The following is a summary of the major components of the governor’s proposed 2023-24 January budget related to community colleges. Overall, the governor’s budget provides a total of $13.7 billion in Prop 98 funding and property taxes for the California Community Colleges (CCC), an increase of $113.9 million, or .8 percent, compared to 2022-23. More details will become available in the coming months, but what we are seeing so far is a step in the right direction.

Apportionments – The budget includes an increase of $652.6 million in ongoing Prop 98 funding for an 8.13 percent COLA for Student Centered Funding Formula (SCFF) apportionments and $28.8 million in ongoing Prop 98 funding for 0.5 percent enrollment growth.

CCC Categorical Program COLA – The governor’s budget includes $92.5 million ongoing Prop 98 to provide an 8.13 percent COLA for select categorical programs and the Adult Education Program.

Student Enrollment and Retention – The governor’s budget provides an additional $200 million in one-time Prop 98 funding to continue to support community colleges’ efforts and strategies to increase student retention rates and enrollment, building on the one-time investments of $120 million in 2021-22 and $150 million in 2022-23.

Enrollment Monitoring – The governor’s budget summary also states that the administration will be monitoring district-level enrollment trends and will consider options to adjust district budgets should a district not display that they are regaining enrollment lost during the COVID-19 pandemic, entering the 2024-25 academic year.

Dual Enrollment – The governor’s budget summary “requests community colleges establish dual enrollment agreements with all applicable local educational agencies within their community college districts’ service area, if they have not done so already. Further, the administration requests that all community colleges develop and offer a one-unit service-learning course that all high school students would have the ability to access through dual enrollment opportunities. These service-learning opportunities would serve to encourage and enable high school students to volunteer in their local communities and to participate in civic engagement.”

Categorical Flexibility – The administration intends to introduce a proposal in the May Revision to provide community colleges districts that are making progress toward the CCC roadmap goals with additional categorical program spending flexibilities and consolidated reporting requirements for specified and to be determined categorical programs.

Workforce Training Grants – The governor’s budget includes an increase of $14 million in one-time Prop 98 funding to support the administration of workforce training grants in collaboration with the California Department of Forestry and Fire Protection.

Deferred Maintenance – The governor’s budget reduces funding for deferred maintenance by $213 million in one-time Prop 98 funding.

Student Housing – The 2021 and 2022 Budget Acts included a total of $2.2 billion, over a three-year period, for the Higher Education Student Housing Grant Program, to provide grants for the CCCs, CSU and UC to construct student housing for low-income students. The governor’s budget proposes to delay $250 million of the anticipated 2023-24 funding to the 2024-25 fiscal year. Additionally, the 2022 Budget Act included intent language to provide a $1.8 billion one-time general fund over a two-year period in 2023-24 and 2024-25, to establish a student housing revolving loan program for the UC, the CSU and the CCCs. The governor’s budget proposes delaying $900 million planned in 2023-24 to the 2025-26 fiscal year and delaying $250 million from the 2024-25 fiscal year to the 2025-26 fiscal year. This delay would result in $650 million in 2024-25 and $1.15 billion in 2025-26 being available for the program.

“The proposal builds on California community colleges’ strengths with added resources... and a continued commitment to help colleges attract and retain students.”

— Daisy Gonzales, Ph.D., California Community Colleges Interim Chancellor
CCA WINTER CONFERENCE ENCOURAGES ADVOCACY AS KEY TO BUILDING A STRONGER UNION

By Gabriella Landeros

THE 2023 CCA WINTER CONFERENCE was filled with positive energy from over 130 CCA members. Faculty members found the information useful and worth the weekend. Day one started with the 13th cohort of CCA’s Building Strong Locals (BSL) Academy, which is designed to train and empower faculty members with an emphasis on strengthening local chapters. Throughout the weekend, all 16 participants gained new skills relating to preparing faculty to work in their local chapters with confidence and a working knowledge of their rights and responsibilities. With participation by application only, the desired outcome of the BSL Academy is to make local chapters stronger by having informed members participating at every one of our local colleges.

