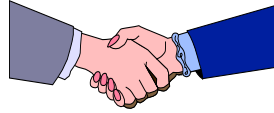




GARDEN GROVE EDUCATION ASSOCIATION

NEGOTIATIONS UPDATE



February 16, 2007

STIPEND AND CONTRACT SURVEYS

GGEA's Contract Committee met on February 5th and prepared individual surveys for Elementary, Intermediate and High School Segments regarding stipends. The Bargaining Teams agreed to review stipends for academic positions and consider creating new positions, which will reflect the changes in teacher's extra responsibilities at school sites.

Elementary teachers were asked to provide information including specific tasks and time involved in extra job assignments, such as grade level leader, leadership team and strategy focus coach. They were also asked to describe the job requirements and duties, as well as the time spent monthly. Since there are no Elementary Stipend Positions in our current Contract, detailed information is needed to assist the Bargaining Team in negotiating for new stipends for Elementary teachers. Intermediate and High School teachers were asked to assess the time and rate of compensation for the listed existing stipends in the Contract and to suggest additional positions, if appropriate.

The Contract Committee also prepared six questions regarding the calendar and asked teachers to express their concerns. The questions focused on the Wednesday before Thanksgiving, the Christmas break and the Spring break. Survey results will be provided to the Bargaining Team so that they can properly represent the views of the membership at the table. They also asked for you to rank issues related to the bargaining process that will help the team focus their efforts. Your participation is greatly appreciated!

GGEA thanks the following members for their assistance in preparing the Contract and Stipend Surveys: Chris Francis (Alamitos), Cammy Devereux (Garden Park), Sue Ducat (Carrillo), Valerie Hardy Shedd (Garden Park), Jackie Voorhees (Wakeham), Mike Godoy (Alamitos), and Sheila Jacobson (Pacifica).

SCHOOL FUNDING AND SALARY COMPARISONS

For your information, there are three types of public school districts in California that receive State funding: Elementary Districts, High School Districts and Unified Districts (K-12). According to law, each type of District is funded at a different rate. This year Elementary Districts receive an average of \$5,273.00 per ADA, High School Districts \$6,339.00 per ADA, and Unified Districts \$5,501.00 per ADA. The average daily student attendance is the ADA and it is calculated throughout the school year. Districts also receive categorical funds from the State and the Federal governments. However, these funds come with special requirements and restrictions.

ORANGE COUNTY UNIFIED SCHOOL DISTRICTS SALARY COMPARISON

If we compare our salary schedule to other Unified Districts, our present ranking in the county is #1 for the highest 20 year earnings and #1 for the highest 30 year earnings as well. We are also #1 for pay when compared to other the Large Urban Districts in California.

DISTRICT - 30 YEAR EARNINGS

GARDEN GROVE	\$2,382,550
Los Alamitos	\$2,318,269
Tustin	\$2,268,874
Capistrano	\$2,252,281
Placentia	\$2,250,229
Brea	\$2,236,525
Orange	\$2,229,233
Irvine	\$2,228,220
Santa Ana	\$2,217,216
Saddleback	\$2,186,520

DISTRICT - 20 YEAR EARNINGS

GARDEN GROVE	\$1,471,892
Los Alamitos	\$1,418,955
Placentia	\$1,375,604
Tustin	\$1,372,380
Orange	\$1,361,054
Irvine	\$1,353,620
Brea	\$1,348,655
Santa Ana	\$1,344,951
Capistrano	\$1,342,835
Saddleback	\$1,303,440

CALIFORNIA LARGE URBAN DISTRICTS 20 Year Earnings

Garden Grove's 20 Year Earnings are the highest of California's Large Urban Districts. The other Large Urban Districts in order are: Capistrano, San Bernardino, Santa