GARDEN GROVE EDUCATION ASSOCIATION

REPRESENTATIVE COUNCIL
AGENDA

****

REGULAR MEETING: **3:30 PM- October 24, 2017**
GGEA Office 12966 Euclid St. Suite 100, Garden Grove

****

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. GG Assistance League
B. School Climate
C. CTA State Council Speeches

X. OTHER

XI. ADJOURNMENT

Announcements

10/25	Ballot Prep
10/26	Bargaining
10/26	Rep/Principal Training 3:30 @ Annex
11/3	Bargaining
11/6	Count Ballots
11/7	Board mtg. 3:30
11/7	GGUSD School Board mtg. 7:00 PM
11/10	Veterans Day Holiday
11/14	Segments 3:30
11/15	Bargaining
11/20-24	Thanksgiving Holiday Break
11/28	Rep Council

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 3:33 p.m. on Tuesday, Sept. 19, 2017 at the GGEA Office by the President Tina Gurney.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Tina Gurney, Kelly Nolan, Wilhelmina Burghard, Rebecca Koopowitz, Michael Greer, Lori Lazarony, Mark Sanchez, Mike Godoy, Lucy Farmer, Debi Coleman, Teri Coppola, and Armon Akerboom (Executive Director).

BOARD MEMBERS ABSENT: Thanh Nguyen and Karyn Lui-Silverberg

APPROVAL OF MINUTES The Board approved the Minutes for the Board of Directors dated Sept. 5, 2017.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: attended World Language consult and Secondary ELA Pacing consult; met with district SPED team; met with PIC regarding school board elections; met with GGUSD Board Members Dina Nguyen and Walter Muñeton on separate occasions; site visits to Woodbury and Lawrence.

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

RESOLVED: I move that the Board of Directors accept and forward the 2016-2017 year-end budget with attached overages. Motion by Thanh Nguyen; second by Debra Coleman. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: will not be attending the Wright's Conference; CSEA held ratification vote and failed; request for 3 days of vacation: Oct. 30- Nov. 1; spoke with Joli Armitage about temps; shared concerns with discrepancy between district feedback and rep feedback on trust survey meetings.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Bargaining team gave report;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** an online edition of the Advocate available on Sept. 29;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** no report;
8. **SPED:** Oct. 16 town hall meeting at 3:30;
9. **SCHOLARSHIP:** no report;
10. **PIC:** met and planned the 2018 school board election;
11. **RULES AND ELECTIONS:** no report;
12. **HEALTH AND SAFETY:** no report;
13. **IPD:** no report;
14. **GRIEVANCE:** working on 2;
15. **EAC:** no report;
16. **MEMBERSHIP:** 32 new members;
17. **LEADERSHIP:** need people to prep membership cards;
18. **ELEMENTARY SEGMENT:** talked about SPED and the change;
19. **INTERMEDIATE SEGMENT:** talked about trust survey; shared feedback on opening dates: time on Friday left alone and inconsistent meeting times from site to site; questions came up regarding adjunct duty and staff meeting sign-in sheets;
20. **HIGH SCHOOL SEGMENT:** discussed trust survey, graduation supervision; discussed issue with Carol Jago release time; discussed issue with staff bathrooms and shared information on AB 1732 (March 2017), all single user restrooms are to be gender neutral.

OLD BUSINESS:

A. School Climate & Protocols review tabled
   a. Working with red school
B. Established membership for the Standing Rules Review Committee
   a. Mike Godoy is the lead
C. CTA conference grant information provided

NEW BUSINESS:

A. Interest Based Bargaining training on Oct. 13 3:30-5
B. Discussed overtime proposal process
C. Craft Fair - will work with 2nd VP
D. GGEA President looking for ways for GGEA to be more involved with the LCAP/LCFF

RESOLVED: I move that the Special Education Committee: Teri Hendrix, Kristy Gladysz, David Van Hoorebeke, Randi Clary, Debi Coleman, William Monroe, and Claire Erikson, be released on October 2, 2017 to organize and plan for Special Education issues. This motions requires the expenditures of Association funds as budgeted in line item numbered: 667. Motion by Debra Coleman; second by Michael Godoy. Motion approved.

