GARDEN GROVE EDUCATION ASSOCIATION

Representative Council

AGENDA

****

REGULAR MEETING: August 30, 2022 - 4:00 p.m.

Lincoln Education Center - 11262 Garden Gove Blvd., G.G., 92843

****

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. NETWORKING

VIII. OLD BUSINESS

A. 2nd Vice - President Vacancy

B. 2021/2022 Adopted Budget

C. 2022/2023 Budget

D. Endorsement of GGUSD School Board Trustee Area 2

IX. NEW BUSINESS

A. State Council Run-Off Election

B. Mark Paredes Campaign Launch

C. NEA Back-to-School Video - https://www.youtube.com/watch?v=biCr-YE-N-U

X. REPORTS

A. Negotiations

B. Committees

C. Membership

D. Leadership

E. Segments

XI. DISCUSSION

XII. Announcements

9/6 GGEA BoD meeting 3:45 p.m. GGEA office

9/6 GGUSD School Board Meeting - 7:00 p.m. 5th floor

9/13 Segment Meetings – 3:30 p.m. Zoom

9/17 Leadership Conference

9/20 GGUSD School Board Meeting 7:00 p.m. 5th floor

9/27 Reb Council 4:00 p.m. Peters K=3

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 3:33 p.m. on Tuesday, May 17, 2022 at the GGEA office by the President Kelly Nolan.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Kelly Nolan, Nicole Ciccarelli, Rebecca Koopowitz, David Cho, Mark Sanchez, Sarah Chau-Lee, Mike Godoy, Veronica Conklin, Julie Vo, Dawn Floyd, Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Debra Coleman and Karyn Lui-Silverberg

VISITORS: Bridget Holdermann and Cork Snider

APPROVAL OF MINUTES: The Board approved the Minutes for the Board of Directors meeting dated May 3, 2022 approved.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: site visits, working on SpEd pre-school concerns, verifying committee members for next year and fielding questions regarding site rep expectations with attending meetings.

TREASURER'S REPORT: The Treasurer's Report was received. No report

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: COLA is 6.56% and the governor is proposing over 2% increase to that; legislature is working on ADA guidelines; and there is proposed legislation SB1431 regarding TK-3 class size.

OLD BUSINESS:

A. Staff Bargaining: board gave parameters to team
B. Bylaws will be handled at retreat
C. Trust Survey results was shared
    a. Board requested comments report based on schools
    b. Board will be working on plan of action regarding results
    c. President will put on Rep Council agenda and share that BOD will be working on it
D. Board Retreat
    a. July 11th - 12th Westin Long Beach

RESOLVED: I move that the Board of Directors accept and forward the recommendation of the PIC Committee to early endorse Mark Anthony Paredes for Trustee Area 2 of the Garden Grove Unified School District Board. Motion by Mark Sanchez; second by Sarah Chau-Lee. Motion approved.

NEW BUSINESS:

A. Board members shared summer availability
B. 2022-23 GGEA general meetings
    a. Rep Council Meetings will be in person starting at 4pm for the 2022-23
    b. High School and Intermediate Segments will continue on Zoom for the 2022-23 time TBD
    c. Elementary Segments meetings TBD
C. Executive Director shared quotes on front door buzzer
D. President removed Bridget Holdermann as bargaining chairperson and appointed Tamra Wood as the new bargaining chairperson- board approved.
E. Information was shared that there is an overage in GGEA office Canon Copier maintenance costs
F. 3 EAC positions up for nomination and voting at the May Rep Council, we will conduct nominations and voting for 2 vacancies at August Rep Council Board

RESOLVED: I move that the Board of Directors approves the 2022-2023 GGEA Calendar. Motion by Sarah Held; second by David Cho. Motion approved.

RESOLVED: I move that the Board of Directors approves the advance of $1,000 to delegates for the NEA RA 2022. This motion requires the expenditure of Association funds as budgeted in line item numbered: 520. Motion by Dawn Floyd; second by Veronica Conklin. Motion approved.

