

This packet includes:

- Agenda Items (02/26/00 Meeting)
- Agenda Details
- Fiscal Year 1999-2000 Budget & Actual Variance Report
- Estimated Financial Impacts from the Results of CABE 2000
- Various informative materials

REMINDER:

PLEASE NOTE THAT THE BOARD MEETING WILL TAKE PLACE ON FEBRUARY 26, AT 8:00 A.M., AT THE CABE HEADQUARTERS. Breakfast will be served from 7:30 a.m.

THE EXECUTIVE COMMITTEE MEETING IS NOW RE-SCHEDULED FOR 8:00 P.M. TILL 9:30 P.M., FEBRUARY 25, AT THE EXECUTIVE LOUNGE MEETING ROOM (LOCATED ON THE 15TH FLOOR), AT THE WILSHIRE GRAND HOTEL, 930 Wilshire Blvd., Los Angeles, CA 90017.

FINANCE COMMITTEE WILL MEET FROM 6:00-8:30 P.M. ON FRIDAY, FEBRUARY 25, AT THE CABE HEADQUARTERS.



AGENDA: C.A.B.E. Board of Directors Meeting

Location: **Saturday, February 26, 2000, 8:00 a.m.**
 C.A.B.E. Headquarters
 660 S. Figueroa Street, Suite 1040, Los Angeles, 90017

Item #1	Agenda Item	Committee	Type	Action Taken
Time: 3 min	Call to Order/Roll Call Welcome Selection of Observer and Timekeeper			
Notes:				

Item #2	Agenda Item	Committee	Type	Action Taken
Time: 3 min	Approval of Agenda Additions, deletions, and reordering		Action	
Notes:				

Item #3	Agenda Item	Committee	Type	Action Taken
Time: 3 min	Approval of Minutes December 10, 1999		Action	
Notes:				

Item #4	Agenda Item	Committee	Type	Action Taken
Time: 2 min	Approval of Consent Calendar		Action	
Notes:				

Item #5	Agenda Item	Committee	Type	Action Taken
Time: 5 min	President's Report Anaida Colón-Muñiz		Information	
Notes:				

Item #6	Agenda Item	Committee	Type	Action Taken
Time: 15 min	Executive Director's Report Silvina Rubinstein		Information	
Notes:				

Item #7	Agenda Item	Committee	Type	Action Taken
Time: 15 min	Financial Report Lac Nguyen		Information	
Notes:				

Item #8	Agenda Item	Committee	Type	Action Taken
Time: 40 min	CABE 2000 update S. Rubinstein, S. Exposito, L. Nguyen, M. Katz, A. Stepanian	Education	Information	
Notes:				

Item #	Agenda Item	Committee	Type	Action Taken
Time: 40 min	Closed Session			
Notes:				

Item #9	Agenda Item	Committee	Type	Action Taken
Time: 5 min	Proposition 26 S. Rubinstein	Advocacy	Action	
Notes:				

Item #10	Agenda Item	Committee	Type	Action Taken
Time: 10 min	ELL Institutes update A. Colón-Muñiz, M. Zaragoza-Diaz		Information	
Notes:				

Item #11	Agenda Item	Committee	Type	Action Taken
Time: 15 min	Calendar and Elections S. Rubinstein, Marcia Vargas	Membership	Action Consent Calendar	
Notes:				

Item #12	Agenda Item	Committee	Type	Action Taken
Time: 10 min	CABE PAC Request S. Rubinstein		Action Consent Calendar	
Notes:				

Item #13	Agenda Item	Committee	Type	Action Taken
Time: 15 min	The Future of CABE Funding A. Colón-Muñiz		Information Discussion	
Notes:				

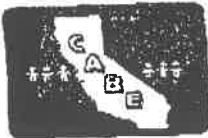
Item #14	Agenda Item	Committee	Type	Action Taken
Time: 10 min	Governor's Budget H. Sillas		Information	
Notes:				

Item #15	Agenda Item	Committee	Type	Action Taken
Time: 10 min	HOPE S. Rubinstein		Action Consent Calendar	
Notes:				

Item # 16	Agenda Item	Committee	Type	Action Taken
Time: 10 min	Multilingual Educator : Asian Pacific Section A. Colón-Muñiz		Information	
Notes:				

Item # 17	Agenda Item	Committee	Type	Action Taken
Time: 10 min	Request from NAFEA M. Quezada		Action	
Notes:				

Item # 18	Agenda Item	Committee	Type	Action Taken
Time: min	Old Business:			
Notes:				



REQUEST FOR AGENDA ITEMS (02/10/00)
 PLEASE RETURN COMPLETED FORM VIA FAX TO 213-532-3860.
BOARD OF DIRECTORS MEETING

Scheduled Date of Meeting: _____ Date: Saturday, February 26, 2000, 9:00 a.m.
 Location: CABE Headquarters

660 S. Figueroa Street, #1040
 Los Angeles, CA 90017
 Agenda Items (this page) due to Headquarters by: Noon, Tuesday, February 15, 2000
 Agenda Items detail sheets due to Headquarters by: 10:00 a.m., Tuesday, Feb. 22, 2000

Name: Anaida Colon-Muniz Date: Feb 17, 2000

The Board members have already submitted requests for Sleeping Accommodations and Travel Arrangements. If you have not replied to an earlier call for similar request, and need arrangements, please contact the office a.s.a.p.

Summary of Agenda Items Submitted on following pages. Please number each item to correspond with backup. Please submit one detail sheet for each Agenda Item submitted (along with corresponding documentation if any).

AGENDA ITEM (#1): Update: ELL Institutes
(put my name and Martha Zaragoza-Diaz)

AGENDA ITEM(#2): The Future of CABE Funding

AGENDA ITEM (#3): Multilingual Educator: Asian Pacific Section

AGENDA ITEM(#): _____

AGENDA ITEM (#): _____

AGENDA ITEM(#): _____

AGENDA ITEM (#): _____



REQUEST FOR AGENDA ITEMS (02/10/00)
PLEASE RETURN COMPLETED FORM VIA FAX TO 213-532-3860.

BOARD OF DIRECTORS MEETING

Scheduled Date of Meeting:

Date: Saturday, February 26, 2000, 9:00 a.m.

Location: CABE Headquarters
660 S. Figueroa Street, #1040
Los Angeles, CA 90017

Agenda Items (this page) due to Headquarters by:

Noon, Tuesday, February 15, 2000

Agenda Items detail sheets due to Headquarters by:

10:00 a.m., Tuesday, Feb. 22, 2000

Name: Silvana Rebinstein Date: 2/15/00

The Board members have already submitted requests for Sleeping Accommodations and Travel Arrangements. If you have not replied to an earlier call for similar request, and need arrangements, please contact the office a.s.a.p.

Summary of Agenda Items Submitted on following pages. Please number each item to correspond with backup. Please submit one detail sheet for each Agenda Item submitted (along with corresponding documentation if any).

AGENDA ITEM (#1): Proposition 26

AGENDA ITEM(#2): CABE 2000 up-date

AGENDA ITEM (#3): Calendar of Elections

AGENDA ITEM(#4): CABE PAC Request

AGENDA ITEM (#5): Hope

AGENDA ITEM(#): _____

AGENDA ITEM (#): _____



California Association for Bilingual Education

February 26, 2000, Board of Directors Meeting. Agenda Item Detail Sheet.

Name: S. Rubinstein Date: 2/15/00

AGENDA ITEM(#1): Proposition 26

Committee(s): Advocacy Time Needed: 5 min.

Type of item: Discussion Information Action Consent Calendar

Is the item related to the Strategic Plan: Yes No

Explanation:

Fiscal Impact: Yes No Amount:

Brief Description:

Proposition 26 deals with the approval of school bonds with 51% of the votes as opposed to the current 2/3rds. Prop 26 is endorsed by CTA and other agencies - After consulting with CABE legal counsel, H-Sillas it was determined that CABE (legally) can endorse this proposition and provide education to our members.

Background Information:

A presentation on Proposition 26 was made by Roberto Gallegos (CTA Representative) at the CABE Board of Directors meeting in December, 1999. Materials including an overview of Prop 26 were distributed. No discussion or action was taken at the meeting regarding CABE's position. I received numerous calls and faxes requesting CABE's

Board Member Recommendation/Action:

Endorse Prop. 26 and inform members of action taken.

Number of documentation pages attached/(following): _____



California Association for Bilingual Education

February 26, 2000, Board of Directors Meeting. Agenda Item Detail Sheet.

Name: S. Rubinstein/Harcia Vargas Date: 2/15/00

AGENDA ITEM(#): Election of officers / Calendar 2000
Committee(s): Membership Time Needed: _____

Type of item: Discussion _____ Information _____ Action Consent Calendar

Is the item related to the Strategic Plan: Yes No

Explanation:

This item is part of CABE by-laws

Fiscal Impact: Yes No Amount:

Brief Description:

(See enclosed calendar of Election of Officers 2000-2002.

Background Information:

The election calendar has to be approved according to CABE By-laws

Board Member Recommendation/Action:

Approve the calendar submitted ~~in the~~ ^{as} a consent calendar item.

Number of documentation pages attached/(following): _____



California Association for Bilingual Education

February 26, 2000, Board of Directors Meeting. Agenda Item Detail Sheet.

Name: S. Rubinstein, Sara Exposito, Date: 2/15/00
Lac Vac Nguyen, Michel Katz, Anahit

AGENDA ITEM(#): Up-date CABE 2000

Committee(s): Education Time Needed: 60 min.

Type of item: Discussion Information Action Consent Calendar

Is the item related to the Strategic Plan: Yes No

Explanation:

This is CABE's major educational activity and represents over 70% of our revenues.

Fiscal Impact: Yes No Amount:

Brief Description:

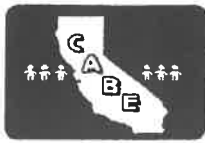
Staff will provide an up-date of the various aspects of the CABE 2000 Conference.

Background Information:

Every year the CABE staff up-dates CABE Board on the progress of annual conference, including informing the Board on changes and requests.

Board Member Recommendation/Action:

Number of documentation pages attached/(following): _____



California Association for Bilingual Education

February 26, 2000, Board of Directors Meeting. Agenda Item Detail Sheet.

Name: S. Rubinstein Date: 2/15/00

AGENDA ITEM(#): Request by CABE PAC

Committee(s): _____ Time Needed: _____

Type of item: Discussion _____ Information _____ Action Consent Calendar

Is the item related to the Strategic Plan: Yes No

Explanation:

CABE PAC is independent from CABE and has its own strategy.

Fiscal Impact: Yes No **Amount:** ..CABE... will receive revenue of approximately \$400.

Brief Description:

CABE PAC requested to purchase a table at CABE 2000 for \$5.00 and Simon Silva lithographs at CABE cost of approx weekly \$5.50 each to be sold during CABE 2000.

Background Information:

CABE PAC has submitted similar requests since 1997 and CABE Board approved.

Board Member Recommendation/Action:

To approve the request from CABE PAC.

Number of documentation pages attached/(following): _____



California Association for Bilingual Education

February 26, 2000, Board of Directors Meeting. Agenda Item Detail Sheet.

Name: S. Rubinstein Date: 2/15/00

AGENDA ITEM(#): HOPE

Committee(s): _____ Time Needed: _____

Type of item: Discussion _____ Information Action _____ Consent Calendar _____

Is the item related to the Strategic Plan: Yes No

Explanation:

Fiscal Impact: Yes No Amount: TBD

Brief Description: range \$100-\$500

See flyer on Latina 2000 Annual Symposium, March 10, 2000

Background Information:

CABE V.P. M. Vages requested information on how CABE can become an affiliate of HOPE Enclosed, you will find information for your consideration. Affiliates of HOPE support events with contributions.

Board Member Recommendation/Action:

No recommendation at this point due to fiscal impact.

Number of documentation pages attached/(following): _____



REQUEST FOR AGENDA ITEMS (02/10/00)
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BOARD OF DIRECTORS MEETING

Scheduled Date of Meeting: _____ Date: **Saturday, February 26, 2000, 9:00 a.m.**
 Location: **CABE Headquarters**

**660 S. Figueroa Street, #1040
 Los Angeles, CA 90017**

Agenda Items (this page) due to Headquarters by: **Noon, Tuesday, February 15, 2000**
 Agenda Items detail sheets due to Headquarters by: **10:00 a.m., Tuesday, Feb. 22, 2000**

Name: Herman Sillas Date: 2-15-00

The Board members have already submitted requests for Sleeping Accommodations and Travel Arrangements. If you have not replied to an earlier call for similar request, and need arrangements, please contact the office a.s.a.p.

