



Volume 53
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ADVOCATE

The Official Newspaper of The Community College Association/CTA-NEA

2018 We Honor Ours (WHO) Awards

Photo by **Akin Odeunmi**

CCA honors, thanks leaders who make a difference for students, instructors, community colleges

CCA IS A successful organization because of the leadership of hundreds of local members who work tirelessly at the bargaining table, reaching out to members, providing guidance on grievances, campaigning for education-friendly trustees, and in general strengthening their chapters. These local education and union activists were honored at the CCA Spring Conference in Los Angeles.



2018 WHO winners include Tom Greenwood, Kern CCD/CCA; David Ryba; Citrus College FA; Mark Blethen, South Orange County CCD FA; Sergio Guzman, Rio Hondo College FA; Jose Simo and Artel Garcia, College of the Desert FA; Patrick Mitchell, Merced College FA; Ted Phillips, San Bernardino CCD TA; Erin Thomas, MiraCosta College Academic Associate Faculty; Michael Sanetrick, Mt. San Antonio College FA; Kirsten Moreno, Long Beach City College FA; Ricardo Aguilar, San Joaquin Delta College TA. In front: Caree Lesh, Southwestern College EA; Forest Quinlan, Napa Valley College FA.

ERIN THOMAS, *MiraCosta College Academic Associate Faculty* — Currently the lead negotiator, she served as treasurer for two years and works as a faculty mentor, serves on the professional development committee, leads professional development workshops, has served as an academic senator, and most recently was elected the first-ever associate faculty to serve as coordinating officer on the MiraCosta College Academic Senate.

FOREST T. QUINLAN, *Napa Valley College Faculty Association* — As lead negotiator, he bargained a 9 percent salary increase, got more money for program coordinators, and convinced the district to agree to one-for-one compensation for labs across the board.

RICARDO AGUILAR, *San Joaquin Delta College Teachers Association* — Currently serving as the human rights and equity chair, he fights for DACA students. Undocumented until 2012, when the DACA program (Deferred Action for Childhood Arrivals) was established, Aguilar volunteers for campaigns and initiatives, continually advocates for the rights of part-time faculty, and is a recent graduate of the CCA California Leadership Academy.

KIRSTEN MORENO, *Long Beach City College Faculty Association* — Currently chapter vice president and chief negotiator, she worked tirelessly to achieve an impressive multiyear raise, lecture lab parity, and relief for department heads — with no takebacks! Active in campaigns to elect faculty-friendly trustees, she is chair of the first-ever Faculty Association Safety Workgroup.

SERGIO GUZMAN, *Rio Hondo College Faculty Association* — A past chapter president, he promoted member engagement and networking by increasing the number of social outings, happy hours, and an end-of-the-year faculty and administration get-together. He helped to foster a collaborative environment between the faculty association and the district, as well as the board of trustees, allowing him to resolve many grievances before they became serious problems.

PATRICK MITCHELL, *Merced College Faculty Association* — As president, he was honored for his resolute behavior in dealing with an adversarial administration and board of trustees. He is credited with building a more student- and faculty-focused board of trustees, and is respected as a tactician in the realm of negotiations. Involved in CCA/CTA at the local and state level, he has served on numerous committees and boards.

MICHAEL SANETRICK, *Mt. San Antonio College Faculty Association* — As one of only two adjunct faculty on the board, he advocates for part-time faculty interests, and his input and perspective have proved invaluable. An active member, he serves on the internal governance committee and chairs the survey committee, in addition to occasional task force work. He even volunteers to stuff hundreds of envelopes.

TED PHILLIPS, *San Bernardino CCD Teachers Association* — Currently vice president, full-time rep, bargaining team member and webmaster, he is a creative problem-solver and strong advocate for getting members' input to drive decisions. He single-handedly generated over 600 emails and passwords through the association's website and assembled the voter roster data.

ARTEL GARCIA, *College of the Desert Adjunct Association* — Artel Garcia teaches Spanish at College of the Desert. Instrumental in creating two new courses for heritage speakers of Spanish, reactivating the A.A. in Spanish for transfer, she helped create a certificate program in translation and interpretation in three areas: education, health care and business. Garcia has also planned activities to promote cross-cultural awareness. She is successful in motivating students to do radio broadcasting in Spanish, promote cross-cultural communication in a foreign language, and meet the needs of the broadcast field in Spanish in the Coachella Valley community.

JOSE SIMO, *College of the Desert Faculty Association* — Currently vice president and a bargaining team member, he brings clarity and experience to the issues facing students and faculty. The association has benefited greatly from his dedication and problem-solving skills.

TOM GREENWOOD, *Kern CCD/CCA* — A dedicated union leader, he played a major role in negotiating a compressed faculty salary scale that boosted paychecks and faculty morale substantially. As a result of his leadership, the latest contract was settled on time — for the first time in recent memory.

CAREE LESH, *Southwestern College Education Association* — A strong union leader, she is respected for her intelligence, commitment, connections and skill at the bargaining table. She “collaborates without caving” and always stands up for faculty and students.

DAVID RYBA, *Citrus College Faculty Association* — Respected as a fierce and relentless leader, he has earned the respect of his peers for being honest, having integrity, and being tough but fair. Much of his work involves grievances when the contract is violated. He was honored for spending countless hours preparing, organizing data, and creating pivot tables and charts to make sense of things. He firmly believes in doing the right thing regardless of the work that's involved to fix it.

