

**GARDEN GROVE EDUCATION ASSOCIATION**  
**Representative Council**  
**AGENDA**

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REGULAR MEETING: **September 24, 2024 – 4:00 p.m.**  
**Peters 4-6 Elementary – 13162 Newhope Street, G.G., 92843**  
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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. OLD BUSINESS
  - A. EAC Election
- VIII. NEW BUSINESS
  - A. Election Results
  
  - B. Committees
  
  - C. PIC Recommendations
  
  - D. Potential Grievances
- IX. REPORTS
  - A. Negotiations
  
  - B. Committees
  
  - C. Membership
  
  - D. Leadership
  
  - E. Segments
- X. Announcements

10/1 Board of Directors @ GGEA Office  
10/8 Segments (Zoom)  
10/15 Board of Directors @ GGEA Office  
10/15 GGUSD Board Meeting @ District Office  
10/17 Maternity Workshop @ GGEA Office 3:45  
10/22 Rep Council @ Peters 4-6



## 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 3:49 p.m. on Tuesday, August 20, 2024 at the GGEA office by the President, Sarah Held.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Sarah Held, Don A. Terranove, David Cho, Rebecca Koopowitz, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Dawn Floyd, Steven Severance, Stacey Carter, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Nicole Ciccarelli,

**MEMBER COMMENTS:** none

### APPROVAL OF MINUTES:

The Board approves the minutes for the emergency meeting of the Board of Directors dated April 22, 2024, approved as amended.

The Board approves the minutes for the regular meeting of the Board of Directors dated May 7, 2024, approved as amended.

The Board approves the minute for the emergency meeting of the Board of Directors dated May 21, 2024, approved as amended.

The Board approves the minutes for the Board Retreat meeting of the Board of Directors dated July 15-16, 2024, approved as amended.

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

The Board accepts the minutes for the Representative Council dated Tuesday May 21, 2024.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered: organizing PIC interviews and working on connecting with Google as an organization.

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

**RESOLVED:** I move that BOD accepts and forward the July 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 and Executive Director's Calendar; Grading Consult is reconvening and Ethnic Studies Consult meeting again this year; representing members; met in contract maintenance; will reintroduce the document that shows original start times before collaboration for K-6 sites; there is a shortage in kinder aides; .

### OLD BUSINESS:

- A. By-laws tabled
- B. Staff Issue: position statement discussed
- C. Rep Council meeting expectations discussed

### NEW BUSINESS:

- A. CTA will terminate our payroll services for our employees, but they negotiated a discount with ADP to assist us
- B. Segment Elections: Executive Director shared procedure
- C. School Board liaisons tabled
- D. Committee Chairs and Board Liaisons tabled
- E. Executive Board Segment Assignments tabled
- F. Communication Committee tabled
- G. GGEA Contact list was updated
- H. Concordia University

**RESOLVED:** I move that the BOD approves the 2024-25 Elections Calendar. Motion by Rebecca Koopowitz; second by Dwan Floyd. Motion approved.

RESOLVED: I move that the Board of Directors approves sending up to 10 members to the CTA Orange Service Center Fall Leadership Conference on Oct. 5 at Anaheim. Registration and parking covered by GGEA. This motion requires the expenditure of Association funds in the line item numbered: 618. Motion by Don A. Terranove; second by Stacey Carter. Motion approved.

RESOLVED: I move that the Board of Directors approves sending up to 20 GGEA members to the 2023 CTA Special Education Conference with all expenses paid according to CTA guidelines and not to exceed \$4000 in total costs. Held at the Hyatt Regency on Sept. 27-29, 2024 This motion requires the expenditure of Association funds in the line item numbered: 618. Motion by Don A. Terranove; second by Stacey Carter. Motion approved.