Summary of Agenda Items Submitted on following pages. Please number each item to correspond with backup. Please submit one detail sheet for each Agenda Item submitted (along with corresponding documentation if any).

AGENDA ITEM (#): Budget - Governors

AGENDA ITEM(#): _____

AGENDA ITEM (#): _____

AGENDA ITEM(#): _____

AGENDA ITEM (#): _____

AGENDA ITEM(#): _____

AGENDA ITEM (#): _____



California Association for Bilingual Education

February 26, 2000, Board of Directors Meeting. Agenda Item Detail Sheet.

Name: Herman Sillas Date: _____

AGENDA ITEM(#1): Governor's Budget

Committee(s): _____ Time Needed: _____

Type of item: Discussion _____ Information Action _____ Consent Calendar _____

Is the item related to the Strategic Plan: Yes No

Explanation:

Fiscal Impact: Yes No Amount:

Brief Description:
Governor's Budget

Background Information:
This was presented to Board of trustees by Chancellor Reed.

Board Member Recommendation/Action:

Number of documentation pages attached/(following): _____



Douglas X. Patiño
Vice Chancellor, University Advancement
and President, CSU Foundation

The California State University
401 Golden Shore, Suite 635
Long Beach, California 90802-4210
(562) 951-4810 • Fax (562) 951-4892

*great budget
for CSU from
the Governor's
office.*

for your information...



THE CALIFORNIA STATE UNIVERSITY

BAKERSFIELD ◻ CHANNEL ISLANDS ◻ CHICO ◻ DOMINGUEZ HILLS ◻ FRESNO ◻ FULLERTON ◻ HAYWARD ◻ HUMBOLDT
 LONG BEACH ◻ LOS ANGELES ◻ MARITIME ACADEMY ◻ MONTEREY BAY ◻ NORTHRIIDGE ◻ POMONA ◻ SACRAMENTO
 SAN BERNARDINO ◻ SAN DIEGO ◻ SAN FRANCISCO ◻ SAN JOSE ◻ SAN LUIS OBISPO ◻ SAN MARCOS ◻ SONOMA ◻ STANISLAUS

CHARLES B. REED
 CHANCELLOR

January 10, 2000

To: Trustees
 Presidents

From: Charles B. Reed
 Chancellor

Charles B. Reed

Subject: The Governor's Budget

I am pleased to present next year's Governor's Budget to you. It represents some real gains for the CSU and includes significant increases in both our support and capital budgets. First of all there is a \$225.9 million increase in our support budget – a 10 percent increase over last year. About half of these funds cover increases in our general operating expenses. They also provide us with funds for important needs like our technology infrastructure project, improving our library collections and reducing our deferred maintenance backlog. Beyond these basics, the support budget also includes increases to fund our projected enrollment growth target of 4.5 percent (totaling \$73.1 million).

As you no doubt heard in the state-of-the-state address, the Governor is placing a very high emphasis on teacher recruitment and training. One immediate impact on our budget from this emphasis is a dramatic \$9 million increase in the CalTeach program which is dedicated to recruiting new teachers. There is also \$3.5 million for the Governor's Teacher Fellowships program, which will help prospective teachers pay for their education. These increases represent just our beginning efforts in support of the Governor's push to meet the state's critical need for new teachers.

As always, I must say that our faculty and staff are key to our success. I was particularly pleased, therefore, to have the Governor include a 5 percent compensation pool for all CSU employees in our support budget. Of course, the actual distribution of these funds will be determined by collective bargaining between our represented groups and us. In that bargaining process the Governor stated that, "long-standing equity issues comparable to other state employees...should be addressed." The five percent pool will allow us to continue to make progress on closing the CPEC faculty salary gap.

Governor's Budget
Page 2
January 10, 1999

For other human resource issues, the budget addresses ongoing funding for the continuing costs associated with last year's bargaining agreements as well as for employee health and dental plans rate increases.

On the capital budget side, we received \$153.4 million. This will allow us to fund seven previously approved projects as well as undertake four new building projects. It also provides for \$45.7 million to fund our technology infrastructure initiative's capital elements. These funds will help us ensure that we have the infrastructure in place to address our continued enrollment growth.

We had requested \$10 million for operating costs associated with Channel Islands. In his budget message the Governor stated that he was, "fully committed" to providing funding for Channel Islands but wanted us to, first address the, "long-term needs" of Stockton MCRC. We are continuing to work to resolve the outstanding questions with both of these projects.

I want to thank the Governor for his strong support of the CSU. With this support, we should be able to serve more students, make qualitative gains and help improve the public schools. Although the budget process will proceed, and some changes are inevitable, I am greatly encouraged by what we have before us. I have attached a summary of the 2000-01 Governor's Budget for your review.

2000/01 Budget Plan - Governor's Budget vs BOT Budget Plan

	Governor's Budget	Board of Trustees
Mandatory Costs		
Employee Benefits	\$9,022,800	\$7,136,000
New Space	5,669,200	5,765,000
1999/2000 General Employee Compensation Increase	3,600,000	3,600,000
1999/2000 Faculty Collective Bargaining Agreement	6,800,000	6,800,000
1999/2000 Full-Year Service-based Comp. Increases	2,500,000	2,500,000
Enrollment - 4.5% Increase; 12,577 FTE Students		
Marginal Cost for Instruction	81,901,000	81,901,000
State University Grant Increase	4,390,000	4,390,000
Compensation (5% pool for all employees after July 1, 2000)	94,340,000	77,444,000
Monterey Bay	2,290,000	2,290,000
Long-Term Budget Need		
Technology	15,000,000	15,000,000
Libraries	3,000,000	3,000,000
Deferred Plant Maintenance	2,813,000	3,300,000
Subtotal, CSU Operations and Enrollment Growth	\$231,326,000	\$213,126,000
State Investments:		
CALTEACH Recruitment	\$9,000,000	
Governor's Teacher Fellowships	3,500,000	
Campus Start-Up Costs - CSU, Channel Islands		\$10,000,000
Off-Campus Center Support - Coachella Valley	380,000	380,000
CPEC Faculty Salary Lag Adj., 2% comp. pool increase		20,876,000 *
Total, Campus Operations/Faculty Salary Support	\$12,880,000	\$31,256,000
Total, 2000/01 CSU Budget Plan	\$244,206,000	\$244,382,000

* 1% of this request is funded in the Compensation line of 5% for all employees.

Proposed Election Calendar 2000

Tuesday, February 29, 2000

Members in good standing with dues current as of this date are eligible to nominate candidates and/or vote.

Friday, March 17, 2000

Nomination ballots are mailed to all members in good standing.

Friday, March 31, 2000

Due date for all nomination ballots to be postmarked.

Monday, April 10, 2000

Nominations are counted and nominees (top three candidates receiving five or more nominations) are contacted in order to accept or decline.

Monday, April 24, 2000

Candidates' election statement due at CABE Headquarters for inclusion with ballots.

Monday, May 1, 2000

Election ballots are mailed to members in good standing.

Monday, May 17, 2000

Due date for all election ballots to be postmarked.

Monday, May 29, 2000

Ballots are counted and all candidates are notified accordingly.

The positions open this election cycle are:

President Elect

(Note: this is a 4 year term: 1 year as President Elect; 2 years as President; 1 year as Immediate Past President)

Vice President

Director of Paraprofessional Affairs

Director of State/Legislative Affairs

Region II Representative

Region IV Representative

CABE 1999: Daily Registration
02/18/1999

Regtype	Description	Pre-Reg	Mon 2/15	Tue 2/16	Wed 2/17	Thu 2/18	Total O/S	Total
CC	Committee	3	1	0	0	3	4	7
CH	Honored Guest	87	9	122	62	41	234	321
CV	Volunteer	2	172	168	35	17	392	394
EO	Exhibit Hall Only	86	91	106	134	61	392	478
EX	Exhibitor	495	58	74	96	16	244	739
FM	Full Conference Member	2369	37	65	98	22	222	2591
FN	Full Conference Non-Member	1298	38	51	60	28	177	1475
FP	Full Conference	428	15	57	35	13	120	548
FS	Full Conference Non-Member	574	2	19	15	7	43	617
OM	One Day Pass Member	194	16	8	9	19	52	246
ON	One Day Pass Non-Member	418	26	55	23	22	126	544
OP	One Day Pass Member	54	0	2	1	0	3	57
OS	One Day Pass Non-Member	204	13	19	12	11	55	259
PM	Para-Educator Inst. (Member)	2	7	0	2	0	9	11
PN	Para-Educator Inst. (Non-Mbr)	0	3	23	5	0	31	31
PO	Para Educator Institute ONLY	434	8	19	9	1	37	471
PR	Presenter	771	30	8	25	14	77	848
SA	Saturday Only	74	4	14	1	1	20	94
TO	Ticket Only	36	0	0	0	0	0	36
=====		=====	=====	=====	=====	=====	=====	=====
TOTAL		7529	530	810	622	276	2238	9767

California Association for Bilingual Education

Date: February 17, 1999

Time: 18:04:21

EVENT	NAME	LIMIT	USED	BALANCE	% USED
AWD	Awards Luncheon with Speaker	1700	1700	0	100.0
BAN	Banquet with Speaker	1200	1186	14	98.8
BRU	Brunch with Speaker	1700	705	995	41.5
FEN	English Multi Setting K-3 2/6	200	200	0	100.0
FSP	Spanish Bi Setting K-3 2/6	200	141	59	70.5
FTS	Transition/SDAIE 4-6 2/6	200	191	9	95.5
FUN	Fundraiser	2000	323	1677	16.2
LUN	Luncheon with Speaker	1950	1950	0	100.0
MNA	Membership: New Administrator	999	123	876	12.3
MNC	Membership: New Parent/Com	999	142	857	14.2
MNE	Membership: New Para Educator	999	235	764	23.5
MNS	Membership: New Student	999	152	847	15.2
MNT	Membership: New Teacher	1500	1082	418	72.1
MRA	Membership: Renewal Admin	999	147	852	14.7
MRC	Membership: Renewal Parent/Com	999	32	967	3.2
MRE	Membership: Renewal Educator	999	66	933	6.6
MRS	Membership: Renewal Student	999	20	979	2.0
MRT	Membership: Renewal Teacher	999	551	448	55.2
SEI	English Multi Setting 4-6	200	117	83	58.5
SEN	English Multi Setting K-3 2/7	200	129	71	64.5
SSP	Spanish Bi Setting K-3 2/7	200	73	127	36.5
SYM	Symposium	9999	42	9957	0.4
PMI	Para Educator ONLY - Member	999	16	983	1.6
PNI	Para Educator ONLY - Nonmember	999	1	998	0.1
PM	Para Educator - Member	999	104	895	10.4
PN	Para Educator - Nonmember	999	413	586	41.3

CABE 1999: Daily Registration
02/20/1999

Regtype	Pre-Reg	Mon 2/15	Tue 2/16	Wed 2/17	Thu 2/18	Fri 2/19	Sat 2/20	Total O/S	Total
CC	3	1	0	0	3	0	0	4	7
CH	86	10	122	62	41	25	3	263	349
CV	3	172	168	35	17	48	9	449	452
EO	90	90	106	133	61	33	5	428	518
EX	492	59	74	97	18	6	2	256	748
FM	2373	37	64	98	22	5	0	226	2599
FN	1302	38	51	60	26	1	0	176	1478
FP	428	15	57	35	13	0	0	120	548
FS	575	2	19	15	7	3	0	46	621
OM	194	16	8	9	22	26	0	81	275
ON	418	26	56	23	22	32	0	159	577
OP	54	0	2	1	0	3	0	6	60
OS	206	13	19	12	11	55	1	111	317
PM	2	7	0	2	0	0	0	9	11
PN	0	3	23	5	0	0	0	31	31
PO	434	8	19	9	1	0	0	37	471
PR	771	29	9	25	17	22	2	104	875
SA	72	4	14	1	2	3	9	33	105
TO	34	0	0	0	0	0	0	0	34
=====									
TOTAL	7537	530	811	622	283	262	31	2539	10076

