

ADVOCATE



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MORE FUNDING FOR

COMMUNITY COLLEGES

FUNDING WOULD IMPROVE COMMUNITY COLLEGE AFFORDABILITY & ENROLLMENT

By CTA Governmental Relations

Gov. Gavin Newsom's proposed 2022-23 budget provides a total of \$12.7 billion in Proposition 98 funding and property taxes for community colleges, an increase of \$560 million, or 4.6 percent, compared to 2021-22. This increase would drastically improve affordability and enrollment, making the community college system more equitable for students to finish college. Specific spending proposals include:

- **APPORTIONMENTS** — The budget includes an increase of \$409.4 million in Prop. 98 funding for a 5.33 percent cost-of-living adjustment (COLA) for apportionments and \$24.9 million ongoing Prop. 98 funding for 0.5 percent enrollment growth.
- **STUDENT CENTERED FUNDING FORMULA (SCFF)** — The SCFF's hold harmless provision, which ensures community colleges receive the greater of the formula's core funding computation or their 2017-18 funding level annually adjusted by a cost-of-living adjustment (COLA), is currently set to expire after 2024-25. To prevent fiscal declines between 2024-25 and 2025-26, the budget proposes to create a funding floor for districts that allows all districts to transition to the core formula over time. The proposal allows funding rates to continue to increase by the statutory COLA, but removes its application to

"The proposed budget is a clear indicator that community college investment continues to be a top priority for our state. We are proud of our continued partnership with Gov. Newsom in ensuring fair and equitable access to a community college education."

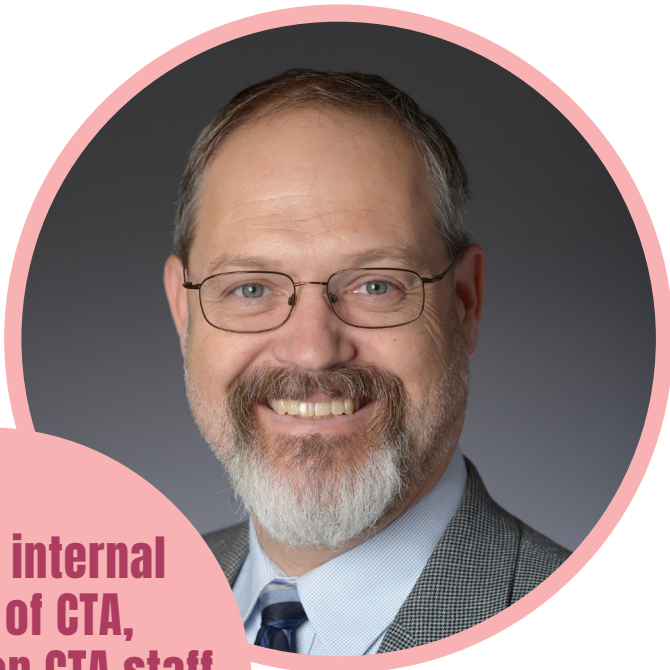
—CCA President **Eric Kaljumägi**

the hold harmless provision commencing with 2025-26 and permanently extends the revised hold harmless provision. The administration also supports the recommendation made by the Student Centered Funding Formula Oversight Committee to integrate an unduplicated first-generation student metric within the SCFF's supplemental allocation once a reliable and stable data source is available.

- **DEFERRED MAINTENANCE** — The governor's budget provides \$387.6 million one-time Prop. 98 funding to support deferred maintenance and energy efficiency projects at community colleges, of which \$108.7 million is from 2022-23, \$182.1 million is from 2021-22, and \$96.8 million is from 2020-21.
- **PART-TIME FACULTY HEALTH INSURANCE** — The governor's budget includes an increase of \$200 million ongoing Prop. 98 funding to augment the Part-Time Faculty Health Insurance Program to expand health care coverage provided to part-time faculty by community college districts.
 - **STUDENT ENROLLMENT AND RETENTION** — The 2021-22 budget included \$120 million one-time Prop. 98 funding for community colleges to address student enrollment and retention, due to the enrollment declines during the pandemic. The proposed 2022-23 budget includes an additional

\$150 million one-time Prop. 98 funding to continue to support community college efforts and focused strategies to increase student retention rates and enrollment