RESOLVED: I move that the BOD approves the 2017-2018 Election's calendar. Motion by Michael Godoy; second by Mark Sanchez. Motion approved.

RESOLVED: I move that the BOD approves the 2017-2018 Rules and Elections Committee: Divina Pasion – chair, Teri Hendrix, William Monroe, Shelly Kovich, Marie Brady, Sarah Held, Jim Oberacker, and Kurt Christenson. Alternates; Judy Smith, Kim DiTeresi, Cindy Besst, Ida Mary Asleson, Maida Garcia. Motion by Wilhelmina Burghard; second by Debra Coleman. Motion approved.

DISCUSSION FROM THE BOARD

A. Member suggested that district should consider site problems with filling committees is a school climate issue workload issue
B. Question asked if school board members would entertain doing anything more with DACA
C. Concern brought up about Carol Jago mandatory training adding unnecessary workload and spent money
D. Member requested a legal directive from CTA on how to address new marijuana law

ANNOUNCEMENTS

9/20	CTA LCAP Meeting @ GGEA 10-2
9/21	Bargaining
9/25	Staff Bargaining

Board of Directors meeting:	Sept. 19, 2017	3:30 pm GGEA office
Next Board of Education meeting:	Sept. 19, 2017	7:00 pm District office
Next Segment meetings:	Oct. 10, 2017	3:30 pm GGEA office
Next Representative Council meeting:	Sept. 26, 2017	3:30 pm @ GGEA office

The meeting adjourned at 6:24 p.m.

Respectfully submitted,

Rebecca Koopowitz, Secretary

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 3:33 p.m. on Tuesday, Sept. 5, 2017 at the GGEA Office by the President Tina Gurney.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Tina Gurney, Kelly Nolan, Wilhelmina Burghard, Rebecca Koopowitz, Thanh Nguyen, Michael Greer, Lori Lazarony, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Lucy Farmer, Debi Coleman, Teri Coppola, and Armon Akerboom(Executive Director).

BOARD MEMBERS ABSENT:

APPROVAL OF MINUTES The Board approved the Minutes for the Board of Directors dated June 6, 2017.
The Board approved the Minutes for the Board of Directors Retreat dated August 16 & 17, 2017.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: participated at the NEA- RA; organized the office; visited with music teachers; hosted the New Teacher luncheon; will be attending the SPED Coordinator's meeting this Thursday.

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

RESOLVED: I move that the Board of Directors accept and forward the 2016-2017 year-end budget to the Representative Council for approval. Motion by Thanh Nguyen; second by Michael Greer. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: shared feedback on first teacher report day which was to be solely to be used a teacher prep day; attended CTA Region IV membership engagement workshop; discussed issues with temporary teachers and shared a letter for request of information sent to the GGUSD Personnel Services Department.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** meeting Sept 19 for planning and meeting on Sept 21st with the district;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** working on calendar and preparing for the Advocate;
4. **NEW TEACHER:** hosted luncheon;
5. **COMMUNITY ACTION:** met to plan the year;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** no report;
8. **SPED:** met twice over summer- once with CTA SPED person and once to plan;
9. **SCHOLARSHIP:** no report;
10. **PIC:** chair and president will be meeting;
11. **RULES AND ELECTIONS:** no report;
12. **HEALTH AND SAFETY:** no report;
13. **IPD:** no report;
14. **GRIEVANCE:** working on 2;
15. **EAC:** no report;
16. **MEMBERSHIP:** committee met in August and 2nd VP will be sharing CTA member benefits with GGEA members;
17. **LEADERSHIP:** report from Thanh Nguyen about the NCUEA Conference- threat of agency fee court case is urgent and the need to plan on engaging newer members; report from Lucy Farmer about the Racial and Social Justice Conference; report from Mike Godoy about the NEA-RA;
18. **ELEMENTARY SEGMENT:** planned for segment meetings;
19. **INTERMEDIATE SEGMENT:** planned for segment meetings;

20. **HIGH SCHOOL SEGMENT:** planned for segment meetings;

OLD BUSINESS:

A. Reviewed school climate plans
B. Established member make-up for the Standing Rules Review Committee
C. Staff bargaining update provided

NEW BUSINESS:

A. Updated chapter contacts
B. Contract discrepancy will be updated with a sheet add-on

RESOLVED: I move that Deni Frias, Hao Vo, Adriana Alba, and Tamra Wood serve on the 2017-2018 PAR panel. Motion by Mike Godoy; second by Lori Lazarony. Motion approved.

