

ADVOCATE



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MORE FUNDING FOR COMMUNITY COLLEGES APPROVED STATE BUDGET INCLUDES 5.07% COST-OF-LIVING ADJUSTMENT

By **Julian Peeples**

California Community Colleges will receive \$3.5 billion in additional resources this year, including the full repayment of \$1.5 billion in deferrals, per the 2021-22 budget signed into law by Gov. Gavin Newsom.



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 proposition. 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 student basic needs, and provides \$30 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.

COURSE NUMBERING

- Provides \$10 million one-time General Fund monies to develop common course numbering throughout the community college system.

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 budget also includes investments in student financial aid, providing additional funding for the Cal Grant for income-eligible students and expanding the Middle-Class Scholarship Program.

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

“

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

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. ■

SCAN TO JOIN CCA



ADVOCATE

The Community College Association has become one of the most powerful voices for community college faculty, striving to improve teaching conditions and the quality of the community college system through collective bargaining, lobbying and representation activities.

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

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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 ►

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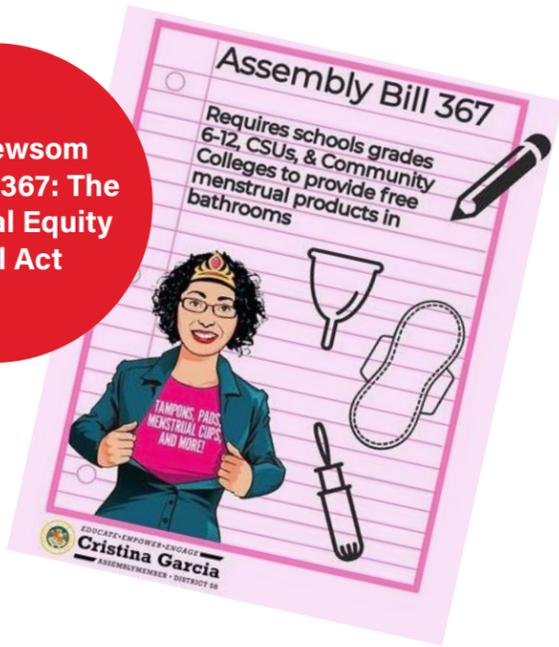


CALIFORNIA TEACHERS ASSOCIATION



► CCA-SUPPORTED BILLS

Gov. Newsom Signs AB 367: The Menstrual Equity for All Act



AB 367, GARCIA: **Menstrual Products**

Requires all public schools serving students in grades 6 to 12, the California State University and each community college district to stock their restrooms with menstrual products.

Status: AB 367 was signed into law on Oct. 8.

SB 442, NEWMAN: **School Districts and Community College Districts: Governing Board Elections: Charter Cities**

Revises how changes can be made by county committees on school district organization authorized to approve petitions to adopt trustee-area elections, regardless of what a city charter may say on the subject including those with an established hybrid or independent redistricting commission.

Status: SB 442 was signed into law on July 23. ■

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FALL 2021 / WINTER 2022

CALENDAR

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:

- **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 ■

CCA WINTER CONFERENCE

DoubleTree by Hilton San Diego Mission Valley

FEB. 11-13

Register today at ► cca4us.org/conferences

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

WHO IS YOUR CCA BOARD MEMBER?

Contact information for your board member is at cca4us.org.



- A** **SHAARON VOGEL**, District A
Represents: Butte College EA, College of the Siskiyous/CHEA, Lassen College FA, Los Rios (At-Large), Mendocino CC P/T, Shasta College FA
- B** **ANTHONY VILLARREAL**, District B
Represents: Gavilan College FA, Hartnell College FA, Merced College FA, Monterey Peninsula College FA
KATHLEEN BRANTLEY-GUTIERREZ, N. Women's Rights/Issues At-Large Director
PATRICK MITCHELL, N. LGBTQ+ and CTA/ABC/PAC At-Large Director
- C** **KRISTIE IWAMOTO**, District C-1
RICARDO AGUILAR, District C-2
Represents: Lake Tahoe CC FA, Napa Valley College FA, San Joaquin Delta College TA, Sierra College FA, Solano College/CCA/CTA
JOSIE MALIK, N. P/T Faculty At-Large Director
TREVOR GATZ, N. Racial/Ethnic Minority At-Large Director
- D** **CHRIS CRUZ-BOONE**, District D
Represents: College of the Canyons FA, College of the Sequoias TA, Kern CCD/CCA, Taft College FA, West Hills College FA
- E** **JOHN SULLIVAN**, CCA Secretary
JILL PFEIFFER, District E-1
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 CCD, Victor Valley College FA
MARTHA CARREON, So. Women's Rights/Issues At-Large Director
- F** **JONATHAN AUSUBEL**, CCA Treasurer
RANDA WAHBE, CCA Vice President
KASHARA MOORE, District F-1
JACKIE BOBOYE, District F-2
Represents: Chaffey College FA, Chaffey Child Dev Ctr FA, CHI Long Beach City Coll (Part-time), Long Beach City Coll FA (Full-time), UF North Orange County CCD
- G** **JESUS GUTIERREZ**, District G
Represents: Citrus College FA, FA of Rancho Santiago CCD, Rancho Santiago CCD CEFA
TIFFANY GAUSE, So. LGBTQ+ and CTA/ABC/PAC At-Large Director
- H** **SUSAN PYNES**, District H-1
KAREN CRANNEY, District H-2
Represents: Coast CCA, Imperial Valley College CCA/CTA/NEA, Imperial Valley College P/T CCA/CTA/NEA, MiraCosta College TA, Mt. San Jacinto College FA, Palo Verde CCA, Southwestern College EA
- I** **RICK BOONE**, District I
Represents: Cerritos (At-Large), Palomar (At-Large), South Orange County CCD FA
- J** **ERIC KALJUMÄGI**, CCA President
LUISA HOWELL, District J
Represents: Mt. San Antonio College FA
- K** **DOROTHY REINA**, District K
Represents: Riverside CCD FA
JULIUS THOMAS, So. Racial/Ethnic Minority At-Large Director
- L** **JOSUE ARREDONDO**, So. P/T Faculty At-Large Director

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QUOTES & NUMBERS



\$190,732

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



“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.

“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.



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.



“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.

100

Dollars per unit to be paid to College of the Desert students enrolled in classes for the Spring 2022 semester, from a Department of Education grant aimed at getting people back to school following difficulties posed by the COVID-19 pandemic.

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.



▲ Rio Hondo College Celebrates Class of 2019; Awards Historic First Bachelor of Science Degrees

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." And after graduating, "all students have received either promotions or salary increases, or both. Several decided to pursue graduate school, and at least two are interested in becoming faculty members themselves."

Jim DeKloe, professor of biological sciences and biotechnology at Solano Community College, is proud

of the baccalaureate programs at Solano and MiraCosta College, which coordinated to offer biomanufacturing degrees. "We have been able to assemble a true

educational pathway — articulated high school programs to Lab Assistant Certificate to Industrial Biotechnology Certificate, that lead to an associate degree, that flows seamlessly into our bachelor's degree, and then into guaranteed admission into graduate school," says the Solano College Faculty Association member.

The California Community Colleges (CCC) 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 and to create more employment opportunities for students. The program addresses what California companies need in terms of skilled workers. At the time, the Legislature approved 11 programs ranging from biomanufacturing to dental hygiene at 15 colleges.

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.



"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."

—Jolena Grande,
Professor of Mortuary Science
at Cypress College