



# GARDEN GROVE EDUCATION ASSOCIATION



## REPRESENTATIVE COUNCIL AGENDA

\*\*\*\*\*

REGULAR MEETING: **3:30 PM- February 25, 2020**

GGEA Office 12966 Euclid St. Suite 100, Garden Grove

**GGEA's Mission Statement:** *GGEA is an association of educators who advocate for the well-being of our membership, and the students we serve.*

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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. 2020-21 Bargaining Proposals – 2<sup>nd</sup> Reading/Approval
  - B. NEA RA Elections
  - C. Other
- X. ADJOURNMENT

### Announcements

- 2/27 Response to Bigotry & Bias PD 3:30 @ GGEA
- 2/28 Equity & Human Rights Conference Weekend
- 3/2 Read Across America
- 3/2 GGEA Scholarship Applications Due by 5PM
- 3/10 Segments
- 3/24 Day of the Teacher Posters Due
- 3/24 Rep Council



## GARDEN GROVE EDUCATION ASSOCIATION

### CALL TO ORDER/ADOPTION OF AGENDA

The meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:34 p.m. on Tuesday, Feb. 4, 2020 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, Lori Lazarony, Mike Godoy, Debi Coleman, Karyn Lui-Silverberg, Andrea Ivcevic, Julie Vo, Dancoise Clayborn, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Sarah Chau-Lee and Mark Sanchez

**APPROVAL OF MINUTES** The Board accept the Minutes for the Representative Council dated Jan. 28, 2020.

**PRESIDENT'S REPORT:** The President's Report was received: Topic covered: working with high school teachers regarding Dual Enrollment/Early College Program; site visits to Patton, Riverdale, Jordan, Simmons, Lake, Stanford, and Pacifica.

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

**RESOLVED:** I move that the Board of Directors accepts and refers the January 2020 Financial Report to Rep Council. Motion by Thanh Nguyen; second by Mike Godoy. Motion approved.

**RESOLVED:** I move that Board of Directors approves the recommendation of treasurer, Thanh Nguyen, to renew our CD account at Chase Bank, 11 months at 1.25%. Motion by Thanh Nguyen; second by Mike Godoy. Motion approved.

**RESOLVED:** I move that Board of Directors approves the recommendation of treasurer, Thanh Nguyen, to renew our CD account at Bank of the West, 11 months at 1.35%. Motion by Thanh Nguyen; second by Mike Godoy. Motion approved.

**RESOLVED:** I move that Board of Directors approves the Human Rights Committee's recommendation to honor Paul Doan (GGHS) as our February 2020 "I Make a Difference" Award recipient. Motion by Thanh Nguyen on behalf of the Human Rights Committee. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report: Topics covered: shared information about the COLA, signatures are coming for Schools and Communities First, update on survey results, addressing Music Teacher concerns, and shared some concerns with the Dual enrollment & Affects Bargaining.

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** no report;
2. **ORGANIZING:** meeting this Thursday;
3. **COMMUNICATIONS:** Advocate link will be sent out;
4. **NEW TEACHER:** survey is out and 100-day gift;
5. **COMMUNITY ACTION:** "Day of Teacher" flyer is out;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** working on workshops;
8. **SPED:** meeting Feb. 10;
9. **SCHOLARSHIP:** no report;
10. **PIC:** interviewed candidates;
11. **RULES AND ELECTIONS:** post of NEA-RA candidates who will be voted in by acclamation;
12. **HEALTH AND SAFETY:** good feedback on OCDE presentation on Vaping;
13. **IPD:** "PBIS 101" workshop was well received;
14. **GRIEVANCE:** no report;
15. **EAC:** no report;
16. **MEMBERSHIP:** 1 new member;

- 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
- b. Bargaining Survey update
- c. Mid-year Review on Feb. 18

**NEW BUSINESS:**

- A. School Board President, Walter Mufeton, addressed the board
- B. WHO Subcommittee sign-up
- C. Budget Subcommittee sign-up
- D. Staff Bargaining Committee sign-up

RESOLVED: I move that Board of Directors approves the increase of President Stipend to 15% of column 5 Step 13, line item 830.1. This motion requires the expenditure of Association funds as budgeted in line item numbered: 830.1. Motion by Thanh Nguyen; second by Mike Godoy. Motion approved.

**DISCUSSION FROM THE BOARD**

- A. Member shared information about the Issues Conference

**ANNOUNCEMENTS**

- 2/14 Lincoln Holiday
- 2/17 President's Day
- 2/18 Mid-year Review
- 2/20 Job Share Meet & Greet, 3:30 @ GGEA
- 2/24 Maternity Workshop 3:30 @ GGEA

Board of Directors meeting:	March 3, 2020	3:30 pm GGEA office
Next Board of Education meeting:	Feb. 4, 2020	7:00 pm District office
Next Segment meetings:	Feb. 11, 2020	3:30 pm GGEA office
Next Representative Council meeting:	Feb. 25, 2020	3:30 pm GGEA office

The meeting adjourned at 5:34 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary



Rep Council January 28, 2020

## 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 3:35 p.m. on Tuesday, Jan. 28, 2020 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, Lori Lazarony, Mike Godoy, Karyn Lui-Silverberg, Dancoise Clayborn, Julie Vo, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Debi Coleman, Sarah Chau-Lee and Mark Sanchez

**Schools not represented and, therefore, with no vote:** Bryant, Carver, Crosby, Enders, Evans, Faylane, Hill, Mark Twain, Patton, Russell, Zeyen, K-6 TOSAs; Fitz, Jordan ATP, Ralston, Rancho, Santiago, K-12 TOSAs and Nurses.

