

# GARDEN GROVE EDUCATION ASSOCIATION



## REPRESENTATIVE COUNCIL AGENDA

REGULAR MEETING: **3:45 PM- December 9, 2014**

**GGEA Office 12966 Euclid St. Suite 100, Garden Grove**

# 3:15-3:45 Segment Meetings

## DETERMINATION OF QUORUM

- I. CALL TO ORDER / ADOPTION OF AGENDA
- II. APPROVAL OF MINUTES
- III. PRESIDENT'S REPORT
- IV. TREASURER'S REPORT
- V. EXECUTIVE DIRECTOR'S REPORT
- VI. NEW BUSINESS/ INFORMATION
  - A. School Board Visits
- VII. REPORTS
  - A. Leadership
  - B. Membership
  - C. Negotiations
  - D. Segments
  - E. Committees

## VIII. OTHER

## IX. ADJOURNMENT

### Announcements

- 12/16 School Board Meeting 7:00 @ D.O.
- 12/22-1/2 Winter Recess
- 1/6 GGEA Board of Directors Meeting 3:30@ GGEA
- 1/13 Segment Meeting 3:30 @ GGEA
- 1/15 School Climate Meeting with Reps 3:30 @ GGEA
- 1/16-18 CTA Issue Conference in Las Vegas
- 1/19 MLK Jr. Day-GGEA Office Closed
- 1/20 GGEA Board of Directors Meeting 3:30 @ GGEA
- 1/27 Rep Council 3:30 @ GGEA





# 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 3:37 p.m. on Tuesday, November 4, 2014 at the GGEA Office by President Tina Gurney.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Tina Gurney, Kelly Nolan, Bridget Lockhart, Champ Clark, Rebecca Koopowitz, Thanh Nguyen, Ivy Trac, William Monroe, Bridget Holdermann, Jenny Knox, Lucy Farmer, Karyn Lui-Silverberg and Jim Rogers (Executive Director).

Absent: Kim Ufholtz (illness)

**APPROVAL OF MINUTES** The Board approved the Minutes for the Board of Directors dated Oct. 21, 2014 as amended. The Board accepted the Minutes for the Representative Council dated Oct. 28, 2014 as amended.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: met with SpEd teachers; attended President's Luncheon at NOCUT; visited 3 different schools for Halloween; began school climate meetings with district.

**TREASURER'S REPORT:** The Treasurer's Report was previewed for Rep Council.

**RESOLVED:** I move that the Board of Directors accept and forward to Rep Council the Treasurer's report dated October 31, 2014. Motion by Champ Clark; second by Bridget A. Holdermann. Motion approved unanimously.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered: representing teachers; attending school climate meetings; continues to investigate the legality of the district benefit's survey; will be participating in a CTA training the week of November 17-21; grievance team will be meeting soon for training; still working on GGEA shirts; worked with the Elections chair; assisted in Bargaining; performed office work.

## OLD BUSINESS:

### A. School Climate Info

- i. Summary of Comments - Red Schools edited and approved to share with district.
- ii. EBOD will work on action plan for assisting red schools.

### B. Committee Liaisons' Report

- i. Secretary (Koopowitz) and Intermediate Segment Director (Holdermann) met with George West to discuss communication and empathy within the district.
  1. Will continue to meet quarterly

### C. Strategic Plan

- i. Feedback from Rep Council was provided to BOD.

## NEW BUSINESS

### A. Planned for Segment meetings

### B. The 2015 NEA Leadership conference is in Anaheim in February

**RESOLVED:** I move we send up to 15 members to the CTA Issues Conference in Las Vegas from Jan. 16-18 and cover the costs to cover: Registration, transportation, parking, hotel, meals not included in the conference package, tips and portage. Motion by Karyn Lui-Silverberg; second by Lucy Farmer. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.9. Motion approved unanimously.

**RESOLVED:** I move that the BOD recommends to Rep Council to take a support decision of the Election of Board members by area. Motion by Rebecca Koopowitz; second by Jennifer Knox. Motion approved unanimously.

