



# GARDEN GROVE EDUCATION ASSOCIATION



## REPRESENTATIVE COUNCIL AGENDA

\*\*\*\*\*

REGULAR MEETING: **3:30 PM- January 28, 2020**

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
- IX. NEW BUSINESS/INFORMATION
  - A. Stephen Lambert, OCDE –Vaping
  - B. 2020-21 Bargaining Proposals – First Read
  - C. Bargaining Survey
  - D. Schools & Communities First
  - E. Other
- X. ADJOURNMENT



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### Announcements

- 1/29 IPD Committee Workshop- PBIS 101, 3:30 @ GGEA
- 2/4 GGEA BOD Meeting
- 2/4 GGUSD School Board Meeting
- 2/6 OSCC PIC Training 4-6 PM @ Orange RRC (need to register)
- 2/11 Segments
- 2/20 Job Share Meet & Greet, 3:30 @ GGEA
- 2/24 Maternity Workshop #2, 3:30 @ GGEA
- 2/27 HR Committee -Response to Bigotry & Bias Workshop 3:30-5 @ GGEA (Full)

**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 3:35 p.m. on Tuesday, Dec. 3, 2019 at the GGEA Office by the President Kelly Nolan.

A quorum was established at that time.

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

**BOARD MEMBERS ABSENT:** Nicole Ciccarelli, Mark Sanchez, and Dancoise Clayborn.

**APPROVAL OF MINUTES** The Board approved the Minutes for the Board of Directors dated Nov. 5, 2019.  
The Board accepted the Minutes for the Rep Council dated Nov. 19, 2019.

**PRESIDENT'S REPORT:** The President's Report was received: Topics covered: fielded questions about TA; will be attending NCUEA Conference; site visits to Mitchell, Cook, Hazard and Peters K-3.

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

**RESOLVED:** I move that the Board of Directors accepts and refers to Rep Council the November 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: email sent out to invite non-members to sign-up, attended the district healthcare meeting, met with ROTC folks, and attended a school finance training.

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** TA met;
2. **ORGANIZING:** meeting this Thursday;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** preparing for Bias and Bigotry workshop on Feb. 27 and encouraging members to promote Human Rights Day;
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. **MEMBERSHIP:** no report;
17. **LEADERSHIP:** no report;
18. **ELEMENTARY SEGMENT:** planned;
19. **INTERMEDIATE SEGMENT:** planned;
20. **HIGH SCHOOL SEGMENT:** planned.

### OLD BUSINESS:

- a. Schools and Communities First Update
  - i. Organizing Committee will follow through

### NEW BUSINESS:

A. NEA Leadership Summit discussed

RESOLVED: I move that BoD purchase the iRC5560i III printer with fixed maintenance. This motion requires the expenditure of Association funds as budgeted in line item numbered: Reserves. Motion by Lori Lazarony; Second by Sarah Chau-Lee. Motion approved.

RESOLVED: I move that the Board of Directors spends \$300 for three \$100.00 gift cards for the GGEA office staff. This motion requires the expenditure of Association funds as budgeted in line item numbered: 660.6. Motion by Thanh Nguyen; second by Sarah Chau-Lee. Motion approved.

RESOLVED: I move that GGEA approves up to 3 release days for the Scholarship Committee. This motion requires the expenditure of Association funds as budgeted in line item numbered: 667. Motion by Debra J. Colman; second by Karyn Lui-Silverberg. Motion approved.

**DISCUSSION FROM THE BOARD**

- A. GGEA Holiday party will be January 31
- B. Concern with Elementary Segment issue
- C. One intermediate school was not given their district school survey data
- D. Thanh reminded that we can move to suspend a rule whenever is needed

**ANNOUNCEMENTS**

- 12/3 R&E Prepping Ballots
- 12/4 TA Q&A #1 3:30-5 GGEA Office
- 12/5 TA Q&A #2 3:30-5 GGEA Office
- 12/6-12 TA Voting
- 12/12 TA Ballots Due by 5 p.m.
- 12/13 R&E Counting Ballots

Board of Directors meeting:	Jan. 7, 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 5:54 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 3:42 p.m. on Tuesday, Nov. 20, 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, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Andrea Ivicovic, Julie Vo, and Paul Kim(Executive Director).

**BOARD MEMBERS ABSENT:** Dancoise Clayborn and Lori Lazarony

### NEW BUSINESS:

- A. Bargaining team provided update and board provided parameters

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

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

Rebecca Koopowitz, Secretary



# GARDEN GROVE EDUCATION ASSOCIATION

## CALL TO ORDER/ADOPTION OF AGENDA

The emergency meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 5:05 p.m. on Tuesday, Nov. 12, 2019 at the GGEA Office by the President Kelly Nolan.

A quorum was established at that time.

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

BOARD MEMBERS ABSENT: Mark Sanchez

## NEW BUSINESS:

- A. Organized around bargaining
  - a. Advocating for class size and Special Ed

The meeting adjourned at 5:50 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

## ALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Representative Council** of the Garden Grove Education Association, Inc. was called to order at 3:35 p.m. on Tuesday, Dec. 17, 2019 at the GGEA Office by President Kelly Nolan.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Kelly Nolan, Nicole Ciccarelli, Thanh Nguyen, Rebecca Koopowitz, Mike Godoy, Karyn Lui-Silverberg, Julie Vo, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Sarah Chau-Lee, Lori Lazarony, Debi Coleman, Dancoise Clayborn, and Mark Sanchez.