CABE 1999: Daily Registration
02/17/1999

Regtype	Description	Pre-Reg	Mon 2/15	Tue 2/16	Wed 2/17	Total O/S	Total
CC	Committee	3	1	0	0	1	4
CH	Honored Guest	86	9	121	62	192	278
CV	Volunteer	2	172	168	35	375	377
EO	Exhibit Hall Only	83	91	108	133	332	415
EX	Exhibitor	497	58	73	97	228	725
FM	Full Conference Member	2357	37	61	98	196	2553
FN	Full Conference Non-Member	1287	38	50	60	148	1435
FP	Full Conference	427	15	57	35	107	534
FS	Full Conference Non-Member	564	2	19	15	36	600
OM	One Day Pass Member	189	16	8	9	33	222
ON	One Day Pass Non-Member	412	26	54	23	103	515
OP	One Day Pass Member	54	0	2	1	3	57
OS	One Day Pass Non-Member	204	13	19	12	44	248
PM	Para-Educator Inst. (Member)	2	7	0	2	9	11
PN	Para-Educator Inst. (Non-Mbr)	0	3	23	5	31	31
PO	Para Educator Institute ONLY	437	8	19	9	36	473
PR	Presenter	769	30	8	25	63	832
SA	Saturday Only	74	4	14	1	19	93
TO	Ticket Only	40	0	1	0	1	41
=====		=====	=====	=====	=====	=====	=====
TOTAL		7487	530	805	622	1957	9444



CALIFORNIA ASSOCIATION
FOR
BILINGUAL EDUCATION

**Fiscal Year 1999 - 2000
Budget and Actual Variance
Summary Report**

Month End: January 31, 2000
for
the Board of Directors Meeting on
February 26, 2000

Confidential Data

California Association for Bilingual Education

Statement of Financial Position

January 31, 2000

ASSETS:	Col 1 General	Col. 2 Restricted	Col., 3 31.Jan.00	Col. 4 30.Jun.99	Line #
Current Assets					
Cash & Cash Equivalents					
Petty Cash	179		179	170	1
Citizens Business Bank - Checking	106,464		106,464	70,574	2
Citizens Business Bank - Money market	31,343	275,000	306,343	476,886	3
Bank of America - Grant Account	0	40,572	40,572	51,585	4
Dean Witter - Penichet Trust Account	0	37,357	37,357	38,817	5
Washington Mutual - Scholarship Account	0	8,606	8,606	7,662	6
Subtotal	137,986	361,535	499,521	645,694	7
Investment					
Citibank - Certificate of Deposit	105,350		105,350	102,638	8
Sanwa Bank - Certificate of Deposit	104,986		104,986	102,444	9
Washington Mutual - Certificate of Deposit	0		0	101,976	10
Union Bank - Certificate of Deposit	103,969		103,969	100,558	11
Bank of America - Certificate of Deposit	100,550		100,550	0	12
Well Fargo Bank - Trust	225,433		225,433	222,293	13
Subtotal	640,288	0	640,288	629,909	14
Subtotal Cash & Investment	778,274	361,535	1,139,809	1,275,603	15
Accounts Receivable					
General	78,789		78,789	38,482	16
Annual Conference Cabe 99	35,521		35,521	104,359	17
less: Allowance for Doubtful Accounts Cabe 99	(35,000)		(35,000)	(35,000)	18
Annual Conference Cabe 2000	73,135		73,135	0	19
Subtotal	152,445	0	152,445	107,841	19
Other Current Assets					
Inventory	43,381		43,381	49,083	20
Prepaid Expenses	5,131		5,131	19,606	21
Deposits	13,958		13,958	15,335	22
Subtotal	62,470	0	62,470	84,024	23
Total Current Assets	993,189	361,535	1,354,724	1,467,468	24
Fixed Assets					
Property and Equipment	194,219		194,219	177,302	25
less: Accumulated Depreciation	(126,679)		(126,679)	(112,029)	26
Total Fixed Assets	67,540	0	67,540	65,273	27
TOTAL ASSETS	1,060,729	361,535	1,422,264	1,532,741	28
LIABILITIES:					
Accounts payable	10,865		10,865	38,726	29
Accrued liabilities	59,333		59,333	76,888	30
Deferred Income - Memberships	75,781		75,781	138,529	31
Deferred Income - Grant Revenue	28,271		28,271	38,939	32
TOTAL LIABILITIES	174,250	0	174,250	293,082	34
NET ASSETS					
Unrestricted	886,479		886,479	866,595	35
Board Designated (Contingency Funds)		275,000	275,000	275,000	36
Temporary Restricted		49,178	49,178	59,247	37
Permanent Restricted		37,357	37,357	38,817	38
Total Net Assets	886,479	361,535	1,248,014	1,239,659	39
TOTAL LIAB. AND NET ASSETS	1,060,729	361,535	1,422,264	1,532,741	40

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SUMMARY

<u>REVENUE:</u>	<u>Col.1</u> <u>Annual</u> <u>Budget</u>	<u>Col.2</u> <u>Ytd</u> <u>Budget</u>	<u>Col.3</u> <u>Ytd</u> <u>Actual</u>	<u>Col.4</u> <u>Variance =</u> <u>Col.3- Col.2</u>	<u>%</u> <u>Budget</u> <u>Elapsed</u>	<u>Line</u> <u>#</u>
Membership Dues	338,140	224,471	153,852	(70,619)	45.5%	1
Conference & Meeting Fees	1,906,625	524,790	500,159	(24,631)	26.2%	2
Publications & Promo Sales	118,150	68,527	32,206	(36,321)	27.3%	3
Contributions/Sponsors	140,800	121,894	103,884	(18,010)	73.8%	4
Interest Income	24,000	13,920	18,727	4,807	78.0%	5
Other Income	136,600	38,004	29,174	(8,830)	21.4%	6
TOTAL REVENUE	2,664,315	991,606	838,002	(153,604)	31.45%	7
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	60,500	36,300	34,743	(1,557)	57.4%	8
Facility Rental	70,700	42,420	59,283	16,863	83.9%	9
Equipment Rental & Repair	116,526	69,916	12,029	(57,887)	10.3%	10
Telephone	28,640	17,184	6,668	(10,516)	23.3%	11
Depreciation	24,000	14,400	14,650	250	61.0%	12
Insurance/Taxes/License	11,000	6,600	7,594	994	69.0%	13
Personnel Costs						
Exempt Salaries	298,679	179,207	154,371	(24,836)	51.7%	14
Non-Exempt Salaries	207,787	124,672	93,096	(31,576)	44.8%	15
Payroll Taxes	51,580	30,948	21,004	(9,944)	40.7%	16
Fringe Benefits	72,661	43,597	28,448	(15,149)	39.2%	17
Temporary Help	20,000	12,000	1,503	(10,497)	7.5%	18
Professional & Consultants						
Professional Services	60,500	36,300	31,454	(4,846)	52.0%	19
Outside & Contracted Service	372,070	223,242	88,769	(134,473)	23.9%	20
Speaker Fees	24,300	14,580	5,100	(9,480)	21.0%	21
Activity Expenses						
Travel	89,100	53,460	17,070	(36,390)	19.2%	22
Meals	28,000	16,800	6,373	(10,427)	22.8%	23
Lodging	59,150	35,490	18,496	(16,994)	31.3%	24
Entertainment	8,500	5,100	1,250	(3,850)	14.7%	25
Cost of Speaker Meals	386,525	231,915	69,925	(161,990)	18.1%	26
Scholarships	30,000	18,000	0	(18,000)	0.0%	27
Chapter Rebates	32,500	19,500	0	(19,500)	0.0%	28
Supplies & Other Expenses						
Supplies & Materials	91,730	55,038	16,201	(38,837)	17.7%	29
Awards & Gifts	12,550	7,530	747	(6,783)	6.0%	30
Postage	95,820	57,492	23,349	(34,143)	24.4%	31
Reprographics	288,400	173,040	99,050	(73,990)	34.3%	32
Cost of Goods Sold	29,348	17,609	7,295	(10,314)	24.9%	33
Donations & Contributions	16,500	9,900	4,650	(5,250)	28.2%	34
Advertising & Promotional	6,300	3,780	777	(3,003)	12.3%	35
Due & Subscriptions	2,600	1,560	1,285	(275)	49.4%	36
Seminar & Conf/ Ed. Fees	6,000	3,600	2,281	(1,319)	38.0%	37
Bank Charges/Fines/Penalties	8,700	5,220	2,186	(3,034)	25.1%	38
Miscellaneous (Scholarships)	22,000	13,200	0	(13,200)	0.0%	39
TOTAL EXPENSES	2,632,666	1,579,600	829,647	(749,953)	31.5%	40
NET EARNINGS/ (LOSS):	31,649	(587,993)	8,355	596,348	26.4%	41

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G&A: Headquarter

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	1,451	1,451		4
Interest Income	20,000	11,600	16,368	4,768	81.8%	5
Other Income	0	0	1,163	1,163		6
TOTAL REVENUE	20,000	11,600	18,982	7,382	94.9%	7
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	60,000	34,800	34,743	(57)	57.9%	8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	17,876	10,368	7,704	(2,664)	43.1%	10
Telephone	16,440	9,535	6,356	(3,179)	38.7%	11
Depreciation	24,000	13,920	14,650	730	61.0%	12
Insurance/Taxes/License	11,000	7,260	6,767	(493)	61.5%	13
Personnel Costs						
Exempt Salaries	298,679	173,234	154,371	(18,863)	51.7%	14
Non-Exempt Salaries	207,787	120,516	93,096	(27,420)	44.8%	15
Payroll Taxes	51,580	29,916	21,004	(8,912)	40.7%	16
Fringe Benefits	72,661	42,143	28,448	(13,695)	39.2%	17
Temporary Help	5,000	2,900	1,503	(1,397)	30.1%	18
Professional & Consultants						
Professional Services	46,000	31,000	31,454	454	68.4%	19
Outside & Contracted Service	13,500	9,830	9,114	(716)	67.5%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	3,000	1,740	904	(836)	30.1%	22
Meals	1,000	580	363	(217)	36.3%	23
Lodging	7,500	4,350	1,592	(2,758)	21.2%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	16,000	9,280	7,991	(1,289)	49.9%	29
Awards & Gifts	500	290	142	(148)	28.4%	30
Postage	12,000	6,960	4,301	(2,659)	35.8%	31
Reprographics	12,000	6,960	3,211	(3,749)	26.8%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	500	290	0	(290)	0.0%	34
Advertising & Promotional	2,000	1,160	777	(383)	38.9%	35
Due & Subscriptions	2,600	1,508	1,285	(223)	49.4%	36
Seminar & Conf/ Ed. Fees	3,000	1,740	1,314	(426)	43.8%	37
Bank Charges/Fines/Penalties	2,700	1,566	533	(1,033)	19.7%	38
Miscellaneous (Scholarships)	16,000	9,280	0	(9,280)	0.0%	39
TOTAL EXPENSES	903,323	531,127	431,623	(99,504)	47.8%	40
<u>NET EARNINGS/ (LOSS):</u>	(883,323)	(519,527)	(412,641)	106,886	46.7%	41

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G & A: Board/Committees

	Col.1	Col.2	Col.3	Col.4	%	Line
	Annual	Ytd	Ytd	Variance =	Budget	#
<u>REVENUE:</u>	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>	<u>Col.3- Col.2</u>	<u>Elapsed</u>	
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	0	0	0	0		7
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	1,000	580	0	(1,000)	0.0%	9
Equipment Rental & Repair	0	0	0	0		10
Telephone	4,200	2,436	0	(2,436)	0.0%	11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside & Contracted Serv	5,000	2,900	1,620	(3,380)	32.4%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	25,000	14,500	4,395	(10,105)	17.6%	22
Meals	7,000	4,060	3,389	(671)	48.4%	23
Lodging	10,000	5,800	5,609	(191)	56.1%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	400	232	110	(122)	27.5%	29
Awards & Gifts	500	290	45	(245)	9.0%	30
Postage	1,600	928	753	(175)	47.1%	31
Reprographics	500	290	284	(6)	56.8%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./Ed. Fees	2,000	1,160	967	(193)	48.4%	37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	57,200	33,176	17,172	(18,524)	30.0%	40
<u>NET EARNINGS/ (LOSS):</u>	<u>(57,200)</u>	<u>(33,176)</u>	<u>(17,172)</u>	<u>18,524</u>	<u>30.0%</u>	<u>41</u>

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G & A: President

REVENUE:	Col.1	Col.2	Col.3	Col.4	%	Line
	Annual	Ytd	Ytd	Variance =	Budget	#
	Budget	Budget	Actual	Col.3- Col.2	Elapsed	
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	0	0	0	0		7
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside & Contracted Serv	1,000	580	0	(580)	0.0%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	1,000	580	0	(580)	0.0%	22
Meals	300	174	0	(174)	0.0%	23
Lodging	1,000	580	0	(580)	0.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	200	116	0	(116)	0.0%	31
Reprographics	500	290	0	(290)	0.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	1,000	580	0	(580)	0.0%	34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	5,000	2,900	0	(2,900)	0.0%	40
NET EARNINGS/ (LOSS):	(5,000)	(2,900)	0	2,900	0.0%	41