RESOLVED: I move that the Board of Directors approves our newly elected President to attend the President's Conference 7/14-17 all expenses paid according to CTA guidelines. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.4. Motion by Dawn Floyd; second by Nicole Ciccarelli. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Negotiations team gave a report;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** working with Cinderella Closets for next year;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** no report;
8. **SPED:** meeting on Monday;
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:** met;
16. **ECE:** no report;
17. **MEMBERSHIP:** no report;
18. **LEADERSHIP:** no report;
19. **ELEMENTARY SEGMENT**: did Q&A, rep allocation and next year's site voting;
20. **INTERMEDIATE SEGMENT:** reviewed site rep voting and admin clearing student absences without teacher consent;
21. **HIGH SCHOOL SEGMENT:** talk about rep allocation and graduation procedures.

DISCUSSION FROM THE BOARD

Concern made about principal taking surveys on students' mask wearing

ANNOUNCEMENTS

5/30 Memorial Day

Board of Directors meeting:	August, 2022	3:30 pm at the GGEA office
Next Board of Education meeting:	May 17, 2022	7:00 pm at GGUSD
Next Segment meetings:	Sept., 2022	3:30 pm by virtual meeting
Next Representative Council meeting:	May 24, 2022	3:30 pm by virtual meeting

The meeting adjourned at 6:22 p.m.

Respectfully submitted,

Rebecca Koopowitz, Secretary

GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The emergency meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:06 p.m. on Thursday, May 26, 2022 via Zoom by the President Kelly Nolan.

A 2/3 roll call vote was established to give the Board of Directors emergency powers

BOARD MEMBERS PRESENT: Kelly Nolan, Debra Coleman, Nicole Ciccarelli, David Cho, Sarah Chau-Lee, Mark Sanchez, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Julie Vo, Sarah Held and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz

OLD BUSINESS

RESOLVED: I move that the Board of Directors approves the April 2022 Financial Report. Motion by David Cho; second by Dawn Floyd. Motion approved.

RESOLVED: I move that the Board of Directors approves the 2022-23 Budget with an increase in membership dues of $4 per month. Motion by David Cho; second by Dawn Floyd. Motion approved.

RESOLVED: I move that GGEA endorses Mark Anthony Paredes for GGUSD School Board Trustee Area 2. Motion by Veronica Conklin; second by Sarah Held. Motion approved.

RESOLVED: I move that the Board of Directors approves NEA/RA reimbursement increase to a maximum of $3000 for all local GGEA RA delegates. This motion requires the expenditure of Association funds as budgeted in line item numbered: 520. Motion by Nicole Ciccarelli; second by David Cho. Motion approved.

The meeting adjourned at 4:10 p.m.

Respectfully submitted,

Dawn Floyd, Elementary Segment Director

Dawn Floyd

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 3:45 p.m. on Tuesday, May 24, 2022 at the Lincoln Ed Center by President Kelly Nolan.

A quorum was NOT established at this time (46%).

BOARD MEMBERS PRESENT: Kelly Nolan, Nicole Ciccarelli, David Cho, Mark Sanchez, Mike Godoy, Veronica Conklin, Dawn Floyd, Sarah Held, Karyn Lui-Silverberg and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Rebecca Koopowitz, Debra Coleman, Sarah Chau-Lee and Julie Vo

Schools not represented and, therefore, with no vote:

APE, Allen, Anthony, Barker, Brookhurst, Bryant, Carrillo, Carver, Clinton, Cook, Crosby, Enders, Evans, Garden Park, Gilbert, Hill, Lawrence, Mark Twain, Marshall, Newhope, Skylark, Sunnyside, Violette, Zeyen, K-6 TOSAs, Bell, Doig, Fitz, Irvine, Jordan ATP, Lake, Ralston, Walton, Bolsa, Garden Grove, Hare, Santiago, 7-12 TOSAs, K-12 TOSAs, LEC VLA.

PRESIDENT'S REPORT:

The President's Report was received. This is Kelly's last meeting. Scholarship winners Carissa Do, Natalie Sakoda, and Morgan Delgadillo were honored. School Board nominee Mark Anthony Paredes gave a short speech regarding running for District 2. He will respond to texts. Joe Bartell and Leslie Littman from CTA are in attendance.

TREASURER'S REPORT: The Treasurer's Report was received. There was NO motion because no quorum.

