

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: January 30, 2024 – 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 - Postcards for OCBE Candidates
- VIII. OLD BUSINESS
 - A. NEA/RA – July 3-July 7, 2024, in Philadelphia, PA
 - B. Orange County Board of Education (OCBE)
 - a. OSCC/ABC is looking for volunteers to precinct walk, phone bank, text.
- IX. NEW BUSINESS
 - A. Communications Committee
- X. REPORTS
 - A. Negotiations
 - B. Committees
 - C. Membership
 - D. Leadership
 - E. Segments

XI. DISCUSSION

XII. Announcements

- 2/5 Job Share Meeting - 3:30 p.m., GGEA Office
- 2/6 GGEA Board of Director's Meeting - 3:45 p.m., GGEA Office
- 2/6 GGUSD School Board Meeting - 7:00 p.m., D.O. 5th Floor
- 2/12 Lincoln's Day - No School
- 2/13 Segment Meetings - 3:30 p.m., Zoom
- 2/14 Ethnic Studies Consult -
- 2/15 Maternity Workshop - 3:45 p.m., GGEA Office
- 2/19 President's Day - No School
- 2/20 GGEA Board of Director's Meeting - 3:45 p.m., Zoom
- 2/22 Optional Part-Time Meeting - 3:30 p.m., Zoom
- 2/26 Special Education Task Force - 3:30 p.m., GGEA Office
- 2/26 State of the District - 6:00 p.m., Garden Grove Hyatt Regency
- 2/27 Rep Council Meeting - 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 3:46 p.m. on Tuesday, December 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, Rebecca Koopowitz, David Cho, Arquilla Howard, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Cork Snider

APPROVAL OF MINUTES: The Board approves the minutes for the special meeting of the Board of Directors dated November 1, 2023, approved as amended.
The Board approves the minutes for the Board of Directors dated November 7, 2023, approved as amended.
The Board approves the minutes for the special meeting of the Board of Directors dated November 15, 2023, approved as amended.
The Board accepts the minutes for the Representative Council dated Tuesday November 28, 2023 as amended.
The Board accepts the minutes for the special meeting of the Board of Directors dated November 30, 2023, approved as amended.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared calendar; represented member; met with K-12; attended Bell's Thanksgiving Feast; missed Community Schools meeting; dinner with Dr. Mafi had to be postponed; will be taking time off to attend to personal needs so will not be running the Dec Rep Council meeting; provided update on contract maintenance.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report Topics covered: shared November calendar; shared comparison of GGUSD teacher salaries between last year and this year; made suggestions for GGEA/GGUSD negotiations; provided info on current legislation regarding K-8 recess and 6-12 suspension/expulsion changes; gave a summary of GGEA political lobbying regarding SpEd, Dual Immersion and a site administrator.

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

RESOLVED: I move that the board of directors accept and forward November 2023 financials to the Rep Council. Motion by David Cho; second by Dwan Floyd. Motion approved.

OLD BUSINESS:

- A. Board set parameters for GGSO Bargaining
- B. GGSO Representative addressed the Board regarding grievances
- C. Reviewed GGSO grievances
- D. Confirmed plans to visit BGHS on Tuesday January 23rd

RESOLVED: I move that the Administrative Assistant, Susan Kaylor, is instructed to give and verify all passwords to all GGEA accounts e.g., retail, banks, computer, software, email, membership accounts, CTA Falcon, social media, and accounting to persons as directed by the Executive Director and/or President. Motion by Rebecca Koopowitz; second by David Cho. Motion approved.

RESOLVED: I move that the Administrative Assistant, Susan Kaylor, transition job duties to the GGEA Treasurer, David Cho, the 2nd Vice President, Steven Severance, the Secretary, Rebecca Koopowitz, the Executive Director, Paul Kim, the President, Bridget Holdermann, and the Administrative Support Staff person, Jenny Gonzalez as directed by the GGEA Executive Director and/or the GGEA President. Motion by Rebecca Koopowitz; second by David Cho. Motion approved.