## REPORTS

The following reports were given:

1. **NEGOTIATIONS:** Bargaining Chair was giving parameters;
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. **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

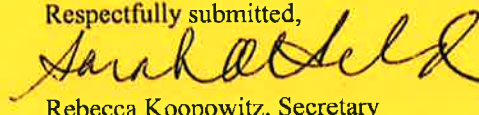
### ANNOUNCEMENTS

- 8/22 Bargaining Caucus -8:00 am GGEA office
- 8/29 Bargaining -8:00 am GGEA office
- 9/2 Labor Day -No School
- 9/3 GGUSD School Board Meeting -7:00 pm
- 9/9-9/10 Ethnic Studies Consult
- 9/9 Insurance Committee -3:45 pm District Annex
- 9/12 Bargaining -8:00 am GGEA office
- 9/17 GGEA & GGUSD -4:00 pm GGEA Office
- 9/24 Rep Council -4:00 pm Peters 4-6
- 9/26 Bargaining -8:00 am GGEA Office

Board of Directors meeting:	Aug. 20, 2024	3:45 p.m. on Zoom
Next Board of Education meeting:	Sept 3, 2024	7:00 p.m. at DO 5 <sup>th</sup> Floor
Next Segment meetings:	Sept. 10, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Aug. 27, 2024	4:00 p.m. at Peters 4-6

The meeting adjourned at 6:51 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 3:52 p.m. on Tuesday, September 3, 2024 at the GGEA office by the President, Sarah Held.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Sarah Held, Nicole Ciccarelli, Steven Severance, David Cho, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Dawn Floyd, Donny Terranove, Stacey Carter, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Rebecca Koopowitz

### APPROVAL OF MINUTES:

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered: Update on the NLRB complaint that was filed against GGEA, GGUSD Board candidate interviews, and website update.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered: Shared calendar of events, school site visits, class sizes, VAPA scheduling, and contract maintenance.

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

**RESOLVED:** *I move that the Board of Directors accept and forward the 2023-2024 year-end financials to the Rep Council.* Motion by David Cho; second by Dawn Floyd. Motion approved.

### OLD BUSINESS:

- A. Preschool Teacher's Letters to the Board
  - a. Discussed support for Preschool teachers
- B. School Board liaisons
  - a. Assigned liaisons
- C. Executive Board Segment Assignments
- D. Conference allocations
  - a. Allocated funds for members to attend conferences
- E. Communications Committee
  - a. Established guidelines for committee

### NEW BUSINESS

- A. Class Size (tabled)
- B. VAPA scheduling (tabled)
- C. Elementary School (tabled)
- D. GGEA/GGUSD Meeting;
  - a. Topics for discussion

**RESOLVED:** *I move that the GGEA Board of Directors approves up to 8 members to attend the New Educators weekend February 21-23, 2025 at a cost not to exceed \$1000. This motion requires the expenditure of Association funds in the line item numbered 616.* Motion by Cork Snider; second by David Cho. Motion approved.

**RESOLVED:** *I move that the GGEA Board of Directors approves up to 4 members to attend the LGBTQ+ Issues Conference November 15-17, 2024 at a cost not to exceed \$4000. This motion requires the expenditure of Association funds in the line item numbered 615.14.* Motion by Stacey Carter; second by David Cho. Motion approved.

**RESOLVED:** *I move that Joe Lund take over IT services for GGEA. The annual cost will not exceed \$3,500 per year.* Motion by Arquilla Howard; second by Veronica Conklin.

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** board gave bargaining team parameters;
2. **ORGANIZING:** no report;

- 3. **COMMUNICATIONS:** established guidelines for Communications Committee;
- 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:** Update on status of current grievance;
- 15. **EAC:** no report;
- 16. **ECE:** no report;
- 17. **MEMBERSHIP:** no new members;
- 18. **LEADERSHIP:** no report;
- 19. **ELEMENTARY SEGMENT:** planned;
- 20. **INTERMEDIATE SEGMENT:** planned;
- 21. **HIGH SCHOOL SEGMENT:** planned.

**DISCUSSION FROM THE BOARD:**

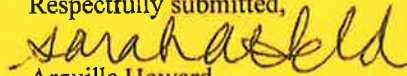
**ANNOUNCEMENTS**

9/7	CTA Community Schools Forum	10:00-1:00	Norco
9/9 & 9/10	Ethnic Studies Consult	8:00-2:30	Apple Cart
9/9	Insurance Meeting	3:45	District Office Annex, SDR
9/12	Bargaining with GGUSD	8:00-4:00	GGEA Offices
9/17	GGEA & GGUSD joint meeting	4:00	GGEA Offices
9/18	President's Summit	8:30-2:00	OCSS
9/19	Bargaining Caucus	8:00-3:00	GGEA Offices

Board of Directors meeting:	Sep. 17, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Oct. 5, 2024	7:00 p.m. at DO Annex
Next Segment meetings:	Sep. 10, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Sep. 24, 2024	4:00 p.m. at Peters K-3

The meeting adjourned at 6:32 p.m.