EXECUTIVE DIRECTOR'S REPORT:

2022-2023 finances are looking good. COLA is 6.56%, 2.1 billion extra from Governor, could go to 10%. More to come. COLA based on average daily attendance. Governor proposed previous attendance due to COVID absences. Mid-June will yield more info. Tamara Wood new bargaining chair ☺

OLD BUSINESS/INFORMATION: none

NEW BUSINESS/INFORMATION

A. GGEA Scholarship Winners announced
B. 2nd Reading of the 2022-23 Budget Proposals & Level of Local Dues
C. WHO Recipients: Sarah Held, Nicole Ciccarelli, Joe Miller ☺
D. Gen Election Results: Bridget Holdermann, Nicole Ciccarelli, Rebecca Koopowitz, Cork Snider, Veronica Conklin, Dawn Floyd, and Karyn Lui-Silverberg.
   a) State Council needs 249, need another election because no one received that much, in the Fall nominations for 2nd VP
E. Interim Vacancy- Nominations/Speeches/Voting (tabled)
F. PIC Report: met with Lan Nguyen and Mark Anthony Paredes, PIC unanimously recommends Mark Anthony Paredes.
G. Trust (Climate) Survey: BOD will evaluate at retreat and add questions, Kelly will reach out to sites to see if they want the Principal report for their site.
H. CTA Secretary-Treasurer Leslie Littman addressed members
I. EAC nominations/Elections (tabled)

REPORTS

The following reports were given:

1. **NEGOTIATIONS**: May 19th met for 2022-23 contract;
2. **LEADERSHIP:** report given about CTA State Council;
3. **MEMBERSHIP:** 1 new member last month;
4. **ELEMENTARY SEGMENT**: discussed rep allocation, Q & A, adjunct duties, and wished each other a great summer ☺;
5. **INTERMEDIATE SEGMENT:** discussed adjunct duty and calendars;
6. **HIGH SCHOOL SEGMENT:** discussed knowing your assignment, restorative justices and how they are being implemented, graduation assignments
7. **ORGANIZING:** meeting on retreat, will work over summer, and no further meeting this year;
8. **COMMUNICATIONS:** advocate came out today, working on website and updating, will meet over summer 1x, and survey about advocate;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** Theo Vo will be taking over, Cinderella's closet will provide prom dresses, Arquilla got Working Wardrobe to support future employees, and Cinderella's closet will provide ELF cosmetics if girls donate prom dresses in the future;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** this week Kelly will deliver certificates, gift card, and flowers;
13. **SPED:** meeting yesterday, 30 attendees, discussed improving SPED, no more meetings this year;
14. **RULES AND ELECTIONS:** no report;
15. **IPD:** no report;
16. **SCHOLARSHIP:** thanked those who wrote recommendations ☺;
17. **PIC:** discussed earlier;
18. **GRIEVANCE:** 1 went to level 3 and we were successful;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** continuity from smallest learners, more communication, and meeting 3rd Monday of every month;
21. **EAC:** discussed what PIC had done, discussions about Mark Anthony Paredes and campaign donations.

MEMBER COMMENT DISCUSSION

A. Comments from members shared and addressed

ANNOUNCEMENTS

5/26 NEA RA Training OSCC (virtual)
5/30 Memorial Day
5/31 GGEA RA Meeting – 3:30 @GGEA Office
6/2 Last day for teachers

Board of Directors meeting:	Aug. 23, 2022	3:30 pm at GGEA office
Next Board of Education meeting:	August, 2022	7:00 pm at GGUSD
Next Segment meetings:	Sept. 13, 2022	3:30 pm by virtual meeting
Next Representative Council meeting:	Aug. 30, 2022	4:00 pm at Lincoln Center

The meeting adjourned 5:31 p.m.

