



GARDEN GROVE EDUCATION ASSOCIATION



REPRESENTATIVE COUNCIL AGENDA

VIRTUAL MEETING: 3:30 PM- April 27, 2021

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

2020-21 Goal: Engage membership through internal organizing to build a stronger union.

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 – Organizing Committee
- IX. OLD BUSINESS
 - A. ByLaws – 2nd Reading
- X. NEW BUSINESS/INFORMATION
 - A. 2021-2022 Budget Proposals – 1st Reading
 - B. Candidate Speeches (GGEA Officers, CTA State Council Delegate)
 - C. Election information
 - D. Other
- XI. ADJOURNMENT
 - Announcements
 - 4/26-30 Tentative Agreement Voting
 - 5/3 R&E Counting Ballots
 - 5/6 School Nurse Day
 - 5/11 Segments
 - 5/12 CA Day of the Teacher
 - 5/25 Rep Recognition



Zoom Info:

Meeting ID: 883 8073 1911

Passcode: 833396



Board Meeting, March 23, 2021

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 5:50 p.m. on Tuesday, March 23, 2021 on the online meeting through Zoom by the President Kelly Nolan.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Kelly Nolan, Debra Coleman, Nicole Ciccarelli, Thanh Nguyen, Rebecca Koopowitz, Lori Lazarony, Sarah Chau-Lee, Mike Godoy, Veronica Conklin, Dawn Floyd, Julie Vo, Dancoise Clayborn, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Karyn Lui-Silverberg,

NEW BUSINESS:

- A. Board gave parameters to Negotiations team

DISCUSSION FROM THE BOARD

The meeting adjourned at 6:30 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 4:50 p.m. on Tuesday, March 9, 2021 on the online meeting through Zoom by the President Kelly Nolan.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Kelly Nolan, Debra Coleman, Nicole Ciccarelli, Thanh Nguyen, Rebecca Koopowitz, Lori Lazarony, Sarah Chau-Lee, Mike Godoy, Veronica Conklin, Dawn Floyd, Julie Vo, Dancoise Clayborn, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Karyn Lui-Silverberg

OLD BUSINESS:

- A. The board of directors noticed that there was a typo in the Rep Council May 2020 Minutes. The corrected amount budgeted for line item 660.2 Retirement Tribute in the 2020-2021 budget should have been \$5,000 not \$3,500. The board of directors makes the correction to change the amount for line item 660.2 to \$5,000.
- B. GGEA office spring break office hours clarified

NEW BUSINESS:


- A. Board gave parameters to Negotiations team

RESOLVED: I move that we donate \$300 to PCRFB. This requires the expenditure of Association funds as budget in line item numbered: 635.1. Motion by Debi Coleman; second by Dancoise Clayborn; Motion approved.

DISCUSSION FROM THE BOARD

3/10 Bargaining
3/18 Budget Committee Meeting
3/22 Staff Bargaining (Jenny/Susan)
3/23 Rep Council

The meeting adjourned at 6:00 p.m.

Respectfully submitted,

Rebecca Koopowitz, Secretary



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, March 2, 2021 on the online meeting through Zoom by the President Kelly Nolan.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Kelly Nolan, Debra Coleman, Thanh Nguyen, Rebecca Koopowitz, Lori Lazarony, Sarah Chau-Lee, Mike Godoy, Veronica Conklin, Dancoise Clayborn, Karyn Lui-Silverberg, Dawn Floyd, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Nicole Ciccarelli and Julie Vo

APPROVAL OF MINUTES The Board approved the Minutes for the Board of Directors dated Feb. 2, 2021.
 The Board accept the Minutes for the Representative Council dated Feb 23, 2021.

MEMBER COMMENTS: None

PRESIDENT'S REPORT: The President's Report was received: Topic covered: shared experience with parent group meeting and checked on schools that reopened.

TREASURER'S REPORT: The Treasurer's report: Topic covered: shared an issue with May 2020 minutes regarding budget proposal.

RESOLVED: I move that the Board of Directors accept and forward the February 2021 Financial Report to Rep Council. Motion by Thanh Nguyen; second by Dawn Floyd. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report: Topics covered: provided information on other bargaining unit wage increases; attended a union coalition meeting with the bargaining units from our district; attended healthcare meeting; and shared issue regarding pay and new calendar.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Board gave Bargaining team direction; upcoming Bargaining dates;
2. **ORGANIZING:** focusing on building membership involvement; host social events - beginning of year BBQ; request for increase in budget to 10K;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** no report;
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:** Veronica shared highlights;
18. **ELEMENTARY SEGMENT:** planned;
19. **INTERMEDIATE SEGMENT:** planned;
20. **HIGH SCHOOL SEGMENT:** planned.