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General Membership

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	270,640	156,971	117,224	(39,747)	43.3%	1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	15,000	8,700	2,383	(6,317)	15.9%	4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	<u>285,640</u>	<u>165,671</u>	<u>119,607</u>	<u>(46,064)</u>	41.9%	7
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	2,500	1,450	0	(1,450)	0.0%	19
Outside Services	0	0	0	0		20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	2,500	1,450	127	(1,323)	5.1%	22
Meals	1,500	870	20	(850)	1.3%	23
Lodging	2,000	1,160	0	(1,160)	0.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	3,000	1,740	0	(1,740)	0.0%	29
Awards & Gifts	0	0	0	0		30
Postage	16,220	9,408	4,132	(5,276)	25.5%	31
Reprographics	27,500	15,950	4,824	(11,126)	17.5%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./ Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penalties	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>55,220</u>	<u>32,028</u>	<u>9,103</u>	<u>(22,925)</u>	16.5%	40
<u>NET EARNINGS/ (LOSS):</u>	230,420	133,644	110,504	(23,140)	48.0%	41

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Chapter Activity	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
REVENUE:						
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		7
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside Services	0	0	0	0		20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	23,400	13,572	166	(13,406)	0.7%	22
Meals	10,500	6,090	728	(5,362)	6.9%	23
Lodging	8,400	4,872	0	(4,872)	0.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	5,000	2,900	0	(2,900)	0.0%	27
Chapter Rebates	32,500	18,850	0	(18,850)	0.0%	28
Supplies & Other Expenses						
Supplies & Materials	8,800	5,104	0	(5,104)	0.0%	29
Awards & Gifts	500	290	0	(290)	0.0%	30
Postage	0	0	0	0		31
Reprographics	0	0	0	0		32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penalties	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>89,100</u>	<u>51,678</u>	<u>894</u>	<u>(50,784)</u>	<u>1.0%</u>	40
NET EARNINGS/ (LOSS):	<u>(89,100)</u>	<u>(51,678)</u>	<u>(894)</u>	<u>50,784</u>	<u>1.0%</u>	41

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Newsletter

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income (Advertising)	12,000	6,960	6,175	(785)	51.5%	6
TOTAL REVENUE	12,000	6,960	6,175	(785)		7
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside & Contracted Serv	1,000	580	365	(215)	36.5%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	0	0	0	0		22
Meals	0	0	0	0		23
Lodging	0	0	0	0		24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	12,750	7,395	1,720	(5,675)	13.5%	31
Reprographics	42,000	24,360	4,824	(19,536)	11.5%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	55,750	0	6,909	(25,426)	12.4%	40
<u>NET EARNINGS/ (LOSS):</u>	(43,750)	6,960	(734)	24,641	1.7%	41

California Association for Bilingual Education

Statement of Financial Activity

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58% of Year

Magazines

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3 - Col.2	% Budget Elapsed	Line #
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income (Advertising)	15,000	8,700	450	(8,250)	3.0%	6
TOTAL REVENUE	15,000	8,700	450	(8,250)	3.0%	7

EXPENSES:

Facilities and Equipment

Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13

Personnel Costs

Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18

Professional & Consultants

Professional Services	0	0	0	0		19
Outside & Contracted Serv	6,000	3,480	0	(3,480)	0.0%	20
Speaker Fees	0	0	0	0		21

Activity Expenses

Travel	0	0	0	0		22
Meals	0	0	0	0		23
Lodging	0	0	0	0		24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28

Supplies & Other Expenses

Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	12,750	7,395	2,185	(5,210)	17.1%	31
Reprographics	48,000	27,840	15,381	(12,459)	32.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	66,750	38,715	17,566	(21,149)	26.3%	40

NET EARNINGS/ (LOSS):

(51,750)	(30,015)	(17,116)	12,899	33.1%	41
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California Association for Bilingual Education

Statement of Financial Activity

For the Period July 1, 1999 through Jan 31, 2000

58% of Year

Cabe 2000

REVENUE:	Col.1	Col.2	Col.3	Col.4	%	Line
Annual Budget	Ytd Budget	Ytd Actual	Variance = Col.3- Col.2	Budget Elapsed	#	
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	1,657,300	354,340	354,340	0	21.4%	2
Publications & Promo Sales	0	0	0	0		3
Contributions/Sponsors	100,000	96,550	96,550	0	96.6%	4
Interest Income	0	0	0	0		5
Other Income	29,000	19,096	19,096	0	65.8%	6
TOTAL REVENUE	1,786,300	469,986	469,986	0	26.3%	7
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	47,700	46,125	46,125	0	96.7%	9
Equipment Rental & Repair	88,000	0	0	0	0.0%	10
Telephone	7,000	312	312	0	4.5%	11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	15,000	0	0	0	0.0%	18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside Services	193,500	37,453	37,453	0	19.4%	20
Speaker Fees	20,000	3,750	3,750	0	18.8%	21
Activity Expenses						
Travel	20,000	6,044	6,044	0	30.2%	22
Meals	5,000	1,221	1,221	0	24.4%	23
Lodging	18,000	7,101	7,101	0	39.5%	24
Entertainment	4,000	1,250	1,250	0	31.3%	25
Cost of Speaker Meals	229,650	3,000	3,000	0	1.3%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	49,000	592	592	0	1.2%	29
Awards & Gifts	10,000	0	0	0	0.0%	30
Postage	17,000	2,827	2,827	0	16.6%	31
Reprographics	112,500	49,754	49,754	0	44.2%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	1,000	0	0	0	0.0%	35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./ Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	6,000	727	727	0	12.1%	38
Miscellaneous	5,000	0	0	0	0.0%	39
TOTAL EXPENSES	848,350	160,156	160,156	0	18.9%	40
NET EARNINGS/ (LOSS):	937,950	309,830	309,830	0	33.0%	41

California Association for Bilingual Education

Statement of Financial Activity

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58% of Year

Fund Raiser	Col.1	Col.2	Col.3	Col.4	%	Line
	Annual	Ytd	Ytd	Variance =	Budget	
REVENUE:	Budget	Budget	Actual	Col.3- Col.2	Elapsed	#
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	75,000	0	0	0	0.0%	6
TOTAL REVENUE	75,000	0	0	0	0.0%	7
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	2,000	0	0	0	0.0%	10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside Services	0	0	0	0		20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	0	0	0	0		22
Meals	0	0	0	0		23
Lodging	0	0	0	0		24
Entertainment	4,000	0	0	0	0.0%	25
Cost of Speaker Meals	25,000	0	0	0	0.0%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	1,500	0	0	0	0.0%	29
Awards & Gifts	0	0	0	0		30
Postage	1,000	0	0	0	0.0%	31
Reprographics	4,000	0	0	0	0.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	37,500	0	0	0	0.0%	40
NET EARNINGS/ (LOSS):	37,500	0	0	0	0.0%	41

California Association for Bilingual Education

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58% of Year

Para-Educator/Parent Conferences	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
REVENUE:						
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	243,250	164,375	141,369	(23,006)	58.1%	2
Publications & Promo Sales	0	0	0	0		3
Contributions	3,000	3,000	3,000	0	100.0%	4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	246,250	167,375	144,369	(23,006)	58.6%	7
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	18,000	10,500	7,269	(3,231)	40.4%	9
Equipment Rental & Repair	6,900	4,400	1,867	(2,533)	27.1%	10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside & Contracted Serv	350	200	0	(200)	0.0%	20
Speaker Fees	2,800	1,600	650	(950)	23.2%	21
Activity Expenses						
Travel	3,300	1,750	1,662	(88)	50.4%	22
Meals	700	400	294	(106)	42.0%	23
Lodging	7,000	4,000	3,194	(806)	45.6%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	103,650	69,450	46,541	(22,909)	44.9%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	11,380	7,540	7,508	(32)	66.0%	29
Awards & Gifts	1,050	600	560	(40)	53.3%	30
Postage	5,800	3,600	3,568	(32)	61.5%	31
Reprographics	22,500	15,100	12,755	(2,345)	56.7%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	700	400	0	(400)	0.0%	35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous (For Fresno)	1,000	0	0	0	0.0%	39
TOTAL EXPENSES	185,130	119,540	85,868	(33,672)	46.4%	40
NET EARNINGS/ (LOSS):	61,120	47,835	58,501	10,666	95.7%	41

California Association for Bilingual Education

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58% of Year

Comprehensive Reading & Literacy for English Learners

REVENUE:

	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	67,500	67,500	36,628	(30,872)	54.3%	1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	67,500	67,500	36,628	(30,872)	54.3%	7

EXPENSES:

Facilities and Equipment

Office Rental & Utilities	0	0	0	0		8
Facility Rental	3,000	3,000	5,889	2,889	196.3%	9
Equipment Rental & Repair	1,500	1,500	2,458	958	163.9%	10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13

Personnel Costs

Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18

Professional & Consultants

Professional Services	0	0	0	0		19
Outside Services	0	0	0	0		20
Speaker Fees	1,000	1,000	700	(300)	70.0%	21

Activity Expenses

Travel	400	400	245	(155)	61.3%	22
Meals	100	100	115	15	115.0%	23
Lodging	1,000	1,000	0	(1,000)	0.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	20,500	20,500	17,888	(2,612)	87.3%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28

Supplies & Other Expenses

Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	3,700	3,700	3,214	(486)	86.9%	31
Reprographics	6,000	6,000	6,572	572	109.5%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	100	100	0	(100)	0.0%	35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./ Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penalty	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	37,300	37,300	37,081	(219)	99.4%	40

NET EARNINGS/ (LOSS):

	30,200	30,200	(453)	(30,653)	-1.5%	41
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California Association for Bilingual Education

Statement of Financial Activity

For the Period July 1, 1999 through Jan 31, 2000

58% of Year

Books in Spanish

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	6,075	6,075	4,450	(1,625)	73.3%	2
Publications & Promo Sales	0	0	0	0		3
Contributions	1,000	1,000	500	(500)	50.0%	4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	<u>7,075</u>	<u>7,075</u>	<u>4,950</u>	<u>(2,125)</u>	70.0%	7
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	250	250	0	(250)	0.0%	9
Equipment Rental & Repair	250	250	0	(250)	0.0%	10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside Services	200	200	139	(61)	69.5%	20
Speaker Fees	500	500	0	(500)	0.0%	21
Activity Expenses						
Travel	500	500	487	(13)	97.4%	22
Meals	100	100	99	(1)	99.0%	23
Lodging	500	500	450	(50)	90.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	2,525	2,525	2,496	(29)	98.9%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	750	750	649	(101)	86.5%	31
Reprographics	1,500	1,500	1,445	(55)	96.3%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penalties	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>7,075</u>	<u>7,075</u>	<u>5,765</u>	<u>(1,310)</u>	81.5%	40
<u>NET EARNINGS/ (LOSS):</u>	0	0	(815)	(815)		41

California Association for Bilingual Education

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58% of Year

**Other Ed. Conferences &
Community Forum**

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income (Advertising)	0	0	0	0		6
TOTAL REVENUE	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		7

EXPENSES:

Facilities and Equipment

Office Rental & Utilities	500	290	0	(290)	0.0%	8
Facility Rental	250	145	0	(145)	0.0%	9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13

Personnel Costs

Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18

Professional & Consultants

Professional Services	0	0	0	0		19
Outside & Contracted Serv	1,500	870	0	(870)	0.0%	20
Speaker Fees	0	0	0	0		21

Activity Expenses

Travel	500	290	0	(290)	0.0%	22
Meals	100	58	0	(58)	0.0%	23
Lodging	500	290	0	(290)	0.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28

Supplies & Other Expenses

Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	250	145	0	(145)	0.0%	31
Reprographics	900	522	0	(522)	0.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations to Ed.Conf.	5,000	2,900	2,000	(900)	40.0%	34
Advertising & Promotional	500	290	0	(290)	0.0%	35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>10,000</u>	<u>0</u>	<u>2,000</u>	<u>(3,800)</u>	<u>20.0%</u>	40

<u>NET EARNINGS/ (LOSS):</u>	(10,000)	0	(2,000)	3,800	20.0%	41
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California Association for Bilingual Education

