

**GARDEN GROVE EDUCATION ASSOCIATION**  
**Representative Council**  
**AGENDA**

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**REGULAR MEETING: February 27, 2024 – 4:00 p.m.**

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

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**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. Election Protocols
  - B. Good Teaching Conference – March 22-24
  - C. NEA/RA
  - D. GGEA Staff Bargaining-
- X. REPORTS
  - A. Negotiations
  - B. Committees
  - C. Membership
  - D. Leadership
  - E. Segments

XI. DISCUSSION

XII. Announcements

- 2/29 Bargaining with GGUSD
- 3/4 Insurance Committee Meeting - 3:45 p.m., Lincoln Education Center
- 3/5 CGEA Board of Directors Meeting - 3:45 p.m., CGEA Office
- 3/5 GGUSD School Board Meeting - 7:00 p.m., D.O. 5<sup>th</sup> Floor
- 3/7 Grading Consult - 8:00 a.m., Edgar
- 3/7 LCAP Meeting 3:30 p.m.
- 3/11 Health & Safety Committee Meeting 3:30 p.m., D.O. Room 102A
- 3/12 Segment Meetings - 3:30 p.m., Zoom
- 3/18-3/22 Spring Break
- 3/26 Rep Council Meeting - 4:00 p.m., Peters K-3



Board Meeting, January 16, 2024

## 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 4:30 p.m. on Tuesday, January 16, 2024 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:

#### I. GGSO Grievance of Article VII

**RESOLVED:** I move that the GGEA Board of Directors reinstate the stipend to Susan for preparing tax forms 940 and 941 for the time period Oct. 15, 2023 to the end of her employment December 31, 2023 while formally denying the grievance filed on this matter. This motion requires the expenditure of Association funds as budgeted in line item numbered: 750. Motion by Mike Godoy; second by Arquilla Howard. Motion approved.

**NEW BUSINESS:** None

### DISCUSSION FROM THE BOARD:

### ANNOUNCEMENTS:

- 1/18 Bargaining with GGUSD – GGEA Office
- 1/22 Health and Safety Committee Meeting – 3:30 p.m. Food Services

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 Annex

The meeting 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 4:07 p.m. on Tuesday, January 23, 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, Rebecca Koopowitz, 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:**

**MEMBER COMMENTS:** none

### APPROVAL OF MINUTES:

The Board approves the minutes for the Board of Directors dated December 5, 2023, approved.

The Board approves the minutes for the special meeting of the Board of Directors dated December 13, 2023, approved.

The Board accepts the minutes for the Representative Council dated Tuesday December 19, 2023 approved as amended.

The Board approves the minutes for the Board of Directors dated January 9, 2024, approved as amended.

The Board accepts the minutes for the special meeting of the Board of Directors dated January 16, 2024 approved as amended.

**PRESIDENT'S REPORT:** The President's Report was received. Topic covered: shared calendar, K-12 meeting was moved, repped members, attended Governor's budget, did not attend CTA Region 4 committee meeting, site visit to Mc Garvin; discussed Bolsa visit and special ed with contract maintenance; and shared that California Casualty Insurance is committed to staying in California.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report Topics covered: handling office personnel changes and need to organize around bargaining.

**TREASURER'S REPORT:** The Treasurer's Report Topic covered: No report

### OLD BUSINESS:

- A. Staff Bargaining – Executive Director's Evaluation discussed
- B. GGSO Grievances – no update at this time
- C. Board Norms- postponed to summer
- D. BGHS – Debrief
  - a. Secretary will put data together data
  - b. Organizing Committee will create plan of action

### NEW BUSINESS:

- A. Board members signed up for Bargaining, WHO Awards, & Budget Committees
- B. Moderate Severe Flyer was approved
- C. Scholarship Committee Calendar approved
- D. GGUSD School Board Early Endorsement- board authorizes PIC committee to start the process for Walter Mufieton in accordance with Standing Rule 17c
- E. The Special Ed Committee applied and received a CTA Grant
- F. Board of Directors Retreat – board members asked to send suggested dates

**RESOLVED:** I move that BOD increase the Jackson Lewis retainer by an additional 10,000. This motion requires the expenditure of Association funds as budget in line item numbered: 110. Motion by Mike Godoy; second by Arquilla Howard.

Next Representative Council meeting:

Jan. 30, 2024 4:00 p.m. at Peters K-3

The meeting adjourned at 7:59 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, January 30, 2024, at Peters K-3 Elementary by President Bridget Holdermann.

A quorum was established at 4:20 pm.

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

**BOARD MEMBERS ABSENT:**

**Schools not represented and, therefore, with no vote:**

Anthony, Bryant, Carver, Clinton, Cook, Enders, Hazard, Hill, Lawrence, Mark Twain, Peters K-3, Peters 4-6, Skylark, Stanley, Sunnyside, Violette, Alamitos, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, La Quinta, Santiago, 7-12 TOSAs, K-12 TOSAs, VLA, and Adaptive P.E.

