

GARDEN GROVE EDUCATION ASSOCIATION
Representative Council
AGENDA

REGULAR MEETING: **August 27, 2024 – 4:00 p.m.**
Peters 4-6 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
 - a. Meet your Board

- VIII. OLD BUSINESS

- IX. NEW BUSINESS
 - A. Rep Council meeting rules
 - B. CTA Conferences
 - C. Elementary Segment election
 - D.

- X. REPORTS
 - A. Negotiations
 - B. Committees

 - C. Membership

 - D. Leadership

 - E. Segments

- XI. Announcements
- XII. 8/29 Bargaining – 8:00 a.m. GGEA office

- XIII. 9/2 Labor Day – NO SCHOOL
- XIV. 9/3 BoD Mtg. 3:45 p.m. GGEA office
- XV. GGUSD School Board Meeting – 7:00 p.m.
- XVI. 9/9 & 9/10 Ethnic Studies Consult
- XVII. 9/9 Insurance Committee - 3:45 p.m. District Annex
- XVIII. 9/10 Segments – 3:30 p.m. Zoom
- XIX. 9/12 Bargaining – 8:00 a.m. GGEA office
- XX. 9/17 GGEA & GGUSD – 4:00 p.m. GGEA office
- XXI. 9/24 Rep Council – 4:00 p.m. Peters 4-6
- XXII. 9/26 Bargaining – 8:00 a.m. GGEA office



Board Meeting, April 23, 2024

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 3:45 p.m. on Tuesday, April 23 2024 at the GGEA office by the President, Bridget Holdermann.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Bridget Holdermann, Nicole Ciccarelli, 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: Steven Severance

OLD BUSINESS

- A. The board decided that the method of voting would be option b in the standing rules: Work site balloting.
- B. Board determined the ratification vote would take place next week April 29 - May 3. Voting would begin at 8:00 a.m. on April 29 and close at 5:00 p.m. on May 3.

RESOLVED: I move that the Board of Directors approves and recommends to Rep Council the Tentative Agreement between the Garden Grove Unified School District and Garden Grove Education Association. Motion by Sarah Held on behalf of the Bargaining Team. Motion approved.

The meeting was adjourned at 4:08 p.m.

Respectfully submitted,


Rebecca Koopowitz, Secretary



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 3:46 p.m. on Tuesday, May 7, 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, Dawn Floyd, Sarah Held, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Karyn Lui-Silverberg

MEMBER COMMENTS: none

APPROVAL OF MINUTES:

The Board approves the minutes for the regular meeting of the Board of Directors dated April 2, 2024, approved as amended.

The Board approves the minute for the special meeting of the Board of Directors dated April 16, 2024, approved as amended.

The Board accepts the minutes for the Representative Council dated Tuesday April 23, 2024.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: shared calendar; comparisons of settlements across the county, P2 Average Daily Attendance Report, problems with tentative agreement, and suggestions for summer retreat business.

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

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

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared President's calendar; New Educator Orientation on August 7th, spoke with administrators about training on evaluations, and there will be a math consult next year.

OLD BUSINESS:

- A. Confirmed Installation Banquet -RSVPs

RESOLVED: I move that the BOD approves switching Doteasy to Google with 1 year commitment of \$18 per month. This motion requires the expenditure of Association funds as budget in line item numbered: 605.3. Motion by David Cho; second by Dawn Floyd. Motion approved.

NEW BUSINESS:

- A. Proposed Budget- Bylaw IX.D.5
- B. Board addressed member letters
- C. GGEA Elections process reviewed
- D. Virta program- board agreed to do further research

RESOLVED: I move that the BOD approves the teacher hour's pay during the summer in gift certificates not to exceed \$1700. This motion requires the expenditure of Association funds as budget in line item numbered: 110. Motion by Dawn Floyd; second by Veronica Conklin. Motion approved.

RESOLVED: I move that the BOD approves the GGEA Calendar for 2024/2025 school year. Motion by Nicole Ciccarelli; second by Steven Severance. Motion approved.

The meeting adjourned at 6:47 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'RK', with a long horizontal stroke extending to the right.

Rebecca Koopowitz, Secretary



Board Meeting, May 21, 2024

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 5:30 p.m. on Tuesday, May 21, 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, Stacey Carter, and Paul Kim (Executive Director).