Statement of Financial Activity For the Period July 1, 1999 through Jan 31, 2000

58% of Year

Publications/Promotional Sales	Col.1	Col.2	Col.3	Col.4	%	Line
<u>REVENUE:</u>	<u>Annual</u>	<u>Ytd</u>	<u>Ytd</u>	<u>Variance =</u>	<u>Budget</u>	<u>#</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>	<u>Col.3- Col.2</u>	<u>Elapsed</u>	
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	118,150	68,527	32,206	(36,321)	27.3%	3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income (Mailing Lists)	5,600	3,248	2,290	(958)	40.9%	6
TOTAL REVENUE	123,750	71,775	34,496	(37,279)	27.9%	7
 <u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Sales Taxes	0	0	827	827		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside & Contracted Serv	51,620	29,940	10,908	(19,032)	21.1%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	0	0	0	0		22
Meals	0	0	0	0		23
Lodging	0	0	0	0		24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	800	464	0	(464)	0.0%	29
Awards & Gifts	0	0	0	0		30
Postage	0	0	0	0		31
Reprographics	0	0	0	0		32
Cost of Goods Sold	29,348	17,022	7,295	(9,727)	24.9%	33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	81,768	47,425	19,030	(28,395)	23.3%	40
 <u>NET EARNINGS/ (LOSS):</u>	 41,982	 24,350	 15,466	 (8,884)	 36.8%	 41

California Association for Bilingual Education

Statement of Financial Activity

For the Period July 1, 1999 through Jan 31, 2000

58% of Year

Scholarships

<u>REVENUE:</u>	Col.1 Annual Budget	Col.2 Ytd Budget	Col.3 Ytd Actual	Col.4 Variance = Col.3- Col.2	% Budget Elapsed	Line #
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	21,800	12,644	0	(12,644)	0.0%	4
Interest Income	4,000	2,320	2,359	39	59.0%	5
Other Income	0	0	0	0		6
TOTAL REVENUE	<u>25,800</u>	<u>14,964</u>	<u>2,359</u>	<u>(12,605)</u>	<u>9.1%</u>	<u>7</u>
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside Services	0	0	0	0		20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	0	0	0	0		22
Meals	0	0	0	0		23
Lodging	0	0	0	0		24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	0	0	0	0		26
Scholarships	25,000	14,500	0	(14,500)	0.0%	27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	0	0	0	0		29
Awards & Gifts	0	0	0	0		30
Postage	300	174	0	(174)	0.0%	31
Reprographics	500	290	0	(290)	0.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Conf./ Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	66	66		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>25,800</u>	<u>14,964</u>	<u>66</u>	<u>(14,898)</u>	<u>0.3%</u>	<u>40</u>
<u>NET EARNINGS/ (LOSS):</u>	0	0	2,293	2,293		41

California Association for Bilingual Education

Statement of Financial Activity

For the Period July 1, 1999 through Jan 31, 2000

58% of Year

Legislatures/Advocacy	Col.1	Col.2	Col.3	Col.4	%	Line
<u>REVENUE:</u>	<u>Annual</u>	<u>Ytd</u>	<u>Ytd</u>	<u>Variance =</u>	<u>Budget</u>	<u>#</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>	<u>Col.3- Col.2</u>	<u>Elapsed</u>	
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		<u>7</u>
<u>EXPENSES:</u>						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	500	290	0	(290)	0.0%	9
Equipment Rental & Repair	0	0	0	0		10
Telephone	1,000	580	0	(580)	0.0%	11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	12,000	6,960	0	(6,960)	0.0%	19
Outside Services	68,400	39,672	26,346	(13,326)	38.5%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	6,000	3,480	1,831	(1,649)	30.5%	22
Meals	700	406	17	(389)	2.4%	23
Lodging	2,000	1,160	0	(1,160)	0.0%	24
Entertainment	0	0	0	0		25
Cost of Speaker Meals	200	116	0	(116)	0.0%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	100	58	0	(58)	0.0%	29
Awards & Gifts	0	0	0	0		30
Postage	10,000	5,800	0	(5,800)	0.0%	31
Reprographics	5,000	2,900	0	(2,900)	0.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	0	0	0	0		34
Advertising & Promotional	0	0	0	0		35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	0	0	0	0		37
Bank Charges/Fines/Penaltie	0	0	0	0		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>105,900</u>	<u>61,422</u>	<u>28,194</u>	<u>(33,228)</u>	<u>26.6%</u>	<u>40</u>
<u>NET EARNINGS/ (LOSS):</u>	<u>(105,900)</u>	<u>(61,422)</u>	<u>(28,194)</u>	<u>33,228</u>	<u>26.6%</u>	<u>41</u>

California Association for Bilingual Education

Statement of Financial Activity
For the Period July 1, 1999 through Jan 31, 2000

58% of Year

Public Relations	Col.1	Col.2	Col.3	Col.4	%	Line
REVENUE:	Annual	Ytd	Ytd	Variance =	Budget	#
<u>REVENUE:</u>	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>	<u>Col.3- Col.2</u>	<u>Elapsed</u>	<u>#</u>
Membership Dues	0	0	0	0		1
Conference & Meeting Fees	0	0	0	0		2
Publications & Promo Sales	0	0	0	0		3
Contributions	0	0	0	0		4
Interest Income	0	0	0	0		5
Other Income	0	0	0	0		6
TOTAL REVENUE	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		<u>7</u>
EXPENSES:						
Facilities and Equipment						
Office Rental & Utilities	0	0	0	0		8
Facility Rental	0	0	0	0		9
Equipment Rental & Repair	0	0	0	0		10
Telephone	0	0	0	0		11
Depreciation	0	0	0	0		12
Insurance/Taxes/License	0	0	0	0		13
Personnel Costs						
Exempt Salaries	0	0	0	0		14
Non-Exempt Salaries	0	0	0	0		15
Payroll Taxes	0	0	0	0		16
Fringe Benefits	0	0	0	0		17
Temporary Help	0	0	0	0		18
Professional & Consultants						
Professional Services	0	0	0	0		19
Outside & Contracted Service	30,000	17,400	2,824	(14,576)	9.4%	20
Speaker Fees	0	0	0	0		21
Activity Expenses						
Travel	3,500	2,030	1,209	(821)	34.5%	22
Meals	1,000	580	127	(453)	12.7%	23
Lodging	1,250	725	550	(175)	44.0%	24
Entertainment	500	290	0	(290)	0.0%	25
Cost of Speaker Meals	5,000	2,900	0	(2,900)	0.0%	26
Scholarships	0	0	0	0		27
Chapter Rebates	0	0	0	0		28
Supplies & Other Expenses						
Supplies & Materials	750	435	0	(435)	0.0%	29
Awards & Gifts	0	0	0	0		30
Postage	1,500	870	0	(870)	0.0%	31
Reprographics	5,000	2,900	0	(2,900)	0.0%	32
Cost of Goods Sold	0	0	0	0		33
Donations & Contributions	10,000	5,800	2,650	(3,150)	26.5%	34
Advertising & Promotional	2,000	1,160	0	(1,160)	0.0%	35
Due & Subscriptions	0	0	0	0		36
Seminar & Ed. Fees	1,000	580	0	(580)	0.0%	37
Bank Charges/Fines/Penalties	0	0	860	860		38
Miscellaneous	0	0	0	0		39
TOTAL EXPENSES	<u>61,500</u>	<u>35,670</u>	<u>8,220</u>	<u>(27,450)</u>	<u>13.4%</u>	<u>40</u>
NET EARNINGS/ (LOSS):	(61,500)	(35,670)	(8,220)	27,450	13.4%	41



CALIFORNIA ASSOCIATION
FOR
BILINGUAL EDUCATION

**Estimated Financial Impacts
from the Results of
CABE 2000**

Prepared for
the Board of Directors Meeting on
February 26, 2000

Confidential Data

California Association for Bilingual Education
FY 1999-2000 Operating Budget Analysis

2/16/00

	IMPACT OF DECREASE IN REVENUE FROM ANNUAL CONFERENCE TO TOTAL CABE 2000 OPERATION BUDGET							
	With 7,000 Participants		5,250 (75%) Participants		3,500 (50%) Participants			
	Conf.Bgt.	Total Bgt.	Conf. Bgt.	Total Bgt.	Conf. Bgt.	Total Bgt.		
REVENUE								
Fees	1,742,000	2,329,465	1,306,500	1,893,965	871,000	1,458,465		
Contribution/Sponsor	100,000	140,800	100,000	140,800	100,000	140,800		
Grants	0	0	0	0	0	0		
Publication/Promotional Sales	0	118,150	0	118,150	0	118,150		
Other	29,000	160,600	21,750	153,350	14,500	146,100		
Total Revenues	1,871,000	2,749,015	1,428,250	2,306,265	985,500	1,863,515		
EXPENSES								
Facilities and Equipment								
Office Rentals & Utilities	0	60,500	0	60,500	0	60,500		
Facility Rentals	50,125	73,125	50,125	73,125	50,125	73,125		
Equipment Rentals	88,000	115,326	68,000	95,326	68,000	95,326		
Equip. Maint. & Repair	0	1,200	0	1,200	0	1,200		
Telephone	7,000	28,640	7,000	28,640	5,000	26,640		
Depreciation	0	24,000	0	24,000	0	24,000		
Insurance/Taxes/License	0	11,000	0	11,000	0	11,000		
Subtotal	145,125	313,791	125,125	293,791	123,125	291,791		
Employee Costs								
Exempt Salaries	0	298,679	0	298,679	0	298,679		
Non-Exempt Salaries	0	207,787	0	207,787	0	207,787		
Payroll Taxes	0	51,580	0	51,580	0	51,580		
Health Insurance	0	37,721	0	37,721	0	37,721		
Workman's Comp	0	34,940	0	34,940	0	34,940		
Temporary Help	15,000	20,000	10,000	15,000	8,000	13,000		
Subtotal	15,000	650,707	10,000	645,707	8,000	643,707		
Professional & Consultants								
Professional Services	0	60,500	0	60,500	0	60,500		
Outside Services	172,500	222,550	172,500	222,550	172,500	222,550		
Speakers	20,000	25,800	20,000	25,800	20,000	25,800		
Contracted	21,000	148,020	17,000	144,020	17,000	144,020		
Subtotal	213,500	456,870	209,500	452,870	209,500	452,870		

California Association for Bilingual Education
FY 1999-2000 Operating Budget Analysis

2/16/00

	IMPACT OF DECREASE IN REVENUE FROM ANNUAL CONFERENCE TO											
	TOTAL CABA 2000 OPERATION BUDGET											
	With 7000		Participants		5250 (75%)		Participants		3500 (50%)		Participants	
	Conf.Bgt.	Total Bgt.			Conf. Bgt.	Total Bgt.			Conf. Bgt.	Total Bgt.		Total Bgt.
Activity Expenses												
Travel	20,000	89,100			20,000	89,100			20,000	89,100		89,100
Meals	5,000	28,000			5,000	28,000			5,000	28,000		28,000
Lodging	18,000	59,150			18,000	59,150			18,000	59,150		59,150
Entertainment	4,000	8,500			4,000	8,500			4,000	8,500		8,500
Hospitality/Food/Catering	298,750	455,625			224,063	380,938			149,375	306,250		306,250
Scholarships	0	30,000			0	30,000			0	30,000		30,000
Chapter Rebates	0	32,500			0	32,500			0	32,500		32,500
Subtotal	345,750	702,875			271,063	628,188			196,375	553,500		553,500
Materials & Supplies												
Office Supplies	1,500	20,400			1,000	19,900			1,000	19,900		19,900
Activity Supplies	47,500	69,130			47,500	69,130			47,500	69,130		69,130
Educ./Prof. Materials	0	2,200			0	2,200			0	2,200		2,200
Awards & Gifts	10,000	12,550			10,000	12,550			10,000	12,550		12,550
Postage	17,000	95,820			17,000	95,820			17,000	95,820		95,820
Reprographics	108,000	283,900			102,000	277,900			102,000	277,900		277,900
Cost of Goods Sold	0	29,348			0	29,348			0	29,348		29,348
Subtotal	184,000	513,348			177,500	506,848			177,500	506,848		506,848
Other Expenses												
Donations & Contributions	0	16,500			0	16,500			0	16,500		16,500
Advertising & Promotional	1,000	6,300			1,000	6,300			1,000	6,300		6,300
Dues & Subscriptions	0	2,600			0	2,600			0	2,600		2,600
Prof. Growth/Conf. Fees	0	6,000			0	6,000			0	6,000		6,000
Hotel Liabilities	0	200			20,000	20,200			20,000	20,200		20,200
Bank Charges/Fines/Penalties	6,000	8,000			6,000	8,000			6,000	8,000		8,000
Bad Debt & Interest	0	500			0	500			0	500		500
Miscellaneous	5,000	22,000			3,000	20,000			2,000	19,000		19,000
Subtotal	12,000	62,100			30,000	80,100			29,000	79,100		79,100
Total Expenses	915,375	2,699,691			823,188	2,607,504			743,500	2,527,816		2,527,816
Revenue over Expenses	955,625	49,324			605,062	(301,239)			242,000	(664,301)		(664,301)