On day one, participants in the BSL Academy answered introductory questions to get to know each other, such as “who are you, leadership experience, role in organizing, role in membership, role in negotiating and academic position on the team.” It was evident that participants came from a diverse set of experiences.

“I’ve been involved with the union for many years. I was elections chair, vice president and grievance officer, and now I’m the president. I’ve been wanting to come to the BSL Academy for many years. This is my first chance to do it, and I’m excited to be here and learn a lot about what I’m supposed to be doing.”

—Megan Igo, Merced College FA President

CCA Board Director Lorraine Slattery, who is a director of this year’s cohort, said, “It’s a very diverse group from all over the state. It’s a wide variety of experiences from being brand new to union work to being seasoned presidents.”

Sierra Moussetache is a site representative at Orange Coast College and is brand new to a CCA conference. “One of our other board members said this is a really great opportunity for me and a good opportunity to network.”

Day one also included a conference orientation for new and returning participants led by CCA President Eric Kalümajü and CCA Vice President Randa Wahbe. Members learned about the role of CCA in advocating for community college faculty within CTA, in Sacramento, and in NEA.

On day two, members gained a vast amount of knowledge to become stronger advocates for community colleges in professional development workshops ranging from how to handle grievances to building LGBTQ+ resilience. Brian Stafford, CTA political organizer for the Grassroots Lobbying Program, presented “Effective Advocacy Through Building and Maintaining Relationships With Elected Officials.” Members learned how to build effective relationships with elected officials, and why this is critical in the advocacy work CCA does to ensure issues are being rightfully heard. Stafford highlighted the importance of informing elected officials about local impacts, actions they can take and personal stories to drive home the message. Relationships are key to educating and building value, trust and community. This is how inspiring change happens on college campuses.

Day two concluded with CTA Legislative Advocate Patricia Rucker providing an update on community college bills for the 2023 legislative session as well as inside information from conversations around the Capitol. Among the topics discussed, Rucker led a “think-pair-share” activity on AB 260 (Santiago). This is CTA’s co-sponsored part-time pay parity bill that was introduced for a third time in the Legislature at the end of January. It must sit by rule for 30 days before it can be scheduled for a hearing. CCA is looking forward to continuing the conversation for pay parity for part-time faculty because equal pay for equal work improves student outcomes.

Overall, the 2023 Winter Conference was an effective way to connect with peers and learn new strategies to be the best advocates for community college faculty. CCA hopes members can continue to show up, ask questions and stay curious at future conferences.

Read the full story at cta.org/educator/cca

ADVOCATE

The Community College Association, with CTA and NEA as our partners, advocates for California’s public higher education faculty, empowers locals, builds strong and effective coalitions, promotes equity and inclusion, and strives to preserve quality public education.

COMMUNITY COLLEGE ASSOCIATION
916-288-4921

EDITOR
Gabriella Landeros

GRAPHIC DESIGNER
Christina Barbieri

EDITORIAL ASSISTANT
Amy Peruzzaro

CCA OFFICERS

Eric Kalümajü, President
Mt. San Antonio College
president@cca4us.org

Randa B. Wahbe, Vice President
 Cypress College
vp@cca4us.org

John Sullivan, Secretary
San Bernardino Valley College, Riverside City College and Santiago Canyon College
secretary@cca4us.org

Jonathan Ausubel, Treasurer
Chaffey College
treasurer@cca4us.org

CTA STAFF/ASSOCIATE STAFF

Lori Adams, Greg Ardoine, Justin Arnold, Mia Banta, Mary Bernardin, Goretta Campa, Rebecca Carmelia, Shelbie Cassella, Paul Chambers, Donna Christoffersen, Aurora Curiel-Rogers, Robin Devitt, Celeste Frago, Jon Halvorsen, Joshua Kobe, Mark Leach, Carmen Lee Drillock, Chrisy Lyons, Angel Maldorada, Cathy McGuigan, Brian McNally, Jocelyn Munoz, Frank Oppedissano, Marianne Reynolds, Albany Rippy, Jazmin Sandoval, Diego Santelices, Roxy Schofield, Laura Schultz, Peg Tracey, Michelle Washington

ABOUT THE ADVOCATE

The CCA Advocate is published by the Community College Association and the Communications Department of the California Teachers Association, 1705 Murchison Drive, Burlingame, CA 94010. Publication of advertising does not indicate CCA or CTA approval of advertised product or any of the companies who purchase advertising.