BOARD MEMBERS ABSENT: Sarah Held

OLD BUSINESS

- A. Board provided Bargaining parameters
- B. Letters from Preschool Teachers tabled

RESOLVED: I move that GGEA reimburses ½ of hotel room cost for state delegates in single occupancy rooms, with the total reimbursement between CTA and GGEA not to exceed \$2600 total per delegate, for NEA RA 2024. This motion requires the expenditure of Association funds as budget in line item numbered: 520. Motion by Steven Severance; second by David Cho. Motion approved.

RESOLVED: I move that GGEA advance the sum of \$500 to Arquilla Howard to cover the cost of the GGEA Night Dinner at 2024 NEA RA This motion requires the expenditure of Association funds as budget in line item numbered: 520. Motion by Steven Severance; second by David Cho. Motion approved.

RESOLVED: I move that Board of Directors accept and approve 2024-25 Budget. This motion requires the expenditure of Association funds as budget in line item numbered: 520. Motion by David Cho; second by Dawn Floyd. Motion approved.

The meeting was adjourned at 5:59 p.m.

Respectfully submitted,


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 8:40 am on Tuesday, July 15, 2024 at the GGEA office by the President Bridget Holderman. Recessed for the day at 4:49 pm. Reconvened on July 16, 2024 at 8:44 am.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Sarah Held, Nicole Ciccarelli, David Cho, Rebecca Koopowitz, Cork Snyder, Arquila Howard, Mike Godoy, Veronica Conklin, , Steven Severance, Dawn Floyd, Stacey Carter, and Paul Kim(Executive Director).

BOARD MEMBERS ABSENT:

- I. Executive Director reported on the following:
 - a. District discipline process
 - b. Reviewed language change in PAR Side Letter
 - c. Provided financial report
- II. GGUSD request for meeting
 - a. Board agreed to meet with district leadership
- III. Rep Council Handbook/ Site Rep Handbook will be updated by President
RESOLVED: I move that BOD approves removing pages 32-35 of the Site Rep Handbook regarding GGEA Communication process as well as any other parts it is mentioned any other documents on the GGEA website. Motion by Rebecca Koopowitz; second by Stacey Carter. Motion approved.
- IV. NEA-RA
RESOLVED: I move that GGEA follow CTA's lead for local delegates to receive reimbursement as previously authorized for the 2024 NEA RA irrespective of NEASO Strike. This motion requires the expenditure of Association funds as budget in line item numbered: 520. Motion by Steven Severance; second by Arquila Howard. Motion approved.
- V. GGEA Website
RESOLVED: I move that BOD approves no more than \$400 on switching of website. This motion requires the expenditure of Association funds as budget in line item numbered: 716. Motion by David Cho; second by Dawn Floyd. Motion approved.
- VI. Associate Staff Salary
RESOLVED: I move that BOD approves a 4% increase in the assoc. staff's salary. This motion requires the expenditure of Association funds as budget in line item numbered: 820.1. Motion by David Cho; second by Dawn Floyd. Motion approved.
- VII. Communications Committee Chair Raquel Manriquez and members- Reis Birkett, Darlene Machacon- approved
- VIII. GGEA Calendar Reviewed
- IX. Committee Vacancies
 - a. Board approved adding two members to the bargaining team: Stacey Carter and David Austin
 - i. Motion was made to reconsider adding two members to the team: not approved.
 - b. Board approved for Rene Murguia and Hannah Jaspard as co-chairpersons of the Scholarship Committee. Board approved adding members Mike Conley and Sara Chau-Le. Board approved removing Maura Ortega.
 - c. Board approved Shelley Kovich as Elections Chairperson
- X. Review of last years' activities: Pros and Cons
- XI. GGEA Bylaws and Standing Rules

- a. Board began updating the Standing Rules to coincide with current Bylaws
- XII. Bargaining Team
 - a. Board reviewed and approved survey
 - b. Survey will be sent out on Wednesday, August 28, 2024
- XIII. School Board Elections update provided by the Executive Director
 - a. Pic Committee will be interviewing 2 candidates
- XIV. Employee Handbook

RESOLVED: I move that GGEA create an Employee Handbook. The Executive Director will help the board create one. Motion by Rebecca Koopowitz; second by Arquila Howard. Motion approved.
- XV. Executive Director Job Description postponed
- XVI. Employee Job Description postponed
- XVII. Staff Evaluation Form postponed
- XVIII. 2024-25 Objectives/Goals
 - a. Educate and empower members on issues, rights, and contract language during Rep Council meetings
 - b. Rebranding GGEA through our communication committee
- XIX. Communication protocols set for emails and texts

The meeting adjourned at 1:58 pm.