**CASH FLOW ANALYSIS
TO BE BASED ON
IMPACT FROM RESULTS OF
CABE 2000**

2/17/00

	75% or 5,250 Participants		50% or 3,500 Participants	
A. ORGANIZATION RESOURCES 1/31/00				
Cash in checking account	107,000		107,000	
Money market	306,000		306,000	
Board Designated Funds	(275,000)		(275,000)	
Investment (Certificate of Deposit)	415,000		415,000	
Investment (Trust)	225,000		225,000	
Total Cash Unrestricted & Available for Expenses	778,000	(A)	778,000	(A)
B. NET LOSS ESTIMATED AS OF 6/30/00				
	(301,239)	(B)	(664,301)	(B)
C. CUTBACKS				
1. From General & Administration (4.2%)				
- Salaries & Fringe	36,000		36,000	
- President's Budget	2,000		2,000	
- Office Supplies	2,000		2,000	
2. From Membership (4.1%)				
- Outside Services	1,000		1,000	
- Reprographics	10,000		10,000	
3. From Para-Conferences (4.3%)				
If total registration per each conference is less than 50% projected, we cancel the para conference and save.				
- Stockton (loss of \$6,500, if we do not cancel)	4,000		4,000	
- Orange (loss of \$8,000, if we do not cancel)	2,000		2,000	
- Ventura (loss of \$6,000, if we do not cancel)	1,200		1,200	
4. From Other Education Conferences (40%)				
- Donation & Contribution	2,000		2,000	
5. From Publication & Promotion Sales (12.3%)				
- New book design	10,000		10,000	
6. From Advocacy (19.8%)				
- Internship	15,000		15,000	
- Consultants	6,000		6,000	
7. From Public Relations (24.3%)				
- Consultants	10,000		5,000	
- Flyers & Brochures	5,000		10,000	
Total Cutbacks	106,200	(C)	106,200	(C)
D. ESTIMATED NET LOSS AS OF 6/30/00				
AFTER (6.00%) CUTBACKS	(195,039)	(=B+C)	(558,101)	(=B+C)
E. TOTAL CASH AVAILABLE AFTER EXPENSES				
AS OF 6/30/00	582,961	(=A+D)	219,899	(=A+D)



National Association for the Education and Advancement of Cambodian, Laotian and Vietnamese Americans

100 Boylston Street, Suite 737, Boston, MA 02116 ■ E-mail: NAFEA2000@aol.com
CSU Long Beach, CLMER – 1250 Bellflower Blvd., Long Beach, CA 90840

January 7, 2000

KimOanh Nguyen-Lam
President

Dear CAFE Board Members,

Bouy Te
Executive Vice-President

Happy New Year! On behalf of the NAFEA board members, I would like to express our sincere thanks to you for continuing to support and advocate for educational equity and linguistic rights of all language minority students of California. As a former CAFE board member (1995-1997), I knew that the Cambodian, Laotian, and Vietnamese refugees and immigrant students and families had benefited much from your tireless efforts in ensuring that we, too, deserve a quality and meaningful education. Unfortunately, the majority of Southeast Asian American educators and communities still perceive CAFE as an organization that work exclusively or primarily for Spanish speaking populations. For this reason, I have always encouraged and supported Southeast Asian American teachers and community members' involvement in CAFE annual conferences through presentations and attendance. NAFEA had offered scholarships to hard-working bilingual Cambodian, Hmong, Lao, and Vietnamese teachers to attend CAFE annual conferences. Presently, we are offering you an opportunity to be more visible and active in our Southeast Asian American communities. We would like to have CAFE be one of the co-sponsors for our upcoming NAFEA annual conference which will be held in Anaheim, California on May 18-20, 1999.

Rose Huong Tran
Treasurer

Chanrithy Uong
General Secretary

KaYing Yang
Vice President,
Fundraising

Dinh Van Lo
Vice President,
Programming

Samlong Inthaly
Vice President,
Programming

Leslie Turpin
Vice President,
Publications

Khatharya Um
Immediate Past President

NAFEA is the only national organization that supports and advocates for educational equity for Southeast Asian Americans since the first wave of refugees arrived in our public schools from Cambodia, Laos, and Vietnam. We have worked closely with other national organizations such as SEARAC – the Southeast Asian Resource Action Center in Washington, D.C.; NALPAC – the National Association for Legal ; NABE – the National Association of Bilingual Education, and OBEMLA – the Office of Bilingual Education and Minority Languages Affairs. For the past two years, NAFEA had co-host a series of National Forum on Asian Pacific American Education. The most recent one was on October 29-30, 1999 in Arlington, Virginia. We were able to inform key personnel from the U.S. Department of Education of key issues regarding APA education and present some program and policy recommendations. It is our hope to make these forum proceedings available to other educational organizations and entities as well.

This year's NAFEA annual conference marks a significant milestone in our Southeast Asian American communities' history. We plan to use this opportunity to commemorate the 25 years since the first Southeast Asian refugees arrived in the U.S. and entered our public school systems. Camp Pendleton in Southern California was the first home of many of our Vietnamese American students' families. Many Californian teachers reached out to this first group of refugee students. So we will also honor all the teachers who volunteered to teach in refugee camps as well as those in public schools who worked with Southeast Asian American students in newcomer centers and other programs for English language learners.

Along this commemorative theme, we will be celebrating our NAFEA's 21st birthday. The National Association for the Education and Advancement of Cambodian, Laotian, and Vietnamese Americans was founded in 1979 as NAVAE, the National Association for the Vietnamese American Education to promote quality education and advancement for Vietnamese Americans. The founders were Vietnamese bilingual educators who felt a need to develop an organization which could help ease the transition of refugee children to the U.S. and to create a network among professionals for sharing information. In 1987, Khamchong Laungprasut, a Laotian multilingual educator, was elected to be NAVAE's fifth, and first non-Vietnamese President. Under Mr. Laungprasut's leadership, NAVAE was transformed into NAFEA to advocate for all Southeast Asian American students and families. Thus, this year's conference will validate the 20 years of leadership and service that bilingual Southeast Asian American educators had given to their communities and society.

Our NAFEA 20th Annual Conference theme NAFEA 2000: **Remember our Past as We enter our Future** seeks to hold all of the above significant into coming together in the new millenium. As the peoples who we place great value and respect on our ancestors, we wish to honor our forebears, our founding members, as well as all those who devoted their time and resources to assist Southeast Asian refugee and immigrant students in the early years. We are hoping that your organization will agree to co-sponsor this year's special conference through providing support for one or more of the following:

1. **Financial support to cover the cost of a former NAFEA president to attend NAFEA 2000 conference.** This includes costs for traveling and hotel accommodation. Estimated cost is \$800-\$1000 per person. In case the actual cost is less than the estimated amount, the former president may select a board member under his or her administration to attend our conference with him or her.
2. **Scholarships to sponsor 3-5 Southeast Asian American bilingual educators in California to attend our NAFEA 2000 conference.** Many of our teachers do not belong to any categorically funded program to allow them to experience the elation and empowered feeling of meeting and networking with other shared cultural and linguistic peers and colleagues that we often experience at conferences such as CABE. Estimated cost is \$300-\$500 per person.

3. Scholarships to sponsor 3-5 educators who had shown dedication and commitment to supporting bilingual education for Southeast Asian American students. Being the newest immigrant groups, we have not had adequate time to grow our own bilingual educators. We rely on the support and commitment of non-Southeast Asian personnel to advocate for our students' rights to a meaningful and quality education. Estimated cost is \$300-\$500 per person.
4. Registration for all CAFE board members to attend NAFEA 2000 Conference and hold a board meeting there. We could offer you a meeting room prior to conference date. It will be a great opportunity for your board to reach out and learn from the other English language learner populations in the state. We will also provide you will a table to display your organization's materials and help with membership recruitment.

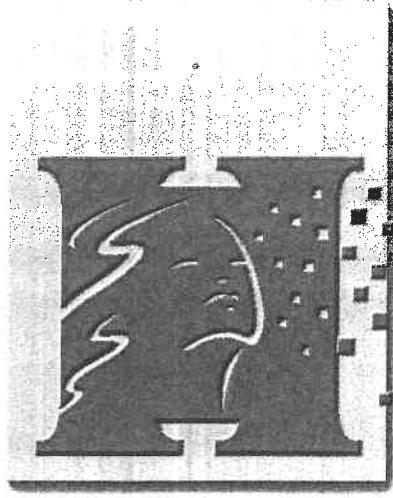
Once again, we grateful for your continuing advocacy for the quality education for all linguistic minority students in California and hope that this NAFEA 2000 conference will begin a stronger partnership between CAFE and our Southeast Asian American educators and communities in California. We hope to be able to feature CAFE as one of our conference sponsors in our conference program brochures.

Most sincerely,


Kim Oanh Nguyen-Lam

NAFEA PAST PRESIDENTS

1980 - 1982	Dr. Vuong Gia Thuy, Pennsylvania
1982 - 1984	Dr. Nguyen Manh Hung
1984 - 1986	Mr. Nguyen Ngoc Bich, Virginia
1986 - 1988	Dr. Tran Huong Mai, Washington, D.C.
1988 - 1990	Khamchong Laugpraseut, California (recently deceased, 12/99 California)
1990 - 1992	Ngoan Le, Illinois
1992 - 1994	Dr. Diep Nguyen, Illinois
1994 - 1996	Cindy Le, Florida
1996 - 1998	Dr. Khatharya Um, California
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9th
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A Proud Past...A Powerful Tomorrow

Celebrating

LATINA 2000

Featuring

SANDRA CISNEROS

Latina author of poetry, fiction and children's literature
Winner of the prestigious MacArthur Genius Award

"A writer who has always found her literary voice in the real voices of her people, her immediate family and the extended family of Latino society."

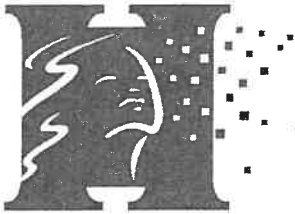
Publishers Weekly

"The meaning of literary success is that I could change the way someone thinks about my community, or my gender, or my class."

Sandra Cisneros

*Friday, March 10, 2000
The Inter-Continental Hotel
251 South Olive Street
Los Angeles, California 90012*

LATINA 2000



HOPE EDUCATION & LEADERSHIP FUND

Annual Symposium

Friday, March 10, 2000

SYMPOSIUM SCHEDULE

7:00 a.m. - 8:00 a.m.

REGISTRATION

Visit our Exhibition Area
Book & Latina Art Exhibit

8:00 a.m. - 9:30 a.m.

BREAKFAST

"A Latina History Day Millennium Surprise!"

9:30 a.m.-10:00 a.m.

Networking-Exhibit Area

10:00 a.m. - 11:00 a.m.

CONCURRENT SESSIONS:

Healing our "Body, Mind and Spirit"

A frank discussion on Latina health, work and lifestyle. What are the facts and the environments that influence our health? Begin the millennium with elements within our culture to create a balanced life for physical and spiritual health.

Cecilia Alvear, *Producer NBC Network News, and Breast cancer survivor*

Dr. Carolina Reyes M.D., *Maternal Fetal Medicine, Cedars Sinai Hospital*

Luz Alvarez Martinez, *Executive Director, National Latina Health Organization*

Teen Track

A motivational workshop and college mentoring program for Latina teens presented by La Voz Chicana/Latina

11:00 a.m. - 12:15 p.m.

LATINA 2000 TOWN HALL

A Town Hall discussion about our status. What role will we play as community activists and professionals? What are the trends in our future including media and the new technology?

Elsa Macías Ph.D., *Project Director, Tomás Rivera Policy Institute*

Harry Pachón Ph.D., *President, Tomás Rivera Policy Institute*

Mary Pardo Ph.D., *Author, Women Activists, Professor CSUN*

12:15 p.m. - 2:00 p.m.

CUENTOS de SANDRA CISNEROS

HOPE Educational & Leadership Fund Awards Program

A presentation of new work and favorite readings by award winning author and Genius Award recipient, Sandra Cisneros.

2:00 p.m. - 3:30 p.m.

LATINA WARRIORS

Session

Hear the struggles and victories of Latinas who have succeeded in male dominated fields, with women who have recently broken new ground in sports, business and entertainment.

Claudia Trejos, *Sports Anchor/Reporter, KTLA News*

Gigi Fernandez, *Professional Tennis Player, Wimbledon Champion and Winner of two Olympic Gold Medals*

Linda Alvarado, *Co-owner of Colorado Rockies Baseball Team & Owner of Alvarado Construction*
Invited

Lincoln High School Female Football Players

3:45-5:00 p.m.

