GARDEN GROVE EDUCATION ASSOCIATION

REPRESENTATIVE COUNCIL
AGENDA

****

NEW LOCATION: LINCOLN EDUCATION CENTER, 11262 Garden Grove Blvd.
IN PERSON **3:30 PM- August 24, 2021**

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

2021-22 Goal: Engage membership through internal organizing to build a stronger union.

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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. OLD BUSINESS
X. NEW BUSINESS/INFORMATION
   A. TheStandard – Open Enrollment
   B. Rules & Elections
   C. GGEA Committees
   D. GGEA Site Visits
   E. Future Meetings GGEA
XI. ADJOURNMENT

Announcements

9/6 Labor Day
9/7 GGEA Board of Directors
9/7 GGUSD School Board
9/14 Segments (Location TBD)

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 4:42 p.m. on Tuesday, May 25, 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, Sarah Chau-Lee, Mike Godoy, Veronica Conklin, Dawn Floyd, Julie Vo, Dancoise Clayborn, and Paul Kim(Executive Director).

BOARD MEMBERS ABSENT: Lori Lazarony and Karyn Lui-Silverberg,

OLD BUSINESS:

A. GGEA Board gave Bargaining Chair Parameters for MOUs

DISCUSSION FROM THE BOARD

none

The meeting adjourned at 5:50 p.m.

Respectfully submitted,

Rebecca Koopowitz

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 5:03 p.m. on Tuesday, May 4, 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, Karyn Lui-Silverberg, Dawn Floyd, Julie Vo, Dancoise Clayborn, and Paul Kim(Executive Director).

BOARD MEMBERS ABSENT:

OLD BUSINESS:

A. Board gave parameters to Negotiations team regarding GGEA bargaining

DISCUSSION FROM THE BOARD

5/12 WHO Awards
5/18 Open Tuesday
5/19 Bargaining
5/25 Rep Recognition

The meeting adjourned at 5:22 p.m.

Respectfully submitted,

Rebecca Koopowitz

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 3:46 p.m. on Tuesday, May 4, 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, Lori Lazarony, Sarah Chau-Lee, Mike Godoy, Veronica Conklin, Julie Vo, Dancoise Clayborn, Karyn Lui-Silverberg, Dawn Floyd, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz

APPROVAL OF MINUTES The Board approved the Minutes for the Board of Directors dated April 6, 2021.
The Board approved the Minutes for the special meeting of the Board of Directors dated April 13, 2021.
The Board approved the Minutes for the special meeting of the Board of Directors dated April 16, 2021.
The Board accept the Minutes for the Representative Council dated April 27, 2021.

MEMBER COMMENTS:

PRESIDENT'S REPORT: The President's Report was received: Topic covered: Installation banquet, Rep Council meetings can be held at Lincoln Education Center, and office staff evaluations.

TREASURER'S REPORT: The Treasurer's report: Topic covered: Financial Report.

RESOLVED: I move that the Board of Directors accept and forward the April 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: "Summer Projects": would like to explore GPPSA joining Association, research joining OC Labor Federation, and research ROTC joining GGEA.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Chair reported to board;
2. **ORGANIZING:** no report;
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:** no report;
18. **ELEMENTARY SEGMENT:** planned;
19. **INTERMEDIATE SEGMENT:** planned;
20. **HIGH SCHOOL SEGMENT:** planned.

OLD BUSINESS:

A. Board and GGEA Office Staff Negotiations team discussed next steps.

NEW BUSINESS:

A. Board discussed and planned Rep Council Recognition/Scholarship distribution and WHO Recipient recognition
B. Board asked if anyone was interested in attending the NCUEA Summer Conference
C. Board retreat will be a release day on Sept. 21, 2021.

RESOLVED: I move that the Board of Directors approves the GGEA 2021-22 Calendar. Motion by Dawn Floyd; second by Dancoise Clayborn. Motion approved.

RESOLVED: I move that the Board of Directors recommends to Rep Council the GGEA 2021-22 Goal: "Engage membership through internal organizing to build a stronger union." Motion by Thanh Nguyen; second by Veronica Conklin. Motion approved.

DISCUSSION FROM THE BOARD

- Question asked if CA is extending the school day to make up for learning loss.
- Question asked when will we see retro pay?

