



GARDEN GROVE EDUCATION ASSOCIATION



REPRESENTATIVE COUNCIL AGENDA

REGULAR MEETING: **3:30 PM- October 22, 2019**

GGEA Office 12966 Euclid St. Suite 100, Garden Grove

2019-20 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 - None
- IX. NEW BUSINESS/INFORMATION
 - A. IMAD Award
 - B. The Standard – Open Enrollment
 - C. CTA Board of Directors, District M – Joe Bartell
- X. ADJOURNMENT

Announcements

- 10/24- Bargaining
- 10/25-27 CTA State Council
- 10/29- SpEd Task Force w/District
- 11/5- GGEA BOD Meeting
- 11/7- Bargaining
- 11/11- Veteran’s Day
- 11/12- Segments



It’s the U and I in UNION that makes us STRONG



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 3:32 p.m. on Tuesday, Sept. 3, 2019 at the GGEA Office by the President Kelly Nolan.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Kelly Nolan, Nicole Ciccarelli, Debi Coleman, Thanh Nguyen, Rebecca Koopowitz, Sarah Chau-Lee, Lori Lazarony, Mark Sanchez, Mike Godoy, Karyn Lui-Silverberg, Andrea Ivcevic and Julie Vo.

BOARD MEMBERS ABSENT: Dancoise Clayborn and Paul Kim (Executive Director).

APPROVAL OF MINUTES The Board approved the Minutes for the Board of Directors dated June 4, 2019.
The Board approved the Minutes for the Board of Directors Summer Retreat dated Aug. 12-13, 2019.

PRESIDENT'S REPORT: The President's Report was received: Topic covered: attended the opening of Bolsa High School Stadium; met for Contract Maintenance.

TREASURER'S REPORT: The Treasurer's report: Topic covered:

RESOLVED: I move that the Board of Directors accepts and refers the 2018-2019 year-end financial report. Motion by Thanh Nguyen; second by Karyn Lui-Silverberg. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report: No report

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** no report;
2. **ORGANIZING:** met last Wednesday;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** no report;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** "Unconscious Bias" was well received;
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:** won one;
15. **EAC:** no report;
16. **MEMBERSHIP:** 44 new members 97% overall membership;
17. **LEADERSHIP:** no report;
18. **ELEMENTARY SEGMENT:** planned;
19. **INTERMEDIATE SEGMENT:** planned;
20. **HIGH SCHOOL SEGMENT:** planned.

OLD BUSINESS:

- A. Thanked the Grievance Committee
- B. Report provided on New Employee Orientation
- C. Finalizing committee chairs and board committee liaisons
- D. BL/SR BoD Retreat Revisions finalized
 - a. Will be sent in to CTA for review with suggested changes
- E. Collaboration Survey results discussed
- F. Membership Fair details shared by Organizing committee liaison

NEW BUSINESS:

- A. BoD agreed to Employee Fiduciary for the GGEA employee 401k plan
- B. President arranged a meeting with PTA President
- C. Meet with GGUSD Employee Groups on Sept. 20
- D. GGUSD's State of the District on Sept. 25
- E. Fall Leadership Conference

RESOLVED: I move that GGEA renew membership in NCUEA for the 2019-2020 year (9/1/19-8/31/20) with dues of \$441.00. This motion requires the expenditure of Association funds as budgeted in line item numbered: 525. Motion by Debi Coleman; Second by Nicole Ciccarelli. Motion approved.

RESOLVED: I move that the Board of Directors approve sending 4 members to the Fall Leadership Conference on October 11-October 13, 2019 in Palm Springs, CA. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.1. Motion by Nicole Ciccarelli; Second by Karyn Lui-Silverberg. Motion approved.

