

ADVOCATE



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Meet Your New Officers

CCA accomplishes what individuals cannot on their own

CCA PRESIDENT Eric Kaljumägi (pronounced GHAWL-you-mag-ee) and Vice President Randa B. Wahbe were elected during the CCA Spring Conference. (See your CCA Board of Directors on page 3.)

A learning assistance and mathematics professor at Mt. San Antonio College, Kaljumägi earned bachelor's and master's degrees in mathematics. He taught at the middle and high school levels in Northern California and was an adjunct professor for the Yuba and Mendocino-Lake community college districts.

Wahbe is a full-time English professor at Cypress College, part of the North Orange County Community College District. She has a B.A. in anthropology and English, an M.A. in comparative literature with a focus on Arabic and French literature, and an Ed.D. in curriculum and instruction. She taught part time for two years at Concordia University in Austin, Texas, and two years in Los Angeles and Orange County.

Local presidents are encouraged to contact the officers and invite them to your college campus, where they can hear from your local leaders about your concerns, ideas, issues, challenges and successes.

Let's start at the beginning. Why did you join the union?

KALJUMÄGI:

My father was a teacher, and he advised me to definitely join the union. And I joined because I was asked. You join because a union, our union, accomplishes things you can't do on your own. It's foolhardy to think you can walk into your dean's office and negotiate a raise. At its core, the union support, both emotionally and fiscally, enables you to have a strong contract and a trained grievance officer should a complaint be filed against you. It's what enables you to push for a better benefit package, advocate for student resources, or tone down an angry administrator.

WAHBE:

For me, it was: Someone asked me. That's all it takes. The reason I persisted is because I saw what good the union was doing, not just locally but statewide. I saw the powerful voice CCA has. It's also joining the collective body of like-minded educators. Not just a sole individual, you're powerful because you're part of a local, state and national organization.

KALJUMÄGI:

As a local president, I received notice of the laws and budget that were passed, and we could plan accordingly. At the state level, it's remarkable how many groups want to tell teachers what to do. There's all sorts of bills, and sometimes there's an OK idea, but usually they are hideous ideas. No single faculty member has the ability to head off those bad ideas and shepherd along the good ones. That requires a group like a union. We need advocates to improve and maintain our conditions. Strong unions work.

CCA does so much at the state and local levels.

WAHBE:

We do so many great things in CCA, and we're not always so great at communicating those successes. For example, CCA's contributions to the governor's budget. We have

ongoing full-time funding. That was a CCA/CTA win. We were the players in the room making it happen. SB 1379 gave part-timers rehire rights. That was a CCA/CTA win.

What other issues are on your radar?

KALJUMÄGI:

Community colleges are being asked to do more and more. We see legislative interest in colleges providing strong workforce and diversity workforce improvements, for example. Changes may require adaptations on the part of faculty, and there are workload and funding issues where CCA can make a difference. We're monitoring suggested changes, letting lawmakers and the Board of Governors know that changes require funding, resources and time.



CCA President Eric Kaljumägi (left) and Vice President Randa B. Wahbe (right).

WAHBE:

There's more focus on part-time faculty (as we've seen with SB 1379, which gives part-timers more rehire rights), and on issues we've seen in negotiations for part-timers. CCA's goal is pushing legislation to give part-timers parity in pay and benefits, job security, so we can better protect all CCA members.

KALJUMÄGI:

Right now, we're facing a revision of the 50 percent law, which required each community college district to allocate no less than 50 percent of its general fund expenditures to salaries of classroom instructors. We want to make certain that any change improves the classroom dynamic instead of diluting it. We're interested in bringing counselors, librarians and others into the calculation. But in doing so, we need to get the number above 50 percent, because we don't want the amount of resources spent in the classroom to be diluted. Some have suggested computer-based assessments or online tutorials can serve as a vehicle for sharing and transmitting information. While that may be, we truly believe faculty-student interactions enhance learning.

WAHBE:

One of the main issues we're focusing on is the online college. Faculty need to understand what is actually happening with the online college, which has been named Calbright. We're told "It's different, so we don't have to follow the same rules." Well, if it's so different, how is it a college? And why not follow the rules??