ANNOUNCEMENTS

5/6	School Nurse Day
5/12	CA Day of the Teacher
5/18	Open Tuesday
5/31	Memorial Day

Board of Directors meeting:	June 1, 2021	3:30 pm via Zoom
Next Board of Education meeting:	June 1, 2021	7:00 pm via telecommunication
Next Segment meetings:	May 11, 2021	3:30 pm via Zoom
Next Representative Council meeting:	May 25, 2021	3:30 pm via Zoom

The meeting adjourned at 5:38 p.m.

Respectfully submitted,

Karyn Lui-Silverberg, proxy for
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, May 25, 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, Sarah Chau-Lee, Veronica Conklin, Mike Godoy, Julie Vo, Danciose Clayborn, Dawn Floyd, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Lori Lazarony and Karyn Lui-Silverberg

Schools not represented and, therefore, with no vote: Bryant, Carver, Enders, Evans, Hill, Newhope, Peters 4-6, Russell, Simmons, Skylark, Wakeham, Zeyen, Alamitos, Doig, Irvine, Ralston, Walton, Hare, Pacifica Jordan ATP, 7-12 TOSAs, 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 April 6, 2021.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated April 13, 2021.
The Rep Council accepts the Minutes for the Board of Directors special meeting dated April 16, 2021.
The Rep Council approved the Minutes for the the Representative Council dated April 27, 2021.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: worked on elections, finished with Bagaining Survey, and need site rep alloactions sent to the GGEA office.

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

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

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered were: shared info about next year's proposed COLA from Governor-5% and shared feedback from survey .

REPORTS

The following reports were given:

1. **NEGOTIATIONS**: Chair gave report;
2. **LEADERSHIP:** CTA State Council this weekend; GGEA reps will be attending NEA-RA this coming summer;
3. **MEMBERSHIP:** 2 new members;
4. **ELEMENTARY SEGMENT:** shared Open House ideas and talked about Summer Bridge;
5. **INTERMEDIATE SEGMENT:** discussed the Bargaining Survey;
6. **HIGH SCHOOL SEGMENT:** no report;
7. **ORGANIZING:** meetings for 2021-22 will be the last Thursdays of the month;
8. **COMMUNICATIONS:** Advocate will be available online;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** no report;

11. **HUMAN RIGHTS:** "Unconscious Bias" workshop will be offered during Superweek;
12. **RETIREMENT:** tribute will be at Peters K-3 at 3:30-5pm on June 2- will be inviting the retires from last year to participate;
13. **SPED:** no report;
14. **RULES AND ELECTIONS:** shared GGEA election results;
15. **IPD:** no report;
16. **SCHOLARSHIP:** presented scholarship winners;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** discussed communication protocols within the commitee;
20. **EAC:** no report.

NETWORKING

A. Organizing team reviewed the Site Rep Election Process and 10 minute meeting topics

OLD BUSINESS

RESOLVED: I move that Rep Council adopt the proposed GGEA budget for 2021-2022. Motion by Thanh Nguyen; second by Dawn Floyd. Motion approved.

NEW BUSINESS/INFORMATION

A. Scholarship committee presented the children of members scholarship to:
    a. Emily, daughter of Julie and John Marsh
    b. Bella, daughter of Jennifer Brannon
B. WHO award recipients were Claire Erickson and Arquilla Howard
C. GGEA 2021-22 Calendar shared
D. Site Rep Recgonition ceremony

RESOLVED: I move that Rep Council approve the GGEA Officers Election results as provided by the Elections Chair: memo attached. Motion by Wilhemina Burgard on behalf of the Elections Committee. Motion approved.

RESOLVED: I move that Rep Council accept and approve the GGEA 2021-22 goal: "Engage membership through internal organizing to build a stronger union." Motion by Rebecca Koopowitz on behalf of the Board of Directors. Motion approved.

OTHER: None

ANNOUNCEMENTS

5/31	Memorial Day
62	Retirement Tribute
6/4	GGEA Installation Banquet
6/9	Last day for students
6/10	Last day for teachers

Board of Directors meeting:	June 1, 2021	3:30 pm Virtual Meeting
Next Board of Education meeting:	June 1, 2021	TBD
Next Segment meetings:	Sept., 2021	3:30 pm at GGEA Office
Next Representative Council meeting:	Sept., 2021	3:30 pm TBD

The meeting adjourned 4:39 p.m.

