Thanks to higher-than-expected state revenues and federal stimulus funding, the budget provides historic funding for public education. This includes significant support for community colleges and a substantial cost-of-living adjustment (COLA).

—CCA President Eric Kaljumägi

The budget provides a 5.07 percent COLA, or $371.2 million in ongoing Proposition 98 funding, without a proposed provision that would have tied the funding to an increase in online courses. CCA was successful in advocating against this provision. It also extends the hold harmless provision for funding to 2024-25.

Other major components of the 2021-22 budget agreement related to community colleges include:

**EMERGENCY FINANCIAL AID**
- Provides $150 million one-time Prop. 98 funding for emergency financial aid.

**BASIC NEEDS**
- Provides $100 million one-time Prop. 98 funding to support basic needs and provides $50 million ongoing Prop. 98 funding to support basic needs centers at all community colleges.

**FULL-TIME FACULTY**
- Provides $100 million ongoing Prop. 98 funding to increase the hiring of full-time faculty.

**PART-TIME FACULTY: OFFICE HOURS**
- Provides $90 million one-time and $10 million ongoing Prop. 98 funding to support part-time faculty office hours.

**STUDENT RECRUITMENT & RETENTION**
- Provides $100 million one-time Prop. 98 funding to support student recruitment and retention strategies.

**MENTAL HEALTH**
- Provides $30 million ongoing Prop. 98 funding to support student mental health services.

**PROFESSIONAL DEVELOPMENT**
- Provides $20 million one-time Prop. 98 funding to support faculty professional development.

**ZERO-TEXTBOOK-COST DEGREES**
- Provides $115 million one-time Prop. 98 funding for zero-textbook-cost degrees.

**CAPITAL OUTLAY**
- Approves all proposed Prop 51 capital outlay projects and reappropriations, including nine new projects and 32 continuing projects. The budget also provides $511 million one-time Prop. 98 funding for deferred maintenance.

**STUDENT EQUITY AND ACHIEVEMENT PROGRAM**
- Increases support for the Student Equity and Achievement Program by $23.8 million ongoing Prop. 98 funding.

**ADULT EDUCATION**
- Provides a 4.05 percent COLA for the Adult Education program.

**CATEGORICAL PROGRAMS**
- Provides COLA to the following categorical programs: EOPS, campus child care, DSPS, CalWORKS, child nutrition and the mandates block grant.

The higher education budget cleanup bill (SB 169) creates the Higher Education Student Housing Grant Program and the Capacity Expansion Grant Program to support affordable student housing at California Community Colleges as well as in the UC and CSU systems. The bill appropriates $500 million one-time funding in 2021-22 for student housing projects and includes legislative intent to provide $750 million in 2022-23 and $750 million in 2023-24 for this purpose — with half of the funding earmarked for community colleges.
THANKFUL FOR THE BENEFITS OF CCA MEMBERSHIP

By CCA President Eric Kaljumägi

Joining a union is one of the very first things many faculty do when they start a new position. Much like signing up for health insurance or receiving a benefit like a faculty parking permit, joining a faculty union is often done during the HR intake process. Also the 2.31% calculated COLA from 2020-21 that was not previously funded. CTA’s advocacy helped to add an additional 1% to community college funding for an effective increase of 5.07% to most unrestricted accounts. That’s money that can go into faculty salary and benefits! Along with other community college advocates, we succeeded in convincing the state to spend $100,000,000 to hire new full-time faculty and to provide another $100,000,000 for part-time office hours. Our advocacy works!

At its heart, union membership in your local, CCA, CTA and NEA allows us to come together to accomplish what we could never individually achieve. This winter, some CCA members will learn how to process grievances or will refine their negotiation skills. Some will reach out to their local legislators, and others will review the dozens of legislative bills to recommend which should be supported or opposed by CTA’s professional legislative advocates. Still others will work toward racial and social justice or engage in one of the many support roles that a large organization requires.

I am thankful for our union infrastructure, and I hope that you will spread the word to your co-workers about the good we have done and will continue to do.

—CCA President Eric Kaljumägi

If you know someone who isn’t a union member, I hope you will encourage them to join as soon as possible. Online registration in your local, CCA, CTA and NEA is now possible at join.cta.org.

Union membership is in some ways a type of insurance. CTA members benefit from a $1,000,000 educator employment liability insurance plan, but more frequently utilize CTA’s group legal services. Just last month, CTA reported that they have begun to work on a threatened permanent teacher dismissal from Barstow CCD, a district retaliation case from North Orange County CCD, and a disability accommodation from the College of the Siskiyous. While only a small percentage of us will ever need legal support during our careers, the support of lawyers familiar with public employment laws and regulations is a tremendous benefit whenever it becomes required.

