



# GARDEN GROVE EDUCATION ASSOCIATION



## REPRESENTATIVE COUNCIL AGENDA

\*\*\*\*\*

REGULAR MEETING: 3:30 PM- December 17, 2019

GGEA Office 12966 Euclid St. Suite 100, Garden Grove

2019-20 Goal: *Engage membership through internal organizing to build a stronger union.*

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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. REPORTS
  - A. Negotiations
  - B. Leadership
  - C. Membership
  - D. Segments
  - E. Committees
- VIII. NETWORKING - None
- IX. NEW BUSINESS/INFORMATION
  - A. SchoolsFirst
  - B. TA Ratification
  - C. Schools & Communities First
- X. ADJOURNMENT

### Announcements

12/23 – 1/3 Winter Break

1/7 GGEA Board

1/9 Organizing Committee – Schools & Communities First

1/13 Special Ed Task Force

1/14 Segments

1/21 Universal Design for Learning – Go Sign Me Up #GGEA012120



**It's the U and I in UNION that makes us STRONG**





# 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 3:36 p.m. on Tuesday, November 5, 2019 at the GGEA Office by the President Kelly Nolan.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Kelly Nolan, Debi Coleman, Nicole Ciccarelli, Thanh Nguyen, Rebecca Koopowitz, Sarah Chau-Lee, Lori Lazarony, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Andrea Ivcevic, Julie Vo, Dancoise Clayborn, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:**

**APPROVAL OF MINUTES** The Board approved the Minutes for the Board of Directors dated Oct. 1, 2019.  
The Board approved the Minutes for the Board of Directors special meeting dated Oct. 15, 2019.  
The Board accept the Minutes for the Representative Council dated Oct. 22, 2019.

**PRESIDENT'S REPORT:** The President's Report was received: Topic covered: attended Special Ed Task Force; site visit to Woodbury, Russell and Murdy.

**TREASURER'S REPORT:** The Treasurer's report: Topic covered:

**RESOLVED:** I move that the Board of Directors accepts and refers to Rep Council the October 2019 Financial Report. Motion by Thanh Nguyen; second by Sarah Chau-Lee. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report: Topic covered: asked for feedback on budget report, update on ROP teachers wanting to join union, update on union coalition meetings- next meeting on Nov. 15<sup>th</sup>, update on lunch with PTA, and plans to attend a school finance training.

## REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Bargaining team provided report;
2. **ORGANIZING:** update on Schools and Communities First Campaign and GGEA Blue days; meeting first Thursdays of the month;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** Bias and Bigotry workshop on Feb. 27 and handing out copies of the Declaration of Human Rights to each teacher;
8. **SPED:** no report;
9. **SCHOLARSHIP:** meeting Thursday;
10. **PIC:** no report;
11. **RULES AND ELECTIONS:** no report;
12. **HEALTH AND SAFETY:** updates on notification of students with safety issues, vector control, vaping presentations and backpacks updated;
13. **IPD:** no report;
14. **GRIEVANCE:** no report;
15. **EAC:** no report;
16. **MEMBERSHIP:** 6 new members;
17. **LEADERSHIP:** update on State Council;
18. **ELEMENTARY SEGMENT:** planned;
19. **INTERMEDIATE SEGMENT:** planned;
20. **HIGH SCHOOL SEGMENT:** planned.

**OLD BUSINESS:**

- A. 10 min Meeting Agenda
  - a. Schools and Communities First Update
  - b. Blue Tuesday
- B. Suicide Prevention Training Update
  - a. Email was sent that rescinded original message and President will be speaking at School Board tonight

**NEW BUSINESS:**

- A. Schools and Communities First update provided
- B. Rep Allocation verified

RESOLVED: I move that GGEA pay membership to the Garden Gove Chamber of Commerce for \$159.00. This motion requires the expenditure of Association funds as budgeted in line item numbered: 635.3. Motion by Debra Coleman; Second by Nicole Ciccarelli. Motion approved.

