

2020/2021 Working Budget-DRAFT

		Approved 2019/2020	2020/2021	Comments
Income				
6100 - Income				
	6110 - Dues-HCEA	847,780	863,980	Based on 2/21/20 payroll (T4604, ESP1473) \$43199 @ 20
	6120 - Interest-All Accounts	300	300	Based on Actual
	6130 - MSEA Grant-Affiliate Capacity	15,000	15,000	Grant for office operations (T- \$9,000, ESP-\$6,000)
	6140 - MSEA Grant - Membership	13,459	8,000	Based on current grant
	6150 - MSEA Grant - Professional Dev.	5,982	6,035	Based \$1 per member using actual numbers
	6155 - MSEA Grant - Public Advocacy	1000	0	Legislative Breakfast - grant for 1/2 cost
	6166 - NEA GPS Grant-NBCT	27,371	0	NBCT Grant* (See #9273)
	6168 - NEA Grant-Restorative Justice (RJ)	153,920	0	RJ Grant*(See #9274)
	6187 - Misc. Income	50	50	Same
Total 6100 - Income		\$ 1,064,862	\$ 893,365	
Total Income				
Expense				
9200 - Member Services				
	9205 - Public & Member Relations	23,000	23,000	Election-member-to-member calls
	9210 - Collective Bargaining	26,000	50,000	Contract Mediation (18,000), Grievance Arbitration (\$15,000),Budget Analyst (17,000)
	9215 - Printing	5,000	2,500	Contracts, appreciation days, PD Printing
	9230 - Surveys & Elections	13,000	13,000	Costs for JSS, HCEA/MSEA Election, Contract Ratification-Intelliscan
	9240 - Help-A-Child	1000	1,000	Annual donation
	9245 - Rep Council Incentives	2,800	2,800	Same
	9250 - Recognition	3,000	4,000	Increase to include JSS schools (change to Recognition), action
	9255 - Retirement Gifts	3000	3,500	Retirement Happy Hour, Pens for next year
	9260 - Remembrance/Illness Gifts	1500	2,000	Increased
	9261 - Special Events	1000	0	Add to membership
	9273 - NEA GPS/NBCT	27,372	0	NBCT Grant
	9274 - NEA GPS Grant/Restorative Justice	153,920	0	RJ Grant
Total 9200 - Member Services		260,592	101,800	
9300 - Committees				
	9303 - Organizing Committee	3,000	3,000	County wide campaign for additional funding for schools
	9305 - Const., Bylaws, & Policy Comm.	1,000	1,000	Policy audit starting
	9310 - Contract Committees [T & ESP]	400	400	Mtg.
	9315 - Government Relations Committee	8000	6,000	Lobbying, Mtgs
	9320 - Minority Affairs Committee (MAC)	3,000	3,000	Same
	9321 Human & Civil Rights (HCR)	500	2,000	Increased
	9325 - Professional Standards (PD)	10,000	10,000	Article 13 meetings/NBCT meetings
	9335 - Membership Committee	10,000	15,500	Increased senior reps, shirts (added 500 from #9261)
	9350 - Nominations, Elections & Cred.	100	100	Same
	9360 - Sick Leave Bank Comm. [T & ESP]	500	500	Same
	9365 - Budget Comm.	100	100	Same
	9370 - Ethics Review Board	300	300	Added
	9375 - Negotiations Committee	1000	5,000	Increased
	9385 - Family Leave Crisis	100	100	Same
	9390 - ESP Advisory	1,000	1,000	Same
Total 9300 - Committees		39,000	48,000	

2020/2021 Working Budget-DRAFT

9400 · Representation and Governance				
	9405 · Leadership Training	2,500	3,000	Rep Training, School based member training
	9407 · BOD Retreat	1,000	2,500	Increased
	9410 · Association Meetings	11,500	14,000	Increased
	9415 · MSEA Convention	19,125	19,125	45 delegates @ \$425
	9420 · MSEA Leadership Training Prog.	2,000	2,000	Use Article 13 Funds
	9425 · NEA Convention	30,000	32,000	Denver (Houston spent 30,075)
	9430 · Conferences	18,000	20,000	NCUEA, ESP, NEA Leadership
	9440 · Organizational Memberships	700	700	NCUEA
	9445 · Substitutes for Association Bus	4,000	4,000	Same
	Total 9400 · Representation and Governance	88,825	97,325	
9500 · Staff Salaries and Training				
	9505 · President's Salary	130,342	132,207	
	9510 · President's Fringes	32,000	34,000	Increased 4.5% FICA, Med Insurance, life 16,033 (Health), 9,971(Fica), 5,866 (retirement) %?
	9515 · President's Expense	4,600	5,000	Same
	9518 · Unused Annual Leave	6,000	6,000	Accrual for Reserves
	9520 · Staff Salaries	280,070	240,738	ESP Contract
	9525 · Staff Fringe Benefits	40,000	40,000	Adjust
	9526 · Staff Health Benefits/Flex Pay	27,250	29,975	increase 10%
	9530 · Staff Training	1,000	1,000	Membership database
	9532 · Office Help (Part Time)	8,000	4,000	Internal member files
	9550 · H/R Flex Benefits	300	300	Same ??
	Total 9500 · Staff Salaries and Training	529,562	493,220	
9600 · Operations				
	9605 · Accounting & Auditing	15,500	15,500	Same - could decrease (Compilation vs. Full Audit)
	9610 · Assoc. Liability Insurance	2,700	2,700	Same
	9615 · Office Equipment/Furniture	2,000	2,000	Same
	9620 · Office Supplies/Expense	12,500	12,500	Same
	9630 · Technology Upgrades	1,600	3,950	increase - Knack & word processing upgrade
	9635 · Postage	3,000	3,800	Increase - required election mailing
	9640 · Telephone Charges	7,600	7,600	Same
	9645 · Mileage Reimbursement	800	800	Same
	9655 · R&M Copier	5,000	5,000	Same
	9660 · R&M Office Equipment	1,500	1,500	Same
	9665 · Petty Cash Account	200	200	Same
	9686 · Line of Credit Interest	150	150	Same
	Total 9600 · Operations	52,550	55,700	
9700 · Facility				
	9710 · Real Estate/Personal Prop. Tax	14,000	14,000	Same
	9715 · CPRA	2,900	3,100	Increase
	9720 · Condo Fees	11,280	11,280	Same
	9725 · Property Insurance	1,300	1,300	Same
	9730 · Building and Property Maint.	7,000	7,000	Same
	9730 - Depreciation/Replacement Cost	24,000	24,000	Same
	9740 · Security System	1,400	1,400	Based on last year
	9745 · Housekeeping	10,400	10,400	Same
	9750 · Utilities	7,000	7,000	Same

2020/2021 Working Budget-DRAFT

Total 9700 - Facility		79,280	79,480	
Total Expense		1,049,809	875,525	
9900 - Operational Reserve		15,053	17,840	Reserves