687.90	13%
740	Insurance	\$	600.00	\$	-	0%
745	Property Tax	\$	300.00	\$	25.00	8%
750	Accounting	\$	10,000.00	\$	4,800.00	48%
760	Rent	\$	57,513.56	\$	9,563.00	17%
770	Equip Maintenance/Copier	\$	2,000.00	\$	538.79	27%
780	Bank Service & Check Chgs	\$	400.00	\$	60.00	15%
	SUB TOTAL	\$	87,013.56	\$	16,342.35	19%

Garden Grove Education Association Adopted Budget 2023-2024

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 162,654.45	\$ 29,988.76	18%
810.2	Executive Director H&W	\$ 26,929.39	\$ 4,121.96	15%
810.3	Executive Director Payroll Tax	\$ 29,517.80	\$ 5,061.27	17%
810.4	Executive Director Retirement	\$ 113,651.56	\$ 21,350.86	19%
810.5	Executive Director Expense	\$ 3,500.00	\$ 105.35	3%
810.6	Executive Dir. Training/Travel	\$ 2,000.00	\$ 119.43	6%
810.7	Executive Director Auto	\$ 7,200.00	\$ 1,200.00	17%
810.8	Executive Director 401k match	\$ 3,201.45	\$ (645.45)	-20%
820.1	Associate Staff Salaries	\$ 147,349.68	\$ 25,746.28	17%
820.2	Associate Staff H&W	\$ 51,455.64	\$ 8,261.30	16%
820.3	Associate Staff Payroll Tax	\$ 27,002.94	\$ 4,309.95	16%
820.4	Associate Staff Mileage	\$ 400.00	\$ -	0%
820.5	Associate Staff Retirement	\$ 104,618.19	\$ 18,344.70	18%
820.6	Associate Staff Training	\$ -	\$ -	0%
820.7	Associate Staff 401k match	\$ 2,946.99	\$ (946.71)	-32%
830.1	President Stipend (15% of Col5, Step13)	\$ 18,581.40	\$ 3,716.28	20%
830.2	President Payroll Tax	\$ 1,500.00	\$ 284.30	19%
840	Workers' Comp Insurance	\$ 3,800.00	\$ 655.20	17%
845	Liability Insurance	\$ 3,500.00	\$ -	0%
850	Fees & Insurance 401k	\$ 2,000.00	\$ 397.64	20%
SUB TOTAL		\$ 711,809.49	\$ 122,071.12	17%
TOTAL EXPENSES		\$ 937,982.05	\$ 145,765.97	16%
NET INCOME/(LOSS)		\$ (71,386.05)	\$ 229,110.38	-321%

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

10/31/2023	
CD's	\$ 641,918.13
Checking	\$ 283,471.27
Savings	\$ 36,633.38
Total Assets	\$ 962,022.78

EAC	\$ 216,108.47
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