Respectfully submitted,

  
Arquilla Howard



## 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 3:35 p.m. on Monday, September 16, 2024 over Zoom by the President, Sarah Held.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Sarah Held, Nicole Ciccarelli, Steven Severance, David Cho, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Dawn Floyd, Donny Terranova, Stacey Carter, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** none

**APPROVAL OF MINUTES:** none at this time

**EXECUTIVE DIRECTOR'S REPORT:** none at this time.

**PRESIDENT'S REPORT:** none at this time

**TREASURER'S REPORT:** none at this time

**OLD BUSINESS:**

**NEW BUSINESS**

- a. GGEA/GGUSD  
Discussed topics for joint GGEA/GGUSD meeting.
- b. Zoom  
Discussed addition of Zoom account for segments.

**RESOLVED:** *I move that the GGEA Board of Directors approves up to \$170.00 for an individual Zoom account. This motion require the expenditure of Association funds in the line item numbered 715. Motion by Arquilla Howard; second by Dawn Floyd. Motion approved.*

### REPORTS

The following reports were given:

1. **NEGOTIATIONS:** no report;
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. **ECE:** no report;
17. **MEMBERSHIP:** no new members;
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**

9/17	GGEA & GGUSD joint meeting	4:00	GGEA Offices
9/18	President's Summit	8:30-2:00	OCSS
9/19	Bargaining Caucus	8:00-3:00	GGEA Offices

Board of Directors meeting:	Oct. 1, 2024	3:45 p.m. at the GGEA office
Next Board of Education meeting:	Oct. 5, 2024	7:00 p.m. at DO Annex
Next Segment meetings:	Sep. 10, 2024	3:30 p.m. via Zoom
Next Representative Council meeting:	Sep. 24, 2024	4:00 p.m. at Peters K-3

The meeting adjourned at 4:32 p.m.

Respectfully submitted,

  
Sarah Held

## 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 4:3 p.m. on Tuesday, Aug. 27, 2024, at Peters K-3 Elementary by President Sarah Held.

A quorum was established at 4:20 pm.

**BOARD MEMBERS PRESENT:** Sarah Held, Donny Terranove David Cho, Rebecca Koopowitz, Cork Snider, Arquilla Howard, Mike Godoy, Veronica Conklin, Dawn Floyd, Stacey Carter, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Nicole Ciccarelli and Steven Severance

### Schools not represented and, therefore, with no vote:

Anthony, Bryant, Carillo, Carver, Clinton, Crosby, Enders, Garden Park, Hill, Lawrence, Mark Twain, Monroe, Murdy, Patton, Peters K-3, Post, Skylark, Sunnyside, Violette, Zeyen, Bell, Fitz, Irvine, Jordan ATP, Lake, Ralston, Rancho Alamitos, Santiago, 7-12 TOSAs, K-12 TOSAs, VLA (LEC), Nurse's Rep, and Adaptive P.E.

### MEMBER COMMENTS:

**APPROVAL OF MINUTES:** The Rep Council accepts the Minutes for the Board of Directors emergency meeting dated April 23, 2024, approved.  
The Rep Council accepts the Minutes for the Board of Directors regular meeting dated May 7, 2024, approved.  
The Rep Council accepts the Minutes for the Board of Directors emergency meeting dated May 21, 2024, approved.  
The Rep Council approved the Minutes for the Representative Council dated April 23, 2024, approved as amended.  
The Rep Council approved the Minutes for the Representative Council dated May 21, 2024, approved as amended.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered: addressing concerns with mainstreaming at elementary level, VAPA scheduling, and class size.

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

**RESOLVED:** I move that Rep Council accept and approve the July 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. Topic covered: shared CA state revenues GGUSD Revenues, and breakdown of GGUSD expenses.