**RESOLVED:** I move that the BOD approves \$129 to renew membership to the Garden Grove Chamber of Commerce. This motion requires the expenditure of Association funds as budgeted in line item numbered: 635.3. Motion by Bridget Lockhart; second by William Monroe. Motion approved unanimously.

RESOLVED: I move that the board approves the recommendation of Human Rights Committee to recognize Kelly Nolan as GGEA November IMAD honoree. This motion requires the expenditure of Association funds as budgeted in line item numbered: 635.4. Motion by Thanh Nguyen; second by Bridget A. Holdermann. Motion approved unanimously.

**REPORTS**

The following reports were given:

1. **LEADERSHIP:** No update;
2. **MEMBERSHIP:** 5 new members; Craft Fair spots are still open; First Friday is coming up;
3. **NEGOTIATIONS:** Bridget Holdermann (Chair) gave a report;
4. **ELEMENTARY SEGMENT:** no update;
5. **INTERMEDIATE SEGMENT:** no update;
6. **HIGH SCHOOL SEGMENT:** no update ;
7. **ORGANIZING:** meeting this Thursday;
8. **COMMUNICATIONS:** will be meeting;
9. **NEW TEACHER:** scheduling a meeting;
10. **COMMUNITY ACTION:** hosting a Canned Food Drive from Oct 28<sup>th</sup> to Nov 18<sup>th</sup>; looking into Chamber of Commerce meetings; looking into Strawberry Festival; Thomas House sent a thank you;
11. **RETIREMENT:** met and decided on theme; next meeting is in December;
12. **HUMAN RIGHTS:** chairs met with Connie Van Luit about the Fair Education Act; district is sending 3 administrators to an Anti-Bullying Conference;
13. **SPED:** suggestion made to provide the student to teacher ratio as reported on Seis; some of our schools are out of compliance with Education Code for RSP;
14. **SCHOLARSHIP:** no update;
15. **PIC:** distributed flyers about November Election; would like to recognize students who helped at next Rep Council;
16. **HEALTH AND SAFETY:** sites will determine if they need fences;
17. **IPD:**; waiting for survey results; canceled meeting;
18. **GRIEVANCE:** there might be one.

**BOARD DISCUSSION**

- a. There is a frustration with the elementary report cards
- b. 1<sup>st</sup> trimester ELA test did correspond with the pacing
- c. Teachers are encouraged not to give 3s for grades
- d. The trimester Math final had no practice for it
- e. Principal sent out a memo about PN days
- f. Math consult recommendations for pacing was ignored and pacing around the UCI Math Project was used
  - a. Teachers are having no success with this year's pacing
  - b. No support from district
- g. Concern with the purpose and use of benchmarks (teachers told not to worry about it and asked to scan through illuminate instead of districts scanning them)
- h. 7-12 TOSAs requested training for an FAC and want to address workload issue
- i. ELA high school teachers were told that they would get a release day for calibration but now told it will not be given

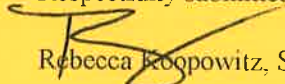
**ANNOUNCEMENTS**

- |       |  |       |                                    |
|-------|--|-------|------------------------------------|
| 11/4  | School Board Mtg. 7:00 @ GGUSD               | 11/14 | GGEA Craft Fair 3:30 @ GGEA        |
| 11/6  | NAMI Workshop 3:30 @ GGEA                    | 11/17 | 7-12 SpEd Forum 3:30 @ GGEA        |
| 11/7  | First Friday 3:30 @ BJ's Beach Blvd.         | 11/20 | New Teacher Mtg. 3:30 @ GGEA       |
| 11/11 | Veterans Day Holiday - GGEA Closed 11/24- 28 |       | Thanksgiving Holiday - GGEA Closed |
| 11/13 | E Board Mtg. 3:30 @ GGEA                     |       |                                    |

