

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: March 26, 2024 -- 4:00 p.m.

Peters K-3 Elementary -- 13162 Newhope Street, 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 -- Transfer Procedures
- VIII. OLD BUSINESS
 - A.
- IX. NEW BUSINESS
 - A. California Casualty
 - B. The Standard
 - C. General Elections -- Declarations of Candidacy due by 5 p.m., April 5
 - D.
- X. REPORTS
 - A. Negotiations
 - B. Committees
 - C. Membership
 - D. Leadership
 - E. Segments

XI. DISCUSSION

XII. Announcements

- 4/2 GGEA Board of Directors Meeting - 3:45 p.m., GGEA Office
- 4/2 GCUSD School Board Meeting - 7:00 p.m., D.O. 5th Floor
- 4/3 OSCC General Business Meeting 5:30 p.m., The Villa
- 4/5 LUAC - 10:00 a.m., Westin Bonaventure in Los Angeles
- 4/5-4/7 CTA State Council - Westin Bonaventure, Los Angeles
Segment Meetings - 3:30 p.m., Zoom
- 4/16 GGEA Board of Directors Meeting - 3:45 p.m., Zoom
- 4/23 Rep Council Meeting - 4:00 p.m., Peters K-3
- 4/25 Special Education Pre-Task Force Meeting - 3:45 p.m., GGEA Office
- 4/30 Special Education Joint Task Force Meeting - 3:45 p.m., Location TBD



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 4:00 p.m. on Tuesday, February 6, 2024 at the GGEA office by the President, Bridget Holdermann.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, David Cho, Rebecca Koopowitz, Cork Snider Arquilla Howard, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: None

MEMBER COMMENTS: none

APPROVAL OF MINUTES:

The Board approves the minutes for the special meeting of the Board of Directors dated January 23, 2024, approved.

The Board accepts the minutes for the Representative Council dated Tuesday January 30, 2023 approved as amended.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: PIC constructed an interview questionnaire for Walter Muñeton's interview on January 23rd; Walter Muñeton will be addressing board at March 5 meeting; GGEA.org and email needed to be renewed; today's School Board action will have teacher speaking regarding Dual Immersion and SpEd concerns.

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

RESOLVED: I move that BOD accepts and forward the January 2024 financials to the Rep Council. Motion by David Cho; second by Dawn Floyd. Motion approved.

RESOLVED: I move that board of directors move \$500 from line item 615.9 (CTA Issue Conference) to line item 720 (regular postage) This motion requires the expenditure of Association funds as budget in line item numbered: 615.9. Motion by David Cho; second by Dawn Floyd. Motion approved.

PRESIDENT'S REPORT: The President's Report was received. Topic covered: shared calendar and met in contract maintenance.

OLD BUSINESS:

- A. GGSO Grievances – update provided by lawyer
- B. BGHS – Debrief
 - a. Organizing team working on plan of action
- C. Budget Committee (David, Mike, Veronica, Sara, Paul, Bridget), Staff Bargaining Date (Rebecca, Cork, Dawn, Karyn) and WHO Award committee (Arquilla, Stacey, Bridget) will set dates for meetings
- D. GGEA Summer retreat dates will be decided over email

NEW BUSINESS:

- A. Executive Director Negotiations update provided

RESOLVED: I move that Willie Burghard can have a release day on February 21, 2024 in order to remake election forms for upcoming elections in March for Board positions. This will also allow to call simply voting as Election Chair about contract renewal, etc. This motion requires the expenditure of Association funds as budget in line item numbered: 667. Motion by Nicole Ciccarelli; second by Steven Severance. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Board gave parameters to Bargaining Chair;

2. **ORGANIZING:** working on organizing plan for Bolsa;
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. **ECE:** no report;
17. **MEMBERSHIP:** no report;
18. **LEADERSHIP:** no members were able to attend the Issues Conference due to illness;
19. **ELEMENTARY SEGMENT:** planned;
20. **INTERMEDIATE SEGMENT:** planned;
21. **HIGH SCHOOL SEGMENT:** planned.