CELEBRATION RECEPTION AT EXHIBIT AREA

Hors d'oeuvres - no host bar

HOPE EDUCATION & LEADERSHIP FUND

Annual Symposium

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Registration is requested by Monday, February 14, 2000

NAME _____ TITLE _____

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_____	Individual Full Symposium Registration	\$100
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_____	“Teen Track” Symposium Registration (15 - 18 years of age)	\$ 50
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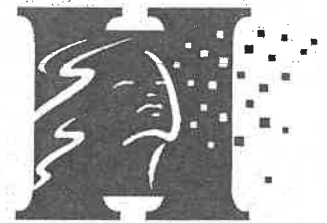
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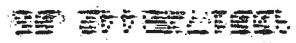
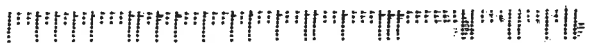
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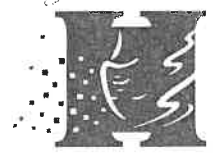
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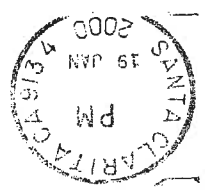
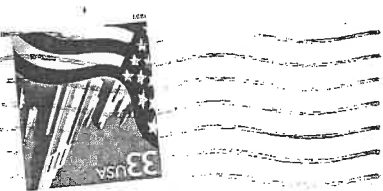
Annual Symposium
Friday, March 10, 2000



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HOPE provides an important and effective avenue where women support and encourage each other. The HOPE Symposium teaches Latinas the know-how to set positive goals and achieve them. What an inspiring conference!

*-Congresswoman Lucille Roybal-Allard
33rd Congressional District*

policies—a higher proportion than is found generally on the Internet—often

Among the health Web sites re-

portunity to help educate people," Sutcliffe said. He urged consumers to take

cies," said Dana Rosenfeld, assistant di- Please see HEALTH, A27



Photos by ROBERT DURELL, Los Angeles Times

Fresno's Supt. Carlos Garcia joins children for some impromptu "hot peppers" on the playground of one of the schools he oversees.

Fueling Schools' Growth With a Belief in Miracles

■ **Education:** Fresno's Supt. Carlos Garcia is drawing wide attention with his hands-on approach and his optimism.

By MARK ARAX
TIMES STAFF WRITER

FRESNO—In this season of school reform, amid the noise of overhaul and tinker, Supt. Carlos Garcia clears his calendar of meetings and disappears for hours at a time.

These are the mornings that Garcia roams the bleak streets of this city and makes surprise visits to some of the most beleaguered schools in the state. In neighborhoods not far removed from the rich farm fields, Garcia encounters 100 languages other than English and 95% of the children he sees live in poverty.

Like a salesman on a cold call, the 48-year-old superintendent arrives at each school by himself and without warning. Armed with a notebook and pen, he asks principals and teachers a simple, disarming question: How can we at the district office better serve you?

Garcia's hands-on approach and ability to articulate a vision have caught the eyes of school districts statewide. His supporters say his eagerness to meet with teachers in the trenches gives Garcia a unique vantage—and the goodwill—to push for important changes.

"I've been a principal in Fresno for 20 years and a teacher for 30, and I've never had a superintendent visit one of my schools before," said Bill Walker, principal at Burroughs Elementary. "Carlos Garcia has been here at least three times and he spends the entire morning. These aren't dog and pony shows. He encourages open talk. It's a real morale booster."

From the principal to the woman ladling gravy onto 1,000 plates of turkey and mashed potatoes, Garcia listens to every gripe and suggestion. Then he skips rope with the children and tells the story of a Latino boy growing up poor in the barrios of Los Angeles, who survived half a dozen close calls with arrest and death, not to mention the incoherence of English, to become chief of the state's fourth-largest school district.

"Are you a millionaire?" one fourth-grader asked him last week. "No, he replied. "Serving kids like you, doing what I love. . . . I'm a billionaire."

A year before Gov. Gray Davis set performance goals for every state school, Garcia had already stirred up the pot here by instituting reforms that challenged teachers to "make your schools good enough for your

Please see GARCIA, A20



Garcia says: "Make your schools good enough for your own children."

LA TIMES

Feb 2, 2000

GARCIA

Continued from A3
own children."

Each of the 93 schools signed on to a district plan to raise yearly test scores by at least 3%. Algebra is now required for all seventh- and eighth-graders and literacy has become the prime focus of every elementary school, a reflection of Garcia's belief that if a child leaves the third grade without reading at grade level, he will forever play catch-up.

Although test scores are inching up, Garcia is not universally loved. His critics say he is a dreamer whose pie-in-the-sky ideas, including a plan to turn the district into one big charter school to gain more state funding, often leave him with egg on his face. They say his exuberance has heaped more unrealistic demands on teachers and students. It's one thing to require algebra and quite another thing to teach it to 13-year-olds who can't add or subtract, they say.

"Garcia criticizes Gov. Davis for setting unreasonable goals that ignore the realities of our district," said one elementary school teacher who spoke on the condition of anonymity. "But [Garcia] is guilty of the same thing. He's stuffing these standards down our throats without the money and resources to achieve them. Teacher accountability is fine. But we're not miracle workers."

The 79,000 students who make up the Fresno Unified School District come from neighborhoods that rank as the sixth-poorest in the country, behind only cities such as New Orleans, Detroit and Miami, according to an Education Week analysis. The concentration of migrant students from Mexico in the district, 14%, is one of the highest anywhere.

One of every five schools in Fresno sits in the bottom 10% of comparable California schools, according to state rankings released last week. At the same time, two Fresno schools rank among the 10 best statewide.

Garcia believes that a public school education is the best equalizer in a society in which the haves and have-nots are moving in such starkly opposite directions.

"I don't see my goals as pie in the sky. If we don't keep an optimism for children like this, who will?" he said. "Does that mean I believe every single kid can go to college? No. But we have to believe that we can perform miracles.

"How can it be impossible? The most exciting thing on this planet is to learn something new. Our challenge is to make learning relevant to these children. Boredom, that's our biggest obstacle."

If Garcia sometimes sounds like a pitchman, he cut his teeth on a corner of Pico and Vermont in Los Angeles, where he began hawking newspapers alongside his three older brothers when he was 5. Their earnings went straight to their parents, Gonzalo and Norma Garcia, struggling factory workers.

"It was a great life," Garcia recalled. "We were very much loved by our parents and we didn't realize we were poor."

He was one of the few kindergartners who couldn't speak English at Magnolia Elementary School, and he kept getting put in the corner for the sins of a mysterious boy named Charlie. Finally, his father approached the teacher to straighten out the problem.

"Who's Charlie?" his father asked.

"Your little boy is Charlie," the teacher said.

"My son is not Charlie. My son is Carlos Arturo Garcia Bustamante Rodriguez De la Fuente De Velar."

Never Again Known as Charlie

Garcia said he was never known as Charlie again. The family moved to Wilmington after his father landed a catering job at Pan American World Airways. Two of his older brothers, feeling the tug of their native Mexico, moved to Veracruz to go to school. Garcia and his younger sister stayed behind.

It was the late 1960s and he grew his hair to his shoulders and read Eldridge Cleaver's "Soul on Ice" and organized protests at Banning High School in Wilmington. After school, he'd get a lift home from his lowrider buddies.

"I'd hop in and after a block or two, it would occur to me: 'This auto doesn't own a car.' 'Hey man, where did you get this?' 'We ripped it off.' 'Hey man, let me out.' Three blocks later, the car was pulled over and the cops were frisking everyone. Grand theft auto.

"This happened more than once, I'm not kidding. Had I stayed in the car a few more seconds, my whole life would have changed."

Each summer was spent with family in Mexico. The first day back at Banning High, Garcia would get a rundown of what he had missed—the crime blotter of the neighborhood boys who got killed or locked up. Garcia sometimes found himself caught in the cross-fire. He said he dodged several drive-by shootings, calmed a crazed man who cocked a gun to his head and endured a roughing up by cops.

His most heart-pounding adventure, though, came at the urging of his father, who one day threw him

the keys to their 1956 Chevy station wagon and told him to drive 2,000 miles to pick up his brother from a prison in Veracruz. Garcia was 16. His father never told him that prison officials had been paid off to free his brother, who was in jail for participating in a college protest.

"It was 4 in the morning when my brother ran out and jumped in the car. For all I knew, it was an escape. He told me to step on it and I stepped on it. It was a four-day trip and I made it back to Los Angeles in 38 hours."

If not for two teachers—Rita Steele at Wilmington Junior High and Irene McKenna at Banning High—Garcia said, he would never have pursued college and a life in education. They saw past his wise guy act and pushed him. After graduating from Claremont Men's College in 1976, he began a career that has taken him from teaching social studies and coaching track in La Puente to heading a school district in Fresno.

For years, the Fresno job was held by a string of superintendents locked away in the district office, a building whose cotton candy color and irrelevance to the daily lives of teachers earned it the derisive nickname "The Pink Palace."

Garcia's first symbolic act was to paint the building white. Now, he's trying to tear down the bureaucratic walls. After looking at hundreds of charts and models across the country, he's ready to take the first bold step of reorganization: assigning downtown-based administrators to the school campuses.

"I guess in my heart I'm still an old radical, and the way I run a school district is a lot like a movement," he said. "I want my people in the district office to be service providers. It's a whole different way of seeing their function."

Garcia, who is being talked about as a possible candidate for schools superintendent in Los Angeles, isn't afraid to take on the governor and the public for demanding excellence in education but refusing to pay for it through higher taxes.

Given the steep challenges confronting Fresno, he thinks it's unfair that the district receives only \$5,000 per student in state funding, a mid-range amount based on an arcane formula. Some schools with more affluent students receive higher funding.

Even if test scores continue to rise, Garcia said, he's the last person to praise.

"My job is nothing more than to support the teachers, principals and parents. If test scores rise, those are the people who should take credit for it. Not the superintendent."

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Board & Administrator

FOR BOARD MEMBERS

December 1999 Vol. 16, No. 4

Editor: Jeff Stratton

Tailor board improvement efforts to your board's needs

Board self-appraisal is important

Board Member Dagmar "Woody" Murphy (Albany, NY) shares a good approach to an annual board self-evaluation.

Murphy says that in years when the board has been through a great deal of turnover, the board evaluates its performance using a comprehensive, long form. But in years when the board is a veteran, experienced group, it uses a short form approach to board self-evaluation.

"We've learned that when the board has several new members, we benefit from using the long form," says Murphy. "But when we've had little board turnover, in the interests of efficiency, we use the short form."

There's a good logic at work here. Asking the same group of board members to fill out the same form year after year will likely decrease the value of the exercise.

It's likely to become a quick fill-in-the-check-boxes routine.

But by tailoring the board's approach to self-evaluation to the board's level of development and maturity, the evaluation is likely to remain fresh. It's more likely to receive the attention it deserves from board members.

"We just don't feel we can use the same form each year," says Murphy. "Boards do change and people move on or take new positions."

How does the short evaluation differ

from the comprehensive one?

The short form is two pages in length and asks board members to rate 10 questions and provide comments on each question.

The long form is about ten pages long, and organized into seven categories such as board orientation, board/administrator relationship, policy and planning and board meetings. There are several questions to answer in each of these categories.

"When we've had little board turnover, in the interests of efficiency, we use the short form to perform a board self-evaluation."

Even though the short form evaluation is quicker to fill out, Murphy emphasizes the importance of including space on the form for board member comments. It gives board members a chance to register their views.

If you're interested in seeing a short form board self-evaluation, ask your administrator for the copy I included this month in *Board & Administrator* on page 8. ■

A thoughtful approach to tackling problems

Committees

There are times when boards, or their committees, struggle valiantly seeking a solution to a problem—with little success. Often, their problem lies in a failure to correctly identify the problem, or lack of facts.

When this happens, tempers can flare and boards can become seriously divided. That's a waste of board time and effort.

Here's a process a Michigan board member says his board's committees use to arrive at the best possible solutions to the issues the board faces.

1. ***“First, we always make sure we take a measured approach,”*** he says. “We don't react too quickly by jumping to a quick conclusion.”
2. ***Take time to find the facts, says this board member.*** “At this stage it's important to avoid bias. We just gather as much information as we can.”
3. ***State the problem.*** With facts in hand, the board puts the problem down in writing. “If we can't state it clearly in writing, we haven't really identified the problem,” he says.

4. ***At this point, the board lists any and all possible solutions to the problem.***

“Understand that sometimes your best solution lies in a combination of solutions.”