The CCA Advocate is also available online: cca4us.org | cta.org/cca-advocate

Follow CCA on Social:

www.facebook.com/cca4us
www.twitter.com/cca4us
www.instagram.com/cca4us
While a gender pay gap still exists in many places, it is usually much smaller in unionized positions. By being in a union, I can rely on my negotiating team to spend hours working on my contract, something I wouldn’t have time to do on my own. That contract will also be the same one for all the other teachers in the district.

While California’s laws currently provide us with a lot of protections thanks largely to past union work, laws can be changed and bills that cause said change pop up all the time. Right now, AB 739 and AB 1246 seek to make changes to California’s public pension systems. Although the two bills are currently “spot” bills that don’t do much, they can be significantly amended. With most teachers focusing on their job, their families, and their local situation, we need NEA to press for education in Washington D.C., and we need CTA working to improve working condition rules and school budgets in Sacramento. We need CCA to review all the higher education bill language, to advocate for faculty at the Chancellor’s Office, and to work with the other statewide faculty groups.

We need our local’s negotiating team working on contractual improvements. There are people who want to harm public education and others who want to “fix” it, and our union is one of the very few ways we can stand together and have political relevance.

In March, I attended the NEA Higher Education Conference. I am aware that California’s faculty are in a comparatively good place. Only six states (Alaska, California, Hawaii, New York, Oregon and Washington) have over 15 percent of their workers unionized. By comparison, eleven states have fewer than 5 percent of their workers unionized. Our union has won and defends higher wages, better benefits, a safer workplace and a pension-based retirement. That’s really, really good investment.

If you would like to learn more about this topic, I suggest you start by reviewing www.dol.gov/general/workercenter/union-advantage and www.epi.org/publication/unions-and-well-being.

As a final note, I’d like to remind you that the CCA Spring Conference will be held April 28 – 30 in Costa Mesa. This conference will include elections (including that of the president and vice president), awards, a business meeting, and both breakout and general sessions. If you are an official delegate from your college, we will cover all typical conference costs, including travel expenses and meals. Registration is now open at ccaaus.org/conferences. I hope to see you there!
Let Provident Credit Union Finance Your Next Car

- Same rates for new and used vehicles
- No payments for 90 days option*
- Up to 100% financing of purchase price including tax, license and warranty**
- Flexible terms available

Special 0.125% discount for CTA members!

providentcu.org/cta
(800) 632-4600

* Payments begin 90 days after loan funding; interest accrues from day of funding. 
** Subject to credit rating. Up to 100% financing is available on new and pre-owned vehicles up to Kelley Blue Book value plus tax and license to qualified members.

Approved by

CCA Advocate | APRIL 2023
This offer is unique to this solicitation. Our credit card offers may vary and this offer may not be available elsewhere, such as, if you visit ctamemberbenefits.org. You can take advantage of this offer when you apply now.

For more information about the rates, fees, other costs and benefits associated with the use of the credit card, call the toll-free number above or visit www.newcardonline.com and refer to the disclosures accompanying the application. Residents of the US and its territories only. See full disclosure for details. Federal law prohibits students from receiving a premium. Restrictions apply, see amazon.com/gc-legal.

This credit card program is issued and administered by Bank of America, N.A. Visa and Visa Signature are registered trademarks of Visa International Service Association, and are used by the issuer pursuant to license from Visa U.S.A., Inc. Bank of America and the Bank of America logo are registered trademarks of Bank of America Corporation. The Contactless Symbol and Contactless Indicator are trademarks owned by and used with permission of EMVCo, LLC.