Our union membership is also in some ways an employee benefit. There are CTA and NEA member benefits departments that provide disaster relief funds, travel discounts, and well-vetted insurance deals. In addition, a new faculty member accomplishes their work in an environment supported by past and current union efforts. The salaries and benefits we enjoy are noticeably higher than in similar non-union employment; our contracts provide clear processes and a measure of protection from capricious managers; and the policies and procedures that direct each college undergo careful faculty review. Although many faculty don’t think about their retirement plans when they are first hired, their union does. CTA leaders currently occupy two of the 12 seats on the CalSTRS Teachers’ Retirement Board, and a third seat is held by a community college faculty member with significant experience in her non-CTA union.

Union membership is certainly membership in a faculty advocacy group. This year, the state budget included a 4.07% cost-of-living adjustment (COLA) that combined not just the increase for 2021-22 but
CCA-SUPPORTED BILLS SIGNED INTO LAW
RISING SCHOLARS NETWORK, EDUCATIONAL EQUITY AMONG VICTORIES
By Julian Peeples

The 2021 legislative session ended with eight CCA-supported bills being signed into law by Gov. Gavin Newsom. While CCA-sponsored AB 1269 (Garcia) on equity for part-time faculty was placed in the suspense file, the following bills garnered the governor’s signature:

**AB 245, CHIU:**
*Educational Equity: Student Records: Name and Gender Changes*

Requires California Community Colleges (CCC), UC and CSU institutions to update a former student’s records to include the student’s updated legal name or gender if the institution receives government-issued documentation from the student showing that their legal name or gender has been changed. Additionally, the institution will be required to reissue specified documents conferred upon, or issued to, the former student with their updated legal name or gender, if requested. This law also requires an institution to provide an option for a graduating student to request that the diploma to be conferred list the student’s chosen name, starting with the 2023-24 graduating class.

Status: AB 245 was signed into law on Oct. 6.

**AB 275, MEDINA:**
*Classified Community College Education Support Professionals*

Shortens the maximum length of a probationary period for education support professionals to six months or 130 days of paid service, whichever is longer. This change would apply to a conflicting collective bargaining agreement entered into before Jan. 1, 2022, until the expiration or renewal of that collective bargaining agreement.

Status: AB 275 was signed into law on Oct. 6.

**AB 337, MEDINA:**
*CCC Board of Governors*

Eliminates the prohibition against a student member voting during their first year on the CCC Board of Governors, guaranteeing two student votes on the board.

Status: AB 337 was signed into law on June 28.

**AB 417, MCCARTY:**
*Rising Scholars Network: Justice-Involved Students*

Authorizes the CCC Chancellor’s Office to establish the Rising Scholars Network and to enter into agreements with up to 50 community colleges to provide additional funds for services in support of postsecondary education for justice-involved students. AB 417 requires a community college district that wishes to participate in the Rising Scholars Network to apply to the board of governors for funding. The law also requires the board of governors to adopt regulations for the Rising Scholars Network that fulfill certain goals and guidance and submit a report every two years.

Status: AB 417 was signed into law on Oct. 6.

**AB 543, DAVIES:**
*Public Postsecondary Education: Student Orientation: CalFresh*

Requires CCC, UC and CSU institutions to provide educational and eligibility information about CalFresh to all incoming students for all campuses of their respective segments as a part of their student orientation.

Status: AB 543 was signed into law on Oct. 6.

**SB 436, DAHLE:**
*Community Colleges: Nonresident Tuition*

Extends the operation of the exemption of nonresident tuition fee for qualifying students of Lake Tahoe Community College (due to the college’s location on the border of California and Nevada).

Status: SB 436 was signed into law on Oct. 6.

Continues on PAGE 4

CTA legislative staff provided a recap of progress on CCA-sponsored and supported bills, as well as a look ahead at what might happen in the Capitol next year and an update on California’s fiscal outlook. The following members were elected to positions on the CCA Board of Directors:
- Anthony Villarreal (Monterey Peninsula College Faculty Association), District B
- Patrick Mitchell (Merced College Faculty Association), Northern LGBTQ+ Director
- Trevor Gatz (San Joaquin Delta College Teachers Association), Northern Racial/Ethnic Minority At-Large

FALL 2021 / WINTER 2022

DEVELOPING SKILLS AT FALL CONFERENCE

Nearly 300 CCA members converged virtually in October for the Fall Conference, attending a variety of workshops with a focus on winning at the bargaining table. Attendees learned techniques for building power in sessions including Bargaining Campaign Strategies and Building Power to Support Negotiations, Bargaining Health Care to Control Costs and Improve Quality for All Members, Bargaining for Social Justice, and Using Social Media to Build Bargaining Power in Your Local. One popular workshop, Reopening in a Not-Quite-Post-COVID World, covered side letters, negotiating strategies, and updates on pandemic safety protocols and guidance.