Respectfully submitted,

Dawn Floyd
Elementary Segment Director

Dawn Floyd

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

		Adopted 2021-2022		YE Aug 31, 2022	% used		over/(under)
	INCOME						
410	Dues	$ 324,000.00	1800@$180	$ 312,459.48	96%	Avg FDE 1734	$ (11,540.52)
420	CTA Rebate	**$ 392,575.00**	Avg FDE 1785	$ 386,273.00	98%		$ (6,302.00)
430	NEA Rebate	**$ 41,166.00**	CTA FDE	$ 41,166.00	100%		$ -
	SUB TOTAL	$ 757,741.00	1813.71	$ 739,898.48	98%		$ (17,842.52)
416	CD Interest Income	$ 6,000.00	8/31/2021	$ 14,675.62	245%		$ 8,675.62
653.7	Rollover - Hazard	$ 7,245.97		$ (11.14)	0%		$ 11.14
653.6	Rollover- Carver	$ 2,787.80		$ -	0%		$ (2,787.80)
653.5	Rollover- Clinton Corner	$ 3,494.57		$ 1,284.23	37%		$ (1,284.23)
	NET INCOME	**$ 777,269.34**		**$ 755,847.19**	97%		$ (13,227.79)
	EXPENSES						
	GOVERNANCE						**(over)/under**
GOAL - Support an Efficient and Effective Organization							
505	President's Expense	$ 3,500.00		$ 1,529.54	44%		$ 1,970.46
510	Board of Director's Expense	$ 4,000.00		$ 4,126.55	103%		$ (126.55)
520	NEA/RA Convention	$ 26,000.00	13 x $2000	$ 17,726.77	68%		$ 8,273.23
525	NCUEA membership	$ 450.00		$ 450.00	100%		$ -
530	CCUEA/LUAC	$ 300.00		$ -	0%		$ 300.00
535	Orange Service Center Council	$ 320.00	4x4x$20	$ 340.00	106%		$ (20.00)
536	CTA State Council	$ 2,720.00	4x4x$170	$ 1,960.91	72%		$ 759.09
540	Room Rental	$ 400.00		$ -	0%		$ 400.00
545.1	Meals/Refreshments	$ 9,000.00		$ 2,988.83	33%		$ 6,011.17
545.2	Elementary Segment	$ 900.00		$ 800.00	89%		$ 100.00
545.3	Intermediate Segment	$ 500.00		$ 330.00	66%		$ 170.00
545.4	High School Segment	$ 400.00		$ 399.95	100%		$ 0.05
545.5	Rep Council	$ 3,000.00		$ 3,000.00	100%		$ -
570	Miscellaneous (incl. Petty Cash)	$ 500.00		$ (374.07)	-75%		$ 874.07
	SUB TOTAL	$ 51,990.00		$ 33,278.48	64%		$ 18,711.52

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

	PROGRAMS AND SERVICES							(over)/under
GOAL - Communicate Effectively with our Members								
605.1	ADVOCATE	$	6,500.00	3 print/3 online	$	4,384.26	67%	$ 2,115.74
605.3	Web Page Maintenance	$	2,000.00		$	1,960.00	98%	$ 40.00
605.4	Web Page Design	$	250.00		$	-	0%	$ 250.00
605.5	Tech Support	$	2,000.00		$	1,160.00	58%	$ 840.00
610.2	Other Publications	$	500.00		$	59.11	12%	$ 440.89
611.2	Reference Materials	$	300.00		$	88.00	29%	$ 212.00
	SUB TOTAL	$	11,550.00		$	7,651.37	66%	$ 3,898.63
	LEADERSHIP TRAINING							
GOAL - Develop Strong Leadership								
615.1	OSCC Leadership Conference	$	2,000.00		$	1,966.58	98%	$ 33.42
615.2	Board of Directors Training	$	9,000.00		$	6,523.50	72%	$ 2,476.50
615.3	CTA Reg IV Leadership Conf.	$	5,000.00		$	2,410.20	48%	$ 2,589.80
615.4	CTA President's Conf	$	800.00		$	1,275.59	159%	$ (475.59)
615.55	NEA Leadership Summit	$	1,200.00		$	1,188.15	99%	$ 11.85
615.8	Leadership Development	$	3,500.00		$	-	0%	$ 3,500.00
615.9	CTA Issues Conference	$	3,000.00		$	299.88	10%	$ 2,700.12
615.10	Equity & Human Rights Conf	$	5,000.00		$	1,968.47	39%	$ 3,031.53
615.11	Region IV Political Academy	$	500.00		$	-	0%	$ 500.00
615.12	Summer Institute	$	2,000.00		$	-	0%	$ 2,000.00
615.13	NCUEA Conferences	$	3,000.00		$	-	0%	$ 3,000.00
615.14	LGBTQ+ Conferences	$	4,000.00		$	3,367.71	84%	$ 632.29
615.15	NEA Racial & Social Justice Conf	$	1,000.00		$	-	0%	$ 1,000.00
616	Special Conferences	$	4,000.00		$	-	0%	$ 4,000.00
617	Good Teaching Conference	$	5,000.00		$	195.00	4%	$ 4,805.00
	SUB TOTAL	$	49,000.00		$	19,195.08	39%	$ 29,804.92