- **HEALTH CARE VOCATIONAL EDUCATION** — The budget proposes an increase of \$130 million one-time Prop. 98 funding, of which \$30 million is for 2022-23, \$50 million is for 2023-24, and \$50 million is for 2024-25, to support health care-focused vocational pathways for English learners across all levels of English proficiency, through the Adult Education Program.
- **CALIFORNIA COMMUNITY COLLEGES (CCC) TECHNOLOGY MODERNIZATION AND SENSITIVE DATA PROTECTION** — The budget includes an increase of \$100 million Prop. 98 funding, of which \$75 million is one-time and \$25 million is ongoing, to address modernization of CCC technology infrastructure, including sensitive data protection efforts at the community colleges.
- **EMERGENCY FINANCIAL ASSISTANCE GRANTS** — The budget provides an increase of \$20 million one-time Prop. 98 funding to support emergency student financial assistance grants to eligible undocumented students.
- **PATHWAYS GRANT PROGRAM FOR HIGH-SKILLED CAREERS** — The governor's budget provides an increase of \$20 million one-time Prop. 98 funding for a grant program that incentivizes public-private partnerships that prepare students in grades 9-14 for the high-skill fields of education and early education; science, technology, engineering and mathematics (STEM); and health care.
- **CCC TEACHER CREDENTIALING**



“**CCA is an internal affiliate of CTA, dependent on CTA staff and working within CTA’s governance structure.**”

CCA: WORKING FOR YOUR INTERESTS

By CCA President **Eric Kaljumägi**

Every now and then, someone tells me that while they know about the value of NEA’s federal advocacy and while they are well aware of CTA’s work within California, they don’t know what CCA does. Sometimes they aren’t even clear on what CCA is.

CCA is an internal affiliate of CTA, dependent on CTA staff and working within CTA’s governance structure. However, we have our own board, our own council, our own committees, and our own budget. We work at a statewide level in a number of areas, including advocacy, equity and diversity, legislation, membership development support, part-time issues, and policy. While our bylaws and standing rules provide over 60 pages of detail, I’d like to summarize CCA within a few paragraphs.

CTA is a PK-14 organization, and over 96 percent of CTA’s members are PK-12. Thus, CCA’s leaders often have to explain and advocate for community college faculty within CTA itself. To accomplish this, VP Randa Wahbe and I interact with the CTA Board of Directors on a regular basis, and we work with the CTA State Council delegates from higher education to promote an understanding of the needs of college faculty at State Council meetings.

Actually, most of the higher education positions that come to State Council originate with one of CCA’s committees. Legislation that primarily affects California Community Colleges is routed by CTA to CCA’s Legislation and Advocacy Committee for review before being considered at State Council. Similarly, most CTA policies that deal with higher education originate with CCA’s Policy Committee. CCA is a proud component of CTA!

Although we share (with one exception) physical districts led by school boards/boards of trustees, the community colleges are organized at the state level separately from PK-12 districts. That is why VP Wahbe and I monitor the CCC Board of Governors and interact with the leaders of other statewide college-centered organizations. CTA’s seat on the state chancellor’s Consultation Council is traditionally

held by the CCA president, and I advocate for faculty in that venue as well.

While some of the working conditions we encounter are similar to those in PK-12, the community college system’s dependence on a large number of part-time faculty and the fact that most of our students are adults creates an environment that’s quite different. This is why CCA has its own Part-Time Faculty Issues Committee (PTFIC), Faculty Equity and Diversity Committee (FEDC), and Membership Development Committee. This is also why CCA provides a community college-specific training strand at the CTA Presidents Conference.

Finally, CCA communicates specifically to community college faculty and offers multiple workshops and conferences each year that utilize CTA staff to train your local’s officers, negotiators, upcoming leaders and committee chairs. Your local union leaders use these events to network with other community college union leaders and to learn how to improve and maintain your salaries, benefits and working conditions.

If you would like to learn more about CCA, I encourage you to browse our website, cca4us.org. Even better, talk to your local president about being a delegate to one of our upcoming conferences. ■

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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► MORE FUNDING

PARTNERSHIP PROGRAM — The budget includes an increase of \$5 million one-time Prop. 98 funding to support the CCC Teacher Credentialing Partnership Program.