CTA legislative staff provided a recap of progress on CCA-sponsored and supported bills, as well as a look ahead at what might happen in the Capitol next year and an update on California’s fiscal outlook. The following members were elected to positions on the CCA Board of Directors:
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CCA invites you to apply for the 2022 CALIFORNIA LEADERSHIP ACADEMY (CLA)

The CLA is a learning community made up of local community college representatives. The primary goal of the CLA is for participants to develop advanced leadership skills, gain knowledge about the history and importance of unionism, and learn more about our important statewide organizations.

All CCA members are welcome to apply, but please do so no later than January 31st, 2022. More information is at cca4us.org/conferences/californialeadershipacademy
So do these new shaves through. Your confidence You Got This.

JOSIE MALIK
with no health questions asked up to $200,0001 of CTA-endorsed Life insurance and exclusive, limited-time opportunity
As a newly hired CTA member, you have an
1 Coverage reduces to 85% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80. Other not valid for retirees.

For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0486.

CTA endorses only one provider of Disability and Life Insurance – The Standard. Please consider taking a moment to get the peace of mind you deserve. 76,0001 of your peers have chosen to protect their way of life and families with The Standard. For more information about CTA-endorsed Disability and Life Insurance from The Standard, call our dedicated CTA Member Benefits Hotline at 1.888.996.9981.

Limited time to apply! Learn more at standard.com/cta/newhire

A SHAARON VOGEL, District A
Represents: Butte College FA, College of the Siskiyous/CHCA, Lassen College FA, Los Rios (At-Large), Mendocino CO P/T, Shasta College FA

B ANTHONY VILLARREAL, District B
Represents: Butte College FA, Hartnell College FA, Merced College FA, Monterey Peninsula CCA/CTA

C KATHLEEN BRANTLEY-GUTIERREZ, N.
Women’s Rights/Issues At Large Director

D PATRICK MITCHELL, N. LGBT+ and CTA/ABC/PMC At Large Director

E JOHN SULLIVAN, CCA Secretary

F JILL PEIFFER, District E-1

G MICHAEL BUTROS, District E-2
Represents: Barstow College FA, College of the Desert FA, College of the Desert AF, Copper Mountain College FA, Rio-Hondo College FA, San Bernardino COD, Victorville College FA

H MARTHA CARREON, So. Women’s Rights/Issues At Large Director

I JONATHAN AUSEBEL, CCA Treasurer

J KASHARA MOORE, CCA Vice President

K RANDA WAMBIE, CCA/ABC/PAC At-Large Director

L RICK BOONE, District I
Represents: Citrus College FA, FA of Rancho Cucamonga CCA/CTA

M JOSIE MALIK, H. P/T Faculty At-Large Director

N ANTHONY VILLARREAL

O JESUS GUTIERREZ, District G

P SUSAN PNES, District H-3

Q JOHN SULLIVAN

R JILL PEIFFER

S MICHAEL BUTROS

T RICK BOONE, District I
Represents: Citrus College FA, FA of Rancho Cucamonga CCA/CTA

U DOROTHY REINA

V SUSAN PNES

W KAREN CRANNEY

X JOSIE ARREDONDO

Y JESUS GUTIERREZ

Z KAREN CRANNEY


dering shaves through. Your confidence 

100.000 of CTA-endorsed Life insurance with no health questions asked.

You Got This.

Your confidence shines through. So do these new CTA benefits.

As a newly hired CTA member, you have an exclusive, limited-time opportunity to apply for CTA-endorsed Disability insurance and up to $200,000 of CTA-endorsed Life insurance with no health questions asked.

Limited time to apply! Learn more at standard.com/cta/newhire

DECEMBER 2021 | CCA Advocate 5
“Community colleges are founded on the idea that no matter where we are, no matter where we come from or what struggles we’ve faced, all of us have the potential to grow and learn and give back to our communities. Community colleges are that opportunity.”
—Dr. Jill Biden, first lady of the United States and community college faculty.

$190,732
Amount distributed by Mt. San Antonio College to 63 fraudulent students as part of ongoing systemwide attacks by scammers.

65,000
Fake applications filed at California community colleges by scammers using online bots in attempts to score student aid and federal pandemic relief money.