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

						(over)/under
	MEMBERSHIP					
GOAL - Promote and Protect the Rights of our Members						
625.1	Membership Promotion	$ 10,000.00	$ 4,221.67	42%	$	5,778.33
625.2	CTA Retired Dues	$ 1,000.00	$ 400.00	40%	$	600.00
625.4	School Site Visits	$ 3,000.00	$ 2,053.16	68%	$	946.84
626	New Educator Programs	$ 2,500.00	$ 1,000.10	40%	$	1,499.90
627	Rules & Elections	$ 3,000.00	$ 1,436.20	48%	$	1,563.80
632	Surveys	$ 1,500.00	$ 372.00	25%	$	1,128.00
633	Negotiations/Bargaining Team	$ 5,000.00	$ 3,538.98	71%	$	1,461.02
	SUB TOTAL	$ 26,000.00	$ 13,022.11	50%	$	12,977.89
	COMMUNITY ACTION					
GOAL - Develop a Stronger Presence Throughout the Community						
635.1	Public Relations (Charities)	$ 1,500.00	$ 820.00	55%	$	680.00
635.2	Community Action Projects	$ 500.00	$ -	0%	$	500.00
635.3	Chamber of Commerce	$ 300.00	$ 149.00	50%	$	151.00
635.4	"I Make A Difference"	$ 500.00	$ -	0%	$	500.00
635.5	Day of the Teacher Projects	$ 1,000.00	$ 931.56	93%	$	68.44
635.8	Intradistrict Relations	$ 500.00	$ 79.60	16%	$	420.40
635.9	Community Contacts(School Board)	$ 1,000.00	$ 742.75	74%	$	257.25
635.10	Lobbying Programs	$ 499.00	$ -	0%	$	499.00
635.11	Crisis Fund	$ 100.00	$ -	0%	$	100.00
	SUB TOTAL	$ 5,899.00	$ 2,722.91	46%	$	3,176.09

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

	GGEA COMMITTEES							
GOAL - Empower our Membership and Increase Leadership Opportunities								**(over)/under**
640	Special Ed Committee	$	2,000.00		$	375.00	19%	$ 1,625.00
645	Retirement Programs and Projects	$	100.00		$	30.00	30%	$ 70.00
651	Organizing Committee	$	5,000.00		$	-	0%	$ 5,000.00
652	Human Rights Workshops	$	1,000.00		$	-	0%	$ 1,000.00
653	IPD Committee	$	1,000.00		$	-	0%	$ 1,000.00
653.7	IFT Grants - Hazard	$	7,245.97		$	7,257.11	100%	$ (11.14)
653.6	Rollover - Carver	$	2,787.80		$	-	0%	$ 2,787.80
653.5	Rollover - Clinton Corner	$	3,494.57		$	2,210.34	63%	$ 1,284.23
655	Service Committees (Scholarship)	$	500.00		$	417.38	83%	$ 82.62
	SUB TOTAL	$	23,128.34		$	10,289.83	44%	$ 12,838.51
	TRIBUTES AND RECEPTIONS							
GOAL - Recognize our Memberships' Efforts								
660.2	Retirement Tribute	$	3,500.00		$	747.08	21%	$ 2,752.92
660.3	"WHO" Awards	$	1,000.00		$	679.10	68%	$ 320.90
660.4	Board of Directors Installation	$	3,000.00		$	2,412.30	80%	$ 587.70
660.5	Recognition Reception	$	5,500.00		$	2,840.00	52%	$ 2,660.00
660.6	Other Tributes	$	600.00		$	307.98	51%	$ 292.02
660.7	Nurse Appreciation	$	500.00		$	460.00	92%	$ 40.00
618	Special Projects	$	2,000.00		$	-	0%	$ 2,000.00
619	Scholarship Fund	$	16,000.00	**+ SpEd**	$	14,000.00	88%	$ 2,000.00
665	Association Hospitality	$	2,000.00		$	416.49	21%	$ 1,583.51
667	Released Time (Subs)	$	8,000.00		$	9,358.47	117%	$ (1,358.47)
680	Legal Services	$	2,000.00		$	-	0%	$ 2,000.00
	SUB TOTAL	$	44,100.00		$	31,221.42	71%	$ 12,878.58