Respectfully submitted,

Rebecca Koopowitz

Secretary Rebecca Koopowitz

GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The special meeting of the **Representative Council** of the Garden Grove Education Association, Inc. was called to order at 3:38 p.m. on Tuesday, May 4, 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, Lori Lazarony, Sarah Chau-Lee, Veronica Conklin, Mike Godoy, Karyn Lui-Silverberg, Julie Vo, Dancoise Clayborn, Dawn Floyd, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz

Schools not represented and, therefore, with no vote: Allen, Bryant, Cook, Crosby, Enders, Evans, Faylane, Hazard, Hill, Lawrence, Marshall, Newhope, Northcutt, Post, Russell, Simmons, Skylark, Stanford, Sunnyside, Violette, Wakeham, Zeyen, Irvine, Ralston, Walton, Bolsa Grande, Los Amigos, Jordan ATP, K-12 TOSAs, 7-12 TOSAs, and Nurses.

NEW BUSINESS/INFORMATION

RESOLVED: I move that we accept the results of the TA election. Motion by Willie Burghard; second by Jeannie Mercurio. Motion approved.

ANNOUNCEMENTS

5/3-7	GGEA General Elections
5/6	School Nurse Day
5/10	R&E Ballot Count
5/12	CA Day of the Teacher
5/25	Rep Recognition

Board of Directors meeting:	June 1, 2021	3:30 pm Virtual Meeting
Next Board of Education meeting:	June 1, 2021	TBD
Next Segment meetings:	May 11, 2021	3:30 pm Virtual Meeting
Next Representative Council meeting:	May 25, 2021	3:30 pm Virtual Meeting

The meeting adjourned 3:41 p.m.

Respectfully submitted,

Rebecca Koopowitz

Secretary Rebecca Koopowitz

Garden Grove Education Association
Adopted Budget 2020-2021 (Rev 11/17/20)

		Adopted 2020-2021		5/31/2021	% used
	INCOME				
410	Dues	$ 333,000.00	1850@$180	$ 590,698.11	177%
420	CTA Rebate	$ 400,881.00	Avg FDE 1860	$ 290,389.00	72%
430	NEA Rebate	$ 40,481.00	CTA FDE	$ 30,360.75	75%
	SUB TOTAL	$ 774,362.00	1900.57	$ 911,447.86	118%
416	CD Interest Income	$ 8,000.00	9/1/2020	$ 5,189.67	65%
653.7	IFT Awards from CTA	$ 14,808.97		$ 14,444.43	98%
653.6	Rollover- Carver	$ 2,787.80		$ 2,787.80	100%
653.5	Rollover- Clinton Corner	$ 9,956.54		$ 6,078.55	61%
	NET INCOME	**$ 809,915.31**		**$ 939,948.31**	116%
	EXPENSES				
	GOVERNANCE				
	GOAL - Support an Efficient and Effective Organization				
505	President's Expense	$ 3,500.00		$ 1,535.95	44%
510	Board of Director's Expense	$ 4,000.00		$ 2,168.93	54%
520	NEA/RA Convention	$ 26,000.00	13 x $2000	$ -	0%
525	NCUEA membership	$ 450.00		$ 450.00	100%
530	CCUEA/LUAC	$ 300.00		$ 100.00	33%
535	Orange Service Center Council	$ 320.00	4x4x$20	$ -	0%
536	CTA State Council	$ 2,720.00	4x4x$170	$ 571.38	21%
540	Room Rental	$ 400.00		$ -	0%
545.1	Meals/Refreshments	$ 9,000.00		$ 1,465.37	16%
545.2	Elementary Segment	$ 600.00		$ 560.00	93%
545.3	Intermediate Segment	$ 500.00		$ 280.00	56%
545.4	High School Segment	$ 400.00		$ 324.00	81%
545.5	Rep Council	$ 3,000.00		$ 1,883.03	63%
570	Miscellaneous (incl. Petty Cash)	$ 500.00		$ 530.00	106%
	SUB TOTAL	$ 51,690.00		$ 9,868.66	19%
	PROGRAMS AND SERVICES				
	GOAL - Communicate Effectively with our Members				
605.1	ADVOCATE	$ 6,500.00	3 print/3 online	$ 419.36	6%
605.3	Web Page Maintenance	$ 2,000.00		$ -	0%
605.4	Web Page Design	$ 250.00		$ -	0%
605.5	Tech Support	$ 2,000.00		$ 700.00	35%
610.2	Other Publications	$ 500.00		$ 44.00	9%
611.2	Reference Materials	$ 300.00		$ 59.00	20%
	SUB TOTAL	$ 11,550.00		$ 1,222.36	11%