• **AFRICAN AMERICAN MALE EDUCATION NETWORK AND DEVELOPMENT (A2MEND) STUDENT CHARTERS** —

The governor's budget provides an increase of \$1.1 million ongoing Prop. 98 funding to support the expansion of A2MEND student charters to additional community college districts.

• **SUPPORT FOR UMOJA PROGRAM STUDY** —

The budget includes an increase of \$179,000 one-time Prop. 98 funding to support a study of the Umoja program practices, which promote student success for African American students.

• **CCC FACILITIES** — The governor's budget provides \$373 million one-time Prop. 51 bond funding for the construction phase of 17 projects anticipated to complete design by

spring 2023, and the working drawings phase of one project. This allocation represents the next installment of the \$2 billion available to community colleges under Prop. 51.

Additionally, the budget includes several investments to align with the California Community Colleges multiyear roadmap, including:

- \$100 million ongoing Prop. 98 funding for students newly eligible for the Student Success Completion Grant due to expanded Cal Grant B and Cal Grant C eligibility for community college students.
- \$105 million one-time Prop. 98 funding to support the systemwide implementation of a common course numbering system.
- \$65 million one-time Prop. 98 funding for community colleges to implement the transfer reform provisions required by Chapter 566, Statutes of 2021 (AB 928).
- \$25 million one-time Prop. 98 funding to assist

community colleges with the procurement and implementation of software that maps intersegmental curricular pathways to help students choose their pathway, facilitate streamlined transfer between segments, and reduce excess units taken on the path to degree or program completion.

- \$10 million ongoing Prop. 98 funding to support the sustainable implementation of Equal Employment Opportunity program best practices to diversify community college faculty, staff and administrators.
- \$10 million ongoing Prop. 98 funding to augment resources provided to community college financial aid offices.
- \$10 million ongoing Prop. 98 funding to expand the availability of foster youth support services offered by the NextUp program from 20 districts to 30 districts. ■

SETTLEMENT MAKES PART-TIME FACULTY ELIGIBLE FOR LOAN FORGIVENESS

By **Gabriella Landeros**

The California Attorney General's Office reached a settlement with the U.S. Department of Education (ED) relating to the Public Service Loan Forgiveness Program. The lawsuit was in reference to the ED's failure to implement Temporary Expanded Public Service Loan Forgiveness correctly, which violated the federal Administrative Procedure Act. Thanks to this win, many faculty will now be able to receive loan forgiveness. In addition, due to Assembly Bill 463, California Education Code Section 87489 has

been added to provide direction to college districts. Many part-time faculty will now fall under this settlement given that 3.35 hours of credit per hour of classroom time will qualify for service under the Public Service Loan Forgiveness Program. This is a huge win for part-time faculty. Since they need advanced degrees for the profession, and since they have staggered schedules and low salaries, part-time faculty are the hardest hit with loan debt. Visit studentaid.gov/pslf to find out if you qualify.

87489 (e) (1): For the purpose of qualifying for the Public Service Loan Forgiveness Program, a community college district shall, in completing the employer portion of the employment certification form, credit a faculty employee with at least 3.35 hours worked for each hour of lecture or classroom time. This paragraph does not supersede any higher adjustment factor established by a collective bargaining agreement or employer policy in recognition of the amount of out-of-class work that is associated with instruction, including, but not limited to, performance of office hours. ■

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PROVIDENT CREDIT UNION

YOUR CCA MEMBERSHIP INCLUDES STRONG BENEFITS

As an affiliate with the California Teachers Association and the National Education Association, CCA provides members a vast range of benefits.

This month, we are proud to promote the CTA Rental Car Program and the CTA Disaster Relief Fund.

Need a car to get away? Is your car in the shop? The CTA Rental Car Program through Enterprise Rent-A-Car provides vehicle rentals at CTA discounted prices. For more information about the CTA Rental Car programs, please visit CTAMemberBenefits.org/enterprise.

Questions? Email CTA Member Benefits at memberbenefits@cta.org or call 650-552-5200.