**DISCUSSION FROM THE BOARD**

- A. Concern with district scheduling events on Tuesday
- B. Concern with the way the district is handling complaints at school
- C. Question about picture of student circulating

**ANNOUNCEMENTS**

- 11/7 Bargaining
- 11/11 Veterans Day
- 11/14 Bargaining
- 11/14 CalSTRS Retirement Workshop 3:30- 5:30
- 11/21 Bargaining
- 11/25-12/1 Thanksgiving Break

Board of Directors meeting:	Dec. 3, 2019	3:30 pm GGEA office
Next Board of Education meeting:	Nov. 5, 2019	7:00 pm District office
Next Segment meetings:	Nov. 12, 2019	3:30 pm GGEA office
Next Representative Council meeting:	Nov. 19, 2019	3:30 pm GGEA office

The meeting adjourned at 6:00 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 3:39 p.m. on Tuesday, Nov. 19, 2019 at the GGEA Office by President Kelly Nolan.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Kelly Nolan, Debi Coleman, Nicole Ciccarelli, Thanh Nguyen, Rebecca Koopowitz, Sarah Chau-Lee, Lori Lazarony, Mike Godoy, Karyn Lui-Silverberg, Julie Vo, Andrea Ivicevic and Dancoise Clayborn.

**BOARD MEMBERS ABSENT:** Mark Sanchez and Paul Kim (Executive Director).

**Schools/Groups not represented and, therefore, with no vote:** Bryant, Carrillo, Enders, Evans, Faylane, Hill, Mark Twain, Marshall, Monroe, Patton, Riverdale, Fitz, Jordan ATP, Ralston, Santiago, 7-12 TOSAs & K-12 TOSAs.

**Member Comments:** None

**APPROVAL OF MINUTES:** The Rep Council accepted the Minutes for the Board of Directors Oct 1, 2019.  
The Rep Council accepted the Minutes for the Board of Directors special meeting dated Oct 15, 2019.  
The Rep Council approved the Minutes for the Representative Council dated Oct. 22, 2019.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: site visits to Woodbury, Russell, Murdy, Stanley, Peters 4-6, Morningside, Carrillo, Barker, Faylane, Excelsior, and Gilbert.

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

**RESOLVED:** I move that Rep Council approve the October 2019 Financial Report. Motion by Thanh Nguyen; second by Claire Erikson. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report: Executive Director is at a Finance meeting hosted by CTA.

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair provided update;
2. **LEADERSHIP:** report provided about CTA State Council;
3. **MEMBERSHIP:** 3 new members;
4. **ELEMENTARY SEGMENT:** recruited for organizing membership and WIN time;
5. **INTERMEDIATE SEGMENT:** discussed rep allocation and Museum of Tolerance field trip;
6. **HIGH SCHOOL SEGMENT:** exploring grants for portables; discussed health/safety issue with mosquitos, bathroom coverages, and clarified that principal cannot deny co-chairs;
7. **ORGANIZING:** meeting first Thursday of the month; asked membership to gather signatures for Schools and Communities First Initiative;
8. **COMMUNICATIONS:** Advocate will be in mailboxes;
9. **NEW TEACHER:** welcome letters were sent out;
10. **COMMUNITY ACTION:** food drive is currently in motion;
11. **HUMAN RIGHTS:** Feb. 27 workshop "Responding to Bigotry on the Campus" (stipend provided but must sign-up on GoSignMeUp), promoting Human Rights Day Dec. 10, and the CTA Equity Human Rights Committee Conference is full;
12. **RETIREMENT:** no report;
13. **SPED:** discussed concerns with legal violations and meeting Dec. 9; chair reported on Special Ed Task Force;
14. **RULES AND ELECTIONS:** no report;

- 15. IPD: no report;
- 16. SCHOLARSHIP: no report;
- 17. PIC: no report;
- 18. GRIEVANCE: no report;
- 19. HEALTH AND SAFETY: discussed mosquito issue and training for vaping prevention;
- 20. EAC: no report.