KALJUMÄGI:

Chancellor Eloy Ortiz Oakley wants to revise Title 5 regulations to allow community colleges "more innovation." While innovation sounds good, we want to hear the details. Colleges are doing several things that, really, no one has done. Any changes and new ideas must go through a filter — namely, is it good for faculty and students?

WAHBE:

Calbright, as a separate online community college, is expected this fall to start offering workforce training to adults without college degrees. Many faculty and districts think this will duplicate existing programs and drain local money and resources. As Eric said, we believe in faculty-student interactions, and a technological support and educational delivery system may not be in the best interests of our students or faculty. We are working diligently to ensure the trailer bill language is being adhered to.

Besides outstanding professional development at CCA conferences, are there opportunities for members to participate in social justice issues?

WAHBE:

We have the Faculty Equity Diversity Committee (FEDC), which is dedicated to making sure our conferences have culturally diverse presentations. FEDC also hosted the Force Awakens Conference last March, which is devoted to members telling us what social justice issues are important. They develop a charge for the CCA Board of Directors to implement, be it a change in our state goals or something we can include in the budget.

KALJUMÄGI:

The Force Awakens gave us 30-plus items. Social justice at its core is creating a more just society. One thing, improving the lot of part-time faculty, is the greatest single inequity in the system. It's not the only one. The working conditions, salary, respect districts give to part-time faculty are quite worrisome. We've talked with multiple administrators who consider adjunct faculty expendable and interchangeable — and we hope to make progress in that area.

Anything you'd like to add?

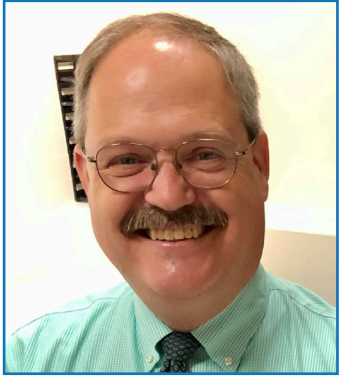
KALJUMÄGI:

There are committees at the local and statewide levels that need your experience and expertise. Join them. Support the work your union is doing. Soon you'll start thinking, I could run this. And you will. Do become part of the next leadership team. There is safety in being a union member. And the strength of our union depends upon you. ■

We Support You

Partnerships, networks enhance CCA advocacy for faculty, students

By CCA President **Eric Kaljumägi**



CCA President Eric Kaljumägi

BY NOW your classes have started and your routines are established. I hope the academic year is going well for you. My new role as CCA president has provided new routines and new learnings. I'd like to give you an idea of what VP Randa Wahbe and I have

done these first few months on the job, how we support you, your work, and your students.

Our term of office began at the June State Council meeting, where 24 delegates from CCA chapters were among nearly 800 delegates representing CTA locals statewide. Much of CTA's direction comes from resolutions and committee work that take place at State Council, which meets four times a year. It is essential that CCA's voice is heard on these committees and on the Council floor. Unfortunately, we currently have five vacancies among our eight higher education districts. We will be running elections to fill these positions soon, and if you are in a district with a vacancy and can spare four weekends a year to work with your colleagues while promoting community college interests, please nominate yourself.

Just after the June State Council meeting, the California Faculty Association disaffiliated from CTA, which meant that the higher education CTA Board member, Susan Green, lost her seat. The District Q seat will be filled at the October Council meeting. Within the last few weeks, there was a decision to fill the District Q seat for a three-year term or until the districts are realigned. The seat will be filled at the October State Council meeting.

In the meantime, CTA President Toby Boyd has kindly permitted me to provide a report at CTA Board meetings, which we attend to ensure that CCA is aware of CTA's goals and actions. We also work to build personal relationships with CTA Board members and inform them of CCA's interests.

BOARD OF GOVERNORS

Similarly, we attend the California Community Colleges (CCC) Board of Governors meetings. The gover-

nors, who direct the state chancellor and create Title 5 regulations, meet six times a year. At this summer's meeting, I made a public comment about the Chancellor's Office's new fiscal risk metrics, which place a third of our community colleges at "moderate risk" of needing emergency funds within three years. This analysis simply isn't reasonable and could cause negotiation delays as administrations increase their reserves and create increasingly gloomy predictions of their budgets in order to avoid the stigma of being at risk.