- |                                      |               |                         |
|--------------------------------------|---------------|-------------------------|
| Board of Directors meetings:         | Dec 2, 2014   | 3:30 pm GGEA office     |
| Next Board of Education meeting:     | Nov 4, 2014   | 7:00 pm District office |
| Next Segment meetings:               | Nov 28, 2014  | 3:15 pm GGEA office     |
| Next Representative Council meeting: | Nov. 28, 2014 | 3:45 pm GGEA office     |

The meeting adjourned at 6:02 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 3:47 p.m. on Tuesday, November 18, 2014 at the GGEA Office by President Tina Gurney.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Tina Gurney, Kelly Nolan, Bridget Lockhart, Champ Clark, Rebecca Koopowitz, Thanh Nguyen, Ivy Trac, William Monroe, Bridget Holdermann, Jenny Knox, Kim Ufholtz, Lucy Farmer and Karen Lui-Silverberg.

**BOARD MEMBERS ABSENT:** Jim Rogers (Executive Director) at a CTA training.

**APPROVAL OF MINUTES** The Rep Council accepted the Minutes for the Board of Directors dated October 21, 2014.  
The Rep Council approved the Minutes for the Representative Council dated October 28, 2014.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: focusing on creating positive school climate in all meetings and site visits; continues to work with GGEA Board and meet with the district to address issues.

### TREASURER'S REPORT:

**RESOLVED:** I move that Rep Council approve the Treasurer's report dated October 31, 2014. Motion by Champ Clark; second by Kelly Nolan. Motion approved unanimously.

### BUSINESS INFORMATION ITEMS:

- A. Jason Bevacqua presented about Health and Welfare corrections made to meet Affordable Care Laws and fielded questions
  - a. Changes in the out of pocket maximum (Co-insurance, deductible and co-pay)
    - i. Does not include charges outside what the industry deems as usual and customary
- B. Discussion on the Move to Election of Board Members by Area

**RESOLVED:** I move that Rep Council support the GGUSD School's Board petition for waiver of the state requirement of having a special election to Move for the Election of Board Members by Area. Motion by Armon Akerboom; second by Kelly Nolan. Motion approved. 1 abstain

### REPORTS

The following reports were given:

1. **LEADERSHIP:** Ivy reported on GLBT Conference about how to include issues in the curriculum;
2. **MEMBERSHIP:** 3 new members;
3. **NEGOTIATIONS:** Chair shared details of the 2014-2015 Tentative Agreement;
4. **ELEMENTARY SEGMENT:** talked about writing, report cards and issues with benchmarks;
5. **INTERMEDIATE SEGMENT:** talked about collaboration and discussed current and possible stipends;
6. **HIGH SCHOOL SEGMENT:** updating report of traveling teachers;
7. **ORGANIZING:** Koop reported that schools are asked to attend a School Board meeting in a specific month - flyer will be emailed;
8. **COMMUNICATIONS:** printed Advocate will be sent out first week of December; will be meeting with Eric Dills to finalize the website; thanks to Sara McCarthy;
9. **NEW TEACHER:** Invited everyone to New Teacher Meet and Greet this Thursday;

- 10. **COMMUNITY ACTION:** reported on Canned Food Drive from Nov. 7<sup>th</sup> through Dec 9<sup>th</sup>; asked for volunteers to attend the Garden Grove monthly Chamber of Commerce meetings;
- 11. **HUMAN RIGHTS:** presented the November IMAD recipient - Kelly Nolan; gratitude to all who attended the NAMI workshop; next meeting Dec 1;
- 12. **RETIREMENT:** retirement recognition will be at Edgar this year; next meeting is in Dec.;
- 13. **SPED:** 7-12 forum was held and ideas were shared; next meeting is Dec. 11; need members to fill out IEP log;
- 14. **RULES AND ELECTIONS:** will be holding an election for State Council Representative - nominations open; nominee Mike Cadilli gave a speech; will be preparing ballots tomorrow; on Dec. 8 we will be counting the ballots;
- 15. **SCHOLARSHIP:** no update;
- 16. **IPD:** no update
- 17. **PIC:** Torlakson was elected; need some people on the team; meeting next month;
- 18. **GRIEVANCE:** no report;
- 19. **HEALTH AND SAFETY:** no update.