“A college is not a bunch of buildings. A college is students working with faculty to learn things. I can’t think of a better place [for the federal relief money] than in the pockets of the underpaid people who were actually allowing colleges to continue during the pandemic.”
—CCA President Eric Kaljumägi on the push to pay community college adjunct faculty for uncompensated work they did to transition from in-person to virtual instruction.

“Think of what the impact would be if everyone across the country would have the opportunity you have right now without having to worry about paying tuition, fees, none of that. Think about the benefits not only for students, but also their families, and the economic impact for the community.”
—Education Secretary Miguel Cardona advocating for free community college during a speech at Montgomery Community College.

NEW LAW TARGETS HUNGER AT COLLEGES
AB 396 EXPANDS CALFRESH FOOD BENEFITS FOR THOUSANDS OF STUDENTS

In October, Gov. Gavin Newsom signed into law a bill that seeks to end student hunger at California’s colleges and universities.

Authored by Assembly Member Jesse Gabriel (D-Woodland Hills), AB 396 aims to assist students struggling with hunger and food insecurity by requiring qualifying programs at public colleges and universities to seek approval from the California Department of Social Services (CDSS) to provide eligible students with CalFresh food benefits. “It’s shameful that so many students in California go to bed hungry at night,” said Gabriel. “Particularly with the COVID-19 pandemic exacerbating our student hunger crisis, it’s imperative that we leverage all available resources. AB 396 will allow us to take advantage of already existing federal dollars to help feed our most vulnerable students and make sure they get the nutrition assistance they so desperately need.”

The federal Supplemental Nutrition Assistance Program (SNAP) denies CalFresh eligibility to college students unless they are working at least 20 hours a week or are eligible for one of the exemptions outlined in CalFresh policy. One of these is the Employment and Training (E&T) services program exemption: Students can qualify if they participate in a campus-based program that has components equivalent to the nationwide SNAP E&T program.

According to data from CDSS, just over 170 programs are currently approved at California colleges and universities, yet the U.S. Education Department says there are more than 9,000 potentially qualifying programs at California community colleges alone.
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STATE EXPANDS COMMUNITY COLLEGES’ FOUR-YEAR BACCALAUREATE PROGRAM

New state legislation extends a pilot program that allows community colleges to offer baccalaureate degrees and allows colleges to increase the number of programs they offer from 15 to 30 per academic year.

The California Community Colleges bachelor’s degree pilot program began in 2014 and was established to make it easier and more affordable for students to get their bachelor’s degree.

New state legislation extends a pilot program that allows community colleges to offer baccalaureate degrees and allows colleges to increase the number of programs they offer from 15 to 30 per academic year.

Assembly Bill 927, signed into law by Gov. Gavin Newsom on Oct. 6, makes baccalaureate programs currently being piloted at 15 community colleges permanent, and allows other community colleges to establish similar programs. The programs must fill different workforce needs than programs already available within the state’s university systems.

Jolena Grande, professor of mortuary science at Cypress College and United Faculty North Orange County CCD member, says Cypress’ mortuary science baccalaureate pathway has been a success overall. “Almost two dozen former mortuary science students, having graduated with either a certificate or associate in science previously, returned to Cypress College in pursuit of our baccalaureate degree.”

A Legislative Analyst’s Office report in January 2020, while noting the academic rigor of the program, finds its impact on employment to be mixed. “We found little evidence that graduates from these pilot programs were better prepared to fill these positions compared to those with other bachelor’s degrees or that pilot program graduates were helping employers fill hard-to-staff positions,” states the report. “The most common benefit of the pilot cited by students was the relatively low cost of attending the community college bachelor’s degree programs.”

Indeed, tuition for a community college baccalaureate degree program is capped at $10,560 for all four years — an extraordinary bargain.

The new legislation comes during the COVID-19 pandemic, when California and the rest of the country have many job openings.

Community college administrators will now submit proposals for new four-year degrees to the CCC Chancellor’s Office. The proposals will be reviewed by the Chancellor’s Office, CSU and UC systems administrators, and the Association of Independent California Colleges and Universities. The number of four-year programs offered by a community college district must not exceed a quarter of the number of the district’s associate degree programs.

Grande says that while the benefits of Cypress College’s four-year program in mortuary science outweigh the detriments, the latter were noteworthy. Among them: The level of interest exceeded available faculty and staff, which led to limiting the number of students so accreditation mandates and degree “outcomes” were not compromised. In addition, she and her colleagues found that “community college students need increasing levels of support as they continue on their pathway toward a bachelor’s degree. The number of hours necessary for counseling, course contemplation, and navigating the transition from college to work and back to class was underestimated.”

Sherry Posnick-Goodwin contributed to this report.