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 4:00 p.m. on Tuesday, April 23, 2024, at Peters K-3 Elementary by President Bridget Holdermann.

A quorum was established at 4:15 pm.

BOARD MEMBERS PRESENT: Bridget Holdermann, 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: Nicole Ciccarelli

Schools not represented and, therefore, with no vote:

Bryant, Carillo, Carver, Clinton, Enders, Heritage, Hill, Mark Twain, Marshall, Paine, Peters K-3, Peters 4-6, Post, Simmons, Skylark, Violette, Wakeham, Bell, Doig, Fitz, Irvine, Jordan ATP, Lake, McGarvin, Walton, Santiago, 7-12 TOSAs, K-12 TOSAs, Nurses, and Adaptive P.E.

MEMBER COMMENTS:

APPROVAL OF MINUTES: The Rep Council accepts the Minutes for the Board of Directors regular meeting dated March 5, 2024, approved.
The Rep Council approved the Minutes for the Representative Council dated March 26, 2024, approved.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: written report and Calendar of Events provided; finishing site visits; attended Disney Musical at Stanley; attended Pacifica's Variety Show; attended Community Advisory Awards Ceremony; fielded questions regarding admin shelter in place mandate on Eclipse date- decision came from the district; April is Autism Awareness Month, School Library, Poetry, and National Arab American Heritage Month.

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

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

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: shared information on California Financials through March and State Revenue; update on contractual settlements in Orange County and salary rankings across the county.

NETWORKING: None

OLD BUSINESS/INFORMATION: None

NEW BUSINESS/INFORMATION

- A. Grant Schuster (ATSA) shared information about Community Skills
- B. Proposed 2024/25 GGEA Budget- 1st Reading (Bylaw VI.C.2)
- C. GEAC Elections- Declarations of Candidacy due by 5pm, May 3 (EAC Bylaw Sections 3 and 4)
- D. Candidate Speeches (SR-5.B.3)
- E. GGEA Staff Bargaining Update

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** the Bargaining Team reviewed the 2023-24 Tentative Agreement and answered questions;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** 5 new members;
4. **ELEMENTARY SEGMENT:** discussed transfers, evaluation, assignments, and candidate speeches;
5. **INTERMEDIATE SEGMENT:** reviewed 10.20 in contract and candidate speech;
6. **HIGH SCHOOL SEGMENT:** discussed Bolsa Grande situation and hosted candidate speeches;
7. **ORGANIZING:** meeting on May 6;
8. **COMMUNICATIONS:** no report;
9. **NEW TEACHER:** working with Advisory Event for induction candidates on May 2 and getting sponsorship;
10. **COMMUNITY ACTION:** Day of Teacher posters due today;
11. **HUMAN RIGHTS:** will be hosting "The Creating Safe Space" workshop at Jordan on April 30th; GSA Networking Session in April 11 was a success;
12. **RETIREMENT:** May 9;
13. **SPED:** working on site visits;
14. **RULES AND ELECTIONS:** sending emails for Simply Voting process to reps for 2 upcoming elections;
15. **IPD:** no report;
16. **SCHOLARSHIP:** hosting interviews this Friday;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** no report;
21. **EAC:** voted to donate \$5,000 to Walter Muffeton's campaign.