In addition to sitting ex officio on all 10 CCA committees, I have been appointed with VP Wahbe to be CTA's liaisons to the Council of Faculty Organizations (CoFO). CoFO is a loose confederation of organizations including the statewide Academic Senate, the California Federation of Teachers (CFT/AFT), independent community college unions (CCCI), and the Faculty Association of CCC (FACCC). CoFO provides a forum to review, discuss and respond to issues and policies impacting educators with very knowledgeable and talented faculty leaders.

CONSULTATION COUNCIL

The Consultation Council, chaired by Chancellor Eloy Ortiz Oakley, consists of 18 representatives of institutional groups, labor unions and students tasked to help develop and recommend policy to the chancellor and the Board of Governors. In addition to three formal meetings this past summer, members of the council were invited to have discussions on the Student Centered Funding Formula and to provide input to the upcoming Chancellor's Office budget request. In every meeting we are careful to advocate for the policies and priorities that you have provided to CCA.

I will see many of you at the CCA Fall Conference this month in San Jose. Whether you think of yourself as "green" or "seasoned" faculty, I encourage you to come to all CCA conferences and trainings, as they are excellent places to learn the ropes or refine your union skills, to learn about our advocacy work, to provide guidance to me and the rest of the CCA Board, and to network with your colleagues across the state.

Still, nothing substitutes for the personal connection, so I will close with this request: Please talk to your local president about inviting VP Wahbe, your CCA district director and me to visit your campus.

We are looking to build relationships with your officers and the other leaders of your local. What topics are most important for us to advocate for in Sacramento this year? What needs to be added to CTA's policy? What training do you require to be vibrant and effective? While there are a variety of ways to find the answers to these questions, listening to individual members is important. I look forward to the invitation. ■

“This analysis simply isn't reasonable and could cause negotiation delays as administrations increase their reserves and create increasingly gloomy predictions of their budgets in order to avoid the stigma of being at risk.”

Fall 2019 CCA Calendar

<p>Higher Education Labor-Management (Regional Hunter Conference) December 6-7 Long Beach, hunter.cuny.edu/ncscbhep</p>	<p>CTA New Educator Weekend South December 6-8 San Diego, ctago.org</p>	<p>CCA Winter Conference February 7-9 San Diego, ctago.org</p>
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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.