**Member Comments:** None

**APPROVAL OF MINUTES:** The Rep Council accepted the Minutes for the Board of Directors emergency meeting Nov. 12, 2019.  
The Rep Council accepted the Minutes for the Board of Directors special meeting Nov. 20, 2019.  
The Rep Council accepted the Minutes for the Board of Directors Dec. 3, 2019.  
The Rep Council approved the Minutes for the Representative Council dated Dec. 17, 2019.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: attended district meetings; attended president summit; attended the CTA Issues Conference; shared information on K-6 Inclusion Consultant group; explained that we will demand to bargain the impact of the ELC program; site visits to Enders, Bell, Heritage, Doig, Monroe, Los Amigos, and Newhope.

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

**RESOLVED:** I move that Rep Council approve the December 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: shared information on Schools and Communities First Initiative.

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair presented bargaining proposals;
2. **LEADERSHIP:** members reported about CTA Issues Conference and CTA State Council;
3. **MEMBERSHIP:** 4 new members;
4. **ELEMENTARY SEGMENT:** discussed the SPED Consultant visits;
5. **INTERMEDIATE SEGMENT:** discussed the contract and wages;
6. **HIGH SCHOOL SEGMENT:** discussed the contract and current enrollment;
7. **ORGANIZING:** meeting next Thursday;
8. **COMMUNICATIONS:** Advocate out this week and working on the website;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** Day of the Teacher Poster Contest-entries due in by March Rep Council; Necessities drive now until April Rep Council;
11. **HUMAN RIGHTS:** preparing Feb. 27 workshop "Responding to Bigotry on the Campus"; still accepting entries for

- the Human Rights Day activities;
12. **RETIREMENT:** meeting in February;
  13. **SPED:** next meeting is Feb. 10<sup>th</sup>;
  14. **RULES AND ELECTIONS:** NEA-RA delegate positions open and due this Thursday; Chair attended a training;
  15. **IPD:** presenting PBIS workshop tomorrow;
  16. **SCHOLARSHIP:** applications due March 2;
  17. **PIC:** working on school board elections;
  18. **GRIEVANCE:** no report;
  19. **HEALTH AND SAFETY:** report provided by Kimberly Ufholtz;
  20. **EAC:** no report.

**NETWORKING**

- A. None

**NEW BUSINESS INFORMATION**

- A. Stephan Lambert from OCDE presented on the harms Vaping
- B. 2020-21 Bargaining Proposals- First Read
- C. Bargaining Survey on Survey Monkey available until Feb. 9th

**OTHER**

**ANNOUNCEMENTS**

- 1/29 IPD Committee Workshop- PBIS 101, 3:30 @ GGEA  
2/6 OSCC PIC Training 4-6 P.M. @ Orange RRC (need to register)  
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)

Board of Directors meeting:	Feb. 4, 2020	3:30 pm GGEA office
Next Board of Education meeting:	Feb. 4, 2020	7:00 pm District office
Next Segment meetings:	Feb. 11, 2020	3:30 pm GGEA office
Next Representative Council meeting:	Feb. 25, 2020	3:30 pm GGEA Office

The meeting adjourned at 4:50 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>January 31, 2020</b>	<b>%</b>
410	Dues	\$ 333,000.00	1850@\$180	\$ 473,942.01	142%
420	CTA Rebate	\$ 368,049.00	Avg FDE 1846	\$ 184,255.00	50%
430	NEA Rebate	\$ 39,402.00		\$ 19,701.00	50%
	SUB TOTAL	\$ 740,451.00		\$ 677,898.01	92%
416	CD Interest Income	\$ 6,000.00		\$ 8,813.54	147%
653.5/.6	IFT Grants (CCorner & Carver)	\$ 40,000.00		\$ 19,253.77	48%
	<b>TOTAL INCOME</b>	<b>\$ 786,451.00</b>		<b>\$ 705,965.32</b>	<b>90%</b>

**EXPENSES**

***GOVERNANCE***

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

505	President's Expense	\$ 3,500.00		\$ 625.44	18%
510	Board of Director's Expense	\$ 4,000.00		\$ 477.58	12%
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		\$ 4,075.17	51%
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		\$ 400.00	100%
545.5	Rep Council	\$ 3,000.00		\$ 2,421.94	81%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00		\$ (118.16)	-24%
	SUB TOTAL	\$ 50,690.00		\$ 9,670.13	19%