MARK BLETHEN, *South Orange County CCD Faculty Association* — A fierce and tireless advocate for faculty rights, he was honored for the negotiation of a fair compensation package for all faculty, converting from Blackboard to Canvas, and gaining significant increases for part-time faculty including pay for office hours, and a 12 percent overall raise for all faculty. An outgoing president, he negotiated part-time rehire rights and made parity a priority.

SUZANNE GRETZ, *Imperial Valley College CCA/CTA/NEA* — Having served as both president and chief negotiator, Gretz has many accomplishments, including increasing union membership to 80 percent during a time when IVC did not have agency fees, and negotiating new rights for faculty, including a more equitable salary schedule. She is leading the fight against a new administration trying to rewrite the entire contract in favor of management rights.

FOR MORE ON THE AWARDS and the CCA Spring Conference, go to cca4me.org.

Relationships, Renewal and Resources

By CCA President **Lynette Nyaggah**

IN THESE LAST DAYS of the semester, colleagues all across California are talking about the workshops they anticipate in the summer, graduate classes — and a little time away for renewal, too. They are excited for the achievements of their students, and committed to their students' having opportunities as they move on to achieve their dreams. This is the inspiring reality inside the walls of our community colleges.

Outside the walls, a world apart, another reality exists: Those who believe that our adult learners don't really need certain resources and opportunities, and that professional educators shouldn't have a voice in advocating for their students. Yes, the academic year is winding down for all of us locally, and other things are heating up. The long-anticipated

Supreme Court decision on *Janus v. AFSCME* is expected in June (see page 9). We are hoping for a positive outcome — the maintenance of fair share rights — but we are prepared for anything.

At our CCA Spring Conference, we had a number of sessions on what to expect and how to cope with the changes that may occur with the loss of our fair share rights. Our discussions centered on the fact that the strength of our union is based on members' understanding of what the union does. I believe, we believe, that CCA will not be adversely affected because members like you know and understand what your local leaders and staff do for you, advocating for better teaching and working conditions. Locally, you've seen that in enhanced salaries and benefits. Statewide, we've achieved parental leave for full- and part-time faculty, office hours, rehire rights, and additional funding for critical community college programs. Many of these resources and successes have been included in this publication, the *Advocate*, throughout the year. If you would like CCA-focused materials on these or any issue, please contact me at president@cca4me.org.

At the conference we also learned about organizations that want to make a profit off the possible loss of fair share rights. Some of you may already have received emails or letters to your homes urging you to drop union membership. Please forward them to your chapter president if you do.

As a community college faculty member and now as CCA president, my passion working in this association has been to advocate for professional excellence, collaboration, and connecting students with real-world problems and solutions that give meaning to their education and careers. Like you, the success I've seen is because of relationships. We are a family and a community, both in CCA statewide and in our local chapters, and supporting each other is what we do by provid-

ing the resources and opportunities we and our students need to succeed. Together, we advocate for what we need. For example, a team of CCA members went to Sacramento in April to talk with influential legislators and the Department of Finance about why the new online community college, as proposed, is a terrible idea, and why performance-based funding (part of the proposed new funding formula for community colleges) doesn't work. Our members all made a strong case for changing both of these proposals, and they supported the work you're doing locally. Coupled with the accomplishments of our Legislation and Advocacy Committees, we are influencing decision-makers in Sacramento.



Lynette Nyaggah

We successfully do that because of our professional and collegial relationships. You know who your local union leaders are and, I hope, take the opportunity to see them and talk to them on a regular basis. I do that on your behalf at the state level. In the past few months I've attended meetings with the Chancellor's Office on professional development funding and participated in a session on collaboration between unions and administration at the regional conference of the National Center for Collective Bargaining in Higher Education. You'll see me at Board of Governors and Council of Faculty Organizations meetings. And of course, I meet with our members. In late March I worked with the CCA committees dealing with legislation, advocacy and policy. The topics are always issues that impact you and the amazing job you do every day, and our students who are working to make a better life for themselves.

As I mentioned at the start of this article, colleagues are ruminating about their summer plans, and for our chapter presidents and vice presidents, we are offering exciting workshops at our CCA strand at the CTA Presidents Conference, July 19-22. CCA is unique among the CTA chapters because we fully fund our chapter presidents, plus one more leader, to attend the Presidents Conference. We devote dues dollars to providing specialized community college training for our leaders, so they can better advocate for you. If you are a chapter president, go online to CTAGo.org and register right away!

Finally, our students experienced yet another outstanding year of learning, thanks to you. Faculty in their various roles supported students' needs as they prepare for a better future. I want to thank all of you for your devotion to our students and wish you a peaceful and rejuvenating break over the summer!

ADVOCATE

The Community College Association exists to protect and promote the well-being of its members through collective bargaining, lobbying and representation activities, thereby advancing universal and quality public education.

It is an affiliate of the California Teachers Association and the National Education Association.