RESOLVED: I move that the Board of Directors authorize Allen Acosta to prepare a written statement that explains the GGSO bargaining proposal and layoff of Susan Kaylor. Motion by Karyn Lui-Silverberg; second by Sarah Held. Motion approved.

NEW BUSINESS:

A. Board member Decorum at Rep Council- discussed concern brought up by site rep member

RESOLVED: I move that the Board approves the membership to the Orange County Labor Federation and recommends to EAC to approve paying the OCLF 1yr membership of \$6,500. Motion by Rebecca Koopowitz; second by Sarah Held. Motion not approved.

RESOLVED: I move that board of directors continue their insurance coverage through Travelers Casualty and Surety Company of America for its Supplemental Personal Indemnification Coverage in the amount of \$3,322.00. This motion requires the expenditure of Association funds as budget in line item numbered: 845. Motion by Sarah Held; second by Karyn Lui-Silverberg. Motion approved.

RESOLVED: I move that board approval \$159 membership fee for 2024 Membership in the Garden Grove Chamber of Commerce. This motion requires the expenditure of Association funds as budget in line item numbered: 635.3. Motion by Sarah Held second by Nicole Ciccarelli. 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:** 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:** monitoring membership;
18. **LEADERSHIP:** no report;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT** planned.

DISCUSSION FROM THE BOARD:


ANNOUNCEMENTS

- 12/7 Collaboration Consult
- 12/14 OCLF Delegates Meeting- 6pm 1916 W Chapman Ave.
- 12/25-1/5 Winter Break
- 1/8 Non-student day

Board of Directors meeting:	Jan. 9, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Dec. 12, 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 8:57 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 4:02 p.m. on Tuesday, December 13, 2023 via Zoom by the President, Bridget Holdermann.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Steven Severance, David Cho, Rebecca Koopowitz, 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: Nicole Ciccarelli

OLD BUSINESS:

RESOLVED: I move that the GGEA Board of Directors move to impose its terms of its last and best final offer including all previous tentative agreements, should the impasse continue to January 1, 2024. Since March 2023, GGEA has negotiated with Garden Grove Staff Organization/CSO (GGSO). Despite numerous bargaining sessions, the parties appear to be at an impasse. This motion requires the expenditure of Association funds as budgeted in: 810. Motion by Rebecca Koopowitz; second by Sarah Held. Motion approved.

Board of Directors meeting:	Jan. 9, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Jan. 16, 2024	7:00 p.m. at DO Annex
Next Segment meetings:	Jan. 16, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Dec 19, 2023	4:00 p.m. at Peters K-3

The meeting was adjourned at 4:56 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 3:45 p.m. on Tuesday, January 9, 2024 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, Arquilla Howard, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz and Cork Snider

MEMBER COMMENTS: Willie Burghard shared comments

APPROVAL OF MINUTES: none

PRESIDENT'S REPORT: The President's Report was received. Topic covered: shared calendar, most items in CM have been related to individual educators.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report Topics covered: shared calendar; shared 1st Interim Financial Report and discussed implications for bargaining.

TREASURER'S REPORT: The Treasurer's Report Topic covered:

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

OLD BUSINESS:

- A. Staff Bargaining: GGEA will begin bargaining process with Executive Director
- B. Discussed GGSO grievances
- C. Board Norms: postponed until next BOD meeting
- D. Bargaining alternates: alternates will attend CTA Summer Institute
- E. Confirmed plans to visit BGHS on Tuesday January 23rd
- F. Bargaining training for GGEA Board, Team, and district - postponed
- G. BGHS and Morningside Elementary – Confirmed plans to visit BGHS on Tuesday January 23rd

RESOLVED: I move that board of directors authorize a donation in the amount of \$250 to Thomas House. This motion requires the expenditure of Association funds as budget in line item numbered: 635.1. Motion by Karyn Lui-Silverberg; second by Steven Severance. Motion approved.

RESOLVED: I move that board of directors authorize a donation in the amount of \$250 to the Garden Grove Police Association. This motion requires the expenditure of Association funds as budget in line item numbered: 635.1. Motion by Dawn Floyd; second by David Cho. Motion approved.

