



GARDEN GROVE EDUCATION ASSOCIATION



REPRESENTATIVE COUNCIL AGENDA

VIRTUAL MEETING: **September 29, 2020 @ 3:30 via Zoom Invite to Site Reps**

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

DETERMINATION OF QUORUM

- I. CALL TO ORDER / ADOPTION OF AGENDA
- II. MEETING NORMS
- III. MEMBER COMMENTS
- IV. APPROVAL OF MINUTES
- V. PRESIDENT'S REPORT
- VI. TREASURER'S REPORT
- VII. EXECUTIVE DIRECTOR'S REPORT
- VIII. REPORTS
 - A. Negotiations
 - B. Leadership
 - C. Membership
 - D. Segments
 - E. Committees
- IX. NEW BUSINESS/INFORMATION
 - A. District M Board of Director – Joe Bartell
 - B. Rules & Elections – Election Results/Ratification
 - C. PIC – School Board Recommendations
 - D. Rep Training
- X. ADJOURNMENT

Announcements

- 10/6 GGEA Board of Directors
- 10/13 Segments
- 10/20 Rep Training

Topic: Rep Council

Time: Sep 29, 2020 03:30 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/84538308024?pwd=eEg2MFFRWGdFalo4YUgxRUEzTi9Gdz09>

Meeting ID: 845 3830 8024

Passcode: 884042

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



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 4:38 p.m. on Tuesday, Sept. 1, 2020 on the online meeting through Zoom 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, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Andrea Ivicevic, Julie Vo, Dancoise Clayborn, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

NEW BUSINESS:

- A. Board directed the In-Person Instruction MOU parameters to the Bargaining Chair

DISCUSSION FROM THE BOARD

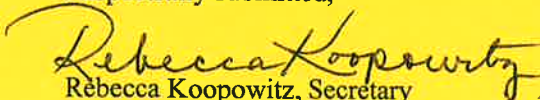
- A. Concern with zero period teachers at high school being forced to work until 2:45
- B. Some high schools had no say with moving collaboration day
- C. Concern with current distance learning schedules
- D. Teachers are concerned with giving substitutes teacher passwords
- E. Concern about principals not including teachers in plans for school instruction
- F. Question asked about back to school night
- G. Principal expecting teachers to respond to text first thing in morning
- H. Question about 6 hour pay for teacher collaboration before school started
- I. Concern brought up about Math placement test at the elementary level

ANNOUNCEMENTS

- 9/8 Board of Directors
- 9/15 Segments
- 9/29 Rep Council

The meeting adjourned at 6:50 p.m.

Respectfully submitted,


Rebecca Koopowitz, Secretary

ICW



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The emergency meeting of the **Representative Council** of the Garden Grove Education Association, Inc. was called to order at 3:53 p.m. on Tuesday, Sept. 1, 2020 by virtual meeting 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, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Danciose Clayborn, Julie Vo, Andrea Ivicovic, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

Schools not represented and, therefore, with no vote: Brookhurst, Bryant, Crosby, Evans, Excelsior, Hazard, Lawrence, Mark Twain, Newhope, Post, Russell, Skylark, Irvine, Jordan ATP, Ralston, Walton, Hare, Rancho, Santiago, and Nurses

Member Comments: None

Zoom Meeting Norms: Everyone on mute and questions should be asked in chat monitored by VPs

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors meeting dated June 2, 2020.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated July 16, 2020.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated July 30, 2020.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated August 4, 2020.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: Distance Learning MOU information meeting and GGEA Bargaining team is working on In-Person MOU.

NEW BUSINESS INFORMATION

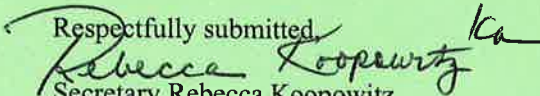
- A. Rules & Elections (R&E)
 - a. Nominations from floor (Elementary, Intermediate, High School)
 - b. Chair explained election process (shared via email as well)
 - c. Speeches from candidates
 - i. CTA State Council
 - ii. Segment Directors
 - iii. Officers

ANNOUNCEMENTS

- 9/2 Prep Mail Ballots
- 9/3 Mail Ballots
- 9/14 Mail Ballots Due/Count Ballots
- 9/24 GGUSD/Stakeholders LCAP 3:30-5

Board of Directors meeting:	Sept. 8, 2020	3:30 pm Virtual Meeting
Next Board of Education meeting:	Sept. 1, 2020	TBD
Next Segment meetings:	Sept 15, 2020	3:30 pm Virtual Meeting
Next Representative Council meeting:	Sept 29, 2020	3:30 pm Virtual Meeting

The meeting adjourned at 4:24 p.m.