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The *CCA Advocate* is also available online at the CCA website:
www.cca4me.org

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Summer 2018 CCA Calendar

Presidents Conference
JULY 19-22
San Jose, ctago.org

Summer Institute
JULY 29-AUGUST 2
UCLA, ctago.org

CCA Fall Conference
OCTOBER 12-14
San Jose, cca4me.org

Standing up for what's right

CCA partners with colleges, advocates for you at every level

ON THE ISSUES:

What you need to know right now

LOCAL LEADERS are attending the Legislative Advocacy Day, May 23, thanks to grants from CCA. Teams of K-12 and CCA members will be making the case to lawmakers on budget issues. Those attending start the day with a briefing, because just as things can change quickly when negotiating a contract, so can talks on legislative issues. Here is a briefing on the issues CCA members have asked about the most. Go to cca4me.org or cta.org/legislation for details.

ONLINE COMMUNITY COLLEGES are problematic for many reasons, starting with the fact that there are no provisions for collective bargaining. The trailer bill refers to a "meet and confer" process that will eventually get to collective bargaining. Meet and confer means simply to talk, and ultimately the employer has total control over salary and working conditions. "It is a nonstarter for us," CCA President Lynette Nyaggah said. Another concern centers around the potential for unfair competition for existing programs. CCA leaders are working to get resolutions opposing the proposal passed by local chapters, Academic Senates, and boards of trustees.

PERFORMANCE-BASED FUNDING, as outlined in the new funding proposal, is a dangerous proposition for students because funding would be based on completion of degrees and certificates. It does nothing to help students finish their education, and in fact charges additional fees to students, reducing access, and allowing duplicative reporting requirements to adult education programs. CCA feels this proposal's short-sighted focus on funding neglects offering degrees that give students an open door to improve their lives. Research from the Chancellor's Office shows performance-based funding does not work because it is the student's responsibility to complete degrees; it is the college's responsibility to provide the resources and opportunities for students to succeed.

GUIDED PATHWAYS is being handled at the local college level, and CCA leaders are engaged in the process to enhance student learning and prevent limitations on programs and faculty. There continues to be some ambiguity in course offerings, and local efforts include making sure students are given all courses available to meet requirements, not just a specific list.



Nearly 150 members attended CTA's Political Academy last month, including Mt. San Antonio College Faculty Association members Richard Myers, Joan Sholars, Kelly Rivera and Eric Kaljumagi. Their goal is to help elect trustees friendly to students and faculty.

THANK YOU!

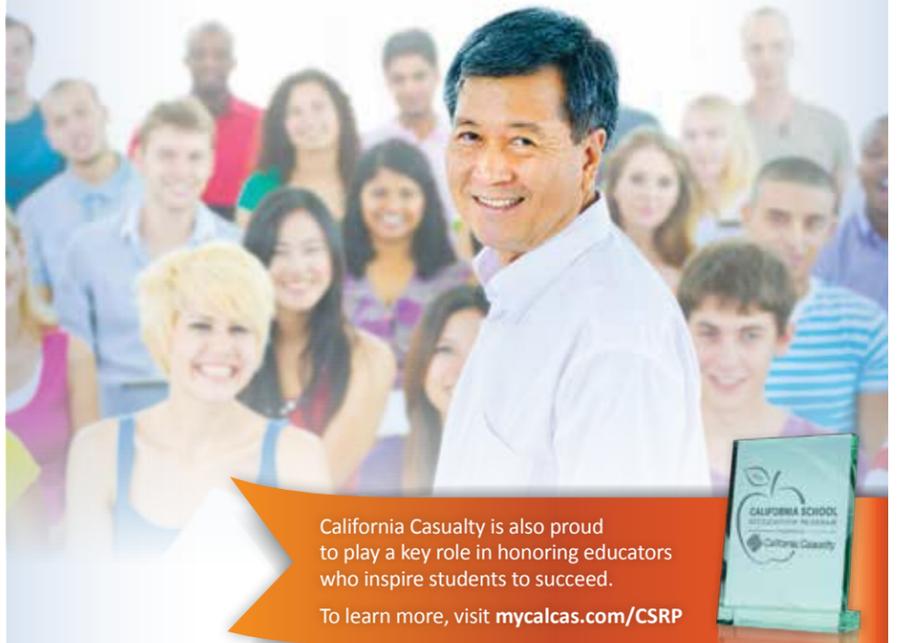
To all of you who have returned the CCA resolutions on the budget, online community colleges and performance-based funding, thank you! Resolutions have been signed by boards of trustees, Academic Senates, and other partners.

Find the resolutions here:
cca4me.org/#Political_Action

Once signed, please send them to CCA President Lynette Nyaggah at president@cca4me.org.

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so you can focus on them.*

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CCA Lobby Day took members to Sacramento to discuss the funding formula and online community college proposals. From left: Curtis Williams, Long Beach City College; Lynette Nyaggah, Rio Hondo College, CCA president; Assembly Member Kevin McCarty; Michelle MacFarlane, Sierra College, CCA Board member; Patrick Mitchell, Merced College, CCA Board member.

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Elections, Superpowers, Resources Found at CCA Spring Conference

Photos by **Akin Odebunmi**

RETIREMENT DECISIONS, social media for branding and organizing, hot legislative and bargaining topics, ethical discussions from a union educator perspective, and community college/K-12 partnerships to build local political power were among the professional development workshops members took at the CCA Spring Conference April 20-22 at the LAX Hyatt Regency in Los Angeles.