©2023 Bank of America Corporation

5523690 CC050323 MB0323-AD-CTAADV
Q: HOW DID YOU ACCOMPLISH THE WINS IN YOUR NEW CONTRACT? This contract was the work of two different executive boards and two different negotiation teams on the faculty side, as well as four different district lead negotiators and a complete turnover in top administration at the college. We started negotiations during the 2020-2021 academic year and never settled because the district would not move up from a 0 percent cost-of-living adjustment (COLA) offer. During this long battle, FCMAT came in to assess the financial struggles of the college, the board of trustees started talking about layoffs, and there was a complete turnover in top-level administration. Each time a new district bargaining lead came to the table, it felt like a frustrating reset, as we had to get our new team up to speed, repeat all the reasons why we were not settling, and reiterate all our positions. Meanwhile, we worked to keep the faculty updated on the messages from the district, from the board of trustees and from the financial reports coming out of the college.

During this time, organizing was happening on various levels: a dedicated group of faculty developed a petition for a fair contract, which gained over 200 signatures from faculty and students; it was delivered to the board of trustees in hopes that they would be swayed by seeing overwhelming faculty support for COLA. Many faculty spoke during open comments at board meetings. During the 2022 graduation ceremony, faculty wore armbands to represent support for a fair contract. They were creative and eloquent at the table and were dedicated to clarifying the misinformation circulating through the faculty. They are amazing human beings, and I feel grateful to work with them.

Q: WHAT’S SOMETHING YOU ARE MOST PROUD OF? Negotiations are a lot of work, and oftentimes the pressure feels just as strong from faculty as it does from the district – it can be a frustrating and lonely place, but our team of negotiators remained calm, answered questions from colleagues even when they felt like attacks and held firm at the table. Many hours were spent in discussion regarding strategies, researching what was happening at other colleges and brainstorming with our CTA representative. As negotiations chair, I can say that the faculty sitting at the table with me were key to our success. They were creative and eloquent at the table and were dedicated to clarifying the misinformation circulating through the faculty. They are amazing human beings, and I feel grateful to work with them.

Q: WHAT PIECE OF ADVICE DO YOU HAVE FOR OTHER COMMUNITY COLLEGE CHAPTERS? Don’t be afraid to reach out to other colleges to see what is working and what isn’t in their own negotiations. It is easy to catch wind of ‘wins’ happening around you, but often those wins are far more complicated than they seem. Talking to people doing the work rather than listening to the rumor mill about what other colleges are achieving will give you a far better insight into the circumstances happening in your neighboring institutions.

If your CTA representative isn’t already working to coordinate the local chapters, ask for their assistance in doing so. Our representative, Josh Kolb, has been fantastic in sharing information from one team to another and keeping us all tied into each other’s challenges and successes. It is great to be able to go to a CCA conference and know the people from other campuses and what they have been up to. It helps to develop a sense of community, and it is refreshing to talk to other faculty who understand what you are doing at the table.

Q: WHAT DO YOU ENVISION FOR YOUR CHAPTER’S FUTURE? Our college is about to hire 16 new full-time faculty, so we are hoping for a lot more involvement in our union and bringing in new voices to help us move forward. We also received a $10k grant from CTA to work on organizing, so we are developing plans for those funds to bring in new energy to the work we are doing.

Q: WHAT MADE YOU WANT TO TAKE ON A LEADERSHIP ROLE IN YOUR UNION? As is likely the case with many colleges, growing union leadership comes from the people doing the work. Our college has been fortunate to have strong, dedicated faculty serving consistently in our union. Two such members – Leah Halper and Ken Wagnman – were instrumental in both our leadership roles for our union. Both served as executive board presidents as well as various other roles, and both reached out to bring new faculty into the union’s important work.
MT. SAN JACINTO COLLEGE FACULTY ASSOCIATION

HOLDS DISTRICT ACCOUNTABLE FOR RETALIATING AGAINST TWO CHEMISTRY PROFESSORS WHO REPORTED CLASSROOM/WORKPLACE HEALTH AND SAFETY ISSUES