DISCUSSION FROM THE BOARD

- A. Shared that the district is putting more work on teachers due to lack of positive effective administration
- B. GGHS working on restorative justice
- C. Issue with traveling teachers at one high school
- D. Thanh is now a member of the CTA Diversity Advisory Panel
- E. District has not followed through on agreement with 4131 policy (every member should have received a Behavioral Crisis card with members of the school site Pro-Act team and the IBA contact person).
- F. Member asked if there will be a SpEd Task Force
- G. Question asked about the Strive Program
- H. Concern about SpEd teachers being evaluated during the summer

ANNOUNCEMENTS

9/9 Bargaining Prep Day
 9/12 Bargaining
 9/17 Open House/Membership Fair 3-5:30
 9/18 CBC
 9/19 Bargaining
 9/25 GGUSD State of the District @ Community Center
 9/26 Bargaining
 9/30 Insurance committee meeting

Board of Directors meeting:	Oct. 1, 2019	3:30 pm GGEA office
Next Board of Education meeting:	Sept. 17, 2019	7:00 pm District office
Next Segment meetings:	Sept. 10, 2019	3:30 pm GGEA office
Next Representative Council meeting:	Sept. 24, 2019	3:30 pm GGEA office

The meeting adjourned at 6:08 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 3:36 p.m. on Tuesday, September 24, 2019 at the GGEA Office 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 Ivcevic, Julie Vo, Dancoise Clayborn, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

Schools not represented and, therefore, with no vote: Bryant, Carver, Enders, Evans, Faylane, Hill, Lawrence, Mark Twain, Monroe, Patton, Peters 4-6, Riverdale, Skylark, Sunnyside, K-6 TOSAs, Jordan ATP, Ralston, Santiago, 7-12 TOSAs, K-12 TOSAs.

Member Comments: None

APPROVAL OF MINUTES: The Rep Council approved the Minutes for the Representative Council dated May 28, 2019 as amended.
The Rep Council accepted the Minutes for the Board of Directors dated May 7, 2019.
The Rep Council accepted the Minutes for the Board of Directors dated May 21, 2019.
The Rep Council accepted the Minutes for the Board of Directors dated June 4, 2019.
The Rep Council accepted the Minutes for the Board of Directors Summer Retreat dated August 12 & 13, 2019.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: welcomed back the reps; SpEd Task Force invitation sent out by email to all members who interact with SpEd students (GGEA suggested this happen before district creates a consult); and the State of District Address is on Sept. 25 (by invitation only).

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

RESOLVED: I move that Rep Council approve the 2018-2019 financial report with attached overages as amended. Motion by Thanh Nguyen; second by Kim Ufholtz. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received: Topic covered was: none.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair provided update; team met on 9/9 and met with other employee groups on 9/20; bargained on 9/12 and 9/19; future bargaining dates on 9/26, 10/3, 10/14; district new lead negotiator is Jason Bevacqua;
2. **LEADERSHIP:** Willie Burghard (GGEA Communications Chair) reported on the 2019 NEA-RA; Bridget Holdermann (GGEA Bargaining Chair) report on CTA Summer Institute-currently working on revising proposition 13;
3. **MEMBERSHIP:** 42 new members;
4. **ELEMENTARY SEGMENT:** discussed class size issues, # of gen ed students and push-in students, supplies, collaboration agendas and calendars, blue Behavioral Crisis Cards, and goal 2;
5. **INTERMEDIATE SEGMENT:** discussed opening days, adjunct duties, and evaluations;
6. **HIGH SCHOOL SEGMENT:** discussed evaluations, graduation, and classroom shortages;
7. **ORGANIZING:** Membership Fair was well received;
8. **COMMUNICATIONS:** requesting pictures of each committee, Advocate online coming out this week;
9. **NEW EDUCATOR:** meeting 1st Monday of month;
10. **COMMUNITY ACTION:** planning annual food drive; meeting 2nd working Monday of each month;