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

110	Reserves	$ -		$ 200,000.00	0%	$	(200,000.00)
705	Office Equipment/Furniture	$ 2,000.00		$ 317.41	16%	$	1,682.59
710	Supplies	$ 9,000.00		$ 4,060.80	45%	$	4,939.20
715	Computer Software	$ 1,500.00		$ 1,214.18	81%	$	285.82
716	Online Technology Services	$ 700.00		$ 854.71	122%	$	(154.71)
720	Regular Postage	$ 500.00		$ 501.78	100%	$	(1.78)
730	Telephone/Internet	$ 9,800.00		$ 4,221.41	43%	$	5,578.59
740	Insurance	$ 600.00		$ -	0%	$	600.00
745	Property Tax	$ 500.00		$ 212.56	43%	$	287.44
750	Accounting	$ 5,000.00		$ 8,300.00	166%	$	(3,300.00)
760	Rent	$ 80,736.82	3% increase	$ 74,108.31	92%	$	6,628.51
770	Equip Maintenance/Copier	$ 2,000.00		$ 2,194.80	110%	$	(194.80)
780	Bank Service & Check Chgs	$ 400.00		$ 360.00	90%	$	40.00
	SUB TOTAL	$ 112,736.82		$ 296,345.96	263%	$	(183,609.14)

(over)/under

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

	PERSONNEL					**(over)/under**
GOAL - Attract and Retain Quality Employees						
810.1	Executive Director Salary	$ 143,673.16	$ 151,366.09	105%	$	(7,692.93)
810.2	Executive Director H&W	$ 25,861.17	$ 24,869.00	96%	$	992.17
810.3	Executive Director Payroll Tax	$ 23,131.38	$ 23,713.20	103%	$	(581.82)
810.4	Executive Director Retirement	$ 93,387.55	$ 106,718.44	114%	$	(13,330.89)
810.5	Executive Director Expense	$ 5,000.00	$ 2,203.72	44%	$	2,796.28
810.6	Executive Dir.Training/Travel	$ 5,000.00	$ 900.82	18%	$	4,099.18
810.7	Executive Director Auto	$ 7,200.00	$ 7,200.00	100%	$	-
810.8	Executive Director 401k match	$ 2,873.46	$ 2,136.44	74%	$	737.02
820.1	Associate Staff Salaries	$ 145,890.65	$ 147,830.01	101%	$	(1,939.36)
820.2	Associate Staff H&W	$ 48,228.48	$ 48,330.89	100%	$	(102.41)
820.3	Associate Staff Payroll Tax	$ 22,540.27	$ 25,196.41	112%	$	(2,656.14)
820.4	Associate Staff Mileage	$ 500.00	$ 240.84	48%	$	259.16
820.5	Associate Staff Retirement	$ 103,582.36	$ 105,335.34	102%	$	(1,752.98)
820.6	Associate Staff Training	$ 500.00	$ -	0%	$	500.00
820.7	Associate Staff 401k match	$ 2,917.81	$ 3,455.46	118%	$	(537.65)
830.1	President Stipend (15% of Col5,Step13)	$ 16,100.00	$ 17,047.20	106%	$	(947.20)
830.2	President Payroll Tax	$ 2,900.00	$ 3,071.77	106%	$	(171.77)
840	Workers' Comp Insurance	$ 3,500.00	$ 3,646.42	104%	$	(146.42)
845	Liability Insurance	$ 4,000.00	$ 3,690.00	92%	$	310.00
850	Fees & Insurance 401k	$ 4,500.00	$ 711.28	16%	$	3,788.72
	SUB TOTAL	$ 661,286.30	$ 677,663.33	102%	$	(16,377.03)
	TOTAL EXPENSES	**$ 985,690.46**	**$ 1,091,390.49**	111%	$	(105,700.03)
	NET INCOME/(LOSS)	**$ (208,421.12)**	**$ (335,543.30)**	161%	$	127,122.18