**NETWORKING:** Introduced GGEA Board members to RC

### OLD BUSINESS/INFORMATION:

- A. EAC Elections conducted

### NEW BUSINESS/INFORMATION

- A. Rep Council meeting rules and protocols discussed
- B. CTA Conferences available for members (limited GGEA sponsorship)
  - a. SpEd Conference Sept. 27-29 at Hyatt Agency in Orange County
  - b. Orange Service Center Council Fall Leadership on Oct. 5 in Anaheim
  - c. New Educator Weekend South will be in February (registration not open yet)

C. Elementary Segment election process has started

**REPORTS**

The following reports were given:

1. **NEGOTIATIONS:** the Bargaining Team provided 2024-25 negotiations update;
2. **LEADERSHIP:** no report;
3. **MEMBERSHIP:** 47 new members;
4. **ELEMENTARY SEGMENT:** no report;
5. **INTERMEDIATE SEGMENT:** no report;
6. **HIGH SCHOOL SEGMENT:** no report;
7. **ORGANIZING:** meeting date will be posted in Adnotes;
8. **COMMUNICATIONS:** Raquel Manriquez will be the chairperson;
9. **NEW TEACHER:** no report;
10. **COMMUNITY ACTION:** no report;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** no report;
13. **SPED:** chair asked for reps to check in with SpEd teachers to make sure contract is being followed;
14. **RULES AND ELECTIONS:** EAC election results shared with Theo Vo and Ann Warren both winning;
15. **IPD:** no report;
16. **SCHOLARSHIP:** no report;
17. **PIC:** scheduling interviews with GGUSD Board candidates;
18. **GRIEVANCE:** working on one grievance;
19. **HEALTH AND SAFETY:** no report;
20. **ECE:** no report;
21. **EAC:** no report.

**MEMBER COMMENT DISCUSSION:** none

**ANNOUNCEMENTS**

- 9/2 Labor Day -No School
- 9/3 GGUSD School Board Meeting -7:00 pm
- 9/9-9/10 Ethnic Studies Consult
- 9/9 Insurance Committee -3:45 pm District Annex
- 9/12 Bargaining -8:00 am GGEA office
- 9/17 GGEA & GGUSD -4:00 pm GGEA Office
- 9/26 Bargaining -8:00 am GGEA Office

Board of Directors meeting:	Sept. 3, 2024	3:45 pm at GGEA office
Next Board of Education meeting:	Sept. 3, 2024	7:00 pm at GGUSD 5 <sup>th</sup> Floor
Next Segment meeting:	Sept 10, 2024	3:30 pm via Zoom
Next Representative Council meeting:	Sept. 24, 2024	4:00 pm at Peters 4-6

The meeting adjourned 5:35 pm

Respectfully submitted,

  
Rebecca Koopowitz

for Rebecca Koopowitz

## Garden Grove Education Association Adopted Budget 2024-2025

<b>INCOME</b>	<b>Adopted 2024-2025</b>	<b>September 1, 2024- August 31, 2025</b>	<b>% used</b>
410 Dues	1775@\$220 \$ 388,520.00		0%
420 CTA Rebate	\$ 445,608.00		0%
430 NEA Rebate	\$ 41,166.00		0%
SUB TOTAL	\$ 875,294.00	\$ -	0%
416 CD Interest Income	\$ 20,000.00		0%
110 Reserves	\$ -		0%
<b>NET INCOME</b>	<b>\$ 895,294.00</b>	<b>\$ -</b>	0%
 <b><u>EXPENSES</u></b>			
<b>GOVERNANCE</b>			
<b>GOAL - Support an Efficient and Effective Organization</b>			
505 President's Expense	\$ 2,500.00		0%
510 Board of Director's Expense	\$ 1,000.00		0%
520 NEA/RA Convention	13 x \$2000 \$ 26,000.00		0%
525 NCUEA membership	\$ 500.00	\$ -	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		0%
540 Room Rental	\$ -	\$ -	0%
545.1 Meals/Refreshments	\$ 10,000.00		0%
545.2 Elementary Segment	\$ 900.00		0%
545.3 Intermediate Segment	\$ 500.00		0%
545.4 High School Segment	\$ 400.00		0%
545.5 Rep Council	\$ 2,000.00		0%
570 Miscellaneous (incl. Petty Cash)	\$ 100.00		0%
SUB TOTAL	\$ 47,560.00	\$ -	0%
 <b>PROGRAMS AND SERVICES</b>			
<b>GOAL - Communicate Effectively with our Members</b>			
605.1 ADVOCATE	1 print \$ 2,000.00		0%
605.3 Web Page Maintenance	\$ 2,000.00		0%
605.4 Web Page Design	\$ 1,000.00		0%
605.5 Tech Support	\$ 4,000.00		0%
610.2 Other Publications	\$ 100.00		0%
611.2 Reference Materials	\$ 300.00		0%
SUB TOTAL	\$ 9,400.00	\$ -	0%