- 11. **HUMAN RIGHTS:** Unconscious Bias Workshop well attended and received; looking for IMAD nominations; planning ? workshops- Responding to Bias and Bigotry, What Restorative Justice is and Isn't, Scott Miller workshop on Fair Education Act; conferences- Equity Human Rights Conference and LGBT conference;
- 12. **RETIREMENT:** retirement theme "Up, Up and Away, We've Only Just Begun";
- 13. **SPED:** meet 2nd Monday of each month;
- 14. **RULES AND ELECTIONS:** no report;
- 15. **IPD:** no report;
- 16. **SCHOLARSHIP:** no report
- 17. **PIC:** meeting 2nd Tuesday of month after Segment meetings;
- 18. **GRIEVANCE:** succeeded in settling a grievance at level 2;
- 19. **HEALTH AND SAFETY:** meeting in Oct.;
- 20. **EAC:** no report.

NETWORKING

- A. None

NEW BUSINESS INFORMATION

- A. Standard Representative informed members about Open Enrollment Campaign from Sept. 1-Nov. 15
 - a. Need to reach a target number
- B. GGEA Exec. Director Paul Kim trained members on organizing which includes the following requests:
 - a. Posters of "We Are the Union" or "I Am the Union" on site GGEA boards
 - b. Members where GGEA buttons at all staff meetings
 - c. Reps and members wear GGEA t-shirt at GGEA meetings (Rep Council, Segments)
 - i. Can wear all day
 - d. Host 10-minute meetings

RESOLVED: I move that we provide funds in the amount of \$1 per GGEA members to assist in the OCBE elections. Funds go to the TLC PAC to support the candidates (not to exceed \$2000). This motion requires the expenditures of Association funds a budgeted in line item number 112. Motion by Susan Hansen; second by Kimberly Ufholtz. Motion approved.

RESOLVED: I move that we endorse the following pro public education candidates for the OC Board of Education elections. The three candidates are Jordan Brandman, OCBE, Area 4, Beckie Gomez (Area 1) and Andy Thorburn (Area 3) incumbents. Mr. Brandman was approved by the OC Teachers fro Local Control interview committee. He has a long record of pro public education. Motion by Susan Hansen; second by Kimberly Ufholtz. Motion approved.

OTHER:

- A. None

ANNOUNCEMENTS

- 9/25 GGUSD State of the District Address, 3-5 p.m. Community Center
- 10/2 Rep/Principal training (PK-6) 8-11:00 @ GGEA, 11:30-3:30 @ Chapman
- 10/9 Rep/Principal training (7-12) 8-11:00 @ GGEA, 11:30-3:30 @ Chapman
- 10/11-13 Fall Leadership Conference
- 10/14 Maternity Workshop

Board of Directors meeting:	Oct. 1, 2019	3:30 pm GGEA office
Next Board of Education meeting:	Oct. 1, 2019	7:00 pm District office
Next Segment meetings:	Oct. 8, 2019	3:30 pm GGEA office
Next Representative Council meeting:	Oct. 22, 2019	3:30 pm GGEA Office

The meeting adjourned at 5:20 p.m.

Respectfully submitted,



Secretary Rebecca Koopowitz

Garden Grove Education Association

Adopted 2019-2020

<u>INCOME</u>		Budget	September 1, 2019	%
410	Dues	\$ 333,000.00	1850@\$180 \$ (261.50)	0%
420	CTA Rebate	\$ 368,049.00	Avg FDE 1846 \$ -	0%
430	NEA Rebate	\$ 39,402.00	\$ -	0%
SUB TOTAL		\$ 740,451.00	\$ (261.50)	0%
416	CD Interest Income	\$ 6,000.00	\$ -	0%
110	Reserves	\$ -	\$ -	
653.5/6	IFT Grants (CCorner & Carver)	\$ 40,000.00	\$ -	
TOTAL INCOME		\$ 786,451.00	\$ (261.50)	0%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense	\$ 3,500.00	\$ 108.90	3%
510	Board of Director's Expense	\$ 4,000.00	\$ 48.85	1%
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	\$ -	0%
535	Orange Service Center Council	\$ 320.00	4x4x\$20 \$ -	0%
536	CTA State Council	\$ 2,720.00	4x4x\$170 \$ -	0%
540	Room Rental	\$ 400.00	\$ -	0%
545.1	Meals/Refreshments	\$ 8,000.00	\$ 579.60	7%
545.2	Elementary Segment	\$ 600.00	\$ -	0%
545.3	Intermediate Segment	\$ 500.00	\$ 100.00	20%
545.4	High School Segment	\$ 400.00	\$ 130.00	33%
545.5	Rep Council	\$ 3,000.00	\$ 304.94	10%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ (100.00)	-20%
SUB TOTAL		\$ 50,690.00	\$ 1,643.29	3%