RESOLVED: I move that the Board of Directors approves the following members for the 2017-2018 Bargaining Committee: Nakul Poredi, Randi Clary, Bridget Lockhart, Dancoise Clayborn, Andrea Ivicevic, and Jeff Kikawa. Motion by Lucy Farmer; second by Debra Coleman. Motion approved.

RESOLVED: I move that GGEA donate $200 to the NEA Hurricane Harvey Relief Fund to assist members in the Houston area and surrounding communities. This motion requires the expenditures of Association funds as budgeted in line item numbered: 635.1. Motion by Debra Coleman; second by Kelly Nolan. Motion approved.

RESOLVED: I move that the GGEA Board of Directors renews the NCUEA membership in the amount of $425.25. This motion requires the expenditures of Association funds as budgeted in line item numbered: 525. Motion by Lori Lazarony; second by Michael Godoy. Motion approved.

RESOLVED: I move that Board of Directors roll over the IFT grant for Morningside in the amount of $3,974.14. This motion requires the expenditures of Association funds as budgeted in line item numbered: 653.2. Motion by Kelly Nolan; second by Lucy Farmer. Motion approved.

RESOLVED: I move that the GGEA Board of Directors approves sending GGEA Executive Director, Armon Akerboom, to the Wrightslaw Special Education Law and Advocacy Conference on October 13, 2017. This motion requires the expenditures of Association funds as budgeted in line item numbered: 810.6. Motion by Kelly Nolan; second by Lucy Farmer. Motion approved.

RESOLVED: I move that the GGEA Board of Directors approves sending two members to the NEA-GLBT Issues Conference in Las Vegas on May 18-20. The cost of registration + airfare + single occupancy hotel room is approximately $650 per person. This motion requires the expenditures of Association funds as budgeted in line item numbered: 616. Motion by Michael Greer; second by Lori Lazarony. Motion approved.

DISCUSSION FROM THE BOARD

A. Request from board member to post school calendar on GGEA Website
B. Request made to update website with school climate protocols

ANNOUNCEMENTS

9/13 Evaluation Task Force
9/20 CTA LCAP Meeting @ GGEA 10-2

Board of Directors meeting:	Sept. 19, 2017	3:30 pm GGEA office
Next Board of Education meeting:	Sept. 5, 2017	7:00 pm District office
Next Segment meetings:	Sept. 12, 2017	3:30 pm GGEA office
Next Representative Council meeting:	Sept. 26, 2017	3:30 pm @ GGEA office

The meeting adjourned at 6:25 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 3:30 p.m. on Tuesday, Sept. 26 at the GGEA office by President Tina Gurney.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Tina Gurney, Kelly Nolan, Wilhelmina Burghard, Rebecca Koopowitz, Thanh Nguyen, Lori Lazarony, Mike Greer, Mark Sanchez, Michael Godoy, Lucy Farmer, Teri Coppola, Debi Coleman, and Armon Akerboom (Executive Director).

BOARD MEMBERS ABSENT: Karyn Lui-Silverberg

APPROVAL OF MINUTES: The Rep Council accepted the Minutes for the Board of Directors meeting dated May 2, 2017.
The Rep Council accepted the Minutes for the Board of Directors meeting dated June 6, 2017.
The Rep Council accepted the Minutes for the Board of Directors meeting dated May 16, 2017.
The Rep Council approved the Minutes for the Representative Council dated May 23, 2017.
The Rep Council accepted the Minutes for the Board of Directors meeting at the Summer Retreat dated August 16 &17, 2017.