## Garden Grove Education Association Adopted Budget 2024-2025

### **LEADERSHIP TRAINING**

#### **GOAL - Develop Strong Leadership**

615.1	OSCC Leadership Conference	\$	1,000.00		0%
615.2	Board of Directors Training	\$	8,000.00		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	\$	1,000.00		0%
615.8	Leadership Development	\$	500.00		0%
615.9	CTA Issues Conference	\$	5,000.00		0%
615.10	Equity & Human Rights Conf	\$	8,000.00		0%
615.11	Region IV Political Academy	\$	500.00		0%
615.12	Summer Institute	\$	5,000.00		0%
615.13	NCUEA Conferences	\$	1,000.00		0%
615.14	LGBTQ+ Conferences	\$	4,000.00		0%
615.15	NEA Racial & Social Justice Conf	\$	4,000.00		0%
616	Special Conferences (New Teacher)	\$	1,000.00		0%
617	Good Teaching Conference	\$	2,000.00		0%
618	Sped Conference	\$	4,000.00		0%
	<b>SUB TOTAL</b>	\$	<b>48,500.00</b>	\$	<b>0%</b>

### **MEMBERSHIP**

#### **GOAL - Promote and Protect the Rights of our Members**

625.1	Membership Promotion	\$	7,000.00		0%
625.2	CTA Retired Dues	\$	1,000.00		0%
625.4	School Site Visits	\$	2,500.00		0%
626	New Educator Programs	\$	1,000.00		0%
627	Rules & Elections	\$	1,800.00		0%
632	Surveys	\$	1,500.00		0%
633	Negotiations/Bargaining Team	\$	4,000.00		0%
	<b>SUB TOTAL</b>	\$	<b>18,800.00</b>	\$	<b>0%</b>

### **COMMUNITY ACTION**

#### **GOAL - Develop a Stronger Presence Throughout the Community**

635.1	Public Relations (Charities)	\$	1,000.00		0%
635.2	Community Action Projects	\$	500.00		0%
635.3	Chamber of Commerce	\$	300.00		0%
635.4	"I Make A Difference"	\$	500.00		0%
635.5	Day of the Teacher Projects	\$	1,000.00		0%
635.8	Intradistrict Relations	\$	500.00		0%
635.9	Community Contacts(School Board)	\$	1,000.00		0%
635.10	Lobbying Programs	\$	499.00		0%
635.11	Crisis Fund	\$	2,000.00	\$	<b>0%</b>
	<b>SUB TOTAL</b>	\$	<b>7,299.00</b>	\$	<b>0%</b>

## Garden Grove Education Association Adopted Budget 2024-2025

### ***GGEA COMMITTEES***

#### **GOAL - Empower our Membership and Increase Leadership Opportunities**

640	Special Ed Committee	\$	2,000.00		0%
645	Retirement Programs and Projects	\$	100.00		0%
651	Organizing Committee	\$	500.00		0%
652	Human Rights Workshops	\$	1,500.00		0%
653	IPD Committee	\$	1,500.00		0%
654	Early Childhood Education	\$	500.00		0%
655	Service Committees (Scholarship)	\$	500.00		0%
	SUB TOTAL	\$	6,600.00	\$	-