Respectfully submitted,

 Secretary Rebecca Koopowitz



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 3:32 p.m. on Tuesday, May 26, 2020 by virtual meeting 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, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Danciose Clayborn, Julie Vo, Andrea Ivicovic, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Lori Lazarony

Schools not represented and, therefore, with no vote: Bryant, Crosby, Evans, Faylane, Garden Park, Hill, Lawrence, Mark Twain, Post, Russell, Zeyen, Jordan ATP, Ralston, Hare, Santiago, 7-12 TOSAs, K-12 TOSAs, and Nurses

Member Comments: None

Zoom Meeting Norms: Everyone on mute and questions should be asked in chat monitored by VPs

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors dated April 21, 2020.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated April 27, 2020.
The Rep Council approved the Minutes for the Representative Council dated April 28, 2020.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: see attached report.

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

RESOLVED: I move that Rep Council approve the April 2020 Financial Report. Motion by Thanh Nguyen; second by Andrea Ivicovic. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report: Topic covered was: state of the budget presentation.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair reported;
2. **LEADERSHIP:** CTA conferences and NEA RA will be virtual; State Council is 1st weekend of June;
3. **MEMBERSHIP:** no report
4. **ELEMENTARY SEGMENT:** had Q & A with Joli and Jason;
5. **INTERMEDIATE SEGMENT:** segment directors attended high school segment to listen to Kelly McAmis; discussed grades;
6. **HIGH SCHOOL SEGMENT:** reviewed credit/incomplete/no credit, summer school and how to make-up credits;
7. **ORGANIZING:** working on upcoming contract and will be working with bargaining;
8. **COMMUNICATIONS:** sent out Advocate online, last Advocate will go out in June;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** poster contest report in New Business;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** ceremony will be postponed;
13. **SPED:** last meeting on June 1st;
14. **RULES AND ELECTIONS:** will be holding elections in the Fall by mail-in ballot
15. **IPD:** no report;

- 16. **SCHOLARSHIP:** under New Business;
- 17. **PIC:** no report;
- 18. **GRIEVANCE:** no report;
- 19. **HEALTH AND SAFETY:** no report;
- 20. **EAC:** Kimberly Ufholtz gave report;

NEW BUSINESS INFORMATION

- A. Proposed Budget for 2020-2021
 - a. Proposal from retirement committee to increase line item 660.2 from \$1500 to \$5000
- B. Scholarship recipients announced
 - a. Scholarship Committee Chair made announcements
 - i. Names found in Advocate
 - b. Arlene Pavey Scholarship Recipient
 - i. Student from Pacifica
- C. GGEA WHO recipients announced
 - a. Veronica Conklin
 - b. Mike Godoy
 - c. Nakul Poredi
- D. Day of the Teacher Contest winners announced
- E. Rep Recognition
 - a. Gift cards were sent out last week

RESOLVED: I move that Rep Council adopts the temporary crisis changes from the Declared National and Natural Disaster Emergency Procedures into Standing Rules. Motion by Wilhelmina Burghard; second by Kimberly Ufholtz. Motion approved.

RESOLVED: I move that Rep Council approves bundling the following motions for voting: GGEA 2020-21 Budget, GGEA 2020-21 Goal, election of EAC committee, mail in vote motion and all other motions that come up from the membership. Motion by Debra Coleman; second by Bridget Holdermann. Motion approved.

RESOLVED: I move that Rep Council approves moving \$1500 from line item 545.1 (meals) to 627 (Rules and Elections) for the purpose of executing mail-in ballots. Motion by Wilhelmina Burghard; second by Bridget Holdermann. Motion approved.

RESOLVED: I move that Rep Council approves the GGEA 2020-21 Budget. Motion by Thanh Nguyen; second by Bridget Holdermann. Motion approved as amended.