### MEMBER COMMENTS:

**APPROVAL OF MINUTES:** The Rep Council accepts the Minutes for the Board of Directors special meeting dated November 1, 2023, approved.  
The Rep Council accepts the Minutes for the Board of Directors meeting dated November 7, 2023, approved.  
The Rep Council accepts the Minutes for the Board of Directors special meeting dated November 15, 2023, approved.  
The Rep Council accepts the Minutes for the Board of Directors special meeting dated November 15, 2023, approved.  
The Rep Council accepts the Minutes for the Board of Directors meeting dated November 30, 2023, approved.  
The Rep Council approved the Minutes for the Representative Council dated November 28th, 2023, approved.  
The Rep Council accepts the Minutes for the Board of Directors meeting dated December 5, 2023, approved.  
The Rep Council accepts the Minutes for the Board of Directors special meeting dated December 13, 2023, approved.  
The Rep Council approved the Minutes for the Representative Council dated December 19, 2023, as amended.  
The Rep Council accepts the Minutes for the Board of Directors meeting dated January 9, 2024, approved.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered: handout of report provided to reps; asked sites to confirm site visits dates; looking for a location for Special Education Task Force meetings; looking for members to join the communications committee and organizing committee; explained new California law regarding recess and suspensions; shared her January Calendar.

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

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

13. **SPED:** Per current Special Education MOU, 13 or more students in an MS class triggers a one-time payment of \$150 or release day to the teacher once per school year; Wed. Feb 21<sup>st</sup> is premeeting for Sped Task Force at GGEA Office; presented a motion;
14. **RULES AND ELECTIONS:** working on upcoming elections;
15. **IPD:** presented a motion;
16. **SCHOLARSHIP:** no report;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** gave a report and shared that there is new Run Hide Fight training/plans for next year;
20. **ECE:** no report;
21. **EAC:** no report.

**MEMBER COMMENT DISCUSSION:**

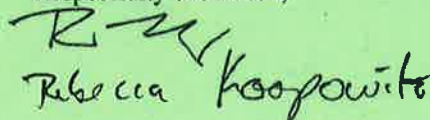
**ANNOUNCEMENTS**

- 2/5 Job Share Meeting -3:30 pm @ GGEA Office
- 2/12 Lincoln's Day- No School
- 2/14 Ethnic Studies Consult
- 2/15 Maternity Workshop -3:45pm @ GGEA Office
- 2/19 President's Day -No School
- 2/20 GGEA Board of Director's Meeting -3:30pm on Zoom
- 2/22 Optional Part-time Meeting -3:30pm on Zoom
- 2/26 Special Education Task Force -3:30pm @ GGEA Office
- 2/26 State of the District -6:00pm @Garden Grove Hyatt Regency

Board of Directors meeting:	Feb. 6, 2024	3:45 pm at GGEA office
Next Board of Education meeting:	Feb. 6, 2024	7:00 pm at GGUSD 5 <sup>th</sup> Floor
Next Segment meeting:	Feb. 13, 2024	3:30 pm via Zoom
Next Representative Council meeting:	Feb. 27, 2024	4:00 pm at Peters K-3

The meeting adjourned 5:58 pm

Respectfully submitted,

  
Rebecca Koopowitz



## Garden Grove Education Association Adopted Budget 2023-2024

<b>INCOME</b>		<b>Adopted 2023-2024</b>	<b>January 31, 2024</b>	<b>% used</b>
410	Dues	1775@ \$220 \$ 390,500.00	\$ 386,617.54	99%
420	CTA Rebate	\$ 414,930.00	\$ 213,126.00	51%
430	NEA Rebate	\$ 41,166.00	\$ 20,582.75	50%
SUB TOTAL		\$ 846,596.00	\$ 620,326.29	73%
416	CD Interest Income	\$ 20,000.00	\$ 2,597.13	13%
110	Reserves	\$ -	\$ (14,240.94)	0%
<b>NET INCOME</b>		<b>\$ 866,596.00</b>	<b>\$ 608,682.48</b>	<b>70%</b>

### EXPENSES

#### **GOVERNANCE**

##### **GOAL - Support an Efficient and Effective Organization**

505	President's Expense	\$ 2,500.00	\$ 709.17	28%
510	Board of Director's Expense	\$ 2,000.00	\$ 1,893.84	95%
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	\$ 936.17	31%
540	Room Rental	\$ -	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 1,803.58	30%
545.2	Elementary Segment	\$ 900.00	\$ 400.00	44%
545.3	Intermediate Segment	\$ 500.00	\$ 80.00	16%
545.4	High School Segment	\$ 400.00	\$ 200.00	50%
545.5	Rep Council	\$ 2,000.00	\$ 1,550.00	78%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ -	0%
SUB TOTAL		\$ 42,460.00	\$ 7,572.76	18%

#### **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	\$ 97.00	97%
611.2	Reference Materials	\$ 300.00	\$ 139.20	46%
SUB TOTAL		\$ 6,650.00	\$ 161.20	2%