DISCUSSION FROM THE BOARD:

ANNOUNCEMENTS

- 2/12 Lincoln Holiday – No School
- 2/14 Ethnic Studies Consult
- 2/15 Bargaining with GGUSD – GGEA Office
- 2/15 Maternity Workshop – 3:45 p.m., GGEA Office
- 2/19 President's Day – No School
- 2/20 GGEA Board of Directors Meeting – 3:45 p.m., Zoom
- 2/22 Optional Part-Time Meeting – 3:45 p.m., Zoom
- 2/26 Special Education Task Force – 3:30 p.m., TBD
- 2/26 State of the District – 6:00 p.m., G.G. Hyatt Regency
- 3/4 Insurance Committee Meeting – 3:45 p.m., LEC
- 3/5 GGEA Board of Directors Meeting – 3:45 p.m., GGEA Office
- 3/5 GGUSD School Board Meeting – 7:00 p.m., D.O. 5th Floor

Board of Directors meeting:	Feb. 6, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Feb. 6, 2024	7:00 p.m. at DO 5 th Floor
Next Segment meetings:	Feb. 13, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Feb. 27, 2024	4:00 p.m. at Peters K-3

The meeting adjourned at 7:35 p.m.

Respectfully submitted,



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 3:45 p.m. on Tuesday, February 20, 2024 at the GGEA office by the President, Bridget Holdermann.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, David Cho, Rebecca Koopowitz, Cork Snider Arquilla Howard, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: None

MEMBER COMMENTS:

GGEA Special Education Chair, Kristy Gladysz addressed the board in regard to Special Ed Task Force implementation

APPROVAL OF MINUTES:

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

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered: provided update on new responsibilities.

PRESIDENT'S REPORT: The President's Report was received. Topic covered: shared calendar; will be meeting with GGUSD School Board member Dina Nguyen along with Paul; will be meeting with GGUSD School Board member Walter Muñeton along with Paul; shared meeting regarding specific schools; shared details about Special Education Task Force; according to the lease agreement, GGEA office can only hold up to 17 people in the office and we are only allocated 10 parking spots with exception of Tuesday board meetings; expressed that district wants to revisit GGUSD/GGEA communication protocols; shared research on how GGEA spends PAC money.

OLD BUSINESS:

- A. GGSO Representative and Susan Kaylor met with GGEA and GGEA lawyer for level 2 grievance
- B. Discussed BGHS issues
- C. Shared information regarding MS site visits
- D. Board gave GGEA ED Bargaining Team parameters

NEW BUSINESS:

- A. Board discussed Dr. Mafi's letter to the board
- B. Dr. Mafi's request to address board was tabled
- C. Retirement Tribute- board approved flyer
- D. Advanced Portfolio Strategies: board said no to hearing presentation

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Board gave parameters to Bargaining Chair;
2. **ORGANIZING:** reported earlier;
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:** board provided parameters for Sped Task Force;
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. **ECE**: no report;
17. **MEMBERSHIP**: no report;
18. **LEADERSHIP**: no report;
19. **ELEMENTARY SEGMENT**: no report;
20. **INTERMEDIATE SEGMENT**: no report;
21. **HIGH SCHOOL SEGMENT** no report.

DISCUSSION FROM THE BOARD:

ANNOUNCEMENTS

- 2/22 Optional Part-Time Meeting – 3:45 p.m., Zoom
2/26 Special Education Task Force – 3:30 p.m., TBD
2/26 State of the District – 6:00 p.m., G.G. Hyatt Regency
3/4 Insurance Committee Meeting – 3:45 p.m., LEC

Board of Directors meeting:	March 5, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	March 5, 2024	7:00 p.m. at DO 5 th Floor
Next Segment meetings:	March 12, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Feb. 27, 2024	4:00 p.m. at Peters K-3

The meeting adjourned at 8:10 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary



Rep Council February, 27, 2024

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 4:05 p.m. on Tuesday, February 27, 2024, at Peters K-3 Elementary by President Bridget Holdermann.

A quorum was established at 4:10 pm.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, Steven Severance, David Cho, Rebecca Koopowitz, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Karyn Lui-Silverberg, Sarah Held, Dawn Floyd, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT:

Schools not represented and, therefore, with no vote:

Allen, Bryant, Carillo, Carver, Clinton, Crosby, Evans, Gilbert, Hill, Lawrence, Mark Twain, Marshall, Peters K-3, Peters 4-6, Skylark, Sunnyside, Violette, Zeyen, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, Garden Grove, La Quinta, Pacifica, Santiago, 7-12 TOSAs, K-12 TOSAs, VLA, and Adaptive P.E.

MEMBER COMMENTS:

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors special meeting dated January 16, 2024, approved.
The Rep Council accepts the Minutes for the Board of Directors meeting dated January 23, 2024, approved.
The Rep Council approved the Minutes for the Representative Council dated January 30, 2024, as amended.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: handout of report provided to reps and highlighted specific meetings; finishing up school site visits; thanked special education and organizing committee for organizing SpEd Task Force: looking for communication committee members; shared information on administrative leaves; shared that this month is Black History Month.