**Schools not represented and, therefore, with no vote:** Bryant, Eisenhower, Enders, Evans, Excelsior, Faylane, Garden Park, Hazard, Hill, Mark Twain, Marshall, Monroe, Northcutt, Patton, Peters 4-6, Simmons, Sunnyside, Wakeham, Zeyen, Fitz, Jordan ATP, Ralston, Santiago, 7-12 TOSAs, K-12 TOSAs & Nurses rep.

**Member Comments:** None

**APPROVAL OF MINUTES:** The Rep Council accepted the Minutes for the Board of Directors Nov. 5, 2019.  
The Rep Council approved the Minutes for the Representative Council dated Nov. 19, 2019.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: attended the NCUEA Leadership Conference; site visits to Mitchell, Cook, Hazard, Peters K-3, Northcutt, Ralston, Bryant, Rosita, Post, Clinton, and Brookhurst.

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

**RESOLVED:** I move that Rep Council approve the November 2019 Financial Report. Motion by Thanh Nguyen; second by Nicole Ciccarelli. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report: Topic covered was: GGEA contract

## REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair thanked members;
2. **LEADERSHIP:** report on NCUEA Leadership Conference; member report on CTS New Teacher Conference; members did attend CTA;
3. **MEMBERSHIP:** 2 new members;
4. **ELEMENTARY SEGMENT:** discussed the TA;
5. **INTERMEDIATE SEGMENT:** discussed the TA and best practices for MOT field trip;
6. **HIGH SCHOOL SEGMENT:** discussed the TA;
7. **ORGANIZING:** met and will meet the first Thursday of the month;
8. **COMMUNICATIONS:** Advocate out and working on the website;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** chair thanked members for donations; working on Day of the Teacher Contest and planning Necessities Drive;
11. **HUMAN RIGHTS:** preparing Feb. 27 workshop "Responding to Bigotry on the Campus"; no IMAD nominations submitted;
12. **RETIREMENT:** no report;
13. **SPED:** next meeting is the Task Force meeting;
14. **RULES AND ELECTIONS:** ballots had to be recounted due to pens used on scantrons;
15. **IPD:** planning workshops; PBIS workshop will be at the end of January;
16. **SCHOLARSHIP:** subcommittee met to discuss criteria for the Arlene Pavey Scholarship;
17. **PIC:** no report;

18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** the insurance committee meeting met; Health Fair on Jan. 27 at Alamitos; discussed the abuse of certain service providers; 60 visit limit for PT and chiropractor visits per calendar year;
20. **EAC:** no report.

**NETWORKING**

- A. None

**NEW BUSINESS INFORMATION**

- A. School's First Representatives addressed members
- B. Schools and Communities First campaign ongoing

RESOLVED: I move that Rep Council moves to ratify the Tentative Agreement as voted by the membership. Total ballots cast 1564. Illegal ballots 13. Legal Votes 1551. Number needed to pass 776.5. Yes votes 1176. No votes 374. 1 blank. Motion by Wilhelmina Burghard; second by Kristy Gladys. Motion approved.

**OTHER**

**ANNOUNCEMENTS**

12/23- 1/3 Winter Break

1/9 Organizing Committee- Schools and Communities First

1/13 Special Ed Task Force

1/21 Universal Design for Learning (IPD workshop)- Go Sign Me up #GGEA012120 - FULL

Board of Directors meeting:	Jan. 7, 2019	3:30 pm GGEEA office
Next Board of Education meeting:	Jan. 21, 2019	7:00 pm District office
Next Segment meetings:	Jan. 14, 2019	3:30 pm GGEEA office
Next Representative Council meeting:	Jan. 28, 2019	3:30 pm GGEEA Office

The meeting adjourned at 4:39 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>		<b>December 31, 2019</b>	<b>%</b>
410	Dues	\$ 333,000.00	1850@\$180	\$ 270,059.74	81%
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		\$ 371,480.24	50%
416	CD Interest Income	\$ 6,000.00		\$ 2,215.48	37%
653.5/6	IFT Grants (CCorner & Carver)	\$ 40,000.00		\$ 19,253.77	48%
	<b>TOTAL INCOME</b>	<b>\$ 786,451.00</b>		<b>\$ 392,949.49</b>	<b>50%</b>

**EXPENSES**

***GOVERNANCE***

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

505	President's Expense	\$ 3,500.00		\$ 520.09	15%
510	Board of Director's Expense	\$ 4,000.00		\$ 336.12	8%
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	\$ 160.00	50%
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		\$ 3,225.73	40%
545.2	Elementary Segment	\$ 600.00		\$ 200.00	33%
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		\$ 2,126.84	71%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00		\$ (100.00)	-20%
	SUB TOTAL	\$ 50,690.00		\$ 8,116.94	16%