## Garden Grove Education Association Adopted Budget 2023-2024

### ***LEADERSHIP TRAINING***

#### **GOAL - Develop Strong Leadership**

615.1	OSCC Leadership Conference	\$ 1,000.00	\$ 113.92	11%
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	\$ 2,099.39	9%

### ***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	\$ 1,032.39	41%
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	\$ 1,775.90	44%
	SUB TOTAL	\$ 16,800.00	\$ 2,889.74	17%

### ***COMMUNITY ACTION***

#### **GOAL - Develop a Stronger Presence Throughout the Community**

635.1	Public Relations (Charities)	\$ 1,000.00	\$ 750.00	75%
635.2	Community Action Projects	\$ 500.00	\$ -	0%
635.3	Chamber of Commerce	\$ 300.00	\$ 159.00	53%
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	\$ 1,398.18	26%

## 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	\$	100.00	17%
660.7	Nurse Appreciation	\$	500.00	\$	-	0%
618	Special Projects	\$	-	\$	-	0%
619	Scholarship Fund	<b>8 @ \$2000</b> \$	16,000.00	\$	4,000.00	25%
665	Association Hospitality	\$	500.00	\$	-	0%
667	Released Time (Subs)	\$	8,000.00	\$	497.73	6%
680	Legal Services	\$	2,000.00	\$	-	0%
	SUB TOTAL	\$	40,250.00	\$	4,597.73	11%

### ***OFFICE AND OPERATIONS***

#### **GOAL - Establish and Maintain an Effective Office Operation**

705	Office Equipment/Furniture	\$	1,000.00	\$	-	0%
710	Supplies	\$	7,000.00	\$	1,226.59	18%
715	Computer Software	\$	1,000.00	\$	690.55	69%
716	Online Technology Services	\$	1,500.00	\$	653.25	44%
720	Regular Postage	\$	200.00	\$	-	0%
730	Telephone/Internet	\$	5,500.00	\$	2,062.66	38%
740	Insurance	\$	600.00	\$	571.00	95%
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	\$	1,228.45	61%
780	Bank Service & Check Chgs	\$	400.00	\$	525.16	131%
	SUB TOTAL	\$	87,013.56	\$	30,660.66	35%

## Garden Grove Education Association Adopted Budget 2023-2024

### **PERSONNEL**

#### **GOAL - Attract and Retain Quality Employees**

810.1	Executive Director Salary	\$ 162,654.45	\$ 68,717.00	42%
810.2	Executive Director H&W	\$ 26,929.39	\$ 8,277.10	31%
810.3	Executive Director Payroll Tax	\$ 29,517.80	\$ 9,687.56	33%
810.4	Executive Director Retirement	\$ 113,651.56	\$ 48,437.31	43%
810.5	Executive Director Expense	\$ 3,500.00	\$ 707.93	20%
810.6	Executive Dir.Training/Travel	\$ 2,000.00	\$ 361.34	18%
810.7	Executive Director Auto	\$ 7,200.00	\$ 3,000.00	42%
810.8	Executive Director 401k match	\$ 3,201.45	\$ (1,833.74)	-57%
820.1	Associate Staff Salaries	\$ 147,349.68	\$ 61,893.68	42%
820.2	Associate Staff H&W	\$ 51,455.64	\$ 14,490.62	28%
820.3	Associate Staff Payroll Tax	\$ 27,002.94	\$ 9,337.33	35%
820.4	Associate Staff Mileage	\$ 400.00	\$ 36.35	9%
820.5	Associate Staff Retirement	\$ 104,618.19	\$ 39,937.96	38%
820.6	Associate Staff Training	\$ -	\$ -	0%
820.7	Associate Staff 401k match	\$ 2,946.99	\$ (2,416.19)	-82%
830.1	President Stipend (15% of Col5,Step13)	\$ 18,581.40	\$ 9,290.70	50%
830.2	President Payroll Tax	\$ 1,500.00	\$ 710.74	47%
840	Workers' Comp Insurance	\$ 3,800.00	\$ 1,466.45	39%
845	Liability Insurance	\$ 3,500.00	\$ 3,322.00	95%
850	Fees & Insurance 401k	\$ 2,000.00	\$ 796.06	40%
	<b>SUB TOTAL</b>	\$ 711,809.49	\$ 276,220.20	39%
	<b>TOTAL EXPENSES</b>	\$ 937,982.05	\$ 325,780.84	35%
	<b>NET INCOME/(LOSS)</b>	\$ (71,386.05)	\$ 282,901.64	-396%

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	
	<b>Total Reserves To-date</b>	\$ 670,505.90	

11/30/2023	
CD's	\$ 643,785.00
Checking	\$ 321,086.58
Savings	\$ 36,644.93
<b>Total Assets</b>	<b>\$ 1,001,516.51</b>

<b>EAC</b>	<b>\$ 216,968.88</b>
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