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

RESOLVED: I move that Rep Council accept and approve the January 2024 financials. Motion by David Cho; second by Dawn Floyd. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: shared California Financial Report; shared a comparison of COLA settlements among OC districts; shared details from the GGUSD Audit Report (available on Garden Grove website).

NETWORKING: reps brainstormed ways to increase voting at sites

OLD BUSINESS/INFORMATION: None

NEW BUSINESS/INFORMATION

- A. Elections Chair share election protocols under CTA guidelines
- B. Candidates for State Rep NEA/RA gave speeches
 - a. Willie Burghard, Bridget Holdermann, Nicole Ciccorelli, and Christina Agawa
- C. GGEA is bargaining a renewal contract with the Executive Director
- D. Good Teaching Conference- March 22-24.

RESOLVED: I move that starting 2025, prior to negotiating any GGEA Staff contracts for more than one year, the GGEA Board develops a system for setting annual goals and objectives for GGEA employees as stated in Standing Rules 19.a.1 and 19.a.2. Once a one year evaluation with all goals and objectives being met at a minimum satisfactory level is completed, then we could consider a contract for longer than one year as long as we are and continue to be fiscally in the black. Motion by Wilhelmina Burghard; second by Bridget Lockhardt. Motion not approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Tamara Wood, bargaining chair, gave a report;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** 2 new members;
4. **ELEMENTARY SEGMENT:** discussed conferences and Q&A;
5. **INTERMEDIATE SEGMENT:** talked about collaboration schedules and grading consult;
6. **HIGH SCHOOL SEGMENT:** discussed individual issues at high schools and working with GGEA to resolve;
7. **ORGANIZING:** March 5 School Board Action to support Bolsa Grande High School;
8. **COMMUNICATIONS:** no report;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** no report;
11. **HUMAN RIGHTS:** will be hosting "The Creating Safe Space" workshop and GSA Networking Session in April;
12. **RETIREMENT:** Retirement Recognition will be on May 9th at Peters K-3;
13. **SPED:** had Task Force meeting, will be using the Site Visit Grant to visit sites immediately; March 4 is next committee meeting;
14. **RULES AND ELECTIONS:** shared elections calendar, announced declarations for GGEA candidacy are open; reviewed GGEA voting methods;
15. **IPD:** no report;
16. **SCHOLARSHIP:** scholarship applications are due on Friday March 1st and will start process of scoring them- 4 scholarships for GGUSD students and 3 for GGEA Members' children;
17. **PIC:** interviewed GGUSD School Board candidate Walter Mufieton;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** no report;
21. **EAC:** no report.

MEMBER COMMENT DISCUSSION:

ANNOUNCEMENTS

- 2/29 Bargaining with GGUSD
- 3/4 Insurance Committee Meeting- 3:45 pm, Lincoln Education Center
- 3/7 Grading Consult- 8:00 am , Edgar
- 3/7 LCAP Meeting- 3:30 pm
- 3/11 Health and Safety Committee Meeting- 3:30 pm, DO Room 102-A
- 3/18-22 Spring Break

Board of Directors meeting:	March 5, 2024 3:45 pm at GGEA office
Next Board of Education meeting:	March 5, 2024 7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	March 12, 2024 3:30 pm via Zoom
Next Representative Council meeting:	March 26, 2024 4:00 pm at Peters K-3