***PROGRAMS AND SERVICES***

***PUBLICATIONS***

**GOAL - Communicate Effectively with our Members**

605.1	ADVOCATE	\$ 5,000.00	3 printed	\$ 1,634.69	33%
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		\$ 42.35	8%
611.2	Reference Materials	\$ 300.00		\$ -	0%
	SUB TOTAL	\$ 11,800.00		\$ 1,677.04	14%



# 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		\$	1,977.50	132%
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		\$	471.85	16%
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		\$	874.41	22%
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		\$	4,788.45	10%

## **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		\$	70.00	7%
625.4	School Site Visits	\$	3,000.00		\$	379.41	13%
626	New Educator Programs	\$	2,500.00		\$	1,464.90	59%
627	Rules & Elections	\$	1,500.00		\$	-	0%
632	Surveys	\$	500.00		\$	-	0%
633	Negotiations/Bargaining Team	\$	5,000.00		\$	1,740.13	35%
	SUB TOTAL	\$	19,600.00		\$	8,972.44	46%

## **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		\$	216.64	22%
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		\$	4,329.55	18%

# 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	\$ 98.08	10%
653	IPD Committee	\$ 1,000.00	\$ -	0%
653.5	IFT Grant - Clinton Corner	\$ 20,000.00	\$ 5,621.96	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	\$ 22,807.29	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	\$ 200.00	67%
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	\$ 360.27	18%
667	Released Time (Subs)	\$ 8,000.00	\$ -	0%
680	Legal Services	\$ 2,500.00	\$ 875.00	35%
	SUB TOTAL	\$ 40,800.00	\$ 3,435.27	8%

## ***OFFICE AND OPERATIONS***

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

110	Reserves	\$ 20,000.00	\$ 14,996.63	75%
705	Office Equipment/Furniture	\$ 2,000.00	\$ 1,616.65	81%
710	Supplies	\$ 9,000.00	\$ 1,414.15	16%
715	Computer Software	\$ 1,500.00	\$ 244.95	16%
716	Online Technology Services	\$ 700.00	\$ 262.80	38%
720	Regular Postage	\$ 500.00	\$ -	0%
730	Telephone	\$ 10,300.00	\$ 2,394.86	23%
740	Insurance	\$ 600.00	\$ -	0%
745	Property Tax	\$ 500.00	\$ 20.00	4%
750	Accounting	\$ 5,000.00	\$ 500.00	10%
760	Rent	\$ 76,102.20	3% increase \$ 31,240.65	41%
770	Equip Maintenance/Copier	\$ 3,000.00	\$ 779.29	26%
780	Bank Service & Check Chgs	\$ 400.00	\$ 150.00	38%
	SUB TOTAL	\$ 109,602.20	\$ 53,619.98	49%

**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	\$ 41,666.64	33%
810.2	Executive Director Fringe	\$ 25,500.00	\$ 8,097.52	32%
810.3	Executive Director Payroll Tax	\$ 10,730.50	\$ 3,312.66	31%
810.4	Executive Director Retirement	\$ 68,750.00	\$ 22,500.00	33%
810.5	Executive Director Expense	\$ 5,000.00	\$ 436.44	9%
810.6	Executive Dir.Training/Travel	\$ 5,000.00	\$ 712.32	14%
810.7	Executive Director Auto	\$ 4,800.00	\$ 1,600.00	33%
820.1	Associate Staff Salaries	\$ 139,946.19	\$ 49,211.42	35%
820.2	Associate Staff Fringe	\$ 50,160.00	\$ 16,076.35	32%
820.3	Associate Staff Payroll Tax	\$ 24,134.33	\$ 8,242.49	34%
820.4	Associate Staff Mileage	\$ 500.00	\$ 146.69	29%
820.5	Associate Staff Retirement	\$ 83,541.91	\$ 28,799.01	34%
820.6	Associate Staff Training	\$ 500.00	\$ -	0%
830.1	President Stipend (10% of Col5,Step13)	\$ 10,478.00	\$ 5,239.00	50%
830.2	President Payroll Tax	\$ 2,900.00	\$ (1,022.91)	-35%
840	Workers' Comp Insurance	\$ 3,500.00	\$ 715.00	20%
845	Liability Insurance	\$ 4,000.00	\$ 3,872.00	97%
	SUB TOTAL	\$ 564,440.93	\$ 189,604.63	34%
	<b>TOTAL EXPENSES</b>	<b>\$ 916,332.13</b>	<b>\$ 297,351.59</b>	<b>32%</b>
	<b>NET INCOME/(LOSS)</b>	<b>\$ (129,881.13)</b>	<b>\$ 95,597.90</b>	

<b>Current Asset Balances</b>		<b>12/31/2019</b>	
CD's	\$ 768,574.68	EAC	<b>\$ 221,659.11</b>
Checking	\$ 162,761.88		
Savings	\$ 132,574.81		
Total Assets	<b>\$ 1,063,911.37</b>		

<b>Exp. Life Reserves</b>	<b>2019-2020 Adopted</b>
5 years Copier (\$4000 yr)	<b>\$ 4,603.37</b>
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>\$ 649,249.37</b>