**NETWORKING**

- A. None

**NEW BUSINESS INFORMATION**

- A. Reviewed Rep Allocation
- B. The Standard Campaign was a success, deadline extended through November 30

**OTHER:**

- A. Office needs to know if members have left site or are new to your site

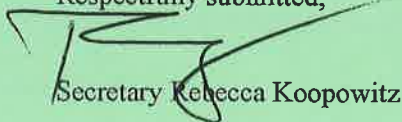
**ANNOUNCEMENTS**

11/21 Bargaining  
11/25-12/1 Thanksgiving Break

Board of Directors meeting:	Dec. 3, 2019	3:30 pm GGEA office
Next Board of Education meeting:	Dec. 3, 2019	7:00 pm District office
Next Segment meetings:	Dec. 10, 2019	3:30 pm GGEA office
Next Representative Council meeting:	Dec. 17, 2019	3:30 pm GGEA Office

The meeting adjourned at 5:28 p.m.

Respectfully submitted,



Secretary Rebecca Koopowitz

Garden Grove Education Association  
Adopted 2019-2020 (Revised 10/31/2019)

<b><u>INCOME</u></b>		<b>Budget</b>	November 30, 2019	%
410	Dues	\$ 333,000.00	1850@\$180 \$ 66,380.05	20%
420	CTA Rebate	\$ 368,049.00	Avg FDE 1846 \$ 91,570.00	25%
430	NEA Rebate	\$ 39,402.00	\$ 9,850.50	25%
	SUB TOTAL	\$ 740,451.00	\$ 167,800.55	23%
416	CD Interest Income	\$ 6,000.00	\$ 1,642.14	27%
110	Reserves	\$ -	\$ -	
653.5/.6	IFT Grants (CCorner & Carver)	\$ 40,000.00	\$ 19,262.09	48%
	<b>TOTAL INCOME</b>	<b>\$ 786,451.00</b>	<b>\$ 188,704.78</b>	<b>24%</b>

**EXPENSES**

***GOVERNANCE***

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

505	President's Expense	\$ 3,500.00	\$ 426.98	12%
510	Board of Director's Expense	\$ 4,000.00	\$ 126.79	3%
520	NEA/RA Convention	\$ 26,000.00	13 x \$2000 \$ 30.00	0%
525	NCUEA membership	\$ 450.00	\$ 441.00	98%
530	CCUEA/LUAC	\$ 300.00	\$ 100.00	33%
535	Orange Service Center Council	\$ 320.00	4x4x\$20 \$ 80.00	25%
536	CTA State Council	\$ 2,720.00	4x4x\$170 \$ 657.16	24%
540	Room Rental	\$ 400.00	\$ -	0%
545.1	Meals/Refreshments	\$ 8,000.00	\$ 2,022.13	25%
545.2	Elementary Segment	\$ 600.00	\$ 100.00	17%
545.3	Intermediate Segment	\$ 500.00	\$ 200.00	40%
545.4	High School Segment	\$ 400.00	\$ 220.00	55%
545.5	Rep Council	\$ 3,000.00	\$ 924.93	31%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ (100.00)	-20%
	SUB TOTAL	\$ 50,690.00	\$ 5,228.99	10%

***PROGRAMS AND SERVICES***

**PUBLICATIONS**

**GOAL - Communicate Effectively with our Members**

605.1	ADVOCATE	\$ 5,000.00	3 printed \$ 1,984.69	40%
605.3	Web Page Maintenance	\$ 2,500.00	\$ -	0%
605.4	Web Page Design	\$ 500.00	\$ -	0%
605.5	Tech Support	\$ 3,000.00	\$ -	0%
610.2	Other Publications	\$ 500.00	\$ -	0%
611.2	Reference Materials	\$ 300.00	\$ -	0%
	SUB TOTAL	\$ 11,800.00	\$ 1,984.69	17%

**Garden Grove Education Association**  
**Adopted 2019-2020 (Revised 10/31/2019)**

**LEADERSHIP TRAINING**

**GOAL - Develop Strong Leadership**

615.1	OSCC Leadership Conference	\$ 1,500.00		\$ 1,362.88	91%
615.2	Board of Directors Training	\$ 8,000.00		\$ 155.27	2%
615.3	CTA Reg IV Leadership Conf.	\$ 5,000.00		\$ -	0%
615.4	CTA President's Conf	\$ 800.00		\$ -	0%
615.55	NEA Pac Region Ldrshp Conf.	\$ 1,200.00		\$ -	0%
615.8	Leadership Development	\$ 3,500.00		\$ 270.00	8%
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		\$ 81.42	4%
615.13	NCUEA Conferences	\$ 3,000.00		\$ 958.00	32%
615.14	LGLBTQ+ Conferences	\$ 4,000.00		\$ -	0%
615.15	NEA Racial & Social Justice Conf	\$ 1,000.00		\$ -	0%
616	Special Conferences	\$ 4,000.00		\$ -	0%
617	Good Teaching Conference	\$ 5,000.00		\$ -	0%
	SUB TOTAL	\$ 47,500.00		\$ 2,827.57	6%