The meeting adjourned 6:00 pm

Respectfully submitted,


Rebecca Koopowitz

**Garden Grove Education Association
Adopted Budget 2023-2024**

INCOME		Adopted 2023-2024	January 31, 2024	% used
410	Dues 1775@\$220	\$ 390,500.00	\$ 426,993.51	109%
420	CTA Rebate	\$ 414,930.00	\$ 213,126.00	51%
430	NEA Rebate	\$ 41,166.00	\$ 20,582.75	50%
	SUB TOTAL	\$ 846,596.00	\$ 660,702.26	78%
416	CD Interest Income	\$ 20,000.00	\$ 3,397.99	17%
110	Reserves	\$ -	\$ (10,366.53)	0%
	NET INCOME	\$ 866,596.00	\$ 653,733.72	75%
 <u>EXPENSES</u>				
GOVERNANCE				
GOAL - Support an Efficient and Effective Organization				
505	President's Expense	\$ 2,500.00	\$ 782.94	31%
510	Board of Director's Expense	\$ 2,000.00	\$ 1,941.84	97%
520	NEA/RA Convention 12 x \$2000	\$ 24,000.00	\$ -	0%
525	NCUEA membership	\$ -	\$ -	0%
530	CCUEA/LUAC	\$ 300.00	\$ -	0%
535	Orange Service Center Council 4x4x\$20	\$ 320.00	\$ -	0%
536	CTA State Council 4x4x\$190	\$ 3,040.00	\$ 1,128.06	37%
540	Room Rental	\$ -	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 3,207.58	53%
545.2	Elementary Segment	\$ 900.00	\$ 400.00	44%
545.3	Intermediate Segment	\$ 500.00	\$ 80.00	16%
545.4	High School Segment	\$ 400.00	\$ 240.00	60%
545.5	Rep Council	\$ 2,000.00	\$ 1,944.47	97%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ -	0%
	SUB TOTAL	\$ 42,460.00	\$ 9,724.89	23%
 PROGRAMS AND SERVICES				
GOAL - Communicate Effectively with our Members				
605.1	ADVOCATE 1 print	\$ 2,000.00	\$ (75.00)	-4%
605.3	Web Page Maintenance	\$ 2,000.00	\$ 290.88	15%
605.4	Web Page Design	\$ 250.00	\$ -	0%
605.5	Tech Support	\$ 2,000.00	\$ -	0%
610.2	Other Publications	\$ 100.00	\$ 97.00	97%
611.2	Reference Materials	\$ 300.00	\$ 139.20	46%
	SUB TOTAL	\$ 6,650.00	\$ 452.08	7%

**Garden Grove Education Association
Adopted Budget 2023-2024**

LEADERSHIP TRAINING

GOAL - Develop Strong Leadership

615.1	OSCC Leadership Conference	\$	1,000.00	\$	113.92	11%
615.2	Board of Directors Training	\$	2,500.00	\$	-	0%
615.3	CTA Reg IV Leadership Conf.	\$	2,000.00	\$	-	0%
615.4	CTA President's Conf	\$	1,500.00	\$	-	0%
615.55	NEA Leadership Summit	\$	-	\$	-	0%
615.8	Leadership Development	\$	500.00	\$	-	0%
615.9	CTA Issues Conference	\$	500.00	\$	-	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	\$	-	0%
615.13	NCUEA Conferences	\$	-	\$	-	0%
615.14	LGBTQ+ Conferences	\$	4,000.00	\$	1,985.47	50%
615.15	NEA Racial & Social Justice Conf	\$	-	\$	-	0%
616	Special Conferences (New Teacher)	\$	2,000.00	\$	-	0%
617	Good Teaching Conference	\$	2,000.00	\$	437.88	22%
	SUB TOTAL	\$	<u>23,500.00</u>	\$	<u>2,537.27</u>	11%

MEMBERSHIP

GOAL - Promote and Protect the Rights of our Members

625.1	Membership Promotion	\$	5,000.00	\$	350.00	7%
625.2	CTA Retired Dues	\$	1,000.00	\$	35.00	4%
625.4	School Site Visits	\$	2,500.00	\$	1,278.37	51%
626	New Educator Programs	\$	1,000.00	\$	46.45	5%
627	Rules & Elections	\$	1,800.00	\$	-	0%
632	Surveys	\$	1,500.00	\$	-	0%
633	Negotiations/Bargaining Team	\$	4,000.00	\$	1,841.51	46%
	SUB TOTAL	\$	<u>16,800.00</u>	\$	<u>3,551.33</u>	21%

COMMUNITY ACTION

GOAL - Develop a Stronger Presence Throughout the Community

635.1	Public Relations (Charities)	\$	1,000.00	\$	750.00	75%
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	\$	178.87	36%
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	\$	472.66	47%
635.10	Lobbying Programs	\$	499.00	\$	255.77	1%
635.11	Crisis Fund	\$	100.00	\$	-	0%
	SUB TOTAL	\$	<u>5,399.00</u>	\$	<u>1,816.30</u>	34%