There were good discussions on the nuts and bolts of the legislative process, and how CCA as an organization and faculty as individuals can advocate for policy decisions that will benefit community students and faculty.

The following were elected to the CCA Board of Directors:

- Secretary** **RANDA WAHBE**,
United Faculty, North Orange County CCD
- Treasurer** **FOLA ODEBUNMI**,
United Faculty, North Orange County CCD
- District A** **SHAARON VOGEL**,
Butte College Education Association
- District B** **PATRICK MITCHELL**,
Merced College Faculty Association
- District C-2** **JOHNNIE TERRY**,
Sierra College Faculty Association
- District D** **VINCENT DEVLACHOVICH**,
College of the Canyons Faculty Association
- District F** **JILL PFIFFER**,
Rio Hondo College Faculty Association
- District I-1** **SUSAN PYNES**,
MiraCosta College Academic Associate Faculty
- District I-2** **KRISTA WARREN**,
MiraCosta College Academic Associate Faculty
- District J** **ERIC KALJUMAGI**,
Mt. San Antonio College Faculty Association
- Ethnic/Racial Minority Director**
DOROTHY REINA, *Riverside CCD Faculty Association*
- Southern Part-time Director**
JOSUE ARREDONDO, *Southwestern College Education Association*

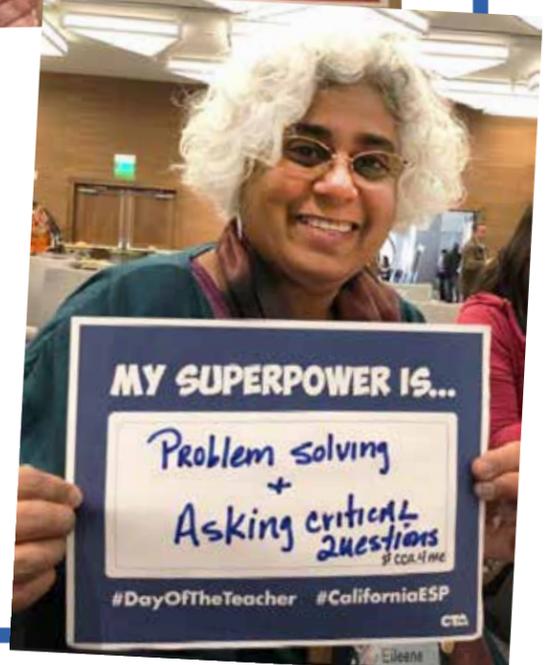
Plan now to attend the CCA Fall Conference, Oct. 12-14 in San Jose. Professional development opportunities this summer include the Presidents Conference, July 19-22 in San Jose, and Summer Institute, July 29–Aug. 2 at UCLA. Check cca4me.org for details.

Voicing your opinions: The Spring Conference ended with a CCA Council Session where members, such as Maya Alvarez-Gavlán, Mt. San Antonio College FA (top left), and Sheri Lillard, San Bernardino CCD TA, shared their opinions, and delegates voted on issues that impact faculty teaching conditions and community colleges as a whole.

What's Your Superpower?



Wendy Brill-Wynkoop and Nicole Faudree, College of the Canyons Faculty Association, and Eileene Tejada, Napa Valley College Faculty Association, share their "superpowers" as part of the May 9 California Day of the Teacher celebrations (cta.org/dayoftheteacher). See more CCA colleagues at stories.cta.org/heroes. Photos by Casey Lovell



Educators See the Possibilities

Tony Morrow has one goal for the students of Fallbrook High School—graduate ready for what comes next. With his guidance, young scholars and families put their plans for the future into action.



Fallbrook High School, College and Career Counselor: Tony Morrow '11, M.A.Ed. '12

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Get Out and Vote

The June 5 primary election is critical for community colleges and K-12 schools

CALIFORNIA'S TOP-TWO primary system means that on June 5, the top two vote-getters in statewide, constitutional, legislative and congressional races will advance to face off in November's general election. All statewide offices are up for election, including governor and superintendent of public instruction, as well as state Senate, Assembly and local board of trustees seats.

If there ever was a time to vote, it is now. You've most likely heard that a small group of out-of-state moneyed interests that are coordinating with Betsy DeVos' agenda have already contributed \$12.5 million to back for-profit charter school candidates Antonio Villaraigosa

for governor and Marshall Tuck for superintendent of public instruction. And if the 2016 election where they spent more than \$30 million is any indication, there's a lot more money yet to come.

Their goals are to privatize jobs, take away the rights of college faculty, school employees and workers, and continue taking money away from community colleges to give it to privately run charter schools. To fight the attacks on community colleges and public education that are coming from multiple fronts, we have to work together to elect the right candidates for our students and for our profession.

Research, Compare, Vote!



Gavin Newsom

Gavin Newsom believes we must keep quality educators in our schools and classrooms.

He believes in attracting faculty, not attacking teachers. He says we attract and retain quality teachers by treating them and paying them as professionals.

Newsom says, "California must put students before profits." He opposes the privatization of public education and the proliferation of charter schools, especially those run by private management companies who want to profit off our kids.

He supports holding charter schools to the same standards of accountability and transparency as neighborhood public schools. He believes that charters must provide equal access to ALL students.

Newsom fully supports the Local Control Funding Formula, so education funding is focused on schools and students that need it most.