**MEMBERSHIP**

**GOAL - Promote and Protect the Rights of our Members**

625.1	Membership Promotion	\$ 6,100.00	t-shirts	\$ 5,318.00	87%
625.2	CTA Retired Dues	\$ 1,000.00		\$ -	0%
625.4	School Site Visits	\$ 3,000.00		\$ 226.80	8%
626	New Educator Programs	\$ 2,500.00		\$ 560.00	22%
627	Rules & Elections	\$ 1,500.00		\$ -	0%
632	Surveys	\$ 500.00		\$ -	0%
633	Negotiations/Bargaining Team	\$ 5,000.00		\$ 1,065.18	21%
	SUB TOTAL	\$ 19,600.00		\$ 7,169.98	37%

**COMMUNITY ACTION**

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

635.1	Public Relations (Charities)	\$ 1,500.00		\$ -	0%
635.2	Community Action Projects	\$ 500.00		\$ 60.91	12%
635.3	Chamber of Commerce	\$ 200.00		\$ 159.00	80%
635.4	"I Make A Difference"	\$ 500.00		\$ 120.00	24%
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		\$ 73.89	7%
635.10	Lobbying Programs	\$ 499.00		\$ -	0%
635.11	Crisis Fund	\$ 100.00		\$ -	0%
112	EAC Fund	\$ 18,500.00	1850 @ \$10	\$ 3,773.00	20%
	SUB TOTAL	\$ 24,299.00		\$ 4,186.80	17%



Garden Grove Education Association  
Adopted 2019-2020 (Revised 10/31/2019)

**GGEA COMMITTEES**

**GOAL - Empower our Membership and Increase Leadership Opportunities**

640	Special Ed Committee	\$ 2,000.00	\$ -	0%
645	Retirement Programs and Projects	\$ 100.00	\$ -	0%
651	Organizing Committee	\$ 3,000.00	\$ 1,962.98	65%
652	Human Rights Committee	\$ 1,000.00	\$ -	0%
653	IPD Committee	\$ 1,000.00	\$ -	0%
653.5	IFT Grant - Clinton Corner	\$ 20,000.00	\$ 5,613.64	28%
653.6	IFT Grant - Carver ECEC	\$ 20,000.00	\$ 15,124.27	76%
655	Service Committees (Scholarship)	\$ 500.00	\$ -	0%
SUB TOTAL		\$ 47,600.00	\$ 22,700.89	48%

**TRIBUTES AND RECEPTIONS**

**GOAL - Recognize our Memberships' Efforts**

660.2	Retirement Tribute	\$ 3,000.00	\$ -	0%
660.3	"WHO" Awards	\$ 1,000.00	\$ -	0%
660.4	Board of Directors Installation	\$ 2,500.00	\$ -	0%
660.5	Recognition Reception	\$ 5,000.00	\$ -	0%
660.6	Other Tributes	\$ 300.00	\$ -	0%
660.7	Nurse Appreciation	\$ 500.00	\$ -	0%
618	Special Projects	\$ 2,000.00	\$ -	0%
619	Scholarship Fund	\$ 14,000.00	+Pavey \$ 2,000.00	14%
665	Association Hospitality	\$ 2,000.00	\$ 320.85	16%
667	Released Time (Subs)	\$ 8,000.00	\$ -	0%
680	Legal Services	\$ 2,500.00	\$ -	0%
SUB TOTAL		\$ 40,800.00	\$ 2,320.85	6%