MEMBER COMMENT DISCUSSION:

ANNOUNCEMENTS

- 5/6 Insurance Committee Meeting- 3:45pm, Hare Room A
- 5/7 California Day of the Teacher
- 5/8 National Day of the Teacher
- 5/8 National School Nurses Day
- 5/9 GGEA Retirement Tribute
- 5/13 Health & Safety Committee Meeting- 3:30pm, Food Services Room
- 5/17 GGEA Installation Banquet- 5:30pm, Mama Cozza's
- 5/29 Student Last Day
- 5/30 Teachers, Nurses, Teacher-Librarians Last Day
- 5/31-6/2 State Council

Board of Directors meeting:	May 7, 2024	3:45 pm at GGEA office
Next Board of Education meeting:	May 7, 2024	7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	May 14, 2024	3:30 pm via Zoom
Next Representative Council meeting:	May 21, 2024	4:00 pm at Peters K-33

The meeting adjourned 6:10 pm

Respectfully submitted,


Rebecca Koopowitz



Rep Council May 21, 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 4:00 p.m. on Tuesday, May 21, 2024, at Peters K-3 Elementary by President Bridget Holdermann.

A quorum was not established

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, Barker, Bryant, Carillo, Carver, Clinton, Crosby, Eisenhower, Enders, Evans, Garden Park, Hill, Lawrence, Mark Twain, Monroe, Paine, Peters K-3, Peters 4-6, Post, Skylark, Simmons, Violette, Bell, Doig, Fitz, Irvine, Jordan, Jordan ATP, Lake, McGarvin, Walton, Garden Grove, K-6 TOSAs, 7-12 TOSAs, K-12 TOSAs, VAPA, and Adaptive P.E.

MEMBER COMMENTS:

APPROVAL OF MINUTES: postponed

PRESIDENT'S REPORT: The President's Report was received. Topics covered: finished visiting sites, provided information from Insurance meeting, and shared next steps.

TREASURER'S REPORT: The Treasurer's Report postponed.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topic covered: shared contract settlements across the county.

NETWORKING: Discussed GGEA Committees

OLD BUSINESS/INFORMATION:

- A. EAC Elections postponed
- B. Community Schools- 2nd reading
- C. 2024/2025 Proposed Budget will be postponed to a board meeting

NEW BUSINESS/INFORMATION

- A. Day of the Teacher Poster Contest- winners presented
- B. GGEA Scholarship Winners presented
- C. IMAD Award postponed
- D. WHO Award Winners presented
- E. 2024-2025 GGEA Goals postponed
- F. General Election Results
 - a. Copy provided
- G. Rep Recognition- members were presented with gift cards

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** the Bargaining Team provided contract update;
2. **LEADERSHIP:** no report;

3. **MEMBERSHIP:** 2 new members;
4. **ELEMENTARY SEGMENT:** discussed Super week and bargaining survey;
5. **INTERMEDIATE SEGMENT:** discussed site calendars;
6. **HIGH SCHOOL SEGMENT:** discussed APEX hiring practices, Community Schools and ideas for bargaining survey;
7. **ORGANIZING:** meeting on May 6;
8. **COMMUNICATIONS:** no report;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** no report;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** no report;
13. **SPED:** no report;
14. **RULES AND ELECTIONS:** chair shared election results;
15. **IPD:** no report;
16. **SCHOLARSHIP:** scholarships presented;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** no report;
21. **EAC:** no report.

MEMBER COMMENT DISCUSSION: members addressed Rep Council

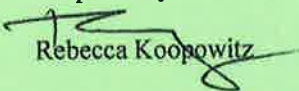
ANNOUNCEMENTS

5/29 Student Last Day
5/30 Teachers, Nurses, Teacher-Librarians Last Day
5/30 Site Rep Forms Due to GGEA Office
5/31-6/2 State Council

Board of Directors meeting:	Aug 20, 2024	3:45 pm at GGEA office
Next Board of Education meeting:	June 4, 2024	7:00 pm at GGUSD 5 th Floor
Next Segment meeting:	Sept 10, 2024	3:30 pm via Zoom
Next Representative Council meeting:	Aug 27, 2024	4:00 pm at Peters 4-6