PROGRAMS AND SERVICES

PUBLICATIONS

GOAL - Communicate Effectively with our Members

605.1	ADVOCATE	\$ 5,000.00	3 printed \$ -	0%
605.3	Web Page Maintenance	\$ 2,500.00	\$ -	0%
605.4	Web Page Design	\$ 500.00	\$ -	0%
605.5	Tech Support	\$ 3,000.00	\$ -	0%
610.2	Other Publications	\$ 500.00	\$ -	0%
611.2	Reference Materials	\$ 300.00	\$ -	0%
SUB TOTAL		\$ 11,800.00	\$ -	0%

Garden Grove Education Association

Adopted 2019-2020

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

615.1	OSCC Leadership Conference	\$ 1,500.00	\$	-	0%
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	\$	-	0%
615.8	Leadership Development	\$ 3,500.00	\$	-	0%
615.9	CTA Issues Conference	\$ 3,000.00	\$	-	0%
615.10	Equity & Human Rights Conf	\$ 5,000.00	\$	-	0%
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	\$	-	0%
615.14	LGLBTQ+ Conferences	\$ 4,000.00	\$	-	0%
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	\$	236.69	0%

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	\$ 1,500.00	t-shirts	\$ 310.81	21%
625.2	CTA Retired Dues	\$ 1,000.00	\$	-	0%
625.4	School Site Visits	\$ 3,000.00	\$	20.05	1%
626	New Educator Programs	\$ 2,500.00	\$	560.00	22%
627	Rules & Elections	\$ 1,500.00	\$	-	0%
632	Surveys	\$ 500.00	\$	-	0%
633	Negotiations/Bargaining Team	\$ 5,000.00	\$	83.74	2%
	SUB TOTAL	\$ 15,000.00	\$	974.60	6%

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	\$ 1,500.00	\$	-	0%
635.2	Community Action Projects	\$ 500.00	\$	-	0%
635.3	Chamber of Commerce	\$ 200.00	\$	-	0%
635.4	"I Make A Difference"	\$ 500.00	\$	-	0%
635.5	Day of the Teacher Projects	\$ 1,000.00	\$	-	0%
635.8	Intradistrict Relations	\$ 500.00	\$	-	0%
635.9	Community Contacts(School Board)	\$ 1,000.00	\$	-	0%
635.10	Lobbying Programs	\$ 499.00	\$	-	0%
635.11	Crisis Fund	\$ 100.00	\$	-	0%
112	EAC Fund	\$ 18,500.00	1850 @ \$10	\$	-
	SUB TOTAL	\$ 24,299.00	\$	-	0%