5. ***Consider each possible solution.*** “Understand that sometimes your best solution lies in a combination of solutions. When we eliminate solutions, we look at criteria for each such as time, money, effort and legal issues,” says the board member.
6. ***Pick your best solution.*** Select the one solution that matches your board's circumstances. Even if it's not the ideal solution, it may be the best the board can do.
7. ***Write down your solution in a recommendation-to-the-board format.*** It should give the board clear guidance on what is needed to implement the solution. ■

Pass this bit of advice on to all board members

Once asked a board member whom I respected what was the best piece of advice she had for people joining a nonprofit board for the first time.

Here's what she had to say: “Keep in mind that individual board members have no authority over the nonprofit or administrator. A board's authority comes from its collective action.”

That's good advice for all of us to remember—veteran or newcomer to board service.

A Wyoming board believes the point is important enough to write it into its board code of conduct policy. Here's how the policy reads:

- “Board members are not to attempt to exercise individual authority over the

organization.

- “Board members' interaction with the administrator or staff must recognize the lack of authority in any individual director or group of directors.
- “Board members' interaction with clients, the public or the press must recognize the same limitation, as well as the inability of any single board member to speak for the board.
- “Board members are not to make judgments of the administrator's or staff performance except in the context of official board policy on executive performance.”

Is this board policy one that your board might want to consider? Take it up with your executive director. ■

Board & Administrator

FOR BOARD MEMBERS

February 2000 Vol. 16, No. 6

Editor: Jeff Stratton

Are your planning efforts "mission-focused?"

Planning tip

A board's strategic planning efforts for the nonprofit should be a joint effort between the administrator and his or her staff, and the board.

Board Member **Debra J. Scheibel** (Whittier, CA) says that before the board put its stamp of approval on the strategic plan, they also sought a review by supporters and constituents.

What a terrific way to ensure that planning efforts are "mission-focused!"

"The extra review and feedback on our plan helped us make sure it wasn't created in a fishbowl," says Scheibel. "This review helped us keep everything focused on our mission. We were able to hear their thoughts on what they wanted for the organization and how we can help them. We work for them, and their input was helpful in helping us determine needs.

"It took a little extra time and effort, but it was well worth it." ■

Board time is valuable, so make the most of it!

Meeting management

An Illinois board member has some sound insights into making sure that the time a board spends in meetings is spent wisely:

- 1) **Be assertive about watching the clock.** "It's important that the board chairperson and administrator plan meetings ahead of time," he says. "One thing they do that the board appreciates is put time limits on discussion items—then it's up to board members to stick to them."
- 2) **Limit repetitive comments.** "We have discussions among board members to avoid repeating what other board members say. Our approach is to simply point out agreement with what the previous speaker said, rather than rehashing the point."
- 3) **Don't revisit settled issues.** "Some board members have difficulty recog-

nizing that once a motion passes or fails, that's it—the board's business is done," he says. "When a board member struggles to leave an issue, our board chairperson will meet with him or her after a meeting and point out that the discussion is done. The discussion isn't about personalities, it's just a matter of focusing on the next issue."

- 4) **Evaluate your board's performance in time management each year.** "When we do our board self-evaluation each year, the board chairperson reminds everyone to stick to issues and keep from wandering from the agenda."

An Arizona board member points out that it really takes individual board

continued on next page

Continued from previous page

member commitment to value time. “At a board retreat, we decided to limit the length of our meetings,” she says. “Individual board members are the key to this. They know that they must come prepared for meetings. “One thing that helps is getting their

questions about an issue answered either by the board chair or the administrator prior to the meeting. When questions are answered in advance, our discussions are more direct.” ■

Three ways for a board chair to praise the administrator

Board chairperson's role

Boards should never forget to thank their administrator for a job well-done. I think it's an area of board service that the board's chairperson should ensure gets handled.

Here are some easy ways to do this:

1) **Recognition at board meetings.** “If something positive happened since the last board meeting, I recognize the administrator verbally in front of the

board,” says Board Chair **Bobbie Scannell** (Albuquerque, NM).

2) **Written praise.** “For a big success, I write a letter of appreciation,” she says.

3) **Regular performance reviews.** “We do a six-month and a year-end review. These can have pay increases attached to them.” ■

Board taboos: Common examples of improper board member conduct

In my years as The Board Doctor®, I've come across many examples of boards that have veered off track.

Generally, the root cause of trouble on a board can be traced back to this: Board members who do not understand that an individual board member has authority to act only as a member of the full board.

Here are some common examples of actions by an individual board member which are improper.

- **Violating the confidentiality** of the deliberations of the board.
- **Second-guessing board decisions with which one does not agree.**

When debate has ended and the board votes, every member must support the majority decision. If you can't, consider resignation.

- **Using one's position as a board**

member to obtain special privileges or favors from the organization for oneself or relatives. (Examples: influencing hiring decisions, intervening in the jobs of staff.)

- **Issuing orders to the administrator or staff or otherwise managing the day-to-day operations of the nonprofit.**

- **Reprimanding or criticizing the administrator or his or her staff.** If criticism is called for, take the matter up with the board chairperson who can communicate it to the administrator. The board member, board chair and administrator should meet together to discuss any issues.

- **Undermining the authority of the administrator through improper communication with staff members.** ■

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-Los Angeles Times editorial

"The reason why American schools have weak or nonexistent language programs is our national indifference or outright hostility to the inclusion of foreign language study. The indifference is not some federal policy handed down from Washington, but a terribly ironic reflection of popular sentiment in a country almost wholly populated or settled by immigrants. In neglecting languages, we reject our own heritage."

-Parents Magazine



-San Francisco Examiner editorial

"We take pride in the multiethnic community in this state, as well we should. Immigrants from all over the world are pouring into California. And in an effort to integrate the children of these families into the school systems and our society, lawmakers 15 years ago instituted a bilingual education program...Initial studies and common experience indicate that the programs work...Bilingual education benefits us all..."

"Some students are fortunate. They attend schools with programs that can help them learn English and with teachers who can communicate with them while they are learning it. Others, frustrated as they fall behind in classes that they can't comprehend, drop out..."

Education For All

Bilingual Education



California Association For Bilingual Education
 660 South Figueroa Street, Suite 1040
 Los Angeles, CA 90017
 213/532-3850 • Fax: 213/532-3860

"In properly organized bilingual programs, children gain literacy and knowledge through their first language...This makes the English they read and hear more comprehensible and accelerates their acquisition of English. Bilingual education may be the best program we have..."
 -Stephen Krashen, Ph.D.
 Professor, University of Southern California



CALIFORNIA ASSOCIATION FOR BILINGUAL EDUCATION



Bilingual Education

Zweitsprachliche Erziehung
 Educación Bilingüe

Zweitsprachliche Erziehung

Educaçao Bilingue

இணை ஏடுகளுக்கான

國語教育

Education For All

Ang mga magulang

Magulang ng dalawang wika

Magulang ng dalawang wika

Magulang ng dalawang wika

THE ORGANIZATION

The Mission of the California Association for Bilingual Education is to promote and support Educational Excellence for all in California.

Our Vision is . . .

Biliteracy for All!



WHAT IS BILINGUAL EDUCATION?

Bilingual education is a proven approach designed for:

- English learners whose native language is one other than English.
- Native-English speaking students who are learning another language.

Under quality bilingual education programs, English learners are receiving partial academic instruction in their native language, while at the same time receiving English language instruction.

In addition, native-English speaking students are enriched by learning another language and being exposed to other cultures.

A COMMITMENT TO STUDENTS

CABE, through its large statewide membership with over 60 local chapters, is committed to promoting quality education for over a million language minority students in California.

Faced with this ever-increasing enrollment of language minority students, CABE's objectives include:

- Assuring that students will attain high levels of literacy
- Assuring that students will achieve in academic areas
- Providing students with a positive environment for learning
- Encouraging its members to actively participate in the responsibility of preparing all students to become successful contributors to our complex multicultural society.

Research confirms that students in bilingual programs gain a solid academic foundation and language minority students acquire English faster than students in English-only programs.

CABE'S ACCOMPLISHMENTS

•CABE conducts an annual statewide bilingual conference for teachers, teacher trainers, school board members, administrators, paraprofessionals, parents, students, and other interested parties, which attracts more than 7,000 persons and much national interest.

•CABE is recognized for its expertise and is called upon to advise and testify before key local, statewide, and national business, legislative, and educational policymaking bodies.

•CABE leadership is represented on numerous statewide and regional advisory committees on instruction and policy which impacts language minority students.

•CABE conducts multi-lingual parent conferences in English and other languages such as Spanish, Cantonese, Mandarin, Vietnamese, Hmong, Japanese, Korean, Portuguese, and Armenian.

•CABE sponsors regional training and development conferences for paraprofessionals.



•CABE recognizes and promotes the achievements of students, parents, and paraprofessionals in the field of bilingual education.

•CABE fosters attitudes of understanding about bilingual education and the needs of English language learners.

•CABE awards scholarships to students, teachers and para-educators.

MEMBERSHIP BENEFITS

Join the CABE team. Through your membership dues and involvement, you have the opportunity to make integral contributions towards positive educational change for English language learners.

Membership benefits include:

- CABE Newsletter - A bi-monthly issue bringing you the most recent updates and developments in the theory and practice of bilingual education.

- Information Updates - Members receive information on current legislative and policy developments related to the field of bilingual education.

- Professional Development - CABE offers local and regional educational seminars and the opportunity to network with other professionals in your field of interest.

- Discounts - Discounts on the annual statewide conference and CABE publications and materials.

- CABE Membership Reception - CABE honors its members at its annual statewide conferences.

- Chapter Involvement - CABE members may choose to involve themselves in the activities of local chapters and/or statewide affiliates.



CABE members may join a chapter and/or statewide affiliate, which will receive 20% of your dues. Please check your selection below:

REGION I CHAPTERS

(60) Elk Grove
(64) Gilroy
(49) North Valley (Chico)
(81) Oakland (AMA)
(66) Pajaro Valley
(45) Richmond (RABE)
(07) Sacramento (SALSA)
(23) San Francisco (SFABE)
(11) San Jose Pueblo
(17) Truckee
(13) U.O.P./Delta Area
(28) Vintage (Napa, Sonoma)
(76) Woodland

REGION II CHAPTERS

(02) Bakersfield (BABE)
(41) Fresno/Madera CABE/CASBE
(50) Merced County (MCCABE)
(75) Monterey Bay
(70) North Monterey Co.
(31) Salinas (SABE)
(51) Shafter
(37) South San Joaquin Valley
(12) Stanislaus County (VALE)
(69) Vineyard, Arvin, Lamont

REGION III CHAPTERS

(47) ABC
(01) Alhambra
(46) Azusa/Canyon City
(54) Burbank
(71) Central Orange County
(82) Claremont Colleges
(16) Compton
(38) El Monte
(78) Garvey
(14) L.A./U.S.C.
(32) Lawndale/Hawthorne
(83) Lennox-LMU
(62) Long Beach (AHELB)
(04) Montebello
(73) North Orange County
(39) Paramount

REGION III CHAPTERS (Cont.)

(40) Pasadena
(24) Pomona
(56) Puente Hills
(55) South Bay (RAICES)
(21) South East Los Angeles (SELA)
(63) U.C.L.A.

REGION IV CHAPTERS

(43) Chino
(36) Coachella Valley
(77) Corona-Norco
(52) Fontana (FABE)
(35) Hemet/San Jacinto
(44) Imperial Valley
(57) Mojave High Country
(29) North San Diego
(59) Pass Area (PAABE)
(30) Redlands
(79) Rialto
(06) Riverside
(53) San Bernardino
(10) San Diego Metro CABE Chptr.
(68) San Diego East County
(65) San Diego South County
(85) Greater San Diego CABE

REGION V CHAPTERS

(58) Antelope Valley/High Desert
(25) Northridge (SU/BE)
(61) San Fernando Valley
(08) Santa Barbara
(72) Santa Clarita
(48) Ventura County (VOC)

STATEWIDE AFFILIATE/ SPECIAL INTEREST GROUP

(19) California Association for Secondary Bilingual Education (CASBE)
(84) Two-way Bilingual Immersion
(99) Member-at-large

CABE now accepts dues through payroll deduction with participating school districts. For information on how your district can participate, please contact your Chapter President or CABE Headquarters.

California Association For Bilingual Education



June 1999
Region V Representative
Martha Hernandez and
Ventura County Chapter
President Denis O'Leary
are joined by CABE
supporter and one time bilingual
teacher Dolores Huerta.

Co-founder of the United
Farm Workers of America,
Dolores Huerta has often
demonstrated her support for
educational opportunities for
immigrant and migrant children
and bilingual education.