Schools not represented and, therefore, with no vote: Cook, Faylane, Garden Park, Hazard, Hill, Mark Twain, Marshall, Northcutt, Patton, Zeyen, VAPA, K-6 Instruction, Fitz, Jordan ATP, Ralston, Santiago and Nurses.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: attended NEA and CTA conferences: attended GGEA's summer retreat; shared calendar: meeting weekly in Contract Maintenance, meeting monthly with Steering Committee; shared information on principal/rep training dates; attended teacher consults in September.

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

RESOLVED: I move that Rep Council approve the 2016-2017 year-end financial report with attached overages. Motion by Thanh Nguyen; second by Kelly Nolan. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received: Topic covered were: spoke with CTA attorney regarding teacher temps in the district; shared grievance investigation form; debrief on GGEA elections; reviewed the use of red cards at meetings.

REPORTS

The following reports were given:

1. **NEGOTIATIONS** chair provided negotiations update: dress code on district proposals has been pulled; next meeting dates 9/28,10/6, 10/13, 10/26; Interest Based Bargaining training for district personnel and GGEA board members;
2. **LEADERSHIP:** report provided on the National Council of Urban Education Associations Summit by Thanh Nguyen- shared the need for membership engagement especially with newer members due to the potential fallout from upcoming fair share supreme court ruling and learned about equity audit; report provided on Equity Conference by Bridget Holdermann (newest member of the NEA Resolutions Committee) - shared information on school to prison pipeline issues and the rising number of girls who are going to prison; report provided by Kristy Gladysz on the NEA/RA; Arlene Pavey attended her last NEA/RA; GGEA President and 1st VP are actively involved in the LCAP;
3. **MEMBERSHIP:** 35 new members; information provided on CTA member benefits;
4. **ELEMENTARY SEGMENT:** discussed SpEd issues and opening day procedures;
5. **INTERMEDIATE SEGMENT:** discussed opening day schedules and meeting hours;
6. **HIGH SCHOOL SEGMENT:** discussed graduation issues; lack of bathrooms during modernization; issue with scheduling for Carol Jago training;

7. **ORGANIZING:** will meet on first Thursday of month ;
8. **COMMUNICATIONS:** online Advocate Sept. 29; working on October Advocate-deadline next segment meeting;
9. **NEW TEACHER:** meeting second Thursday of every month;
10. **COMMUNITY ACTION:** meeting on first Friday of month; planning a food drive;
11. **HUMAN RIGHTS:** meeting first Monday of the month;
12. **RETIREMENT:** first meeting today after Rep Council;
13. **SPED:** meeting Oct. 2; met twice over summer; town hall meeting for SpEd and Gen Ed teachers on Oct. 16; meeting the first Monday of every month;
14. **RULES AND ELECTIONS:** set-up election calendar;
15. **IPD:** first meeting Oct. 4; meeting first Wednesday of every month;
16. **SCHOLARSHIP:** receiving nice notes from past recipients;
17. **PIC:** working on election season for 2018;
18. **GRIEVANCE:** working on 2 rolled over from last year;
19. **HEALTH AND SAFETY:** no report;
20. **EAC:** no report;

NETWORKING:

A. School bags have updated pages for the Site Rep Binder
   a. Asked reps to review T.E.A.M GGEA form with site rep team

NEW BUSINESS INFORMATION

A. SchoolsFirst representative presented information about retirement
B. Reviewed site rosters
C. GGEA wants to know how GGEA Trust Survey results was shared and any follow-up needed
D. TheStandard representative promoted open enrollment

OTHER: None

ANNOUNCEMENTS

9/28 Bargaining
10/5 Maternity Workshop 3:30
10/6 Bargaining
10/13 Bargaining
10/17 GGEA Board meeting
10/17 GGUSD School Board meeting
10/19 New Rep/New Principal training TBD
10/20-22 CTA State Council in Los Angeles

Board of Directors meeting:	Oct. 3, 2017	3:30 pm GGEA office
Next Board of Education meeting:	Oct. 3, 2017	7:00 pm District office
Next Segment meetings:	Oct. 10, 2017	3:30 pm GGEA office
Next Representative Council meeting:	Oct. 24, 2017	3:30 pm GGEA office

The meeting adjourned at 5:29 p.m.