***PROGRAMS AND SERVICES***

**PUBLICATIONS**

**GOAL - Communicate Effectively with our Members**

605.1	ADVOCATE	\$ 5,000.00	3 printed	\$ 1,059.69	21%
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		\$ 135.87	27%
611.2	Reference Materials	\$ 300.00		\$ -	0%
	SUB TOTAL	\$ 11,800.00		\$ 1,195.56	10%

**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		\$	1,077.74	36%
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		\$	2,837.78	95%
615.14	LGLBTQ+ Conferences	\$	4,000.00		\$	2,411.61	60%
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		\$	8,811.32	19%

**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		\$	489.24	16%
626	New Educator Programs	\$	2,500.00		\$	1,464.90	59%
627	Rules & Elections	\$	1,500.00		\$	61.86	4%
632	Surveys	\$	500.00		\$	-	0%
633	Negotiations/Bargaining Team	\$	5,000.00		\$	1,899.52	38%
	SUB TOTAL	\$	19,600.00		\$	9,303.52	47%

**COMMUNITY ACTION**

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

635.1	Public Relations (Charities)	\$	1,500.00		\$	500.00	33%
635.2	Community Action Projects	\$	500.00		\$	130.24	26%
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		\$	346.98	35%
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		\$	5,029.22	21%

**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	\$	<u>47,600.00</u>		\$	<u>22,807.29</u>	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		\$	300.00	100%
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		\$	608.56	30%
667	Released Time (Subs)	\$	8,000.00		\$	2,576.49	32%
680	Legal Services	\$	2,500.00		\$	875.00	35%
	SUB TOTAL	\$	<u>40,800.00</u>		\$	<u>6,360.05</u>	16%

***OFFICE AND OPERATIONS***

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

110	Reserves	\$	20,000.00		\$	15,396.63	77%
705	Office Equipment/Furniture	\$	2,000.00		\$	1,616.65	81%
710	Supplies	\$	9,000.00		\$	1,606.55	18%
715	Computer Software	\$	1,500.00		\$	259.94	17%
716	Online Technology Services	\$	700.00		\$	262.80	38%
720	Regular Postage	\$	500.00		\$	18.16	4%
730	Telephone	\$	10,300.00		\$	3,600.76	35%
740	Insurance	\$	600.00		\$	500.00	83%
745	Property Tax	\$	500.00		\$	20.00	4%
750	Accounting	\$	5,000.00		\$	625.00	13%
760	Rent	\$	76,102.20	3% increase	\$	37,488.78	49%
770	Equip Maintenance/Copier	\$	3,000.00		\$	779.29	26%
780	Bank Service & Check Chgs	\$	400.00		\$	180.00	45%
	SUB TOTAL	\$	<u>109,602.20</u>		\$	<u>62,354.56</u>	57%



**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	\$ 52,083.30	42%
810.2	Executive Director Fringe	\$ 25,500.00	\$ 10,121.90	40%
810.3	Executive Director Payroll Tax	\$ 10,730.50	\$ 4,270.63	40%
810.4	Executive Director Retirement	\$ 68,750.00	\$ 28,125.00	41%
810.5	Executive Director Expense	\$ 5,000.00	\$ 640.19	13%
810.6	Executive Dir.Training/Travel	\$ 5,000.00	\$ 747.95	15%
810.7	Executive Director Auto	\$ 4,800.00	\$ 2,051.00	43%
820.1	Associate Staff Salaries	\$ 139,946.19	\$ 60,873.62	43%
820.2	Associate Staff Fringe	\$ 50,160.00	\$ 20,092.66	40%
820.3	Associate Staff Payroll Tax	\$ 24,134.33	\$ 10,350.82	43%
820.4	Associate Staff Mileage	\$ 500.00	\$ 146.69	29%
820.5	Associate Staff Retirement	\$ 83,541.91	\$ 35,624.34	43%
820.6	Associate Staff Training	\$ 500.00	\$ -	0%
830.1	President Stipend (10% of Col5,Step13)	\$ 10,478.00	\$ 6,286.80	60%
830.2	President Payroll Tax	\$ 2,900.00	\$ 181.75	6%
840	Workers' Comp Insurance	\$ 3,500.00	\$ 1,430.00	41%
845	Liability Insurance	\$ 4,000.00	\$ 3,872.00	97%
	SUB TOTAL	<u>\$ 564,440.93</u>	<u>\$ 236,898.65</u>	42%
	<b>TOTAL EXPENSES</b>	<u><b>\$ 916,332.13</b></u>	<u><b>\$ 362,430.30</b></u>	40%
	<b>NET INCOME/(LOSS)</b>	<u><b>\$ (129,881.13)</b></u>	<u><b>\$ 343,535.02</b></u>	

**Current Asset Balances**

**1/31/2020**

CD's	\$ 775,143.91	<b>EAC</b>	<u><u><b>\$ 221,925.35</b></u></u>
Checking	\$ 404,118.51		
Savings	\$ 132,586.07		
<b>Total Assets</b>	<u><u><b>\$ 1,311,848.49</b></u></u>		

**Exp. Life Reserves**

**2019-2020 Adopted**

5 years	Copier (\$4000 yr)	\$ 4,203.37
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>	<u><u><b>\$ 648,849.37</b></u></u>