The meeting adjourned 5:21 pm

Respectfully submitted,


Rebecca Koopowitz

Garden Grove Education Association Adopted Budget 2023-2024

INCOME		Adopted 2023-2024	July 31, 2024	% used
410	Dues	1775@\$220 \$ 390,500.00	\$ 405,078.91	104%
420	CTA Rebate	\$ 414,930.00	\$ 426,935.00	103%
430	NEA Rebate	\$ 41,166.00	\$ 41,165.00	100%
	SUB TOTAL	\$ 846,596.00	\$ 873,178.91	103%
416	CD Interest Income	\$ 20,000.00	\$ 8,482.85	42%
110	Reserves	\$ -	\$ (21,437.80)	0%
	NET INCOME	\$ 866,596.00	\$ 860,223.96	99%
 <u>EXPENSES</u>				
<i>GOVERNANCE</i>				
GOAL - Support an Efficient and Effective Organization				
505	President's Expense	\$ 2,500.00	\$ 1,640.16	66%
510	Board of Director's Expense	\$ 2,000.00	\$ 1,941.84	97%
520	NEA/RA Convention	12 x \$2000 \$ 24,000.00	\$ 13,260.84	55%
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	\$ 2,663.19	88%
540	Room Rental	\$ -	\$ -	0%
545.1	Meals/Refreshments	\$ 6,000.00	\$ 6,511.97	109%
545.2	Elementary Segment	\$ 900.00	\$ 700.00	78%
545.3	Intermediate Segment	\$ 500.00	\$ 370.00	74%
545.4	High School Segment	\$ 400.00	\$ 360.00	90%
545.5	Rep Council	\$ 2,000.00	\$ 1,600.00	80%
570	Miscellaneous (incl. Petty Cash)	\$ 500.00	\$ (336.00)	-67%
	SUB TOTAL	\$ 42,460.00	\$ 28,712.00	68%
 <i>PROGRAMS AND SERVICES</i>				
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	\$ 1,990.88	100%
605.4	Web Page Design	\$ 250.00	\$ -	0%
605.5	Tech Support	\$ 2,000.00	\$ 2,900.00	145%
610.2	Other Publications	\$ 100.00	\$ 97.00	97%
611.2	Reference Materials	\$ 300.00	\$ 139.20	46%
	SUB TOTAL	\$ 6,650.00	\$ 5,052.08	76%

**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	\$	5,545.33	222%
615.3	CTA Reg IV Leadership Conf.	\$	2,000.00	\$	1,827.12	91%
615.4	CTA President's Conf	\$	1,500.00	\$	285.00	19%
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	\$	1,641.62	33%
615.11	Region IV Political Academy	\$	500.00			0%
615.12	Summer Institute	\$	2,000.00	\$	1,128.36	56%
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	\$	331.23	17%
617	Good Teaching Conference	\$	2,000.00	\$	1,183.93	59%
	SUB TOTAL	\$	23,500.00	\$	14,041.98	60%

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	\$	375.00	38%
625.4	School Site Visits	\$	2,500.00	\$	2,367.42	95%
626	New Educator Programs	\$	1,000.00	\$	686.88	69%
627	Rules & Elections	\$	1,800.00	\$	1,935.00	108%
632	Surveys	\$	1,500.00	\$	-	0%
633	Negotiations/Bargaining Team	\$	4,000.00	\$	3,490.13	87%
	SUB TOTAL	\$	16,800.00	\$	9,204.43	55%

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	\$	228.87	46%
635.5	Day of the Teacher Projects	\$	1,000.00	\$	455.82	46%
635.8	Intradistrict Relations	\$	500.00	\$	158.48	32%
635.9	Community Contacts(School Board)	\$	1,000.00	\$	575.99	58%
635.10	Lobbying Programs	\$	499.00			0%
635.11	Crisis Fund	\$	100.00	\$	-	0%
	SUB TOTAL	\$	5,399.00	\$	2,328.16	43%