Respectfully submitted,

Rebecca Koopowitz

Garden Grove Education Association
Proposed 2017-2018 (revised 9/19/17)

		Approved 2017-2018		September 30, 2017	%	
	INCOME					
410	Dues	$ 342,000.00	1900@$180	$ 340.00	0%	
420	CTA Rebate	$ 355,999.00	Avg FDE 1972	$ -	0%	
430	NEA Rebate	$ 39,254.00		$ -	0%	
	SUB TOTAL	$ 737,253.00		$ 340.00	0%	
416	CD Interest Income	$ 3,000.00		$ -	0%	
653	IFT Grants from CTA	$ 49,605.05		$ 39,908.92	80%	
110	Reserves	$ -		$ -		
	NET INCOME	$ 789,858.05		**$ 40,248.92**	5%	
	EXPENSES					
	GOVERNANCE					
	GOAL - Support an Efficient and Effective Organization					
505	President's Expense	$ 3,500.00		$ 55.32	2%	C
510	Board of Director's Expense	$ 4,000.00		$ -	0%	C
520	NEA/RA Convention	$ 26,500.00		$ -	0%	C
525	NCUEA membership	$ 450.00		$ -	0%	C
530	CCUEA/LUAC	$ 300.00		$ -	0%	C
535	Orange Service Center Council	$ 400.00		$ -	0%	C
536	CTA State Council	$ 3,000.00		$ -	0%	C
540	Room Rental	$ 300.00		$ -	0%	C
545.1	Meals/Refreshments	$ 8,000.00		$ 391.38	5%	C
545.2	Elementary Segment	$ 600.00		$ 50.00	8%	C
545.3	Intermediate Segment	$ 500.00		$ 200.00	40%	C
545.4	High School Segment	$ 400.00		$ -	0%	C
545.5	Rep Council	$ 4,000.00		$ -	0%	C
570	Miscellaneous (incl. Petty Cash)	$ 250.00		$ 12.98	5%	C
	SUB TOTAL	$ 52,200.00		$ 709.68	1%	
	PROGRAMS AND SERVICES					
	PUBLICATIONS					
	GOAL - Communicate Effectively with our Members					
605.1	ADVOCATE	$ 8,750.00		$ 70.00	1%	NC
605.3	Web Page Maintenance	$ 3,500.00		$ 420.00	12%	NC
605.4	Web Page Design	$ 1,000.00		$ -	0%	NC
605.5	Tech Support	$ 6,000.00		$ -	0%	NC
610.2	Other Publications	$ 500.00		$ -	0%	NC
611.2	Reference Materials	$ 300.00		$ -	0%	NC
	SUB TOTAL	$ 20,050.00		$ 490.00	2%	

Garden Grove Education Association
Proposed 2017-2018 (revised 9/19/17)