**OTHER:**

- A. Member requested that if the contract gets ratified then make a request for the retro check to be distributed separately?
- B. Bao Nguyen was elected as Garden Grove Mayor so our School Board will be appointing someone to fulfill his position on the School Board
- C. Question asked about stipends for combo teachers
- D. Members want the tentative agreement information provided to members this week

**ANNOUNCEMENTS**

- 11/20 New Teacher Meet and Greet 3:30 @ GGEA
- 11/24-28 Thanksgiving Recess
- 12/1 Non-Student Day
- 12/2 GGEA Board Mtg. 3:30 @ GGEA
- 12/22-Jan. 2 Winter Recess

Board of Directors meetings:	Dec. 2, 2014	3:30pm GGEA office
Next Board of Education meeting:	Nov. 18, 2014	7:00 pm District Office
Next Segment meetings:	Dec. 9, 2014	3:15 pm GGEA office
Next Rep Council meeting:	Dec. 9, 2014	3:45 pm GGEA office

The meeting adjourned at 5:30p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary

Garden Grove Education Association  
Adopted 2014-2015

<u>INCOME</u>		Budget	November 30, 2014	%
410	Dues	\$ 321,300.00	** \$ 216,451.74	67%
420	CTA Rebate	\$ 306,269.00	\$ 150,462.00	49%
430	NEA Rebate	\$ 35,850.00	\$ 19,101.50	53%
	SUB TOTAL	\$ 663,419.00	\$ 386,015.24	58%
416	CD Interest Income	\$ 4,000.00	\$ 439.40	11%
110.5	Money from Reserves	\$ 132,958.53	\$ (753.56)	-1%
	<b>NET INCOME</b>	<b>\$ 800,377.53</b>	<b>\$ 385,701.08</b>	<b>48%</b>

EXPENSES

*GOVERNANCE*

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

505	President's Expense	\$ 3,500.00	\$ 519.56	15%
510	Board of Director's Expense	\$ 3,000.00	\$ 280.43	9%
520	NEA/RA Convention	\$ 26,500.00	\$ 176.54	1%
525	NCUEA membership	\$ 402.00	\$ 412.00	102%
530	CCUEA/LUAC	\$ 300.00	\$ 100.00	33%
535	Orange Service Center Council	\$ 400.00	\$ -	0%
536	CTA State Council	\$ 3,000.00	\$ 452.51	15%
540	Room Rental	\$ 250.00	\$ -	0%
545.1	Meals/Refreshments	\$ 10,000.00	\$ 2,251.10	23%
545.2	Elementary Segment	\$ 500.00	\$ 50.00	10%
545.3	Intermediate Segment	\$ 300.00	\$ 60.00	20%
545.4	High School Segment	\$ 300.00	\$ -	0%
545.5	Rep Council	\$ 4,000.00	\$ 385.90	10%
570	Miscellaneous (incl. Petty Cash)	\$ 250.00	\$ -	0%
	SUB TOTAL	\$ 52,702.00	\$ 4,688.04	9%

*PROGRAMS AND SERVICES*

**PUBLICATIONS**

**GOAL - Communicate Effectively with our Members**

605.1	ADVOCATE	\$ 4,000.00	\$ -	0%
605.3	Web Page Maintenance	\$ 1,500.00	\$ -	0%
605.4	Web Page Design	\$ 1,000.00	\$ -	0%
605.5	Tech Support	\$ 3,000.00	\$ -	0%
610.2	Other Publications	\$ 500.00	\$ 59.94	12%
611.2	Reference Materials	\$ 300.00	\$ -	0%
	SUB TOTAL	\$ 10,300.00	\$ 59.94	1%