The CTA Disaster Relief Fund is a separate, special fund for all members through voluntary contributions from members and through CTA fundraising throughout the year. The fund, administered by CTA Member Benefits, is endowed

to provide financial assistance to members who have experienced significant losses due to natural or other disasters in California. The grants include:

- **STANDARD GRANT:** Members may receive up to \$1,500 for significant economic hardship related to damage to their primary residence, displacement, or disruption in required utilities.
- **CATASTROPHIC DAMAGE GRANT:** Recipients of the Standard Grant may be eligible for up to another \$1,500 if damages exceed \$50,000.
- **TEMPORARY DISPLACEMENT GRANT:** A grant of up to \$500 may be available for members who are displaced from their primary residence as a result of a disaster, but do not meet the requirements for a Standard Grant.

- **SHORT-TERM DISPLACEMENT GRANT:** A grant up to \$1,000 may be available for members who are displaced (under mandatory evacuation) from their primary residence as the result of a disaster (effective on or after Nov. 18, 2021), but do not meet the requirements for a Standard Grant. Members eligible for the Short-Term Displacement Grant will not receive both the Temporary Displacement Grant and the Short-Term Displacement Grant.
- **SCHOOL SITE GRANT:** Members may receive up to \$500 for damage to their classroom or school site. ■



For more info regarding the Disaster Relief Fund or to apply online, please visit CTAMemberBenefits.org/DRF.



Questions? Email CTA Member Benefits at memberbenefits@cta.org or call 650-552-5200.



For other benefits that come with your CCA membership, please visit cta.org/memberbenefits.



CCA WINTER CONFERENCE

Virtual

FEB. 11-13

The CCA Winter Conference is just around the corner, and it will be virtual! The conference, which is free to all CCA members, takes place Feb. 11-13.

If you booked your hotel or flight, please cancel and check in with your CCA chapter president and CTA contact staff if you have any questions.

This conference focuses on advocacy to build power, defend members, and continue the fight for the colleges that all students deserve. Scheduled workshop topics include grievance training, state budget, and professional development.

We can't wait to see you there!

► cta.org/event/22cca-winter



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▲ Jackie Boboye, counselor and professor at Chaffey College

REMAKING THE GRADE: CCA MEMBER SPOTLIGHT

CHAFFEY PROFESSOR CONSIDERS A MORE EQUITABLE WAY TO ASSESS STUDENT LEARNING

By **Sherry Posnick-Goodwin**

Chaffey College counselor and professor Jackie Boboye has changed how she grades students, and she has been vocal in advocating to change the traditional grading system in community colleges. She has changed how she grades students in her Essential Student Success class and her Career and Life Planning course.

Since she is preparing students for the future, she wants them to be inspired and excited about learning, instead of devastated by setbacks.

The pandemic brought it all home: Her students are caring for loved ones and are sometimes sick themselves. They have housing and internet problems and are super stressed.

“In the past, students had to provide documentation for late work if there was sickness or a death in the family,” says the Chaffey College Faculty Association member. “With the pandemic, that has changed. I’m more flexible about late work, as long as students communicate with me.”

She doesn’t assign many tests or quizzes anymore. Instead, she’ll ask students to read a chapter and create their own quiz and answer their own questions — or create a summary.

“I want students to be more engaged

and be able to express what they have learned. They can’t redo assignments. But I offer them extra credit by taking workshops online, and participating in conferences, which allows them to demonstrate research and learning tying into their career goals.”

Grades are important, but learning

is even more important, she believes.

“I love to see them succeed, and then come back and share their success stories with other students. It’s why I love what I do.”

CCA Vice President Randa B. Wahbe says being

more responsive to students’ needs fosters inclusivity and equity.

“The pandemic has taken an emotional and mental toll on all of us, creating challenges that we didn’t anticipate. Giving students opportunities to retake tests, update essays, and demonstrate they understand the material, could make the difference in whether a student continues their academic journey. It’s a kindness that can have lasting benefits for our students and reflects that we care about their success,” says Wahbe. ■