FOR OVER A YEAR AND A HALF, two community college chemistry professors persistently raised health and safety concerns to the Mt. San Jacinto Community College District regarding potentially dangerous staffing and equipment issues related to hazardous chemicals stored in their chemistry labs and classrooms. When the district trivialized their concerns and failed to take recommended action to remedy the potentially dangerous conditions, the professors filed Cal/OSHA complaints and refused to attend a meeting with their dean until the district took steps to address the dangerous conditions. A short time after the filing of the complaints and refusal to meet, the district unilaterally removed the chemistry professors from their elected (and compensated) department chair positions and replaced them with a hand-picked faculty member, in violation of the college’s academic senate processes. The district also unilaterally assigned the two chemistry professors to introductory chemistry courses usually taught by adjunct professors, deviating from normal course assignment practices.

The Mt. San Jacinto College Faculty Association (MSJCFA) filed an unfair practice charge with the Public Employment Relations Board (PERB), asserting that the district’s actions were retaliatory. After a three-day hearing, the PERB Administrative Law Judge (ALJ) found that the district violated EERA by retaliating against the professors for raising health and safety issues. The ALJ ordered the district to restore the professors to their previous course assignments and department chair positions with backpay and interest and to comply with academic senate chair election procedures.

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions.” —Lorraine Slattery, MSJCFA Vice President

“We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions.” —Lorraine Slattery, MSJCFA Vice President

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions. When we fight, we win,” said MSJCFA Vice President Lorraine Slattery.

The Mt. San Jacinto College Faculty Association (MSJCFA) filed an unfair practice charge with the Public Employment Relations Board (PERB), asserting that the district’s actions were retaliatory. After a three-day hearing, the PERB Administrative Law Judge (ALJ) found that the district violated EERA by retaliating against the professors for raising health and safety issues. The ALJ ordered the district to restore the professors to their previous course assignments and department chair positions with backpay and interest and to comply with academic senate chair election procedures.

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions.” —Lorraine Slattery, MSJCFA Vice President

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions.” —Lorraine Slattery, MSJCFA Vice President

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions.” —Lorraine Slattery, MSJCFA Vice President

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions. When we fight, we win,” said MSJCFA Vice President Lorraine Slattery.

MT. SAN JACINTO COLLEGE

CALM APP

Calm’s mission is to make the world a happier and healthier place by helping you live mindfully, sleep better and breathe deeper.

Download your free Calm subscription at ctamemberbenefits.org/calm, to develop your meditation superpowers, drift off into dreamland with sleep stories, select music for your mood or try a breathing exercise.

For questions about your free CTA Calm subscription, please reach out to Member Benefits at (650) 552-5200 or email memberbenefits@cta.org.
CCA SPRING CONFERENCE

The CCA Spring Conference, which highlights membership, will be held April 28–20 in Costa Mesa.

APRIL 28-30, 2023

The CCA Spring Conference, which highlights membership and membership engagement, will be held April 28-30 at the Hilton Orange County/Costa Mesa. At this conference, we will highlight our “We Honor Ours” (WHO) awards winners and session two of the Building Strong Locals (BSL) Academy. This is a special program that honors our own local and state union leaders. We will also hold our last council of the academic year. Generally, members will also receive legislative updates pertaining to California Community Colleges.

Conference registration is free for all CCA members. Please register here today: cca4us.org/conferences.

For questions about the conference, please email the conference staff at ccaconference@cta.org. For more information on the Community College Association, please visit cca4us.org.

CTA STATE COUNCIL

Council, which is CTA’s top policy-making body, will be held May 19–21 in Los Angeles.

MAY 19-21, 2023

The State Council of Education sets forth CTA policy, develops legislation, and makes recommendations in general elections. Meeting four times a year, the council’s nearly 800 delegates elect the three state-level CTA officers and the CTA Board of Directors.

Learn more about State Council at cta.org/about-us/leadership/state-council.