Garden Grove Education Association

Adopted 2019-2020

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		\$ -	0%
651	Organizing Committee	\$ 3,000.00		\$ 1,788.98	60%
652	Human Rights Committee	\$ 1,000.00		\$ -	0%
653	IPD Committee	\$ 1,000.00		\$ -	0%
653.5	IFT Grant - Clinton Corner	\$ 20,000.00		\$ (14,386.36)	-72%
653.6	IFT Grant - Carver ECEC	\$ 20,000.00		\$ (15,789.73)	-79%
655	Service Committees (Scholarship)	\$ 500.00		\$ -	0%
	SUB TOTAL	\$ 47,600.00		\$ (28,387.11)	-60%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$ 3,000.00		\$ -	0%
660.3	"WHO" Awards	\$ 1,000.00		\$ -	0%
660.4	Board of Directors Installation	\$ 2,500.00		\$ -	0%
660.5	Recognition Reception	\$ 5,000.00		\$ -	0%
660.6	Other Tributes	\$ 300.00		\$ -	0%
660.7	Nurse Appreciation	\$ 500.00		\$ -	0%
618	Special Projects	\$ 2,000.00		\$ -	0%
619	Scholarship Fund	\$ 14,000.00	+Pavey	\$ 2,000.00	14%
665	Association Hospitality	\$ 2,000.00		\$ 60.00	3%
667	Released Time (Subs)	\$ 8,000.00		\$ -	0%
680	Legal Services	\$ 2,500.00		\$ -	0%
	SUB TOTAL	\$ 40,800.00		\$ 2,060.00	5%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$ 2,000.00		\$ -	0%
710	Supplies	\$ 9,000.00		\$ 230.33	3%
715	Computer Software	\$ 1,500.00		\$ 114.98	8%
716	Online Technology Services	\$ 700.00		\$ -	0%
720	Regular Postage	\$ 500.00		\$ -	0%
730	Telephone	\$ 10,300.00		\$ 343.65	3%
740	Insurance	\$ 600.00		\$ -	0%
745	Property Tax	\$ 500.00		\$ -	0%
750	Accounting	\$ 5,000.00		\$ 125.00	3%
760	Rent	\$ 76,102.20	3% increase	\$ 12,496.26	16%
770	Equip Maintenance/Copier	\$ 3,000.00		\$ -	0%
780	Bank Service & Check Chgs	\$ 400.00		\$ 30.00	8%
	SUB TOTAL	\$ 109,602.20		\$ 13,340.22	12%

Garden Grove Education Association

Adopted 2019-2020

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 125,000.00	\$ 10,416.66	8%
810.2	Executive Director Fringe	\$ 25,500.00	\$ 2,024.38	8%
810.3	Executive Director Payroll Tax	\$ 10,730.50	\$ 828.16	8%
810.4	Executive Director Retirement	\$ 68,750.00	\$ 5,625.00	8%
810.5	Executive Director Expense	\$ 5,000.00	\$ 145.37	3%
810.6	Executive Dir. Training/Travel	\$ 5,000.00	\$ 80.58	2%
810.7	Executive Director Auto	\$ 4,800.00	\$ 400.00	8%
820.1	Associate Staff Salaries	\$ 139,946.19	\$ 11,120.28	8%
820.2	Associate Staff Fringe	\$ 50,160.00	\$ 4,013.33	8%
820.3	Associate Staff Payroll Tax	\$ 24,134.33	\$ 1,864.77	8%
820.4	Associate Staff Mileage	\$ 500.00	\$ -	0%
820.5	Associate Staff Retirement	\$ 83,541.91	\$ 6,508.30	8%
820.6	Associate Staff Training	\$ 500.00	\$ -	0%
830.1	President Stipend (10% of Col5, Step13)	\$ 10,478.00	\$ 2,095.60	20%
830.2	President Payroll Tax	\$ 2,900.00	\$ (600.00)	-21%
840	Workers' Comp Insurance	\$ 3,500.00	\$ -	0%
845	Liability Insurance	\$ 4,000.00	\$ -	0%
	SUB TOTAL	\$ 564,440.93	\$ 44,522.43	8%
	TOTAL EXPENSES	\$ 911,732.13	\$ 34,390.12	4%
	NET INCOME/(LOSS)	\$ (125,281.13)	\$ (34,651.62)	

Current Asset Balances		9/30/2019	
CD's	\$ 765,414.42	EAC	<u>\$ 219,070.42</u>
Checking	\$ 14,929.43		
Savings	\$ 132,539.68		
Total Assets	<u>\$ 912,883.53</u>		

Exp. Life Reserves 2019-2020 Proposed

5 years	Copier (\$4000 yr)	\$ 20,000.00
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	\$ 664,646.00