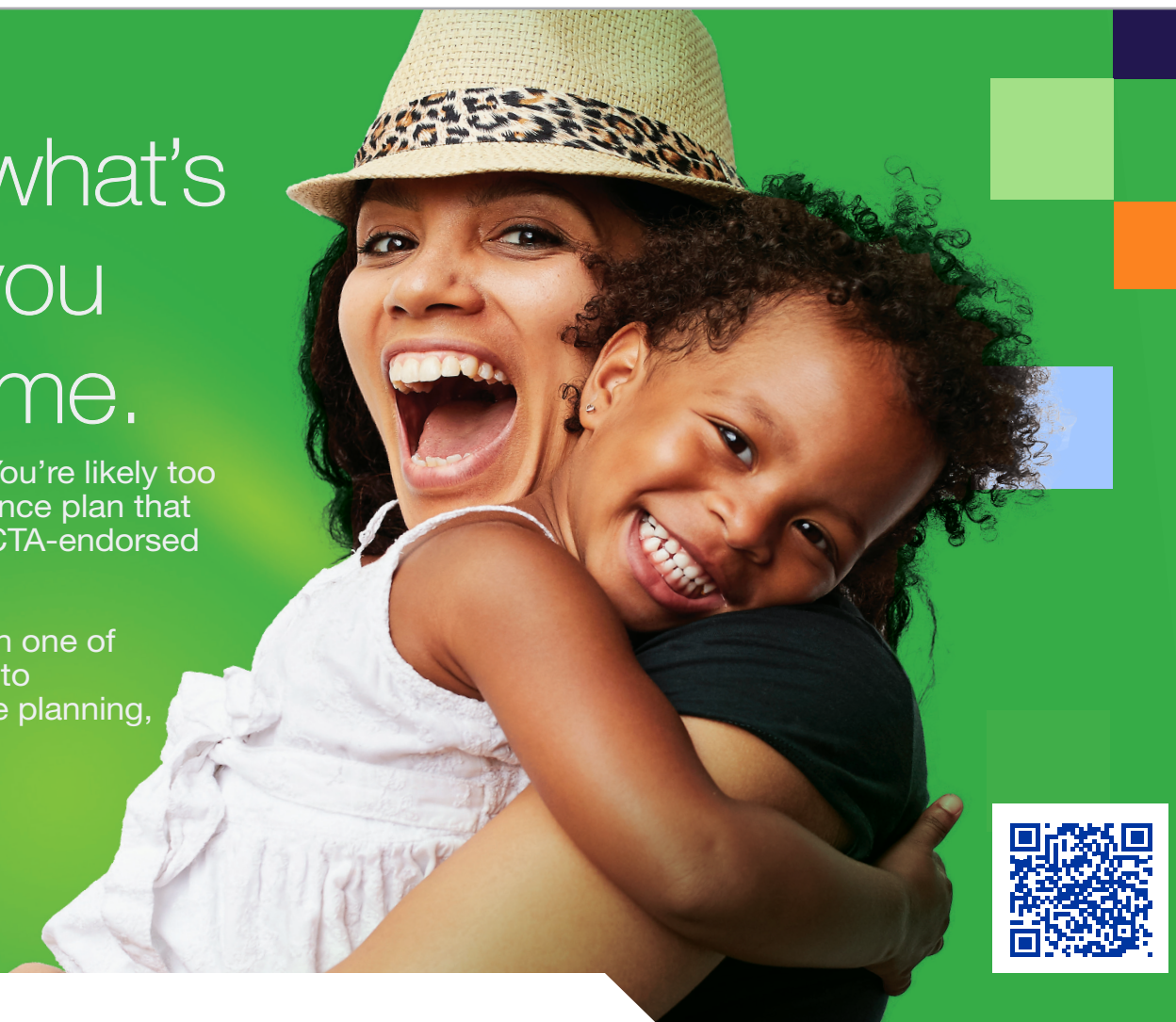
“I love to see them succeed, and then come back and share their success stories with other students. It’s why I love what I do.”

— Jackie Boboye

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CCA ON THE FRONT LINES OF HEALTH & SAFETY

CHAPTERS ACROSS CALIFORNIA KEEPING HEALTH AND SAFETY A TOP PRIORITY IN NEGOTIATIONS

Across California, CCA members have continued to go above and beyond for members to ensure health and safety remain top priorities in negotiated memorandums of understanding amid the Omicron surge.