He is committed to early childhood education and to ending childhood poverty so that disadvantaged students have better opportunities to succeed.

Newsom is supported by CCA, California Faculty Association, California Federation of Teachers, California School Employees Association, and many state labor unions.

Antonio Villaraigosa

Antonio Villaraigosa's agenda mirrors that of Secretary of Education Betsy DeVos.

He wants to take away due process rights and extend the probationary period for new teachers.

He wants to pay and evaluate teachers based on student test scores.

Villaraigosa was a strong and vocal supporter of the failed Vergara lawsuit.

He supports the unchecked expansion of privately run charter schools at the expense of our neighborhood public schools. He's beholden to the corporate billionaires funding his campaign, like Eli Broad, whose agenda is to privatize our public schools and undermine education unions.

Villaraigosa says he supports the Local Control Funding Formula, but also **supports taking money away from neighborhood public schools and colleges to give to corporate charter schools.**

As mayor of Los Angeles, Villaraigosa attacked unions, tried to cut retirement plans for public employees, and blamed educators for all the problems in LA schools. He has called unions the most powerful defenders of a broken system.



CCA is also recommending the following candidates:

Lieutenant Governor
Ed Hernandez

Attorney General
Xavier Bacerra

Secretary of State
Alex Padilla

State Controller
Betty Yee

Insurance Commissioner
Ricardo Lara

State Treasurer
Fiona Ma

CCA's election priorities for 2018 are clear:

1. **Elect Bay Area Assembly Member Tony Thurmond** as the next state superintendent of public instruction (SPI). The issues that affect K-12 students become our issues when students come to community college.
2. **Elect Lt. Gov. Gavin Newsom** as our next governor to continue California's era of progressive leadership in Sacramento.
3. **Elect local legislative candidates and pro-faculty boards of trustees.**

It's important to exercise your right to vote. So get involved and stay informed.

Important dates

MAY 21

Deadline to register to vote.

MAY 29

Deadline to request vote-by-mail ballot.

JUNE 5

Primary election. Vote-by-mail ballots must be postmarked on or before this date.

Resources and links

STAY INFORMED, monitor the news, and support our candidates on social media. Check out the CTA Campaign 2018 website. You will find campaign resources and materials, videos to get to know the candidates, social media graphics and tools, posters, and more.

Want to stay connected by text? Simply text VotePublicEd to 69866.

✓ **CCA/CTA Campaign page**
campaign2018cta.org/campaign-toolkit

✓ **Election and Voter Information**
www.sos.ca.gov/elections

✓ **Voter Guide**
www.cta.yourvoter.guide



✓ Tony Thurmond

Thurmond has always kept California's students as his top priority when serving as a state Assembly member, school board trustee and city councilman. While on the West Contra Costa Unified School District board, he oversaw truancy prevention programs, supported school-based mental health programs, and launched a program to teach entrepreneurial skills to disadvantaged students. Thurmond was inspired to become a social worker to help at-risk kids and is now running for state superintendent to fight for all students and educators.

Thurmond brings millions to students. He passed legislation to provide millions of dollars to school districts to keep kids in school and out of the criminal justice system, fought for money to make sure all California foster youth have the opportunity to go to college, and increased funding for early education programs.

Thurmond fights for faculty rights and is committed to ending the teacher shortage. He believes in supporting educators instead of blaming them — giving them the compensation, resources and tools necessary for them to succeed. "If we make these investments, young people will dream about becoming teachers in communities that are historically underserved, and perhaps even return to their own communities one day to teach and become role models."

Thurmond supports transparency and accountability for all public schools, including privately run charter schools. With more than 1,200 charter schools operating in California, he does not believe we should increase the number of charters in the state. He believes charters should only be authorized by locally elected school boards.

✗ Marshall Tuck

Tuck has a record of letting down the students that need support, not punishment. As former chief of the failed Partnership for Los Angeles Schools (PLAS), Tuck received a vote of no confidence from the teachers in several PLAS schools. He also eliminated Ethnic Studies and Dual Immersion programs from the communities who needed them most.

Tuck is bankrolled by billionaires. Wall Street billionaires are committed to spending \$15 million to elect Tuck because he supports a corporate takeover of public schools that would allow out-of-state for-profit companies to run California public schools with taxpayer money. He has received money from the same people who support Secretary of Education Betsy DeVos.

Tuck shares Betsy DeVos' destructive agenda. He supports evaluating teachers based on test scores, wants to eliminate educator due process rights, and supports extending the probationary period to five years or more. Electing Tuck is the top priority of groups whose mission is to scapegoat teachers, weaken their rights, undermine their secure retirement, and even eliminate teachers unions.

Tuck supports the expansion of unregulated charter schools at the expense of our neighborhood public schools. He's beholden to the corporate billionaires funding his campaign whose agenda is to divert taxpayer dollars from California's neighborhood public schools to fund privately managed charter schools, without accountability or transparency to parents and taxpayers.

#ArmMeWith No Guns

National Day of Action Against Gun Violence in Schools was April 20, and educators used the hashtag #ArmMeWith to propose other resources they would rather have instead of guns. Their stories were collected at stories.cta.org/armewith.

“This is not just a K-12 issue,” wrote Denise Diamond, College of the Desert Faculty Association. After 40 years as an educator in every type of school in the United States, from hospital schools to National Schools of Excellence, she submitted this poem to explain her views.