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 3:40 p.m. on Tuesday, March 23, 2021 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, Lori Lazarony, Veronica Conklin, Mike Godoy, Karyn Lui-Silverberg, Julie Vo, Dancoise Clayborn, Dawn Floyd, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Sarah Chau-Lee

Schools not represented and, therefore, with no vote: Bryant, Carver, Carrillo, Enders, Evans, Garden Park, Heritage, Hill, Monroe, Northcutt, Riverdale, Russell, Skylark, Sunnyside, Violette, Zeyen, Irvine, Ralston, Walton, Jordan ATP, Bolsa, Los Amigos, Rancho Alamitos, and Nurses.

Member Comments: None

Zoom Meeting Norms: Everyone on mute, videos on 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 Feb. 2, 2021.
The Rep Council approved the Minutes for the Representative Council dated Feb. 23, 2021.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: next GGUSD board meeting district will ask for increase in sub pay; shared data info on 1st electronic GGEA election; sent a Cease and Desist letter to GGUSD superintendent regarding our agreed MOU, Health and Safety, that states that both parties will meet to negotiate any revisions or updates to CDC guidelines - we will be negotiating the impact of changes to in person distance measures.

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

RESOLVED: I move that Rep Council approve the February 2021 Financial Report. Motion by Thanh Nguyen; second by Dawn Floyd. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered was: update on bargaining.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair reported on current bargaining; will meet with district this week; will sunshine 2021-22 bargaining proposals at 1st April school board meeting;
2. **LEADERSHIP:** members reported on CTA conferences;
3. **MEMBERSHIP:** 1 new member;
4. **ELEMENTARY SEGMENT:** discussed open house, reopening, conferences and sub situation;
5. **INTERMEDIATE SEGMENT:** discussed the reopening of schools at different sites;
6. **HIGH SCHOOL SEGMENT:** discussed sick leave bank;

Garden Grove Education Association
Adopted Budget 2020-2021 (Rev 11/17/20, 3/2/2021) and Proposed Budget 2021-2022

	Adopted 2020-2021	3/16/2021	% used	Proposed 2021-2022
<u>INCOME</u>				
410 Dues	\$ 333,000.00	\$ 1850@\\$180	108%	\$ 324,000.00
420 CTA Rebate	\$ 400,881.00	\$ 195,916.00	49%	\$ 395,434.00
430 NEA Rebate	\$ 40,481.00	\$ 20,240.50	50%	\$ 41,141.00
	\$ 774,362.00	\$ 576,412.34	74%	\$ 760,575.00
SUB TOTAL	\$ 8,000.00	\$ 4,026.67	50%	\$ 6,000.00
416 CD Interest Income	\$ 14,808.97	\$ 14,444.43	98%	\$ 14,808.97
653.7 IFT Awards from CTA	\$ 2,787.80	\$ 2,787.80	100%	\$ 2,787.80
653.6 Rollover- Carver	\$ 9,956.54	\$ 7,937.81	80%	\$ 7,937.81
653.5 Rollover- Clinton Corner	\$ 809,915.31	\$ 605,609.05	75%	\$ 792,109.58
	NET INCOME			

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505 President's Expense	\$ 3,500.00	\$ 1,296.83	37%	\$ 3,500.00
510 Board of Director's Expense	\$ 4,000.00	\$ 333.40	8%	\$ 4,000.00
520 NEA/RA Convention	\$ 26,000.00	\$ -	0%	\$ 26,000.00
525 NCUEA membership	\$ 450.00	\$ 450.00	100%	\$ 450.00
530 CCUEA/LUAC	\$ 300.00	\$ -	0%	\$ 300.00
535 Orange Service Center Council	\$ 320.00	\$ 4x4x\$20	0%	\$ 320.00
536 CTA State Council	\$ 2,720.00	\$ 4x4x\$170	17%	\$ 2,720.00
540 Room Rental	\$ 400.00	\$ -	0%	\$ 400.00
545.1 Meals/Refreshments	\$ 9,000.00	\$ 1,221.30	14%	\$ 9,000.00
545.2 Elementary Segment	\$ 600.00	\$ 460.00	77%	\$ 900.00
545.3 Intermediate Segment	\$ 500.00	\$ 200.00	40%	\$ 500.00
545.4 High School Segment	\$ 400.00	\$ 224.00	56%	\$ 400.00
545.5 Rep Council	\$ 3,000.00	\$ 1,594.55	53%	\$ 3,000.00
570 Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ 530.00	106%	\$ 500.00
SUB TOTAL	\$ 51,690.00	\$ 6,778.81	13%	\$ 51,990.00

PROGRAMS AND SERVICES

Garden Grove Education Association

	Adopted Budget 2020-2021 (Rev. 11/17/20, 3/2/2021)	\$ 1,500.00	\$ 2,689.21	\$ 3,000.00
627	Rules & Elections			
632	Surveys	\$ 1,500.00	\$ -	\$ 1,500.00
633	Negotiations/Bargaining Team	\$ 5,000.00	\$ 539.10	\$ 5,000.00
	SUB TOTAL	\$ 24,500.00	\$ 3,923.31	\$ 26,000.00