RESOLVED: I move that Rep Council approves Dancoise Clayborn and Kurt Chrestensen for the EAC Committee. Motion by Mark Sanchez; second by Michael Godoy. Motion approved.

RESOLVED: I move that Rep Council approves the GGEA 2020-21 goal to remain the same as the 2019-20 year, "Engage membership through internal organizing to build a stronger union." Motion by Mark Sanchez on behalf of the GGEA Board of Directors. Motion approved.

OTHER:

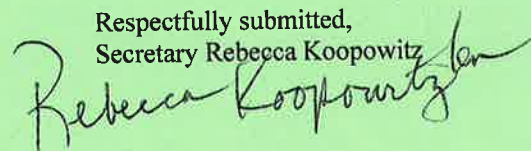
- A. Question asked if teachers are getting copy of survey that GGUSD parents are getting
- B. Question asked about voting procedures for site reps

ANNOUNCEMENTS

5/27 NEA-RA Delegation Orientation

Board of Directors meeting:	June 2, 2020	3:30 pm Virtual Meeting
Next Board of Education meeting:	TBD	TBD
Next Segment meetings:	Sept 2020	TBD
Next Representative Council meeting:	Sept 2020	TBD

The meeting adjourned at 6:02 p.m.

Respectfully submitted,
 Secretary Rebecca Koopowitz


Garden Grove Education Association
Adopted 2019-2020 (Revised 10/31/2019 + 5/23/2020)

<u>INCOME</u>		Budget	Year End	
			Aug 31, 2020	%
410	Dues	\$ 333,000.00 1850@\$180	\$ 334,487.47	100%
420	CTA Rebate	\$ 368,049.00 Avg FDE 1846	\$ 368,587.00	100%
430	NEA Rebate	\$ 39,402.00	\$ 40,652.00	103%
SUB TOTAL		\$ 740,451.00	\$ 743,726.47	100%
416	CD Interest Income	\$ 6,000.00	\$ 19,007.17	317%
653.5/6	IFT Grants (CCorner & Carver)	\$ 40,000.00	\$ 27,643.65	69%
TOTAL INCOME		\$ 786,451.00	\$ 790,377.29	100%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense	\$ 3,500.00	\$ 2,013.52	58%
510	Board of Director's Expense	\$ 4,000.00	\$ 1,048.28	26%
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	\$ 1,524.18	56%
540	Room Rental	\$ 400.00	\$ 250.00	63%
545.1	Meals/Refreshments	\$ 6,500.00	\$ 6,309.62	97%
545.2	Elementary Segment	\$ 600.00	\$ 200.00	33%
545.3	Intermediate Segment	\$ 500.00	\$ 300.00	60%
545.4	High School Segment	\$ 400.00	\$ 400.00	100%
545.5	Rep Council	\$ 3,000.00	\$ 2,493.92	83%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ (7.64)	-2%
SUB TOTAL		\$ 49,190.00	\$ 15,262.88	31%

PROGRAMS AND SERVICES

PUBLICATIONS

GOAL - Communicate Effectively with our Members

605.1	ADVOCATE	\$ 5,000.00 3 printed	\$ 1,184.85	24%
605.3	Web Page Maintenance	\$ 2,500.00	\$ 892.50	36%
605.4	Web Page Design	\$ 500.00	\$ -	0%
605.5	Tech Support	\$ 3,000.00	\$ 227.50	8%
610.2	Other Publications	\$ 500.00	\$ 435.90	87%
611.2	Reference Materials	\$ 300.00	\$ 344.00	115%
SUB TOTAL		\$ 11,800.00	\$ 3,084.75	26%

Garden Grove Education Association

Adopted 2019-2020 (Revised 10/31/2019 + 5/23/2020)

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		\$	622.38	52%
615.8	Leadership Development	\$	3,500.00		\$	270.00	8%
615.9	CTA Issues Conference	\$	3,000.00		\$	2,051.59	68%
615.10	Equity & Human Rights Conf	\$	5,000.00		\$	1,880.18	38%
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		\$	12,287.73	26%

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		\$	245.00	25%
625.4	School Site Visits	\$	3,000.00		\$	1,367.65	46%
626	New Educator Programs	\$	2,500.00		\$	1,523.70	61%
627	Rules & Elections	\$	3,000.00		\$	2,261.62	75%
632	Surveys	\$	500.00		\$	336.00	67%
633	Negotiations/Bargaining Team	\$	5,000.00		\$	3,618.59	72%
	SUB TOTAL	\$	21,100.00		\$	14,670.56	70%