Why Teachers Don't Carry Guns

By Denise Diamond

What I carry is,
Tradition — from the time of the one-room
schoolhouse to virtual schools of today,
WE have been entrusted to lead by
example.
Teachers educate, first responders rescue,
Firefighters extinguish fires, Nurses and
Doctors diminish pain.
WE don't carry guns.

What WE carry is,
Commitment to Community — Our
classroom is the community.
From across the street we hear you proudly
say, “That’s MY teacher.”
From across the world, in times of peace or
war, we read your messages.
When you introduce us to your children,
we smile. We will teach them, too.

We see each other in the hospitals, stores
and libraries of our communities.
We know our community is only as safe as
its most vulnerable members.
The fabric of a safe community is woven
by US at fundraisers, field trips and
funerals, taking selfies, being silly,
crying at our losses and cheering at
our victories.

We see each other without bolts, locks,
chains, walls or barricades.

What WE carry is,
Education — to learn what is hidden —
to speak the unspoken — to create
new solutions.
In whose community will schools
resemble prisons?
How do taxpayers want their dollars spent?
Why do we believe guns make us safer?

Who benefits most from the manufacture
and sale of semiautomatic guns?

What WE carry is
Responsibility — to and for the
next generation.
WE have dedicated our lives to build
a better future — one student at a time.
What I carry is
Hope — in the youth and the movement
they create.
Learn from history, Seek Solutions, Act
with Knowledge, Be the Change.

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2. Single family/owner-occupied homes and second homes in California only. Other restrictions may apply. Membership required. Subject to final approval.

3. Pre-approval and closing guarantees are based on a preliminary review of borrower's credit information only and is not a commitment to lend. The closing guarantee is subject to verification of the information submitted on borrower's application, in addition to borrower's property eligibility. Fraudulent or purposely misleading information provided by borrower will invalidate the guarantee.

NMLS #412725 © 1/18 PCU



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providentcu.org/cta



CCA grants help members network, socialize, learn

Membership Highlights

By Jon Ausubel, CCA Membership Development Committee Chair

CCA MEMBERSHIP DEVELOPMENT

grants of up to \$2,000 per activity are available to any CCA local. Details and applications can be found in the Membership section of CCA's website at cca4me.org/#Membership. Successful events have been funded utilizing CCA grants.

Long Beach City College's two chapters, **LBCC Certificated Hourly Instructors** (adjunct faculty) and **LBCC Faculty Association**, had lively events, thanks to CCA grants.

- CHI President Claudia Nguyen and Vice President Karen Roberts organized hall walks and phone banks to collect the stories of their members, and discovered that many fee payers did not realize they weren't members. CHI also held get-togethers to discuss the implications of the *Janus v. AFSCME* decision, with support from CTA staff Tom Pinkava.
- LBCCFA Secretary Diana Ogimachi coordinated off-campus events to help faculty understand the collective bargaining process, and to educate faculty about maximizing CalSTRS retirement benefits.

Chaffey College Faculty Association membership chair Luke Gunderson mailed cover letters and partially prefilled enrollment forms tailored to full- or part-time faculty. This personalized contact resulted in a dramatic increase in CCFA's part-time membership, which increased from six adjunct members in 2014 to more than 140 part-time members this year.

College of the Sequoias Teachers Association membership chair Adrienne Duarte and President David Hurst hosted two luncheon raffles to promote member networking and promote COSTA's new social media sites.

On a 10-Month Contract?

Tips to Get Through the Summer Without a Paycheck

SOME COLLEGE FACULTY don't have regular income over the summer. And while careful planning and part-time work can help manage the summer budget blues, there are times when you simply have to make those dollars stretch a bit further.

START WITH THESE 10 TIPS TO HAVE A FABULOUS SUMMER EVEN ON A TIGHT BUDGET.

- 1. Take financial inventory.** Look at your income and savings sources to figure out how much money you'll have until your first back-to-school paycheck. You can include any useful, unused gift cards that may be hiding in your wallet.
- 2. Create a summer budget.** Add up all your monthly bills and known summer expenses to figure out how much you think you'll actually need. Omit things you buy for convenience, out of habit, or simply because you want them — zero in on the bare-bones minimum you can live on. If you find you won't have enough, use tips 3-10 to get your expenses down.
- 3. Use what you already have on hand.** If you have stockpiles of shampoo, soaps, paper products or other essentials, tap that stash instead of buying new. Even if you didn't love the product, if it's still good, use it first to save money.
- 4. Prepare more home-cooked meals.** Every meal or snack you make at home can save you money compared with dining out. See what's in your pantry and freezer. Chances are you have more than a month of food on hand, but you skip over a lot. Eat those things first.
- 5. Cut off paths to easy spending.** Plug any leaks in your budget. Shop from a detailed list so you don't buy nonessentials. If you know you habitually spend a lot of extra money at particular stores, avoid them for now. Block easy access to shopping online by deleting your credit card information from your favorite sites, at least for the summer.
- 6. Find free entertainment.** Save on summer fun by taking advantage of free days and discounts at museums, parks, concerts and other entertainment. Think like a tourist on a budget. Use your library card to access free books and e-books, movies, music, research resources, job training, seminars, free Wi-Fi, and more.
- 7. Juggle bill payment dates.** See if you can defer or reduce your monthly bills until you're receiving a paycheck again. Check your benefits such as the NEA Auto & Home Insurance Program's Summer/Holiday Skip option. Ask your bank or credit union and other billers about Skip-A-Payment options.
- 8. Save when you must spend.** Use savings apps like Ebates, iBotta, Shopkick and others that offer discounts, coupons, cash back or other rewards with each purchase you make through the app. Be a smart shopper. Take advantage of coupon sites, promo codes, loyalty programs, negotiation and deal watching. If you have an NEA credit card, use your points to help pay for things you need.
- 9. Earn extra cash.** Sell things you no longer need or want at consignment stores or online sales sites such as eBay, Craigslist, Amazon, Etsy and others. If you love to create things, convert your hobby into a side business. You can also provide services for pay. Many faculty freelance over the summer. Consider teaching classes online through sites such as Monster, Skillshare and others.
- 10. Stay healthy!** Make time to exercise, rest and relax! You'll be less stressed, save on trips to the doctor — and working out at home or in the summer sunshine is free!