RESOLVED: I move that board of directors authorize a donation in the amount of \$250 to H.O.P.E. This motion requires the expenditure of Association funds as budget in line item numbered: 635.1. Motion by Dawn Floyd; second by David Cho. Motion approved.

NEW BUSINESS:

- A. Communications: Current chair and member of the communications team have resigned.
- B. Preliminary look at books by Gary Son

RESOLVED: I move that the Board of directors add to SR 17 of the Standing Rules: It is the policy of the Garden Grove Education Association to endorse candidates for GGUSD Board and Orange County Board of Education who will best promote quality public education for the children of Garden Grove Unified School District. Motion by Sarah Held; second by Dawn Floyd. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** received report from the bargaining chair.
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:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT:** planned.

DISCUSSION FROM THE BOARD:

ANNOUNCEMENTS

- 1/11 Grading Consult – 8:00 a.m. Edgar
- 1/15 Martin Luther King, Jr. Day
- 1/18 GGEA Bargaining with GGUSD – GGEA Office
- 1/22 Health & Safety Committee Meeting – 3:30 p.m. Food Srvc Trng Rm
- 1/24 OSCC General Business Meeting – 5:30 p.m. The Villa
- 1/25 GGEA Bargaining with GGUSD – GGEA Office
- 1/26-1/28 State Council – Westin Bonaventure, Los Angeles
- 1/29 Grading Consult – 8:00 a.m. Edgar
- 2/5 Job Share Meeting – 3:30 p.m. GGEA Office
- 2/6 GGEA Board of Directors Meeting – 3:45 p.m. GGEA Office
- 2/6 GGUSD School Board Meeting – 7:00 p.m. D.O. 5th Floor

Board of Directors meeting:	Jan. 23, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Jan. 16, 2024	7:00 p.m. at DO 5 th Floor
Next Segment meetings:	Jan. 16, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Jan. 30, 2024	4:00 p.m. at Peters K-3

The meeting adjourned at 7:48 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, December 19, 2023, at Peters K-3 Elementary by Vice-President Nicole Ciccarelli.

A quorum was not established at this time.

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

BOARD MEMBERS ABSENT: Bridget Holdermann & Rebecca Koopowitz.

Schools not represented and, therefore, with no vote:

Allen, Barker, Bryant, Carillo, Carver, Clinton, Cook, Enders, Evans, Excelsior, Hill, Lawrence, Mark Twain, Monroe, Paine, Patton, Peters K-3, Peters 4-6, Riverdale, Simmons, Skylark, Sunnyside, Violette, Warren, Zeyen, Alamitos, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, Walton, TOSAs, Hare, La Quinta, Santiago, K-6 TOSAs, 7-12 TOSAs, K-12 TOSAs, K-6 TOSAs, VLA, 7-12 VAPA, and Adaptive P.E.

MEMBER COMMENTS:

APPROVAL OF MINUTES: None approved

PRESIDENT'S REPORT: The President's Report was received. Topics covered: handout of report provided to reps.

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

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: reported on state finances, special education study session on Dec 12 that teachers attended, and the state revenue.

NETWORKING: None

OLD BUSINESS/INFORMATION: None

NEW BUSINESS/INFORMATION

- A. NEA /RA July 3-7, 2024 in Philadelphia, PA
- B. Orange County Board of Education (OCBE)
 - a. Candidates endorsed by OSCC
 - i. Nancy Watkins (Area 3), Beatriz Mendoza (Area 1) and David Johnson (Area 4)
 - b. OSCC/ABC is looking for volunteers to precinct walk, phone bank, write post cards, and text

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Tamara Wood, bargaining chair, shared a report;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** 5 new members;
4. **ELEMENTARY SEGMENT:** Board Member share out, Q &A, and prizes;
5. **INTERMEDIATE SEGMENT:** SB291;

6. **HIGH SCHOOL SEGMENT:** safety at the HS if lockdown;
7. **ORGANIZING:** GGUSD BOD SPED support at mtg.;
8. **COMMUNICATIONS:** no report;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** no report;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** no report;
13. **SPED:** next SPED mtg 1/11 and asked for support for GGUSD BOD mtg.;
14. **RULES AND ELECTIONS:** no report;
15. **IPD:** no report;
16. **SCHOLARSHIP:** no report;
17. **PIC:** wanted clarification on standing rules for endorsement;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** no report;
21. **EAC:** no report.