Garden Grove Education Association
Adopted Budget 2020-2021 (Rev 11/17/20)

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

615.1	OSCC Leadership Conference	$ 2,000.00	$	-	0%
615.2	Board of Directors Training	$ 9,000.00	$	-	0%
615.3	CTA Reg IV Leadership Conf.	$ 5,000.00	$	-	0%
615.4	CTA President's Conf	$ 800.00	$	-	0%
615.55	NEA Leadership Summit	$ 1,200.00	$	35.00	3%
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	$	90.01	2%
615.11	Region IV Political Academy	$ 500.00	$	-	0%
615.12	Summer Institute	$ 2,000.00	$	-	0%
615.13	NCUEA Conferences	$ 3,000.00	$	-	0%
615.14	LGBTQ+ Conferences	$ 4,000.00	$	-	0%
615.15	NEA Racial & Social Justice Conf	$ 1,000.00	$	-	0%
616	Special Conferences	$ 4,000.00	$	150.00	4%
617	Good Teaching Conference	$ 5,000.00	$	47.11	1%
	SUB TOTAL	$ 49,000.00	$	322.12	1%

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	$ 10,000.00	$	535.00	5%
625.2	CTA Retired Dues	$ 1,000.00	$	160.00	16%
625.4	School Site Visits	$ 3,000.00	$	-	0%
626	New Educator Programs	$ 2,500.00	$	-	0%
627	Rules & Elections	$ 1,500.00	$	2,773.54	185%
632	Surveys	$ 1,500.00	$	-	0%
633	Negotiations/Bargaining Team	$ 5,000.00	$	1,972.83	39%
	SUB TOTAL	$ 24,500.00	$	5,441.37	22%

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	$ 1,500.00	$	800.00	53%
635.2	Community Action Projects	$ 500.00	$	-	0%
635.3	Chamber of Commerce	$ 300.00	$	159.00	53%
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	$	45.92	5%
635.10	Lobbying Programs	$ 499.00	$	-	0%
635.11	Crisis Fund	$ 100.00	$	-	0%
	SUB TOTAL	$ 5,899.00	$	1,004.92	17%

Garden Grove Education Association
Adopted Budget 2020-2021 (Rev 11/17/20)

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		$ 9.80	10%
651	Organizing Committee	$	3,000.00		$ -	0%
652	Human Rights Workshops	$	1,000.00		$ -	0%
653	IPD Committee	$	1,000.00		$ -	0%
653.7	IFT Grants - Hazard	$	14,808.97		$ 364.54	2%
653.6	Rollover - Carver	$	2,787.80		$ -	0%
653.5	Rollover - Clinton Corner	$	9,956.54		$ 3,877.99	39%
655	Service Committees (Scholarship)	$	500.00		$ 234.01	47%
	SUB TOTAL	$	35,153.31		$ 4,486.34	13%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	$	3,500.00		$ 1,628.64	47%
660.3	"WHO" Awards	$	1,000.00		$ (540.00)	-54%
660.4	Board of Directors Installation	$	3,000.00		$ -	0%
660.5	Recognition Reception	$	5,500.00		$ 3,750.00	68%
660.6	Other Tributes	$	300.00		$ 500.00	167%
660.7	Nurse Appreciation	$	500.00		$ -	0%
618	Special Projects	$	2,000.00		$ -	0%
619	Scholarship Fund	$	14,000.00	**w/Pavey**	$ -	0%
665	Association Hospitality	$	2,000.00		$ 67.40	3%
667	Released Time (Subs)	$	8,000.00		$ -	0%
680	Legal Services	$	2,000.00		$ -	0%
	SUB TOTAL	$	41,800.00		$ 5,406.04	13%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

