

SEPT 20-21 HEA Exec Board Budget

HEA Programs	2019-20 Adopted Budget	Total 19-20 Expenses	Balance on Account	2020-21 Proposed Budget	AUG Expenses	SEPT Expenses	OCT Expenses	NOV Expenses	DEC Expenses	JAN Expenses	FEB Expenses	MAR Expenses	APR Expenses	MAY Expenses	JUNE Expenses	JULY Expenses	Total 2020-2021 Expenses	Balance on Account
<b>Goal 1: Commitment to build a unified, cohesive Association which meets the needs of all Members</b>																		
<b>Objective 1 Communication with Members</b> Ex: HEA Website, E-Surveys, Newsletters	1,700.00	1,609.88	90.12	1,700.00													0.00	1,700.00
<b>Objective 2 Social Activities</b> Ex: New Teacher Social Fall/Spring Activities, Retirement & Awards Dinner	4,000.00	3,801.04	198.96	3,500.00													0.00	3,500.00
<b>Obj 2.1 First Friday Grant</b>	1,000.00	478.20	521.80	800.00													0.00	800.00
<b>Obj 2.2 Tips and Tours (OEA Grant 1,500 stored in</b>	1,439.43	986.61	452.82	1,000.00													0.00	1,000.00
<b>Obj 2.3 OEA New Member Mentorship Grant : mentor new members 1:3</b>	1,439.43	986.61	452.82	2,500.00														
<b>Obj 3 Training Leaders/ Membership</b> Ex: Leader Training, Exec Board Training, New Leader Training	2,500.00	1,249.90	1,250.10	1,500.00													0.00	1,500.00
<b>Obj 4 Building Rep Expenses</b> Ex: Rep-Principal Breakfasts, Building Mtgs	2,000.00	1,013.60	986.40	1,500.00													0.00	1,500.00
<b>Total Goal 1</b>	<b>14,078.86</b>	<b>12,038.77</b>	<b>16,720.64</b>	<b>12,500.00</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00

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<b>Goal 2: Secure, protect and expand personal, legal and human right for Members</b>																		
<b>Obj 1 Grievance Process</b> Ex: OEA Grievance Workshop, Processing & Arbitration	0.00	0.00	0.00	0.00													0.00	0.00
<b>Obj 2 Political Awareness</b> Ex: PIE Drive, Lobbying Legislatures Legislators, OEA Trainings	1,400.00	972.04	427.96	800.00													0.00	800.00
<b>Obj 3 Bargaining</b> Ex: OEA Bargaining Conference, Bargaining costs, Stipend for Bargaining Team Members (\$150)	0.00	124.48	-124.48	10,000.00													0.00	10,000.00
<b>Obj 4 Crisis Fund</b> Ex: Strike Build-Up***	10,500.00	0.00	10,500.00	10,500.00													0.00	10,500.00
<b>Total Goal 2</b>	<b>11,900.00</b>	<b>1,096.52</b>	<b>10,803.48</b>	<b>21,300.00</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,300.00

\*\*\*Note: \$21,000 on 4.4 in 16-17 is folded into 6 month CD which is also included in 17-18 Proposed Budget

Possible purchasing items for Lobbying/ Get out the Vote  
Will be purchasing food/ buy out of members for work day

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<b>Goal 3: Participate actively in NEA and OEA</b>																		
<b>Obj1 UniServ</b> Ex: Dues/other related costs (\$5.00) per member	6,000.00	5,590.00	410.00	5,500.00													0.00	5,500.00
<b>Obj 2 OEA/NEA</b> Ex: OEA-RA and OEA Conferences	2,000.00	302.08	1,697.92	1,500.00													0.00	1,500.00
<b>Objective 3 NEA-RA</b>	4,000.00	0.00	0.00	1,500.00													0.00	1,500.00
<b>Total Goal 3</b>	<b>23,900.00</b>	<b>6,988.60</b>	<b>12,911.40</b>	<b>8,500.00</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,500.00

Lower amount of staff

send one person to NEA, the rest spent on the Minority

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<b>Goal 4: Unify and strengthen the united education profession and present a positive image of teachers in the community</b>																		
<b>Obj 1 Community/ Public Relations</b> Ex: Media campaign, involvement in civic & service organizations, Hillsboro Chamber, Book Swap & Adopt, Homeplate Youth Services	600.00	486.83	113.17	500.00													0.00	500.00
<b>Obj 2 Scholarships</b> Ex: Two scholarships at \$1,000 each	2,000.00	2,000.00	0.00	2,000.00													0.00	2,000.00
<b>Obj 3 50/50 NEA Grant:</b> Community Project (balanced placed in savings account to cover expenses)	13,619.98	1,825.99	11,793.99	0.00														
<b>Total Goal 4</b>	<b>16,219.98</b>	<b>4,312.82</b>	<b>11,907.16</b>	<b>2,500.00</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00