		Approved 2017-2018		September 30, 2017	%	
	LEADERSHIP TRAINING					
	GOAL - Develop Strong Leadership					
615.1	OSCC Leadership Conference	$ 6,000.00		$ -	0%	C
615.2	Board of Directors Training	$ 7,000.00		$ 5,792.89	83%	C
615.3	CTA Reg IV Leadership Conf.	$ 6,000.00		$ -	0%	C
615.4	CTA President's Conf	$ 3,000.00		$ -	0%	C
615.55	NEA Leadership Conf.	$ 3,000.00		$ -	0%	C
615.8	Leadership Development	$ 3,500.00		$ -	0%	C
615.9	CTA Issues Conference	$ 7,500.00		$ -	0%	C
615.10	Equity & Human Rights Conf	$ 5,000.00		$ -	0%	C
615.11	Region IV Political Academy	$ 500.00		$ -	0%	NC
615.12	Summer Institute	$ 2,500.00		$ 453.87	18%	C
615.13	NCUEA Conferences	$ 5,000.00		$ -	0%	C
615.14	GLBT Conference	$ 3,000.00		$ -	0%	C
615.15	Joint Conf-Women & Minorities	$ 2,000.00		$ -	0%	C
616	Special Conferences	$ 4,000.00		$ -	0%	C
617	Good Teaching Conference	$ 5,000.00		$ -	0%	C
	SUB TOTAL	$ 63,000.00		$ 6,246.76	10%	
	MEMBERSHIP					
	GOAL - Promote and Protect the Rights of our Members					
625.1	Membership Promotion	$ 1,000.00		$ -	0%	NC
625.2	CTA Retired Dues	$ 2,000.00		$ -	0%	C
625.4	School Site Visits	$ 3,000.00		$ 64.32	2%	C
626	New Teacher Programs	$ 3,000.00		$ 78.47	3%	C
627	Rules & Elections	$ 1,500.00		$ -	0%	C
632	Surveys	$ 500.00		$ -	0%	C
633	Negotiations/Bargaining Team	$ 5,000.00		$ 28.95	1%	C
	SUB TOTAL	$ 16,000.00		$ 171.74	1%	
	COMMUNITY ACTION					
	GOAL - Develop a Stronger Presence Throughout the Community					
635.1	Public Relations (Charities)	$ 1,500.00		$ -	0%	NC
635.2	Community Action Projects	$ 1,500.00		$ -	0%	NC
635.3	Chamber of Commerce	$ 200.00		$ -	0%	NC
635.4	"I Make A Difference"	$ 1,000.00		$ -	0%	NC
635.5	Day of the Teacher Projects	$ 1,500.00		$ -	0%	C
635.7	Community Organizing	$ 1,000.00		$ -	0%	NC
635.8	Intradistrict Relations	$ 1,000.00		$ -	0%	C
635.9	Community Contacts(School Board)	$ 1,000.00		$ -	0%	
635.10	Lobbying Programs	$ 499.00		$ -	0%	NC
635.11	Crisis Fund	$ 6,000.00		$ -	0%	C
112	EAC Fund	$ 19,000.00	1900 @ $10	$ -	0%	NC
	SUB TOTAL	$ 34,199.00		$ -	0%	

Garden Grove Education Association
Proposed 2017-2018 (revised 9/19/17)

		Approved 2017-2018	September 30, 2017	%	
	GGEA COMMITTEES				
	GOAL - Empower our Membership and Increase Leadership Opportunities				
640	Special Ed Committee	$ 2,000.00	$ -	0%	C
645	Retirement Programs and Projects	$ 300.00	$ -	0%	C
651	Organizing Committee	$ 3,000.00	$ -	0%	C
652	Human Rights Committee	$ 1,000.00	$ -	0%	C
653	IPD Committee	$ 10,000.00	$ -	0%	C
	653.1 IFT Grant -Murdy-rollover	**$ 5,721.99**	$ 1,067.00	19%	
	653.2 IFT Grant -Morningside-roll	**$ 3,974.14**	$ -	0%	
	653.3 IFT Grant - Eisenhower	**$ 19,908.92**	$ -	0%	
	653.4 IFT Grant -Rosita	**$ 20,000.00**	$ -	0%	
655	Service Committees (Scholarship)	$ 500.00	$ -	0%	NC
	SUB TOTAL	$ 66,405.05	$ 1,067.00	2%	
	TRIBUTES AND RECEPTIONS				
	GOAL - Recognize the Efforts of our Membership				
660.2	Retirement Tribute	$ 3,000.00	$ -	0%	C
660.3	"WHO" Awards	$ 1,500.00	$ -	0%	C
660.4	Board of Directors Installation	$ 2,500.00	$ -	0%	C
660.5	Recognition Reception	$ 6,000.00	$ -	0%	C
660.6	Other Tributes	$ 300.00	$ -	0%	C
660.7	Nurse Appreciation	$ 400.00	$ -	0%	C
618	Special Projects	$ 1,000.00	$ -	0%	C
619	Jim Wicker Scholarship Fund	$ 12,000.00	$ 2,000.00	17%	NC
665	Association Hospitality	$ 4,000.00	$ 60.00	2%	C
667	Released Time (Chargeable)	$ 6,000.00		0%	C
668	Released Time (Non-Chargeable)	$ 2,000.00	$ -	0%	NC
680	Individual Legal Services	$ 2,700.00	$ 225.00	8%	C
	SUB TOTAL	$ 41,400.00	$ 2,285.00	6%	
	OFFICE AND OPERATIONS				
	GOAL - Maintain an Effective Office Operation				
705	Office Equipment/Furniture	$ 3,500.00	$ -	0%	C
710	Supplies	$ 9,000.00	$ 396.72	4%	C
715	Computer Software	$ 1,500.00	$ -	0%	C
716	Online Technology Services	$ 700.00	$ -	0%	C
720	Regular Postage	$ 500.00	$ 16.16	3%	C
730	Telephone/Internet	$ 9,000.00	$ 189.66	2%	C
740	Insurance	$ 750.00	$ -	0%	C
745	Property Tax	$ 600.00	$ -	0%	C
750	Accounting	$ 7,500.00	$ 125.00	2%	C
760	Rent	$ 72,319.50	$ 5,902.20	8%	C
770	Equip Maintenance/Copier	$ 5,000.00	$ 567.27	11%	C
780	Bank Service & Check Chgs	$ 400.00	$ 25.00	6%	C