Garden Grove Education Association
Adopted Budget 2021-2022 (Rev 9/29)

Exp. Life	Reserves		
5 years	Copier ($4000 yr)	$	12,603.37
5-7 years	Telephone System ($4000 yr)	$	28,000.00
3-5 years	Computers- Secretaries (x2)	$	2,350.00
4 years	Computer - President	$	3,000.00
3-5 years	Computer - Exec. Director	$	2,500.00
3-5 years	Computer - Advocate/Committees	$	3,000.00
3-5 years	Printers ($1000 yr)	$	5,000.00
10 years	Furniture ($1000 yr)	$	7,345.00
	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	**$**	**661,466.37**

8/31/2022		
CD's	$	691,313.15
Checking	$	(7,014.12)
Savings	$	102,798.98
Total Assets	**$**	**787,098.01**

EAC	**$**	**221,912.10**

Garden Grove Education Association
Proposed Budget 2022-2023

				Proposed 2022-2023
	INCOME			
410	Dues	**1775@$220**	**$**	**390,500.00**
420	CTA Rebate		**$**	**395,557.00**
430	NEA Rebate		**$**	**41,166.00**
	SUB TOTAL		$	827,223.00
416	CD Interest Income		$	1,000.00
	NET INCOME		**$**	**828,223.00**
	EXPENSES			
	GOVERNANCE			
GOAL - Support an Efficient and Effective Organization				
505	President's Expense		**$**	**3,000.00**
510	Board of Director's Expense		**$**	**3,500.00**
520	NEA/RA Convention	**12 x $2000**	**$**	**24,000.00**
525	NCUEA membership		$	450.00
530	CCUEA/LUAC		$	300.00
535	Orange Service Center Council	**4x4x$20**	$	320.00
536	CTA State Council	**4x4x$170**	$	2,720.00
540	Room Rental		$	400.00
545.1	Meals/Refreshments		**$**	**6,000.00**
545.2	Elementary Segment		$	900.00
545.3	Intermediate Segment		$	500.00
545.4	High School Segment		$	400.00
545.5	Rep Council		$	3,000.00
570	Miscellaneous (incl. Petty Cash)		$	500.00
	SUB TOTAL		$	45,990.00
	PROGRAMS AND SERVICES			
GOAL - Communicate Effectively with our Members				
605.1	ADVOCATE	3 print	**$**	**4,500.00**
605.3	Web Page Maintenance		$	2,000.00
605.4	Web Page Design		$	250.00
605.5	Tech Support		$	2,000.00
610.2	Other Publications		**$**	**400.00**
611.2	Reference Materials		$	300.00
	SUB TOTAL		$	9,450.00

Garden Grove Education Association
Proposed Budget 2022-2023

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

615.1	OSCC Leadership Conference	$	2,000.00
615.2	Board of Directors Training	$	9,000.00
615.3	CTA Reg IV Leadership Conf.	**$**	**4,000.00**
615.4	CTA President's Conf	$	800.00
615.55	NEA Leadership Summit	**$**	**1,000.00**
615.8	Leadership Development	**$**	**500.00**
615.9	CTA Issues Conference	$	3,000.00
615.10	Equity & Human Rights Conf	$	5,000.00
615.11	Region IV Political Academy	$	500.00
615.12	Summer Institute	$	2,000.00
615.13	NCUEA Conferences	**$**	**1,000.00**
615.14	LGBTQ+ Conferences	$	4,000.00
615.15	NEA Racial & Social Justice Conf	$	1,000.00
616	Special Conferences (New Teacher)	**$**	**2,000.00**
617	Good Teaching Conference	**$**	**2,500.00**
	SUB TOTAL	$	38,300.00