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	\$	794.15	79%
645	Retirement Programs and Projects	\$	100.00	\$	130.00	130%
651	Organizing Committee	\$	500.00	\$	55.98	11%
652	Human Rights Workshops	\$	500.00	\$	38.97	8%
653	IPD Committee	\$	500.00	\$	-	0%
654	Early Childhood Education	\$	500.00	\$	-	0%
655	Service Committees (Scholarship)	\$	500.00	\$	311.23	62%
	SUB TOTAL	\$	<u>3,600.00</u>	\$	<u>1,330.33</u>	37%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$	3,500.00	\$	2,759.02	79%
660.3	"WHO" Awards	\$	650.00	\$	525.00	81%
660.4	Board of Directors Installation	\$	3,000.00	\$	769.69	26%
660.5	Recognition Reception	\$	5,500.00	\$	3,600.00	65%
660.6	Other Tributes	\$	600.00	\$	100.00	17%
660.7	Nurse Appreciation	\$	500.00	\$	427.70	86%
618	Special Projects	\$	-	\$	-	0%
619	Scholarship Fund	8 @ \$2000	\$ 16,000.00	\$	6,000.00	38%
665	Association Hospitality	\$	500.00	\$	-	0%
667	Released Time (Subs)	\$	8,000.00	\$	12,821.23	160%
680	Legal Services	\$	2,000.00	\$	-	0%
	SUB TOTAL	\$	<u>40,250.00</u>	\$	<u>27,002.64</u>	67%

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	\$	4,713.99	67%
715	Computer Software	\$	1,000.00	\$	840.54	84%
716	Online Technology Services	\$	1,500.00	\$	1,003.99	67%
720	Regular Postage	\$	700.00	\$	726.00	104%
730	Telephone/Internet	\$	5,500.00	\$	4,472.33	81%
740	Insurance	\$	600.00	\$	571.00	95%
745	Property Tax	\$	300.00	\$	25.00	8%
750	Accounting	\$	10,000.00	\$	14,538.95	145%
760	Rent	\$	57,513.56	\$	53,648.00	93%
770	Equip Maintenance/Copier	\$	2,000.00	\$	2,534.31	127%
780	Bank Service & Check Chgs	\$	400.00	\$	645.16	161%
	SUB TOTAL	\$	<u>87,513.56</u>	\$	<u>83,793.21</u>	96%

Garden Grove Education Association Adopted Budget 2023-2024

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$	162,654.45	\$	155,597.88	96%
810.2	Executive Director H&W	\$	26,929.39	\$	23,150.18	86%
810.3	Executive Director Payroll Tax	\$	29,517.80	\$	24,327.18	82%
810.4	Executive Director Retirement	\$	113,651.56	\$	110,150.22	97%
810.5	Executive Director Expense	\$	3,500.00	\$	1,729.43	49%
810.6	Executive Dir. Training/Travel	\$	2,000.00	\$	606.66	30%
810.7	Executive Director Auto	\$	7,200.00	\$	6,800.00	94%
810.8	Executive Director 401k match	\$	3,201.45	\$	1,449.31	45%
820.1	Associate Staff Salaries	\$	147,349.68	\$	95,471.00	65%
820.2	Associate Staff H&W	\$	51,455.64	\$	32,470.69	63%
820.3	Associate Staff Payroll Tax	\$	27,002.94	\$	14,048.75	52%
820.4	Associate Staff Mileage	\$	400.00	\$	101.85	25%
820.5	Associate Staff Retirement	\$	104,618.19	\$	63,842.80	61%
820.6	Associate Staff Training	\$	-	\$	-	0%
820.7	Associate Staff 401k match	\$	2,946.99	\$	922.47	31%
830.1	President Stipend (15% of Col5, Step13)	\$	18,581.40	\$	17,373.66	94%
830.2	President Payroll Tax	\$	1,500.00	\$	1,712.85	114%
840	Workers' Comp Insurance	\$	3,800.00	\$	2,823.55	74%
845	Liability Insurance	\$	3,500.00	\$	3,322.00	95%
850	Fees & Insurance 401k	\$	2,000.00	\$	1,198.50	60%
	SUB TOTAL	\$	711,809.49	\$	557,098.98	78%
	TOTAL EXPENSES	\$	937,982.05	\$	728,563.81	78%
	NET INCOME/(LOSS)	\$	(71,386.05)	\$	131,660.15	-184%

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

3/31/2024	
CD's	\$ 657,572.36
Checking	\$ 289,318.26
Savings	\$ 36,650.95
Total Assets	\$ 983,541.57

EAC	\$ 217,380.08
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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 3:45 p.m. on Tuesday, April 2, 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 regular meeting of the Board of Directors dated March 5, 2024, approved.

The Board accepts the minutes for the Representative Council dated Tuesday March 26, 2024.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: update on district funding and expenses; provided name for GGEA Communications Committee.