Garden Grove Education Association

Proposed 2017-2018 (revised 9/19/17)

		Approved 2017-2018	September 30, 2017	%	
	SUB TOTAL	$ 110,769.50	$ 7,222.01	7%	
	PERSONNEL				
	GOAL - Attract and Retain Quality Employees				
810.1	Executive Director Salary	$ 126,649.06	$ 11,056.67	9%	C
810.2	Executive Director Fringe	$ 11,575.32	$ 922.50	8%	C
810.3	Executive Director Payroll Tax	$ 10,059.00	$ 884.34	9%	C
810.4	Executive Director Retirement	$ 66,933.96	$ 5,843.43	9%	C
810.5	Executive Director Expense	$ 5,000.00	$ 263.47	5%	C
810.6	Executive Dir.Training/Travel	$ 5,000.00	$ 154.38	3%	C
810.7	Executive Director Auto	$ 4,800.00	$ 500.00	10%	C
820.1	Associate Staff Salaries	***$ 128,264.61***	$ 10,688.72	8%	C
820.2	Associate Staff Fringe	***$ 50,759.26***	$ 4,003.53	8%	C
820.3	Associate Staff Payroll Tax	***$ 21,731.65***	$ 1,795.51	8%	C
820.4	Associate Staff Mileage	$ 500.00	$ -	0%	C
820.5	Associate Staff Retirement	***$ 68,760.66***	$ 6,123.34	9%	C
820.6	Associate Staff Training	$ 500.00	$ -	0%	C
830.1	President Stipend (10% of Col5,Step13)	$ 10,229.60	$ 1,022.96	10%	C
830.2	President Payroll Tax	$ 2,900.00	$ (600.00)	-21%	C
840	Workers' Comp Insurance	$ 4,500.00	$ -	0%	
845	Liability Insurance	$ 4,100.00	$ -	0%	
	SUB TOTAL	$ 522,263.12	$ 42,658.85	8%	
	TOTAL EXPENSES	**$ 926,286.67**	**$ 60,851.04**	7%	
	NET INCOME/(LOSS)	**$ (136,428.62)**	**$ (20,602.12)**		

Current Asset Balances	**9/30/2017**		
CD's	$ 759,880.97	**EAC**	$199,883.69
Checking	$ 21.52		
Savings	$ 232,172.32		
Total Assets	$ 992,074.81		

Exp. Life	**Reserves**	**2017-2018**
5 years	Copier ($4000 yr)	$ 17,251.00
5-7 years	Telephone System ($4000 yr)	$ 35,566.00
3-5 years	Computers- Secretaries (x2)	$ 3,222.00
4 years	Computer - President	$ 4,125.00
3-5 years	Computer - Exec. Director	$ 2,710.00
3-5 years	Computer - Advocate/Committees	$ 2,946.00
3-5 years	Printers ($1000 yr)	$ 4,500.00
10 years	Furniture ($1000 yr)	$ 5,000.00
	Building Fund	$ 400,000.00
	Accrued Wages/Vacation/Sick Pay	$ 80,668.00
	President's Salary - 1 yr. est	$ 105,000.00
	Total Reserves To-date	**$ 660,988.00**