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

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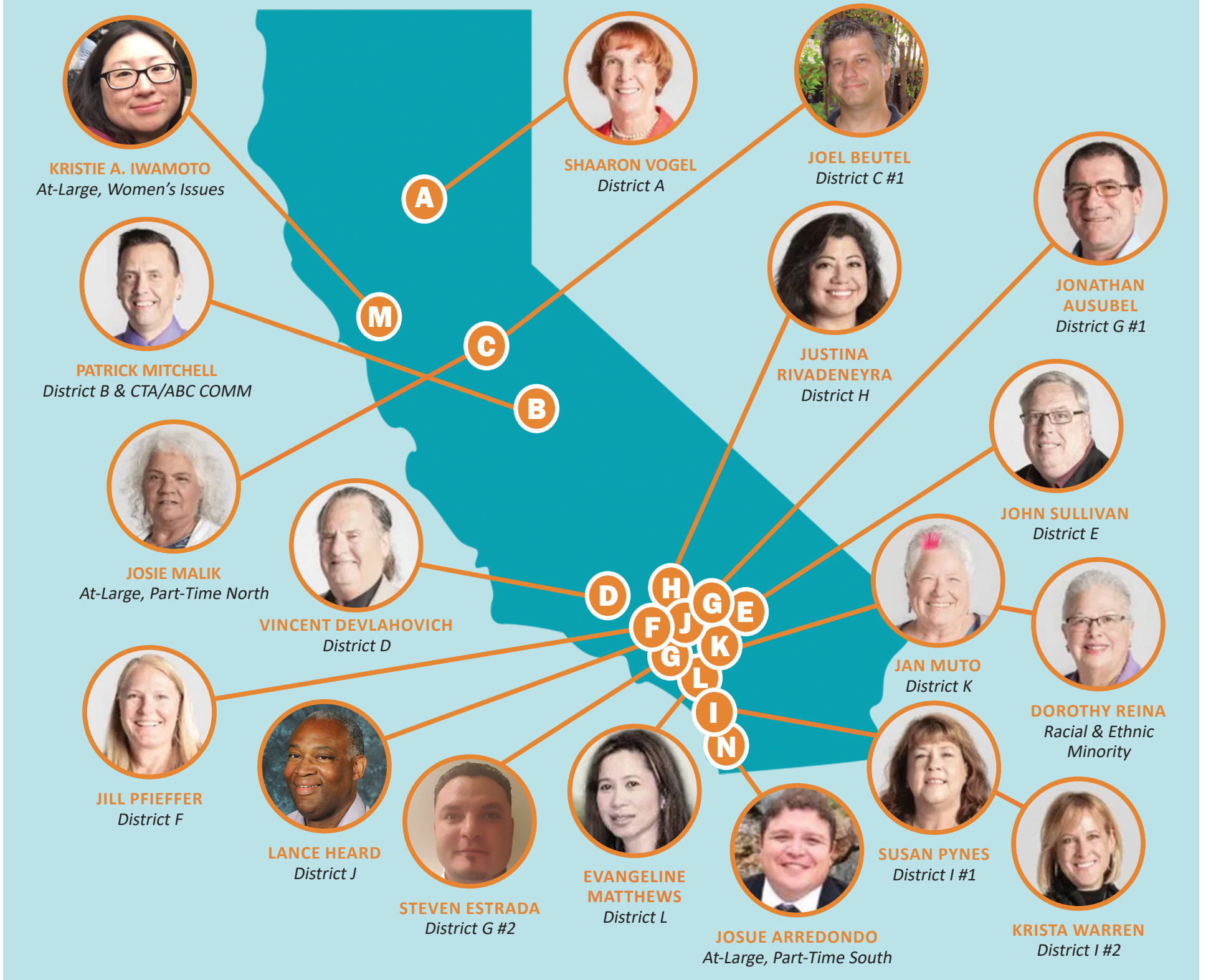
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MEET YOUR BOARD OF DIRECTORS

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



HIGHER EDUCATION LABOR-MANAGEMENT CONFERENCE (REGIONAL HUNTER CONFERENCE)

December 6-7, 2019 — CSU Long Beach

CCA provides various opportunities throughout the year to gain new perspectives and hone your skills as an advocate. One excellent professional development opportunity is the Hunter Conference facilitated by the National Center for the Study of Collective Bargaining in Higher Education and the Professions. CCA Vice President Randa Wahbe is on the planning committee.

An informative panel, "Student Centered Funding Formula and reemployment preferences for part-time faculty at community colleges," features CCA President Eric Kaljumägi and presidents or superintendents from Southwestern College, Imperial Valley College and Mt. San Antonio College. The keynote speaker is law professor Ruben J. Garcia of the Workplace Law Program at the University of Law Vegas.

Topics include:

- Do adjunct faculty have academic freedom?
- Best practices when responding to disciplinary issues and preparing for bargaining impasses
- Bargaining for the common good in higher education
- Preventing sexual harassment in higher education

Register online at hunter.cuny.edu/nscsbhep or scan the QR code.

NATIONAL CENTER
for the Study of Collective Bargaining in Higher
Education and the Professions



Campus Visits: Officers and CCA Board members visit San Bernardino Valley College Teachers Association and College of the Canyons Faculty Association to hear about issues, successes and concerns. Talk to your local president about inviting CCA leaders to your campus!