Garden Grove Education Association  
Adopted 2014-2015

**LEADERSHIP TRAINING**

**GOAL - Develop Strong Leadership**

615.1	Fall Leadership Conference	\$	1,500.00	\$	42.00	3%
615.2	Board of Directors Training	\$	5,000.00	\$	1,895.74	38%
615.3	CTA Reg IV Leadership Conf.	\$	6,000.00	\$	-	0%
615.4	CTA President's Conf	\$	3,000.00	\$	630.32	21%
615.55	NEA Pac Region Ldrshp Conf.	\$	3,000.00	\$	-	0%
615.8	Leadership Development	\$	3,500.00	\$	-	0%
615.9	CTA Issues Conference	\$	10,000.00	\$	-	0%
615.10	Equity & Human Rights Conf	\$	4,100.00	\$	-	0%
615.11	Region IV Political Academy	\$	500.00	\$	-	0%
615.12	Summer Institute	\$	4,500.00	\$	717.03	16%
615.13	NCUEA Conferences	\$	3,000.00	\$	-	0%
615.14	GLBT Conference	\$	4,800.00	\$	1,183.29	25%
616	Special Conferences	\$	4,000.00	\$	-	0%
617	Good Teaching Conference	\$	12,000.00	\$	-	0%
	SUB TOTAL	\$	64,900.00	\$	4,468.38	7%

**MEMBERSHIP**

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

625.1	Membership Promotion	\$	1,000.00	\$	20.47	2%
625.2	CTA Retired Dues	\$	3,500.00	\$	-	0%
625.4	School Site Visits	\$	3,000.00	\$	137.34	5%
626	New Teacher Programs	\$	1,500.00	\$	-	0%
627	Rules & Elections	\$	600.00	\$	375.84	63%
632	Surveys	\$	500.00	\$	-	0%
633	Negotiations/Bargaining Team	\$	5,000.00	\$	679.41	14%
	SUB TOTAL	\$	15,100.00	\$	1,213.06	8%

**COMMUNITY ACTION**

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

635.1	Public Relations (Charities)	\$	1,500.00	\$	400.00	27%
635.2	Community Action Projects	\$	300.00	\$	-	0%
635.3	Chamber of Commerce	\$	200.00	\$	-	0%
635.4	"I Make A Difference"	\$	1,500.00	\$	40.00	3%
635.5	Day of the Teacher Projects	\$	1,000.00	\$	-	0%
635.7	Community Organizing	\$	1,000.00	\$	-	0%
635.8	Intradistrict Relations (ROP)	\$	400.00	\$	-	0%
635.9	Legislative/Community Contacts	\$	500.00	\$	-	0%
635.10	Lobbying Programs	\$	499.00	\$	177.06	35%
112	EAC Fund	\$	18,900.00	\$	1,815.00	10%
	SUB TOTAL	\$	25,799.00	\$	2,432.06	9%



Garden Grove Education Association  
Adopted 2014-2015

***GGEA COMMITTEES***

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

640	Special Ed Committee	\$	1,000.00	\$	25.98	3%
645	Retirement Programs and Projects	\$	300.00	\$	10.00	3%
651	Organizing Committee	\$	2,500.00	\$	189.95	8%
652	Human Rights Workshops	\$	1,000.00	\$	260.00	26%
653	IPD Committee	\$	5,000.00	\$	-	0%
655	Service Committees (Scholarship)	\$	500.00	\$	-	0%
	SUB TOTAL	\$	10,300.00	\$	485.93	5%

***TRIBUTES AND RECEPTIONS***

**GOAL - Recognize our Memberships' Efforts**

660.2	Retirement Tribute	\$	3,000.00	\$	-	0%
660.3	"WHO" Awards	\$	1,500.00	\$	-	0%
660.4	Board of Directors Installation	\$	2,500.00	\$	-	0%
660.5	Recognition Reception	\$	3,000.00	\$	-	0%
660.6	Other Tributes	\$	300.00	\$	-	0%
660.7	Nurse Appreciation	\$	250.00	\$	-	0%
618	Special Projects	\$	1,000.00	\$	-	0%
619	Jim Wicker Scholarship Fund	\$	12,000.00	\$	4,000.00	33%
665	Association Hospitality	\$	3,500.00	\$	953.14	27%
667	Released Time (Chargeable)	\$	5,000.00	\$	-	0%
668	Released Time (Non-Chargeable)	\$	2,000.00	\$	-	0%
680	Individual Legal Services	\$	3,000.00	\$	675.00	23%
	SUB TOTAL	\$	37,050.00	\$	5,628.14	15%