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

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

RESOLVED: I move that BOD accepts and forward the 2024-25 budget as amended to the Rep Council. Motion by David Cho; second by Dawn Floyd. Motion approved as amended.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared President's calendar; Grant Schuster will be at Rep Council to discuss Community Schools; Board Retreat 15-16.

OLD BUSINESS:

- A. GGSO Grievances – update provided by lawyer

NEW BUSINESS:

- A. Proposed Budget- Bylaw IX.D.5
- B. NEA/RA Reimbursement -SR 15 (520)
- C. CTA President's Conference -July 18-July 21, Garden Grove (615.4) (Postponed)
- D. Association Goals for 24/25 -SR-1.A (Postponed)
- E. Performance Expectations for Executive Director -SR 19.A. 2 (Postponed)
- F. WHO Awards Dinner – Wednesday, May 8 (660.3)

RESOLVED: I move that the BoD approves sending up to 10 members to the WHO Awards Dinner on Wednesday, May 8, 2024 at cost of \$25 per person. This motion requires the expenditure of Association funds as budget in line item numbered: 660.3 Motion by Veronica Conklin: second by Stacey Carter. Motion approved.

RESOLVED: I move that the BoD approves sending up to 9 delegates to the NEA-RA this summer. All expenses paid under the CTA guidelines and total expenses not to exceed \$2600. This motion requires the expenditure of Association funds as budget in line item numbered: 520. Motion by Rebecca Koopowitz: second by Nicole Ciccarelli. Motion approved.

RESOLVED: I move that the BoD approves the advance funds of \$1300 to the NEA-RA delegates for the cost of sending them to the NEA-RA. This motion requires the expenditure of Association funds as budget in line item numbered: 520. Motion by Rebecca Koopowitz: second by Nicole Ciccarelli. Motion approved.

RESOLVED: I move that the GGEA Board approves the purchase of cupcakes from "The Baking Fool" for the retirement tribute not to exceed \$400.00. This motion requires the expenditure of Association funds as budget in line item numbered: 660.3 Motion by Nicole Ciccarelli on behalf of the retirement committee: second by Dawn Floyd. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Board gave parameters to Bargaining Chair;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** Board has approved the Day of the Teacher flyer;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** reported that Cork Snider is our May "I Make A Difference" award recipient;
8. **SPED:** board approved TK & K meeting flyer;
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.

ANNOUNCEMENTS

- 4/3 OSCC General Business Meeting -5:30 pm @ the Villa
- 4/5 Bargaining with GGUSD -GGEA Office
- 4/5-7 State Council -Westin Bonaventure in Los Angeles
- 4/10 OSCC President's Summit -9:00 am @ OSCC
- 4/16 GGUSD School Board Meeting -7:00 pm @ DO 5th Floor
- 4/30 Special Education Joint Task Force Meeting -3:45 pm, TBD

Board of Directors meeting:	April 16, 2024	3:45 p.m. on Zoom
Next Board of Education meeting:	April 2, 2024	7:00 p.m. at DO 5 th Floor
Next Segment meetings:	April 9, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	April 23, 2024	4:00 p.m. at Peters K-3

The meeting adjourned at 6:48 p.m.

Respectfully submitted,



Rebecca Koopowitz, Secretary



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 3:45 p.m. on Tuesday, April 16, 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 regular meeting of the Board of Directors dated April 2, 2024, approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: CTA rebate will increase next year and gave a financial report.

TREASURER'S REPORT: The Treasurer's Report Topic covered: researching costs of the Association to use Google Drive.

PRESIDENT'S REPORT: The President's Report was received. Topics covered: shared President's calendar; shared information on STOPit App, concerns with Don Walsh usage, issue with school Nurses being asked to perform other duties, and CTA dues increasing next year.

OLD BUSINESS

- A. Association Goals for 24/25 – SR-1.A discussed
- B. Performance Expectations for Executive Director – SR-19.A.2 postponed to BoD Retreat

RESOLVED: I move that the Board of Directors approves the 2024-2025 Bargaining Proposals. Motion by Sarah Held on behalf of the Bargaining Team. Motion approved.