### ***TRIBUTES AND RECEPTIONS***

#### **GOAL - Recognize our Memberships' Efforts**

660.2	Retirement Tribute	\$	4,000.00		0%
660.3	"WHO" Awards	\$	650.00		0%
660.4	Board of Directors Installation	\$	5,000.00		0%
660.5	Recognition Reception	\$	7,000.00		0%
660.6	Other Tributes	\$	600.00		0%
660.7	Nurse Appreciation	\$	500.00		0%
618	Special Projects	\$	1,000.00		0%
619	Scholarship Fund	<b>8 @ \$2000</b>	\$ 16,000.00		0%
665	Association Hospitality	\$	500.00		0%
667	Released Time (Subs)	\$	8,000.00		0%
680	Legal Services	\$	12,000.00		0%
	SUB TOTAL	\$	55,250.00	\$	-

### ***OFFICE AND OPERATIONS***

#### **GOAL - Establish and Maintain an Effective Office Operation**

705	Office Equipment/Furniture	\$	1,000.00		0%
710	Supplies	\$	7,000.00		0%
715	Computer Software	\$	1,000.00		0%
716	Online Technology Services	\$	1,500.00		0%
720	Regular Postage	\$	200.00		0%
730	Telephone/Internet	\$	5,500.00		0%
740	Insurance	\$	600.00		0%
745	Property Tax	\$	300.00		0%
750	Accounting	\$	10,000.00		0%
760	Rent	\$	61,301.13		0%
770	Equip Maintenance/Copier	\$	2,000.00		0%
780	Bank Service & Check Chgs	\$	600.00		0%
	SUB TOTAL	\$	91,001.13	\$	-

## Garden Grove Education Association Adopted Budget 2024-2025

### PERSONNEL

#### GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$	175,998.00	0%
810.2	Executive Director H&W	\$	29,138.58	0%
810.3	Executive Director Payroll Tax	\$	31,938.26	0%
810.4	Executive Director Retirement	\$	122,970.99	0%
810.5	Executive Director Expense	\$	3,500.00	0%
810.6	Executive Dir. Training/Travel	\$	2,000.00	0%
810.7	Executive Director Auto	\$	7,200.00	0%
810.8	Executive Director 401k match	\$	3,463.97	0%
820.1	Associate Staff Salaries	\$	67,154.59	0%
820.2	Associate Staff H&W	\$	23,450.92	0%
820.3	Associate Staff Payroll Tax	\$	12,306.60	0%
820.4	Associate Staff Mileage	\$	400.00	0%
820.5	Associate Staff Retirement	\$	47,679.76	0%
820.6	Associate Staff Training	\$	-	0%
820.7	Associate Staff 401k match	\$	1,343.09	0%
830.1	President Stipend (15% of Col5, Step13)	\$	18,581.40	0%
830.2	President Payroll Tax	\$	1,500.00	0%
840	Workers' Comp Insurance	\$	3,800.00	0%
845	Liability Insurance	\$	3,500.00	0%
850	Fees & Insurance 401k	\$	2,000.00	0%
	SUB TOTAL	\$	557,926.16	0%
	<b>TOTAL EXPENSES</b>	\$	842,336.29	0%
	<b>NET INCOME/(LOSS)</b>	\$	52,957.71	0%

Exp. Life	Reserves	\$	
5 years	Copier (\$4000 yr)	\$	20,258.37
5-7 years	Telephone System (\$4000 yr)	\$	24,056.45
3-5 years	Computers- Secretaries (x2)	\$	5,350.00
4 years	Computer - President	\$	500.00
3-5 years	Computer - Exec. Director	\$	3,500.00
3-5 years	Computer - Advocate/Committees	\$	3,000.00
3-5 years	Printers (\$1000 yr)	\$	5,000.00
10 years	Furniture (\$1000 yr)	\$	9,955.00
	Crisis Fund	\$	2,100.00
	Building Fund	\$	400,000.00
	Accrued Wages/Vacation/Sick Pay	\$	80,668.00
	President's Salary - 1 yr. est	\$	123,876.00
	<b>Total Reserves To-date</b>	\$	678,263.82

8/31/2024	
CD's	\$ 667,403.03
Checking	\$ 90,343.45
Savings	\$ 36,660.18
<b>Total Assets</b>	<b>\$ 794,406.66</b>

<b>EAC \$ 218,256.84</b>
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