***OFFICE AND OPERATIONS***

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

705	Office Equipment/Furniture	*	\$	3,500.00	\$	4,457.86	127%
710	Supplies		\$	9,000.00	\$	2,622.38	29%
715	Computer Software		\$	500.00	\$	-	0%
720	Regular Postage		\$	500.00	\$	128.02	26%
730	Telephone		\$	8,500.00	\$	3,039.85	36%
740	Insurance		\$	1,000.00	\$	-	0%
745	Property Tax		\$	600.00	\$	-	0%
750	Accounting		\$	7,500.00	\$	197.25	3%
760	Rent		\$	63,000.00	\$	16,231.05	26%
770	Equip Maintenance/Copier	*	\$	5,000.00	\$	3,258.94	65%
780	Bank Service & Check Chgs		\$	400.00	\$	75.00	19%
	SUB TOTAL		\$	99,500.00	\$	30,010.35	30%

Garden Grove Education Association  
Adopted 2014-2015

**PERSONNEL**

**GOAL - Attract and Retain Quality Employees**

810.1	Executive Director Salary	\$	118,100.00	\$	29,997.35	25%
810.2	Executive Director Fringe	\$	24,024.60	\$	6,052.16	25%
810.3	Executive Director Payroll Tax	\$	24,564.80	\$	5,132.70	21%
810.4	Executive Director Retirement	\$	53,145.00	\$	13,480.21	25%
810.5	Executive Director Expense	\$	5,000.00	\$	305.14	6%
810.6	Executive Dir. Training/Travel	\$	5,000.00	\$	919.10	18%
810.7	Executive Director Auto	\$	6,100.00	\$	1,416.75	23%
820.1	Associate Staff Salaries	\$	109,343.23	\$	27,571.94	25%
820.2	Associate Staff Fringe	\$	49,845.60	\$	12,422.28	25%
820.3	Associate Staff Payroll Tax	\$	22,634.05	\$	4,705.18	21%
820.4	Associate Staff Mileage	\$	500.00	\$	-	0%
820.5	Associate Staff Retirement	\$	49,204.45	\$	12,392.28	25%
820.6	Associate Staff Training	\$	500.00	\$	-	0%
830.1	President Stipend (10% of Col5, Step13)	\$	8,964.80	\$	2,689.44	30%
830.2	President Payroll Tax	\$	2,300.00	\$	612.16	27%
840	Workers' Comp Insurance	\$	4,000.00	\$	616.24	15%
845	Liability Insurance	\$	1,500.00	\$	-	0%
	SUB TOTAL	\$	484,726.53	\$	118,312.93	24%

**TOTAL EXPENSES** \$ 800,377.53 \$ 167,298.83 21%

**NET INCOME/(LOSS)** \$ - \$ 218,402.25

Current Asset Balances		11/30/2014	
CD's	\$	747,467.96	EAC \$ 173,028.51
Checking	\$	355,794.05	** owe October dues
Savings	\$	172,586.49	
Total Assets	\$	<u>1,275,848.50</u>	

**Exp. Life Reserves**

**Current Balances**

5 years	Copier (\$4000 yr)	\$	5,251.00	
5-7 years	Telephone System (\$4000 yr)	\$	35,566.00	
3-5 years	Computers- Secretaries (x2)	\$	4,029.02	
4 years	Computer - President	\$	1,625.00	<b>Total Reserves To-date</b>
3-5 years	Computer - Exec. Director	\$	2,610.00	
3-5 years	Computer - Advocate/Committees	\$	1,946.00	<u>\$ 559,027.02</u>
3-5 years	Printers (\$1000 yr)	\$	5,000.00	
10 years	Furniture (\$1000 yr)	\$	3,000.00	
	Building Fund	\$	400,000.00	
	President's Salary - 1 yr. est	\$	100,000.00	