Garden Grove Education Association Adopted Budget 2023-2024

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

640	Special Ed Committee	\$	1,000.00	\$	110.00	11%
645	Retirement Programs and Projects	\$	100.00	\$	100.00	100%
651	Organizing Committee	\$	500.00	\$	55.98	11%
652	Human Rights Workshops	\$	500.00	\$	-	0%
653	IPD Committee	\$	500.00	\$	-	0%
654	Early Childhood Education	\$	500.00	\$	-	0%
655	Service Committees (Scholarship)	\$	500.00	\$	-	0%
	SUB TOTAL	\$	3,600.00	\$	265.98	7%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$	3,500.00	\$	-	0%
660.3	"WHO" Awards	\$	650.00	\$	-	0%
660.4	Board of Directors Installation	\$	3,000.00	\$	-	0%
660.5	Recognition Reception	\$	5,500.00	\$	-	0%
660.6	Other Tributes	\$	600.00	\$	100.00	17%
660.7	Nurse Appreciation	\$	500.00	\$	-	0%
618	Special Projects	\$	-	\$	-	0%
619	Scholarship Fund	8 @ \$2000 \$	16,000.00	\$	4,000.00	25%
665	Association Hospitality	\$	500.00	\$	-	0%
667	Released Time (Subs)	\$	8,000.00	\$	497.73	6%
680	Legal Services	\$	2,000.00	\$	-	0%
	SUB TOTAL	\$	40,250.00	\$	4,597.73	11%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$	1,000.00	\$	73.94	7%
710	Supplies	\$	7,000.00	\$	1,460.95	21%
715	Computer Software	\$	1,000.00	\$	690.55	69%
716	Online Technology Services	\$	1,500.00	\$	669.24	45%
720	Regular Postage	\$	700.00	\$	726.00	104%
730	Telephone/Internet	\$	5,500.00	\$	2,511.09	46%
740	Insurance	\$	600.00	\$	571.00	95%
745	Property Tax	\$	300.00	\$	25.00	8%
750	Accounting	\$	10,000.00	\$	13,900.00	139%
760	Rent	\$	57,513.56	\$	28,623.00	50%
770	Equip Maintenance/Copier	\$	2,000.00	\$	1,228.45	61%
780	Bank Service & Check Chgs	\$	400.00	\$	545.16	136%
	SUB TOTAL	\$	87,513.56	\$	51,024.38	58%

Garden Grove Education Association Adopted Budget 2023-2024

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 162,654.45	\$ 82,277.00	51%
810.2	Executive Director H&W	\$ 26,929.39	\$ 10,384.94	39%
810.3	Executive Director Payroll Tax	\$ 29,517.80	\$ 11,980.66	41%
810.4	Executive Director Retirement	\$ 113,651.56	\$ 58,091.56	51%
810.5	Executive Director Expense	\$ 3,500.00	\$ 774.93	22%
810.6	Executive Dir.Training/Travel	\$ 2,000.00	\$ 408.88	20%
810.7	Executive Director Auto	\$ 7,200.00	\$ 3,600.00	50%
810.8	Executive Director 401k match	\$ 3,201.45	\$ (1,632.72)	-51%
820.1	Associate Staff Salaries	\$ 147,349.68	\$ 67,023.54	45%
820.2	Associate Staff H&W	\$ 51,455.64	\$ 17,555.57	34%
820.3	Associate Staff Payroll Tax	\$ 27,002.94	\$ 9,337.33	35%
820.4	Associate Staff Mileage	\$ 400.00	\$ 36.35	9%
820.5	Associate Staff Retirement	\$ 104,618.19	\$ 43,590.08	42%
820.6	Associate Staff Training	\$ -	\$ -	0%
820.7	Associate Staff 401k match	\$ 2,946.99	\$ (2,587.39)	-88%
830.1	President Stipend (15% of Col5,Step13)	\$ 18,581.40	\$ 13,006.98	70%
830.2	President Payroll Tax	\$ 1,500.00	\$ 1,263.32	±%
840	Workers' Comp Insurance	\$ 3,800.00	\$ 1,466.45	39%
845	Liability Insurance	\$ 3,500.00	\$ 3,322.00	95%
850	Fees & Insurance 401k	\$ 2,000.00	\$ 796.06	40%
	SUB TOTAL	\$ 711,809.49	\$ 320,695.54	45%
	TOTAL EXPENSES	\$ 937,982.05	\$ 394,665.50	42%
	NET INCOME/(LOSS)	\$ (71,386.05)	\$ 259,068.22	-363%

Exp. Life	Reserves	
5 years	Copier (\$4000 yr)	\$ 16,258.37
5-7 years	Telephone System (\$4000 yr)	\$ 24,056.45
3-5 years	Computers- Secretaries (x2)	\$ 4,350.00
4 years	Computer - President	\$ 1,342.08
3-5 years	Computer - Exec. Director	\$ 3,000.00
3-5 years	Computer - Advocate/Committees	\$ 3,000.00
3-5 years	Printers (\$1000 yr)	\$ 5,000.00
10 years	Furniture (\$1000 yr)	\$ 8,955.00
	Building Fund	\$ 400,000.00
	Accrued Wages/Vacation/Sick Pay	\$ 80,668.00
	President's Salary - 1 yr. est	\$ 123,876.00
	Total Reserves To-date	\$ 670,505.90

11/30/2023	
CD's	\$ 650,000.00
Checking	\$ 305,716.94
Savings	\$ 36,648.04
Total Assets	\$ 992,364.98

EAC	\$ 216,968.88
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