Resources

Go to www.neamb.com to find resources on:

- Building a stress-free budget (includes a PDF workbook)
- Strategies to Control Your Budget
- Tips for home-cooked meals
- Discounts on summer travel

Fair Share and Free Speech

Where is this *Janus v. AFSCME* case coming from?

A U.S. SUPREME COURT decision in *Janus v. AFSCME* is expected next month. The case is a culmination of decades of attacks on unions by certain moneyed interests and the politicians that support them. The forces behind this case are the same forces that have pushed for limiting voting rights, worked to limit immigration, and undermined civil rights protections. These interests are threatened by faculty having a seat at the table to advocate for colleges, public education, and the resources their students need.

But that won't happen, says CCA President Lynette Nyaggah. "Regardless of the court ruling, unions will exist, and we will continue to fight for what's right for our students and community colleges. We have an important mission. Faculty have fought against privatization in our colleges and in the defense of our defined-benefit pension plans. There are very well-funded interests pushing back hard to silence our voices through a coordinated legal strategy. Our voices will not be silenced."

CCA has made great strides for college faculty: rehire rights for part-time faculty, parental leave for all college faculty, due process and office hours for part-time faculty, and pension improvements.

The anti-union corporations funding the *Janus* lawsuit developed a "free speech" argument, contending that collective bargaining is political speech. They claimed if you don't believe in bargaining, you should not be compelled to pay for the bargaining process, and compelling public employees to sup-

port collective bargaining amounts to the public agency compelling speech.

Organizations such as the Ed Uihlein Family Foundation and the Freedom Foundation have clear motives: to defund public-sector unions, cut public-sector investment in colleges, and attack public employee pensions. The goal is to mislead educators and weaken unions.

"We are champions of human and civil rights," Nyaggah says. "Unions are the strongest advocates for working families at a time when the middle class is shrinking."

Historically, what we call fair share fees could be charged to employees who decline union membership, but still benefit from union representation. That decision and practice was held constitutional in the Supreme Court's 1977 *Abood v. Detroit Board of Education* decision, which addressed the issue of "free riders." The high court said fair share fees take care of the free rider problem by allowing unions to charge for representation and bargaining they are required to provide for all, and fair share fees strike a proper balance of interests.

For detailed information about *Janus*, its impact, and ways to take action, visit cta.org/janus.

To learn about privately run charter schools, how they operate, and the corporations behind them that spend millions to influence local school board and board of trustees elections statewide, visit kidsnotprofits.com.



Video Editing Made Simple

The top five apps to use on your mobile phone — all for free

By Terry Ng

READY TO CREATE educational videos that'll spark ideas, engage your students, and advocate for community college issues and candidates? Advances in smartphone technology have inspired a bevy of powerful video creation apps designed for shooting, editing and sharing. Some are mini versions of powerful desktop video editing software, while others are tools built for an Instagram generation of social sharers.

iMovie (iOS)

Preinstalled on every Apple device is iMovie, Apple's very own video editing app. Just choose your clips, then add titles, music and effects. Select from 14 templates with stunning graphics and original scores by some of the world's top film composers.

Magisto (iOS and Android)

No video clips on your phone? No problem. Magisto can help you create a slideshow or video collage that feels like a true video using only photos. Magisto's video editor is powered by artificial intelligence, which combines photos, music, text, video clips, video effects and video filters to help you tell your video story.

GoPro Splice (iOS)

Splice has everything you need to create a fully customized video: trim, crop, effects, titles, speed controls, animation, transitions, music and more. Choose from a huge library of free music and sound effects. Overlay multiple tracks, adjust the volume, and add narration to fine-tune your audio.

Adobe Premiere Clip (iOS and Android)

Premiere Clip takes the work out of creating great-looking videos. With its auto-editing option, you can transform the pictures and clips into a finished video story in just minutes. Create a video synced to the beat of your music — whether from your music library or from a selection of royalty-free tracks.

PowerDirector Video Editor (Android)

PowerDirector brings stunning video effects, smooth transitions and voice-over for video to your phone. Edit backgrounds using chroma key to add green-screen effects to your footage.