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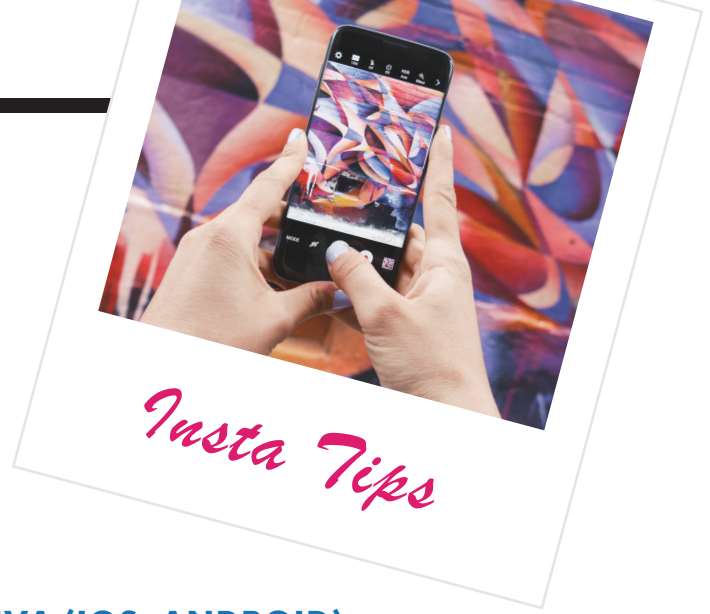


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Tech Talk: Shoot Like A Pro

Up your Instagram Game!

By Multimedia Specialist **Terry Ng**



WITH MORE THAN 1 billion monthly active users, Instagram is one of the most popular social media platforms in the world. The platform is becoming more popular among college faculty and students. To stand out from the crowd, it's not enough to just own an Instagram account anymore. You'll need to up your game for the 'gram and create a more curated and aesthetically pleasing feed. Luckily, you don't have to be a photography pro to edit photos or videos like one.

Here are five apps to add a boost of creativity to your snapshots and videos, which, in turn, can bring in more engagement to your personal and union social media account and in your classroom materials.



1. HYPERLAPSE (IOS):

Create amazing time-lapse videos that were previously impossible without bulky tripods and expensive equipment. Your footage is instantly stabilized to smooth out the bumps from the road and give it a cinematic feeling.



2. ENLIGHT (IOS):

You'll be blown away by all the creative possibilities packed into this one sophisticated photo editing app: from layers and blending modes to special effects, brushes, fonts and tonal adjustments to film, black and white and duo presets. Turn the ideas in your head into brilliant art from your phone.



3. CANVA (IOS, ANDROID):

Create a memorable instaquote with the Instagram highlight cover, Instagram highlight icons maker, and Instagram story maker. Save time and use any of the 60,000 free templates created by professional designers.



4. BOOMERANG (IOS, ANDROID):

Find something (or someone!) that's moving or create a video selfie by switching to the front-facing camera. There's just one button. Tap it once and Boomerang shoots a burst of 10 photos, turning them into a delightful mini video.



5. LAYOUT (IOS, ANDROID):

Choose photos from your camera roll — or use the built-in Photo Booth to take spontaneous shots — and instantly see them laid out in various combinations. Pick the layout you like best, then edit it to make it your own. ■

TIP: Not ready to share your own photos? The **Repost** app makes sharing other peoples' photos a breeze. It auto-adds the ability to include credits to the photographer and even allows you to modify captions.



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Visit us at CTAMemberBenefits.org/Disability

*The benefits are offered by CTA to eligible members on approved disability claims under the CTA-endorsed Voluntary Disability Insurance plans with a disability date on or after 9/1/2018 who meet additional specific criteria. CTA provides these benefits at no extra cost, and The Standard acts only as the claims administrator of these benefits. Student Loan and Cancer Benefits are not provided under the Disability Insurance policy. To enroll in new coverage, you must meet eligibility requirements including being an active CTA member.

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Legislative Update

CCA's Advocacy at the Statehouse enhances teaching and learning on campus

CCA ADVOCATES for you on your college campus and in Sacramento. The CCA Legislation and Advocacy Committee recommends positions on legislation to the CCA Council and the CTA State Legislation Committee, which proposes sponsored legislation.

Committee members are Randa Wahbe (chair), United Faculty North Orange County CCD; Wendy Brill-Wynkoop, College of the Canyons FA; Linda Chan, Mt. San Antonio College FA; Vincent Devlahovich, College of the Canyons FA; John Martin, Shasta College FA; Julius Thomas, Rio Hondo College FA; Shaaron Vogel, Butte College EA; Josue Arredondo, Southwestern College EA; and Josie Malik, San Joaquin Delta College TA.