▼ Mt. SAC FA members holding signs at a board of trustees meeting



MT. SAC FACULTY ASSOCIATION

Submission by Mt. San Antonio College Faculty Association President Emily Woolery

FOR THE MT. SAN ANTONIO College Faculty Association (Mt. SAC FA), multiple side letter agreements during COVID-19 were negotiated. Side letter agreements focused on health and safety, increased workload, and inadequate district communication. Advocacy for online instruction continues as district administration strives for a large on-campus return. Counselors and librarians pushed hard to maintain the same rights for remote work, and they won this right through winter 2022. There is another demand to bargain for spring and ongoing remote options for all faculty, as it was a learning experience during the pandemic that students greatly preferred remote access to office hours, counseling appointments, and library support services. Remote options save driving, reduce the number of cancelled appointments, and support students' childcare needs. Throughout the pandemic, faculty attended multiple board meetings to voice their concerns about various issues, including mask mandates, accommodations and leaves processes, and disparate treatment of faculty groups.

Additionally, for the pandemic-related remote costs not covered by other side letters, Mt. SAC FA was able to negotiate a one-time payment for two semesters of approximately \$6,000 for full-time faculty and \$3,000 for part-time faculty. Within the negotiated agreement, part-time faculty who had their entire schedules dropped due to enrollment were able to receive alternative assignments from spring 2020 through fall 2021.

"Showing up and speaking up often resulted in stronger health and safety measures in the classroom and support centers, and these actions brought recognition of the faculty member's increased workload throughout the COVID pandemic. Mt. SAC FA gained recognition for their faculty's increased workload and strengthened health and safety measures by implementing a multi-pronged approach supported by CTA labor relations and organizing consultants," said Mt. SAC FA President Emily Woolery.



▲ Mt. SAC FA counselors, classroom faculty, and librarians



"Mt. SAC FA gained recognition for their faculty's increased workload and strengthened health and safety measures by implementing a multi-pronged approach supported by CTA labor relations and organizing consultants."

—Mt. SAC FA President **Emily Woolery**

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▶ ON THE FRONT LINES

▼ College of the Canyons Faculty Association members



COLLEGE OF THE CANYONS FACULTY ASSOCIATION

Submission by College of the Canyons Faculty Association President Nicole Faudree

AFTER THE DISTRICT offered 3 percent of the 5.07 percent cost-of-living adjustment (COLA) in negotiations, the College of the Canyons Faculty Association (COCFA) started organizing protests before two board of trustees meetings, and nine faculty submitted written comments or spoke at board meetings. Faculty rallied around the need for full COLA to keep pace with increased costs for basic items, health and welfare. There were significant organizing activities with messaging and social media campaigns around the need for an equitable raise that included full COLA at 5.07 percent, not a watered-down amount, in order to keep faculty in a competitive wage for the economy. There was informational picketing at the board of trustees meeting, and the board did authorize district management to offer full COLA (5.07 percent), plus a bit more for health and welfare, to total 5.26 percent.

Nicole Faudree, president of COCFA, noted the strength of the faculty even during the pandemic. “Faculty understand that we have to fight for everything financial with our district. Since being successful at impasse three years ago, faculty are ready to stand up for what is right and what they deserve.

Faculty did this even while most were working remotely,” she said.

There was negotiating for improved HVAC, masking, testing, and clearance procedures for vaccination/clear testing in spring 2021, summer 2021, and fall 2021. The district’s consultant was shadowed by officers; the space measurements to determine the number of socially distanced students were eventually challenged by COCFA, and the union prevailed. In addition, the district was forced to hire a new HVAC consultant to ensure proper safe ventilation after COCFA highlighted errors in an original report. Counselors, through negotiations, were given the option of reconfiguring counseling space, and remote counseling was extended in locations where there were too many employees and counselors to socially distance.

Memorandums of understanding (MOUs) from spring 2021, summer 2021 and fall 2021 captured reimbursement for extra time, work, and costs associated with remote work for full-time faculty. This was above the already negotiated Wi-Fi and computer/supply budgets. Each faculty was paid an additional \$1,000, and department chairs were paid \$500 for extra-contractual work. ■



“Faculty understand that we have to fight for everything financial with our district. Since being successful at impasse three years ago, faculty are ready to stand up for what is right and what they deserve. Faculty did this even while most were working remotely.”

—COCFA President **Nicole Faudree**

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