MEMBER COMMENT DISCUSSION:

ANNOUNCEMENTS

Board of Directors meeting:	Jan. 9, 2024	3:45 pm at GGEA office
Next Board of Education meeting:	Jan. 16, 2024	7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	Jan. 16, 2024	3:30 pm via Zoom
Next Representative Council meeting:	Jan. 30, 2024	4:00 pm at Peters K-3

The meeting adjourned 5:16 pm


Respectfully Submitted,

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

	Budget	December 2023		
Reserves	110	0	-8907.82	
Dues	410	390500	\$344,595.10	88.24%
Interest	416	20000	2589.27	12.95%
CTA Rebate	420	413646	213126	51.52%
NEA Rebate	430	41166	10291.5	25.00%
Total		865312	561694.05	64.91%
Expenses				
Governance				
Goal: Support an Efficient and Effective Organization				
President's expenses	505	2500	-664.36	26.57%
Board of directors expenses	510	2000	-1434.99	71.75%
NEA/RA convention	520	24000	0	0.00%
CCUEA/LUAC	530	300	0	0.00%
Orange Service Center Council	535	320	0	0.00%
CTA State council	536	3040	-744.28	24.48%
Meals and Refreshments	545.1	6000	-1230.07	20.50%
Elementary Segment	545.2	900	-200	22.22%
Intermediate Segment	545.3	500	-80	16.00%
High School Segment	545.4	400	-130	32.50%
Rep Council	545.5	2000	-1150	57.50%
Miscellaneous	570	500	0	0.00%
Total		42460		
			-5633.7	13.27%
Programs and Services				
Goal: Communicate Effectively with our Members				
Advocate	605.1	2000	75	3.75%
Web page maintenance	605.3	2000	0	0.00%
Web Pag Design	605.4	250	0	0.00%
Tech support	605.5	2000	0	0.00%
Other Publications	610.2	100	0	0.00%
Refrence Materials	611.2	300	0	0.00%
Total		6650		
			75	1.13%
Leadership Training				
Goal: Develop Strong Leadership				
OSCC Leadership Conf	615.1	1000	-113.92	-11.39%
Board of Directors training	615.2	2500	0	0.00%
CTA Region IV Leadership Cor	615.3	2000	0	0.00%
CTA President's conf	615.4	1500	0	0.00%
Leadership Development	615.8	500	0	0.00%
CTA Issues conference	615.9	3000	0	0.00%
Equity and Human Rights Con	615.10	5000	0	0.00%
Region IV Political Academy	615.11	500	0	0.00%
Summer Institute	615.12	2000	0	0.00%
LGBTQ conference	615.14	4000	-1985.47	-49.64%
Special conference	616	1000	0	0.00%
Good teaching conference	617	1000	0	0.00%
Total		24000		
			-2099.39	-8.75%
Membership				
Goal: Promote and Protect the Rights of our Members				
Scholarship fund	619	16000	-4000	-25.00%
Membership Promotion	625.1	5000	0	0.00%
CTA retired Dues	625.2	1000	-35	-3.50%
School Site visits	625.4	2500	-894.77	-35.79%

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

	Budget	December 2023		
New educator program	626	1000	-46.45	-4.65%
Rules and Elections	627	1800	0	0.00%
Surveys	632	1500	0	0.00%
Negotiations Team	633	4000	-1396.83	-34.92%
Total	16800		-2373.05	14.13%

Community Action

Goal: Develop a Stronger Presence Throughout the Community

Public Relations (Charity)	635.1	1000	0	0.00%
Community Action Projects	635.2	500	0	0.00%
Chamber of Commerce	635.3	300	0	0.00%
I make a difference	635.4	500	-178.87	-35.77%
Day of The Teacher	635.5	1000	0	0.00%
Intradistrict relations	635.8	500	0	0.00%
Community Contacts	635.9	1000	-310.31	-31.03%
Lobbying Programs	635.10	499	0	0.00%
Crisis Fund	635.11	100	0	0.00%
Total	5399		-489.18	9.06%