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	\$	1,500.00		\$	950.00	63%
635.2	Community Action Projects	\$	500.00		\$	130.24	26%
635.3	Chamber of Commerce	\$	200.00		\$	259.00	130%
635.4	"I Make A Difference"	\$	500.00		\$	120.00	24%
635.5	Day of the Teacher Projects	\$	1,000.00		\$	290.00	29%
635.8	Intradistrict Relations	\$	500.00		\$	58.08	12%
635.9	Community Contacts(School Board)	\$	1,000.00		\$	407.08	41%
635.10	Lobbying Programs	\$	499.00		\$	9.55	2%
635.11	Crisis Fund	\$	100.00		\$	-	0%
112	EAC Fund	\$	18,500.00	1850 @ \$10	\$	18,928.00	102%
	SUB TOTAL	\$	24,299.00		\$	21,151.95	87%

Garden Grove Education Association

Adopted 2019-2020 (Revised 10/31/2019 + 5/23/2020)

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	\$ 270.00	270%
651	Organizing Committee	\$ 3,000.00	\$ 2,167.98	72%
652	Human Rights Committee	\$ 1,000.00	\$ 328.08	33%
653	IPD Committee	\$ 1,000.00	\$ 40.00	4%
653.5	IFT Grant - Clinton Corner	\$ 20,000.00	\$ 10,431.45	52%
653.6	IFT Grant - Carver ECEC	\$ 20,000.00	\$ 17,212.20	86%
655	Service Committees (Scholarship)	\$ 500.00	\$ 79.16	16%
	SUB TOTAL	\$ 47,600.00	\$ 30,528.87	64%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$ 3,000.00	\$ 2,022.78	67%
660.3	"WHO" Awards	\$ 1,000.00	\$ 681.00	68%
660.4	Board of Directors Installation	\$ 2,500.00	\$ -	0%
660.5	Recognition Reception	\$ 5,000.00	\$ 4,585.00	92%
660.6	Other Tributes	\$ 300.00	\$ 300.00	100%
660.7	Nurse Appreciation	\$ 500.00	\$ 500.00	100%
618	Special Projects	\$ 2,000.00	\$ -	0%
619	Scholarship Fund	\$ 14,000.00	+Pavey \$ 16,000.00	114%
665	Association Hospitality	\$ 2,000.00	\$ 708.56	35%
667	Released Time (Subs)	\$ 8,000.00	\$ 4,567.15	57%
680	Legal Services	\$ 2,500.00	\$ 1,400.97	56%
	SUB TOTAL	\$ 40,800.00	\$ 30,765.46	75%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

110	Reserves	\$ 20,000.00	\$ 20,283.00	101%
705	Office Equipment/Furniture	\$ 2,000.00	\$ 2,878.60	144%
710	Supplies	\$ 9,000.00	\$ 4,084.60	45%
715	Computer Software	\$ 1,500.00	\$ 729.20	49%
716	Online Technology Services	\$ 700.00	\$ 1,101.02	157%
720	Regular Postage	\$ 500.00	\$ 54.71	11%
730	Telephone	\$ 10,300.00	\$ 8,198.77	80%
740	Insurance	\$ 600.00	\$ 500.00	83%
745	Property Tax	\$ 500.00	\$ 286.33	57%
750	Accounting	\$ 5,000.00	\$ 5,279.65	106%
760	Rent	\$ 76,102.20	3% increase \$ 82,537.84	108%
770	Equip Maintenance/Copier	\$ 3,000.00	\$ 1,702.74	57%
780	Bank Service & Check Chgs	\$ 400.00	\$ 390.00	98%
	SUB TOTAL	\$ 109,602.20	\$ 128,026.46	117%

Garden Grove Education Association

Adopted 2019-2020 (Revised 10/31/2019 + 5/23/2020)