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community				
635.1	Public Relations (Charities)	\$ 1,500.00	\$ 800.00	\$ 1,500.00
635.2	Community Action Projects	\$ 500.00	\$ -	\$ 500.00
635.3	Chamber of Commerce	\$ 300.00	\$ 159.00	\$ 300.00
635.4	"I Make A Difference"	\$ 500.00	\$ -	\$ 500.00
635.5	Day of the Teacher Projects	\$ 1,000.00	\$ -	\$ 1,000.00
635.8	Intradistrict Relations	\$ 500.00	\$ -	\$ 500.00
635.9	Community Contacts(School Board)	\$ 1,000.00	\$ -	\$ 1,000.00
635.10	Lobbying Programs	\$ 499.00	\$ -	\$ 499.00
635.11	Crisis Fund	\$ 100.00	\$ -	\$ 100.00
	SUB TOTAL	\$ 5,899.00	\$ 959.00	\$ 5,899.00

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities				
640	Special Ed Committee	\$ 2,000.00	\$ -	\$ 2,000.00
645	Retirement Programs and Projects	\$ 100.00	\$ 9.80	\$ 100.00
651	Organizing Committee	\$ 3,000.00	\$ -	\$ 5,000.00
652	Human Rights Workshops	\$ 1,000.00	\$ -	\$ 1,000.00
653	IPD Committee	\$ 1,000.00	\$ -	\$ 1,000.00
653.7	IFT Grants - Hazard	\$ 14,808.97	\$ 364.54	\$ 14,808.97
653.6	Rollover - Carver	\$ 2,787.80	\$ -	\$ 2,787.80
653.5	Rollover - Clinton Corner	\$ 9,956.54	\$ 2,792.17	\$ 7,937.81
655	Service Committees (Scholarship)	\$ 500.00	\$ -	\$ 500.00
	SUB TOTAL	\$ 35,153.31	\$ 3,166.51	\$ 35,134.58

Garden Grove Education Association

Adopted Budget 2020-2021 (Rev 11/17/20, 3/2/2021) and Proposed Budget 2021-2022

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 131,020.00	\$ 80,678.52	62%	\$ 143,673.16
810.2	Executive Director H&W	\$ 24,325.65	\$ 14,192.58	58%	\$ 25,861.17
810.3	Executive Director Payroll Tax	\$ 11,267.72	\$ 6,717.05	60%	\$ 23,131.38
810.4	Executive Director Retirement	\$ 87,500.00	\$ 51,660.40	59%	\$ 93,387.55
810.5	Executive Director Expense	\$ 5,000.00	\$ 347.22	7%	\$ 5,000.00
810.6	Executive Dir. Training/Travel	\$ 5,000.00	\$ 384.13	8%	\$ 5,000.00
810.7	Executive Director Auto	\$ 7,200.00	\$ 4,200.00	58%	\$ 7,200.00
810.8	Executive Director 401k match	\$ 2,620.40	\$ 1,605.66	61%	\$ 2,873.46
820.1	Associate Staff Salaries	\$ 144,446.40	\$ 86,684.20	60%	\$ 144,446.40
820.2	Associate Staff H&W	\$ 48,215.64	\$ 28,124.57	58%	\$ 48,215.64
820.3	Associate Staff Payroll Tax	\$ 24,844.78	\$ 14,955.72	60%	\$ 24,844.78
820.4	Associate Staff Mileage	\$ 500.00	\$ -	0%	\$ 500.00
820.5	Associate Staff Retirement	\$ 101,500.00	\$ 60,521.22	60%	\$ 101,500.00
820.6	Associate Staff Training	\$ 500.00	\$ -	0%	\$ 500.00
820.7	Associate Staff 401k match	\$ 2,890.00	\$ 1,684.34	58%	\$ 2,890.00
830.1	President Stipend (15% of Col5,Step13)	\$ 16,100.00	\$ 11,221.98	70%	\$ 16,100.00
830.2	President Payroll Tax	\$ 2,900.00	\$ 1,391.53	48%	\$ 2,900.00
840	Workers' Comp Insurance	\$ 3,500.00	\$ 765.50	22%	\$ 3,500.00
845	Liability Insurance	\$ 4,000.00	\$ 2,850.00	71%	\$ 4,000.00
850	Fees & Insurance 401k	\$ 4,500.00	\$ 753.50	17%	\$ 4,500.00
	SUB TOTAL	\$ 627,830.59	\$ 368,738.12	59%	\$ 660,023.54
	TOTAL EXPENSES	\$ 959,008.17	\$ 433,345.02	45%	\$ 996,433.95
	NET INCOME/(LOSS)	\$ (149,092.86)	\$ 172,264.03	-116%	\$ (204,324.37)