for next year: adding a scholarship that is more geared for BIPOC education

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<b>Goal 5: Help Members achieve professional excellence</b>																		
<b>Obj 1 Workshops</b> Ex: Educational issues, self-help, personal issues, workshops, videos	250.00	308.87	-58.87	300.00													0.00	300.00
<b>Obj 2. Recognition</b> Ex: Gifts, Cards (including sympathy), Secretary's Day, Linda Ellsworth Award, Rep Recognition, etc	300.00	24.53	275.47	250.00													0.00	250.00
<b>Obj 3 Benevolent Fund</b> Ex: A memoriam for the family of an active member who dies	0.00	0.00	0.00	0.00													0.00	0.00
<b>Total Goal 5</b>	<b>550.00</b>	<b>333.40</b>	<b>216.60</b>	<b>550.00</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		<b>0.00</b>	<b>550.00</b>

6 workshops with a \$50 gift card

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<b>Goal 6: Advance racial and social justice in education increasing historically underrepresented educator voice</b>																		
<b>Objective 1: Black, Indeginous, Student of Color Educational Scholarship</b>				1,000.00														1,000.00
<b>Objective 2: Affinity Groups</b>				700.00														0.00
<b>Objective 3: Workshops and Book Studies</b>				500.00														0.00
<b>Objective 4: OEA Symposium (mileage)</b>				200.00														0.00
<b>Objective 5: Minority Leadership and Women's Leadership Training Seminar</b>				1,500.00														0.00
<b>Total Goal 6</b>				<b>3,900.00</b>														<b>0.00</b>
* starting seed \$ OEA grant \$2,400 placed in savings account to cover expenses																		
<b>Total Program Budget</b>	<b>66,648.84</b>	<b>24,770.11</b>	<b>52,559.28</b>	<b>49,250.00</b>													<b>0.00</b>	<b>42,850.00</b>

HEA Operations: To provide HEA Governance Structure	2019-20 Adopted Budget	Total 19-20 Expenses	Balance on Account	2020-21 Proposed Budget	AUG Expenses	SEPT Expenses	OCT Expenses	NOV Expenses	DEC Expenses	JAN Expenses	FEB Expenses	MAR Expenses	APR Expenses	MAY Expenses	JUNE Expenses	JULY Expenses	Total 2020-2021 Expenses	Balance on Account
1. Full-time release President	274,578.32	272,646.31	1,932.01	138,000.00													0.00	138,000.00
2. Union Business release days for Exec Board, Trainings	4,000.00	3,667.37	332.63	3,500.00													0.00	3,500.00
3. Stipends for 3 Officers, 10 Exec. Bd. Members, Building Reps. 5 Dues	7,000.00	6,316.19	683.81	6,500.00													0.00	6,500.00
4. Exec Board, Rep Council & Committee Meetings	5,000.00	3,221.66	1,778.34	3,500.00													0.00	3,500.00
5. Office costs, Technology	500.00	523.61	-23.61	450.00													0.00	450.00
6. Tax Return preparation, audit, consultation	1,100.00	1,050.00	50.00	1,100.00													0.00	1,100.00
7. President's Summer Stipend	10,400.00	10,500.00	0.00	7,600.00													0.00	7,600.00
8. President's ex(mileage, meals, building visits etc)	3,000.00	2,061.45	938.55	2,500.00													0.00	2,500.00
9. Officer's expenses (supplies, mileage)	100.00	0.00	100.00	100.00													0.00	100.00
10. Contingency	3,000.00	100.00	2,900.00	3,000.00													0.00	3,000.00
<b>Operations Total</b>	<b>308,678.32</b>	<b>300,086.59</b>	<b>8,691.73</b>	<b>166,250.00</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		<b>0.00</b>	<b>166,250.00</b>

Increase for bargaining

<b>TOTAL PROGRAM</b>	<b>375,327.16</b>	<b>324,856.70</b>	<b>61,251.01</b>	<b>211,600.00</b>		0.00	0.00	0.00	0.00	0.00							<b>0.00</b>	<b>209,100.00</b>
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Bank Accounts and Resources																		
				Starting Balance	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	Total	Balance on Account
Dues: FTE Mixed																		
Checking:				47,716.78														
Business Savings:				5.09														
Money Market (6 mo.CD)				1,230.40														
<b>TOTAL RESOURCES</b>				<b>48,952.27</b>														
CRISIS FUND (Annual Withdrawal CD)				365,371.08														
CF Dividend Income																		
							0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00