110	Reserves	$	(1,000.00)		$ -	0%
705	Office Equipment/Furniture	$	2,000.00		$ 608.97	30%
710	Supplies	$	9,000.00		$ 2,637.98	29%
715	Computer Software	$	1,500.00		$ 692.86	46%
716	Online Technology Services	$	700.00		$ 1,228.15	175%
720	Regular Postage	$	500.00		$ 113.15	23%
730	Telephone/Internet	$	9,500.00		$ 6,838.63	72%
740	Insurance	$	600.00		$ 500.00	83%
745	Property Tax	$	500.00		$ -	0%
750	Accounting	$	5,000.00		$ 1,125.00	23%
760	Rent	$	78,385.27	**3% increase**	$ 58,885.57	75%
770	Equip Maintenance/Copier	$	2,000.00		$ 226.70	11%
780	Bank Service & Check Chgs	$	400.00		$ 270.00	68%
	SUB TOTAL	$	110,085.27		$ 73,127.01	66%

Garden Grove Education Association
Adopted Budget 2020-2021 (Rev 11/17/20)

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	$	131,020.00	$ 103,615.84	79%
810.2	Executive Director H&W	$	24,325.65	$ 18,086.24	74%
810.3	Executive Director Payroll Tax	$	11,267.72	$ 8,564.94	76%
810.4	Executive Director Retirement	$	87,500.00	$ 66,741.68	76%
810.5	Executive Director Expense	$	5,000.00	$ 690.94	14%
810.6	Executive Dir.Training/Travel	$	5,000.00	$ 463.65	9%
810.7	Executive Director Auto	$	7,200.00	$ 5,400.00	75%
810.8	Executive Director 401k match	$	2,620.40	$ 2,871.82	110%
820.1	Associate Staff Salaries	$	144,446.40	$ 110,758.60	77%
820.2	Associate Staff H&W	$	48,215.64	$ 36,327.99	75%
820.3	Associate Staff Payroll Tax	$	24,844.78	$ 18,988.76	76%
820.4	Associate Staff Mileage	$	500.00	$ -	0%
820.5	Associate Staff Retirement	$	101,500.00	$ 77,675.62	77%
820.6	Associate Staff Training	$	500.00	$ -	0%
820.7	Associate Staff 401k match	$	2,890.00	$ 1,685.32	58%
830.1	President Stipend (15% of Col5,Step13)	$	16,100.00	$ 16,031.40	100%
830.2	President Payroll Tax	$	2,900.00	$ (1,477.15)	-51%
840	Workers' Comp Insurance	$	3,500.00	$ 1,563.61	45%
845	Liability Insurance	$	4,000.00	$ 2,850.00	71%
850	Fees & Insurance 401k	$	4,500.00	$ 754.41	17%
	SUB TOTAL	$	627,830.59	$ 471,593.67	75%
	TOTAL EXPENSES	**$**	**957,508.17**	**$ 572,472.49**	60%
	NET INCOME/(LOSS)	**$**	**(147,592.86)**	**$ 367,475.82**	-249%

Exp. Life	Reserves		
5 years	Copier ($4000 yr)	$	8,603.37
5-7 years	Telephone System ($4000 yr)	$	28,000.00
3-5 years	Computers- Secretaries (x2)	$	4,500.00
4 years	Computer - President	$	2,500.00
3-5 years	Computer - Exec. Director	$	2,000.00
3-5 years	Computer - Advocate/Committees	$	3,000.00
3-5 years	Printers ($1000 yr)	$	5,000.00
10 years	Furniture ($1000 yr)	$	6,345.00
	Building Fund	$	400,000.00
	Accrued Wages/Vacation/Sick Pay	$	80,668.00
	President's Salary - 1 yr. est	$	117,000.00
	Total Reserves To-date	$	657,616.37

5/31/2021		
CD's	$	791,809.20
Checking	$	370,813.17
Savings	$	132,741.05
Total Assets	$	1,295,363.42

EAC	$	231,062.22