RESOLVED: I move that the BoD approves sending the 2024-2025 Board of Directors and the Executive Director to the Board Retreat at the Double Tree Hotel, Orange County Airport on July 15-16 with total cost not to exceed 7,500. This motion requires the expenditure of Association funds as budget in line item numbered: 615.2. Motion by Rebecca Koopowitz; second by Steven Severance. Motion approved.

RESOLVED: I move that the BoD approves sending the GGEA President and both Vice Presidents to the President's Conference in Garden Grove on July 18-21st with total cost not to exceed \$1500. This motion requires the expenditure of Association funds as budget in line item numbered: 615.4. Motion by Sarah Held; second by Arquilla Howard. Motion approved.

RESOLVED: I move that the BoD voids the previous motion regarding the WHO Awards Dinner and approves sending up to 10 members to the WHO Awards Dinner on Wednesday, May 8, 2024, at a cost of \$50 per person. This motion requires the expenditure of Association funds as budget in line item numbered: 660.3 Motion by Rebecca Koopowitz; second by Stacey Carter. Motion approved.

NEW BUSINESS

- A. Bolsa Grande High School – Update from board members who attended the Bolsa/district meeting

RESOLVED: I move that no member of the GGEA BOD has access to Simply Voting System. Sole access to Simply Voting belongs to the Elections Committee, the GGEA Executive Director and Associate Staff. Motion by Mike Godoy; second by Dawn Floyd. Motion approved.

RESOLVED: I move that the Board of Directors approves \$25 for committee chairs, \$10 for committee members, \$75 for Bargaining Team, and \$75 for Board of Directors. For reps who attended Rep Council meetings as follows: 1-2 mtgs \$5, 3-4

mtgs \$10, 7-8 mtgs \$20, & 9 mtgs \$25. This motion requires the expenditure of Association funds in the line item numbered: 660.5. Motion by Rebecca Koopowitz second by Nicole Ciccarelli. Motion approved.

RESOLVED: I move that the Board of Directors approves paying Scott Miller a presenter's fee of \$250 for the Human Rights Creating Safe Space Workshop. This motion requires the expenditure of Association funds in the line item numbered: 660.5 Motion by Rebecca Koopowitz on behalf of the Human Rights Committee. Motion approved.

REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Board gave parameters to Bargaining Chair for 2023-24;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** 5 new members;
5. **COMMUNITY ACTION:** no report
6. **RETIREMENT:** board gave guidance on Retirement Tribute;
7. **HUMAN RIGHTS:** hosting "Create a Safe Space" workshop on April 30th;
8. **SPED:** the SpEd Task force pre-meeting on April 5th, the SpEd Task force meeting on April 30; May 6 is SpEd committee Zoom meeting; board approve flyer titled SpEd Meeting for Adaptive PE Teachers; will be meeting in May to analyze data from site visits;
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:** State Council members Steven Severance and Nicole Ciccarrelli gave report;
19. **ELEMENTARY SEGMENT:** no report;
20. **INTERMEDIATE SEGMENT:** no report;
21. **HIGH SCHOOL SEGMENT** discussed concern with high school dealing with 1 female PE teacher; concern with dual-enrollment program college teachers replacing certificated teachers.

FGOTO

ANNOUNCEMENTS

- 4/23 Rep Council – 4:00 p.m., Peters K-3
- 4/30 Special Education Joint Task Force Meeting – 3:45 p.m., TBD
- 5/6 Insurance Committee Meeting – 3:45 p.m., Hare Room A
- 5/7 National Day of the Teacher
- 5/7 GGUSD School Board Meeting – 7:00 p.m., D.O. 5th Floor
- 5/8 California Day of the Teacher
- 5/8 School Nurse Day
- 5/8 WHO Awards Dinner – 5:30 p.m., Turnip Rose in Costa Mesa
- 5/9 Retirement Tribute – 4:00 p.m., Peters K-3

Board of Directors meeting:	May 7, 2024	3:45 p.m., GGEA Office
Next Board of Education meeting:	April 16, 2024	7:00 p.m. at DO 5 th Floor
Next Segment meetings:	May 14, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	April 23, 2024	4:00 p.m. at Peters K-3

The meeting was adjourned at 6:00 p.m.

Respectfully submitted,


Rebecca Koopowitz, Secretary