GGEA Committees

Goal: Empower our Membership and Increase Leadership Opportunities

Sped Committee	640	1000	-110	-11.00%
Retirement Program Projects	645	100	-15	-15.00%
Organizing Committee	651	500	-55.98	-11.20%
Human Rights Workshop	652	500	0	0.00%
IPD committee	653	500	0	0.00%
IFT grant Clinton Corner	653.5	896.24	0	0.00%
IFT grant Carver	653.6	2787.8	0	0.00%
Early Child Education	654	500	0	0.00%
Service Committees(Scholarsh	655	500	0	0.00%
Total	7284.04		-180.98	2.48%

Tributes and Receptions

Goal: Recognize our Memberships Efforts

Retirement Tribute	660.2	3500	0	0.00%
Who Awards	660.3	650	0	0.00%
Board of Directors Installation	660.4	3000	0	0.00%
Recognition Reception	660.5	5500	0	0.00%
Other Tributes	660.6	600	0	0.00%
Nurse Appreciation	660.7	500	0	0.00%
Association Hospitality	665	500	0	0.00%
Release time	667	8000	0	0.00%
Legal Services	680	2000	0	0.00%
Total	40250		-4000	9.94%

Office of Operations

Goal: Establish and Maintain an Effective Office Operation

Office Equipment/Furniture	705	1000	0	0.00%
Supplies	710	7000	-1054.42	-15.06%
Computer software	715	1000	-670.56	-67.06%
Online Technology Services	716	1500	-618.25	-41.22%
Regular Postage	720	200	0	0.00%
Telephone	730	5500	-1812.86	-32.96%
Insurance	740	600	0	0.00%
Property tax	745	300	-25	-8.33%
Accounting	750	10000	-9350	-93.50%

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

	Budget	December 2023		
Rent	760	57513.56	-23858	-41.48%
Equipment Maintenance Copier	770	2000	-538.79	-26.94%
Bank Svc and Check Charges	780	400	-495.16	-123.79%
Total		87013.56		
			-38423.04	44.16%

Personnel

Goal: Attract and Retain Quality Employees

Executive Director Salary	810.1	152385.48	-56269.04	-36.93%
Executive Director H&W	810.2	26929.39	-6210.92	-23.06%
Executive Director Payroll tax	810.3	24534.06	-8400.61	-34.24%
Executive Director Retirement	810.4	99050.56	-39536.14	-39.92%
Executive Director Expense	810.5	3500	-565.93	-16.17%
Executive Director Training and	810.6	2000	-322.94	-16.15%
ED Auto Allowance	810.7	7200	-2400	-33.33%
ED 401K match	810.8	3047.71	1575.56	51.70%
Associate Staff Salary	820.1	147349.56	-50304.56	-34.14%
ASS. Staff H&W	820.2	48743.32	-12513.25	-25.67%
Ass. Staff Payroll tax	820.3	25093.44	-8381.68	-33.40%
Ass. staff millage	820.4	400	-36.35	-9.09%
Ass staff retirement	820.5	104618.19	-35829.98	-34.25%
Ass. Staff training	820.6	400	0	0.00%
Ass staff 401k match	820.7	2946.99	1373.06	46.59%
Presidents Stipend	830.1	17047.2	-9290.7	-54.50%
Presidents payroll tax	830.2	1500	1642.12	109.47%
Workers comp insurance	840	2800	-655.2	-23.40%
Liability Insurance	845	4000	0	0.00%
Fee and Insurance 410k	850	2000	-796.06	-39.80%
Total		675545.9		
			-226922.62	33.59%
Budgeted		905402.5	-280046.96	-30.93%
Income		865312	-280046.96	-32.36%
difference		-40090.5		

Checking	\$334,134.89	EAC	\$216,539.93
Savings	\$36,642.61		
CD	\$643,785.00		
Total Assets	\$1,014,562.50		