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 125,000.00	\$ 125,501.60	100%
810.2	Executive Director H&W	\$ 25,500.00	\$ 24,292.58	95%
810.3	Executive Director Payroll Tax	\$ 10,730.50	\$ 10,152.67	95%
810.4	Executive Director Retirement	\$ 68,750.00	\$ 68,555.82	100%
810.5	Executive Director Expense	\$ 5,000.00	\$ 1,284.30	26%
810.6	Executive Dir.Training/Travel	\$ 5,000.00	\$ 1,855.11	37%
810.7	Executive Director Auto	\$ 4,800.00	\$ 5,051.00	105%
820.1	Associate Staff Salaries	\$ 139,946.19	\$ 142,509.02	102%
820.2	Associate Staff Fringe	\$ 50,160.00	\$ 48,206.89	96%
820.3	Associate Staff Payroll Tax	\$ 24,134.33	\$ 24,209.96	100%
820.4	Associate Staff Mileage	\$ 500.00	\$ 208.79	42%
820.5	Associate Staff Retirement	\$ 83,541.91	\$ 86,255.71	103%
820.6	Associate Staff Training	\$ 500.00	\$ -	0%
830.1	President Stipend (10% of Col5,Step13)	\$ 10,478.00	\$ 13,265.18	127%
830.2	President Payroll Tax	\$ 2,900.00	\$ 2,670.26	92%
840	Workers' Comp Insurance	\$ 3,500.00	\$ 383.96	11%
845	Liability Insurance	\$ 4,000.00	\$ 4,247.00	106%
	SUB TOTAL	<u>\$ 564,440.93</u>	<u>\$ 558,649.85</u>	99%
	TOTAL EXPENSES	<u>\$ 916,332.13</u>	<u>\$ 814,428.51</u>	89%
	NET INCOME/(LOSS)	<u>\$ (129,881.13)</u>	<u>\$ (24,051.22)</u>	

Current Asset Balances

8/31/2020

	CD's	\$ 785,021.35	EAC	<u><u>\$ 227,033.86</u></u>
	Checking	\$ 18,217.58		
	Savings	\$ 132,663.44		
	Total Assets	<u><u>\$ 935,902.37</u></u>		

Exp. Life Reserves

2019-2020 Adopted

5 years	Copier (\$4000 yr)	\$ (683.00)
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
	Total Reserves To-date	<u><u>\$ 643,963.00</u></u>

Garden Grove Education Association

2019-2020 Overages

	Adopted 19/20	Actual	%
Line items not used			
520 NEA/RA convention	\$ 25,970.00		
570 Miscellaneous	\$ 500.00		
605.4 Web Page Design	\$ 500.00		
615.3 Reg IV Leadership Conf	\$ 5,000.00		
615.4 CTA President's Conf	\$ 800.00		
615.11 Reg IV Political Academy	\$ 500.00		
615.15 NEA Racial & Social Justice	\$ 1,000.00		
635.10 Lobbying Programs	\$ 489.45		
635.11 Crisis Fund	\$ 100.00		
640 Special Ed Committee	\$ 2,000.00		
653 IPD Committee	\$ 960.00		
660.4 Board of Directors Installation	\$ 2,500.00		
618 Special Projects	\$ 2,000.00		
820.6 Associate Staff Training	\$ 500.00		
840 Workers Comp Insurance	\$ 3,116.04		
	\$ 45,935.49		

Garden Grove Education Association 2019-2020 Overages

	Adopted 19/20	Actual	%	
611.2	\$ 300.00	\$ 344.00	115%	Distance Learning Webinars
615.1	\$ 1,500.00	\$ 1,977.50	132%	4 attended, Gladysz, Terranove, Severance, Tong
635.3	\$ 200.00	\$ 259.00	130%	dues + event
645	\$ 100.00	\$ 270.00	270%	\$80x3 should have been 625.2
619	\$ 14,000.00	\$ 16,000.00	114%	1 cleared late from prior year
705	\$ 2,000.00	\$ 2,878.60	144%	safety equipment (sneeze-guard)
750	\$ 5,000.00	\$ 5,279.65	106%	new costs for 401k implementation
760	\$ 76,102.20	\$ 82,537.84	108%	September cleared early
830.1	\$ 10,478.00	\$ 13,265.18	127%	voted increase in February
845	<u>\$ 4,000.00</u>	<u>\$ 4,247.00</u>	106%	new policy to cover 401k plan
	\$ 113,680.20	\$ 127,058.77	112%	
416	\$ 6,000.00	\$ 19,007.17	317%	YAY good return on investments