Current issues of interest include the following:

- **Rehire rights for part-timers** – SB 1379 (Mendoza) was signed into law two years ago. CCA is collecting data on how the law is being implemented, and will share the data with the Chancellor's Office and offer appropriate remedies where the process is not working as the legislation was intended.
- **Cap for part-timers** – CCA has a watch position on AB 897 (Medina), a two-year bill that raises the cap for part-time faculty positions, while advocates work with the author to address legal concerns.
- **Homeless parking** – AB 302 (Berman) was pulled amid questions around security and sanitation, and CCA maintains a watch position on this bill, which allows homeless college students to sleep in campus parking lots.

CCA lent support to several bills in advocating for community college faculty, students and higher education. The following bills are supported by CCA; at press time, they are on Gov. Gavin Newsom's desk. The status of each will be clarified by

Oct. 13, the deadline for the governor to sign or veto bills. Find details of these bills at cca4us.org/legislationpoliticalaction.

Career technical education funding – AB 1727 (Weber) allows the funding determination for career development and college preparation (CDCP) courses to be calculated based on either ongoing attendance counts or a census date count. If signed into law, the bill will generate about \$20 million in new money for community colleges to keep non-credit courses and their instructors in place. Community college districts are less likely to cancel these classes when the attendance is certified and the courses can be fully funded.

Juvenile access to postsecondary and career education – SB 716 (Mitchell) ensures juveniles with a high school diploma or California high school equivalency certificate who are detained in a juvenile hall, ranch or forestry camp have access to postsecondary academic and career technical education programs of their choice. Without an education program, these youth have nothing to move their education and career goals forward. CCA believes all students should have equal access to postsecondary education options.

Eligibility for fee waivers – AB 2 (Santiago) authorizes a community college to deem as full-time, for the purpose of eligibility for a fee waiver under the California College Promise, specified students with disabilities who are enrolled in less than 12 semester units. It would also make community college students with a postsecondary degree or certificate ineligible for the fee waiver.

Public Service Loan Forgiveness Program – AB 463 (Cervantes) requires the Chancellor's Office to increase awareness among college faculty members of the federal Public Service Loan Forgiveness Program. A state-financed loan program should be

established to encourage undergraduate students to become professional educators.

Emergency student financial assistance – AB 943 (Chiu) authorizes up to \$25,000 of apportionment funds per campus for emergency student financial assistance. Poverty negatively impacts students' ability to learn and deprives them of the opportunity for academic success. CCA believes any monetary disincentives that penalize students create barriers to future success and should not exist.

Tuition reimbursement – AB 1346 (Medina) allows students to seek reimbursement of legal costs incurred while trying to get tuition reimbursement from for-profit colleges that close. They often cannot even afford to sue the colleges or attempt to recover their losses.

Access to Technical Courses – AB 1729 (Smith) allows high school students in College and Career Access Pathways programs to access community college courses.

DREAM loan eligibility – SB 354 (Durazo) expands DREAM loan eligibility to students enrolled in graduate and teaching credential programs.

CCAP partnerships – SB 586 (Roth) requires the school and community college district governing boards involved in College and Career Access Pathways partnerships to consult with the appropriate local workforce development board regarding real-world training and future employment needs.

Expanding Cal Grants – SB 575 (Bradford) repeals the ban on incarcerated students from being eligible to receive a Cal Grant award. Expanding Cal Grant eligibility to those who are incarcerated affords them an opportunity to begin the reintegration process prior to community re-entry. ■

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Grant Opportunities

For faculty, their families and their colleges

THERE ARE MANY benefits of union membership, including grants to enhance your career and your teaching, to provide for your family, and to provide resources for your students. Here are a few grants CCA members should consider applying for through CCA, CTA and the National Education Association.



INSTITUTE FOR TEACHING GRANTS FOR EDUCATORS AND CHAPTERS

The CTA Institute for Teaching has established a competitive strength-based grant program to demonstrate what faculty can do when they have the freedom to create and invent. Community college faculty are eligible to apply for Educator Grants up to \$5,000 and Impact Grants up to \$20,000. Applications are reviewed through the lens of IFT's strength-based matrix by an IFT grant selection committee composed of outstanding educators. IFT has awarded 354 grants totaling over \$4 million.