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Students lead the way for activism and advocacy

Student-written books, Dream Summer, faculty support immigrant rights movement

Photo by **Akin Odebunmi**

It is a precarious time for the 800,000 immigrant youths who have qualified for the Deferred Action for Childhood Arrivals (DACA) program, and the largest concentration of those students is in the community colleges of California.

“We have a moral responsibility to reach out to these students, to support this new generation of leaders,” says Kent Wong, director of the UCLA Labor Center.

Wong, who teaches courses in labor studies and Asian American studies, told CCA members at the spring conference the number of immigrants in community colleges grew greatly after the hotly contested California Dream Act, allowing in-state tuition to those with no legal status aid, was passed in 2011.

At the same time, student activists were fighting for DACA, which allows those who were brought to the United States illegally as children to receive a renewable two-year period of deferred action from deportation and become eligible for a work permit. Nationally, student immigrant leaders declared they were “undocumented and unafraid,” and demanded the government stop deporting them during their path to citizenship. They said Congress and the Supreme Court failed them, so they were going to take on then-President Barack Obama because, although he said he supported Dreamers, he let them be deported.

Wong says he remembers thinking, “Who are they fooling? They can’t vote, can’t get a driver’s license, yet they’re going to take on the president of the United States?” And then he heard students say, “Yes, we take a risk every time we speak. We face a greater risk not to fight injustice.”

They did. And they won. In June 2012 DACA was announced, and that meant a 40 percent increase in wages for undocumented youth who could come out of the underground economy. The political climate has changed, and Wong says he’s concerned a Supreme Court decision would end DACA, plunging hundreds of hundreds of thousands into poverty.

“Those of us who have citizenship, our responsibility is to stand with our students. They’ve fought for and won so many battles. But today, families are separated, ICE is going into hospitals and onto college campuses — and deporting people.”

Wong’s passion for immigrant rights grew when he taught the first class in the country on DACA. His students’ stories became a book, *Underground Undergrads*, published in 2008, which allowed them to speak out about their experiences. His students took pains to ensure no one could be identified.

“They were brought here as children and are being criminalized for something over which they had no control,” he says. “The K-12 system, by law, treats all children equally, yet when they graduate the world is upside down. These students can no longer work, and the whole campaign — the ‘undocumented and unafraid’ — emerged as a voice of conscience.”

When the immigrant youth movement declared they were undocumented and unafraid, his students did, too, and they started to use real names of real people. There are now three books in the series: *Underground Undergrads*, *Undocumented and Unafraid*, and *Dreams Deported*. All the stories are written by college students, and the proceeds help pay for students to attend UCLA’s Dream Summer.



Dream Summer alum Hugo Romero (left) and Director Kent Wong share details about the program with CCA President Lynette Nyaggah.

Student-written books can be found at books.labor.ucla.edu. For more on Dream Summer, go to labor.ucla.edu/what-we-do/dream-resource-center.

Started in 2011, Dream Summer’s goals are to build the next generation of immigrant rights leaders through leadership development, an intergenerational, cross-racial framework to address issues impacting immigrant communities, and the creation of safe and healing places. There are now over 600 graduates.

Hugo Romero, who was brought to the U.S. when he was 4 years old, is a Dream Summer alum who “learned community college welcomes all” after his mother was arrested and deported. He worked and went to Fullerton College while raising his two younger sisters. Friends and the community college helped financially, and emergency funds from the alumni association were soon granted. He then discovered Dream Summer, and “it was transformative.” Romero, who works at the UCLA Labor Center, says, “Many who I mentor today are scared of uncertainty of times, of parents being deported. I’ve been there. Through community and support of folks like you, we can get by.”

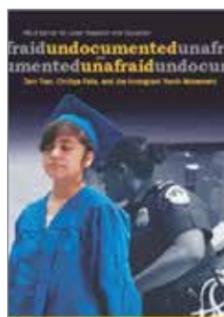
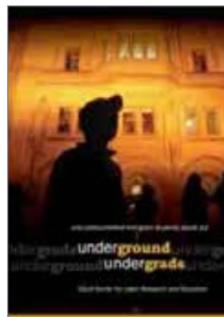
Steve Li’s parents moved from China to Peru soon after he was born. They came to the U.S. when he was 10 years old. After the family was arrested, his parents were returned to China, but since he didn’t speak Chinese, authorities were planning to send him to Peru, even though he hadn’t been there since he was 10. He spent 90 days in a private prison in Arizona until University of San Francisco classmates and the city of San Francisco freed him. A medical doctor, Li has started the #Health4All campaign to provide undocumented immigrants with access to health care. “I was not born in California — California was born in me,” he says.

Wong notes the facilities where arrested immigrants are housed get \$200 per night for incarceration. “The only one who profits is the private prison industry,” he says, adding that detainees and their families are charged for the use of email and for basics.

He encourages CCA members to help create safe spaces on campuses, where ICE raids are not welcome and there is no sharing of data and no raids on campus, and to stop collusion between local law enforcement and ICE. The California TRUST Act does that. “Local law enforcement are not ICE agents,” Wong says, noting local policymakers are trying to undo the TRUST Act and strip

police protection from immigrants. He shares the story of a battered woman who called police for help, and they arrested her and started deportation procedures.

“We are a nation of immigrants. The reality is immigrants built this nation over generations,” Wong says. “We, as educators, have the responsibility to support all our students.”



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