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	**$**	**5,000.00**
625.2	CTA Retired Dues	$	1,000.00
625.4	School Site Visits	$	3,000.00
626	New Educator Programs	**$**	**1,500.00**
627	Rules & Elections	$	3,000.00
632	Surveys	$	1,500.00
633	Negotiations/Bargaining Team	**$**	**4,000.00**
	SUB TOTAL	$	19,000.00

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	**$**	**1,200.00**
635.2	Community Action Projects	$	500.00
635.3	Chamber of Commerce	$	300.00
635.4	"I Make A Difference"	$	500.00
635.5	Day of the Teacher Projects	$	1,000.00
635.8	Intradistrict Relations	$	500.00
635.9	Community Contacts(School Board)	$	1,000.00
635.10	Lobbying Programs	$	499.00
635.11	Crisis Fund	$	100.00
	SUB TOTAL	$	5,599.00

Garden Grove Education Association
Proposed Budget 2022-2023

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

640	Special Ed Committee	**$**	**1,000.00**
645	Retirement Programs and Projects	$	100.00
651	Organizing Committee	**$**	**2,000.00**
652	Human Rights Workshops	**$**	**500.00**
653	IPD Committee	**$**	**500.00**
653.7	IFT Grants - Hazard	$	-
653.6	Rollover - Carver	$	-
653.5	Rollover - Clinton Corner	$	-
654	**Early Childhood Education**	**$**	**1,000.00**
655	Service Committees (Scholarship)	$	500.00
	SUB TOTAL	$	5,600.00

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	$	3,500.00
660.3	"WHO" Awards	$	1,000.00
660.4	Board of Directors Installation	$	3,000.00
660.5	Recognition Reception	$	5,500.00
660.6	Other Tributes	$	600.00
660.7	Nurse Appreciation	$	500.00
618	Special Projects	**$**	**1,000.00**
619	Scholarship Fund	$	16,000.00
665	Association Hospitality	**$**	**1,000.00**
667	Released Time (Subs)	$	8,000.00
680	Legal Services	$	2,000.00
	SUB TOTAL	$	42,100.00

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	**$**	**1,000.00**
710	Supplies	**$**	**7,000.00**
715	Computer Software	**$**	**2,000.00**
716	Online Technology Services	**$**	**800.00**
720	Regular Postage	**$**	**400.00**
730	Telephone/Internet	**$**	**6,000.00**
740	Insurance	$	600.00
745	Property Tax	$	500.00
750	Accounting	**$**	**8,500.00**
760	Rent	**$**	**83,158.92**
770	Equip Maintenance/Copier	$	2,000.00
780	Bank Service & Check Chgs	$	400.00
	SUB TOTAL	$	112,358.92

Garden Grove Education Association
Proposed Budget 2022-2023

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	**$**	**152,385.48**
810.2	Executive Director H&W	**$**	**26,929.39**
810.3	Executive Director Payroll Tax	**$**	**24,534.06**
810.4	Executive Director Retirement	**$**	**99,050.56**
810.5	Executive Director Expense	**$**	**4,000.00**
810.6	Executive Dir.Training/Travel	**$**	**4,000.00**
810.7	Executive Director Auto	$	7,200.00
810.8	Executive Director 401k match	**$**	**3,047.71**
820.1	Associate Staff Salaries	***$***	***145,890.65***
820.2	Associate Staff H&W	***$***	***48,228.40***
820.3	Associate Staff Payroll Tax	***$***	***25,093.44***
820.4	Associate Staff Mileage	**$**	**400.00**
820.5	Associate Staff Retirement	***$***	***103,954.56***
820.6	Associate Staff Training	**$**	**400.00**
820.7	Associate Staff 401k match	***$***	***2,917.81***
830.1	President Stipend **(15% of Col5,Step13)**	**$**	**17,047.20**
830.2	President Payroll Tax	**$**	**1,500.00**
840	Workers' Comp Insurance	**$**	**2,800.00**
845	Liability Insurance	$	4,000.00
850	Fees & Insurance 401k	**$**	**2,000.00**
	SUB TOTAL	$	675,379.26
	TOTAL EXPENSES	**$**	**953,777.19**
	NET INCOME/(LOSS)	**$**	**(125,554.19)**

Exp. Life	**Reserves**		
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3-5 years	Computer - Exec. Director	$	2,500.00
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	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	$	662,466.37