**OFFICE AND OPERATIONS**

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

705	Office Equipment/Furniture	\$ 2,000.00	\$ 1,616.65	81%
710	Supplies	\$ 9,000.00	\$ 998.68	11%
715	Computer Software	\$ 1,500.00	\$ 244.95	16%
716	Online Technology Services	\$ 700.00	\$ -	0%
720	Regular Postage	\$ 500.00	\$ -	0%
730	Telephone	\$ 10,300.00	\$ 1,636.70	16%
740	Insurance	\$ 600.00	\$ -	0%
745	Property Tax	\$ 500.00	\$ 20.00	4%
750	Accounting	\$ 5,000.00	\$ 445.00	9%
760	Rent	\$ 76,102.20	3% increase \$ 18,744.39	25%
770	Equip Maintenance/Copier	\$ 3,000.00	\$ 779.29	26%
780	Bank Service & Check Chgs	\$ 400.00	\$ 120.00	30%
SUB TOTAL		\$ 109,602.20	\$ 24,605.66	22%

**Garden Grove Education Association**  
**Adopted 2019-2020 (Revised 10/31/2019)**

**PERSONNEL**

**GOAL - Attract and Retain Quality Employees**

810.1	Executive Director Salary	\$ 125,000.00	\$ 31,249.98	25%
810.2	Executive Director Fringe	\$ 25,500.00	\$ 6,073.14	24%
810.3	Executive Director Payroll Tax	\$ 10,730.50	\$ 2,484.49	23%
810.4	Executive Director Retirement	\$ 68,750.00	\$ 16,875.00	25%
810.5	Executive Director Expense	\$ 5,000.00	\$ 400.75	8%
810.6	Executive Dir. Training/Travel	\$ 5,000.00	\$ 423.59	8%
810.7	Executive Director Auto	\$ 4,800.00	\$ 1,200.00	25%
820.1	Associate Staff Salaries	\$ 139,946.19	\$ 37,549.22	27%
820.2	Associate Staff Fringe	\$ 50,160.00	\$ 12,060.04	24%
820.3	Associate Staff Payroll Tax	\$ 24,134.33	\$ 6,287.98	26%
820.4	Associate Staff Mileage	\$ 500.00	\$ -	0%
820.5	Associate Staff Retirement	\$ 83,541.91	\$ 21,973.85	26%
820.6	Associate Staff Training	\$ 500.00	\$ -	0%
830.1	President Stipend (10% of Col5,Step13)	\$ 10,478.00	\$ 3,143.40	30%
830.2	President Payroll Tax	\$ 2,900.00	\$ (422.91)	-15%
840	Workers' Comp Insurance	\$ 3,500.00	\$ 715.00	20%
845	Liability Insurance	\$ 4,000.00	\$ -	0%
	<b>SUB TOTAL</b>	\$ 564,440.93	\$ 140,013.53	25%
	<b>TOTAL EXPENSES</b>	<b>\$ 916,332.13</b>	<b>\$ 211,038.96</b>	<b>23%</b>
	<b>NET INCOME/(LOSS)</b>	<b>\$ (129,881.13)</b>	<b>\$ (22,334.18)</b>	

<b>Current Asset Balances</b>		<b>11/30/2019</b>	
CD's	\$ 768,035.88	<b>EAC</b>	<b>\$ 219,591.22</b>
Checking	\$ 170,912.07		
Savings	\$ 132,563.92		
<b>Total Assets</b>	<b>\$ 1,071,511.87</b>		

<b>Exp. Life</b>	<b>Reserves</b>	<b>2019-2020 Adopted</b>
5 years	Copier (\$4000 yr)	\$ 20,000.00
5-7 years	Telephone System (\$4000 yr)	\$ 28,000.00
3-5 years	Computers- Secretaries (x2)	\$ 4,000.00
4 years	Computer - President	\$ 2,000.00
3-5 years	Computer - Exec. Director	\$ 1,633.00
3-5 years	Computer - Advocate/Committees	\$ 3,000.00
3-5 years	Printers (\$1000 yr)	\$ 5,000.00
10 years	Furniture (\$1000 yr)	\$ 5,345.00
	Building Fund	\$ 400,000.00
	Accrued Wages/Vacation/Sick Pay	\$ 80,668.00
	President's Salary - 1 yr. est	\$ 115,000.00
	<b>Total Reserves To-date</b>	<b>\$ 664,646.00</b>