Grant proposals need to reflect innovative efforts to enhance student achievement. Applications also must specify how the proposed project is strength-based and how it will improve teaching and learning conditions.

The grant application process is open to individual CCA/CTA members, small teams of educators and CCA local chapters. Applications can be submitted online from Dec. 1, 2019, through March 31, 2020. The awards are announced in June. Detailed grant information can be found on the IFT website — teacherdrivenchange.org.



NEA FOUNDATION GRANTS

The NEA Foundation offers \$2,000 and \$5,000 grants for individuals and groups. Find details at neafoundation.org.

Learning & Leadership Grants are intended for those who are engaged in collegial, high-quality professional development and lead their colleagues in professional growth.

Student Achievement Grants provide \$5,000 to improve the academic achievement of students by engaging in critical thinking and problem solving, and deepening knowledge of standards-based subject matter. The work should also improve students' habits of inquiry, self-directed learning, and critical reflection.

GRANTS AND SCHOLARSHIPS FOR STUDENTS, MEMBERS AND THEIR DEPENDENTS

CTA/CCA offers educational scholarships, grants and awards to members and their dependents

CCA LOCAL CHAPTERS CAN APPLY TO RECEIVE MEMBERSHIP DEVELOPMENT GRANTS

Each year CCA dedicates up to \$2,000 per event for Membership Development Grants to assist local chapters in recruiting and retaining members. The Membership Development Committee meets four or five times each year to review Membership Development grant applications.

The following CCA chapters received grants this summer totaling nearly \$4,100:



College of the Sequoias Teachers Association

New Faculty Orientation and Fall 2019 Convocation Breakfast.



Southwestern College Education Association

Open Day events in August 2019 and January 2020.



College of the Desert Faculty Association

a two-year grant to video members at union events who answer the question "What does CDFA mean to you?"

throughout the academic year. See cta.org/scholarships.org for details.



CTA Cesar E. Chavez Memorial Education Awards Program provides awards up to \$550 to both students and sponsoring CCA/CTA members based on visual arts projects and written essays that demonstrate the vision and guiding principles by which Cesar Chavez lived his life. Deadline: Friday, March 6, 2020.

LGBTQ+ Safety in Schools Grant and Scholarship Program in Honor of Guy DeRosa offers scholarships up to \$2,500 to self-described LGBTQ+ educators who understand the importance of being a role model, and grants up to \$2,500 to CCA/CTA members, students and groups to support projects that promote understanding and respect for LGBTQ+ persons. Application deadline: Jan. 10, 2020.



CTA Scholarship for Dependent Children offers a maximum of 35 scholarships of up to \$5,000 each to a dependent child of an active member of CCA/CTA, CTA/NEA-Retired or deceased CTA member who is attending or attended a continuation high school or an alternative education program. Deadline: Jan. 31, 2020.

CTA Scholarship for Members offers a maximum of five scholarships of up to \$3,000 each. One scholarship is designated as the American Indian/Alaska Native Memorial Scholarship in Honor of Alice Piper and is awarded to the highest-scoring member applicant. Deadline: Jan. 31, 2020.

Student CTA (SCTA) Scholarship Program in Honor of L. Gordon Bittle offers a maximum of

three scholarships of up to \$5,000 each. Deadline: Jan. 31, 2020.

The Martin Luther King Jr. Memorial Scholarship Program encourages ethnic minority students to become educators, school nurses, school counselors or school therapists and to promote professional growth for ethnic minority educators. Scholarships in amounts up to \$6,000

are available to CTA members, their dependents and Student CTA members who are members of an ethnic minority group. Deadline: Feb. 14, 2020.



NEA AWARD PROGRAMS

NEA Human and Civil Rights Awards honor leaders in the justice and civil rights movement at an annual awards dinner (nea.org/hcrawards). Deadline: Jan. 7, 2020.

NEA Awards for Teaching Excellence: All NEA state and direct affiliates nominate one outstanding educator for the NEA Foundation Awards for Teaching Excellence. All current members of an NEA local affiliate or bargaining unit are eligible, including teachers and higher education faculty and staff. See neafoundation.org. Deadline: Feb. 11, 2020. ■

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