

ADVOCATE



The Official Newspaper of the Community College Association/CTA-NEA

Volume 56
Number 1
OCTOBER 2020

HIGHER EDUCATION COVID-19 REOPENING PHASES

WIDESPREAD	<ul style="list-style-type: none"> • Closed for indoor lectures and student gatherings • Some courses conducted in certain indoor settings, like labs and studio arts, may be open
SUBSTANTIAL	<ul style="list-style-type: none"> • Capacity for indoor lectures and student gatherings must be limited to 25% or 100 people, whichever is less • Some courses conducted in certain indoor settings, like labs and studio arts, may be open at regular capacity • Conduct student activities virtually when possible
MODERATE	<ul style="list-style-type: none"> • Capacity for indoor lectures and student gatherings must be limited to 50% or 200 people, whichever is less • Some courses conducted in certain indoor settings, like labs and studio arts, may be open at regular capacity • Conduct student activities virtually when possible
MINIMAL	<ul style="list-style-type: none"> • Capacity for indoor lectures and student gatherings must be limited to 50% • Some courses conducted in certain indoor settings, like labs and studio arts, may be open at regular capacity • Conduct student activities virtually when possible

Source: covid19.ca.gov/industry-guidance

Preventing a Viral Spiral

Surviving and Thriving in a Pandemic With Distance Learning, MOUs and Fires

BETWEEN the COVID-19 pandemic, crisis learning, fires burning across the state and evacuation orders, college faculty and students are experiencing a year like no other. The COVID-19 pandemic has turned virtually every community college student into an online learner, a learning modality where students can and do succeed, but one that may not be as effective in supporting student success and equity. Negotiating a memorandum of understanding (MOU) around distance learning was either a painful process or incredibly easy, depending upon the distance education language

in existing contracts and what type of relationship local leaders have with district management. While some students and faculty are finding online learning more accessible, eliminating travel time and finding parking and dealing with child care, more students have lost access to critical campus-based resources and supports like the library, computer lab, and academic and student services centers. These facilities offered tutoring, counseling and health services, and also provided support for populations such as veterans and students with disabilities.

Please see **VIRAL SPIRAL**, p. 8 ▶

Colleagues Supporting Colleagues Rancho Santiago CEFA Curriculum Support Groups

"SHARING AND CARING are important, especially in times of emergency and crisis like these. We're a friendly community of teachers. Why should one person take the entire world on their shoulders when collectively we can make the load a little bit lighter?"

That rationale by Rancho Santiago Continuing Education Faculty Association (CEFA) member Malena Copeland explains the genesis for the CEFA Curriculum Support Groups. CEFA is a union of part-time faculty who teach in noncredit continuing education programs at Rancho Santiago Community College District. Members work at the

Orange Education Center (OEC), the Centennial Education Center (CEC), and at numerous other satellite locations in the cities of Santa Ana and Orange. There are also members who teach in OC correctional facilities.

The switch from brick-and-mortar teaching to online was abrupt, and many faculty retired after being told to teach online. For CEFA members there was no clear direction or communication regarding online teaching, which all led to high anxiety, says CEFA President

Evelyn Elmore.

She decided to hold a union meeting with no agenda to provide members an opportunity to vent and ask questions. "It was obvious how necessary this was," says Elmore. "People hadn't been able to see each other. They were all alone. They needed help. No one ever dealt with this before. To help ease the burden and stress, we wanted faculty to know: You're not alone. We may not see each other, but we're here. Your union, CEFA — we're not just an email."



Please see **COLLEAGUES**, p. 5 ▶

On a Mission

By CCA President **Eric Kaljumägi**



CCA President Eric Kaljumägi

CCA'S MISSION statement is important because it answers the question: "Why does CCA exist?" Recently, the CCA Board recommended lightly modifying the mission statement, which will be considered for approval at the CCA Fall Council in

October. Let's take a look at our mission and how we fulfill it.

"Advocates for California's public higher education faculty..."

FEW CTA COMMITTEES have more than one community college faculty member, and some have none. CCA Vice President Randa Wahbe, CTA Director DeWayne Sheaffer, our wonderful CTA staff and I monitor the information flowing through CTA's committees to locate items affecting community colleges and ensure our interests are considered by the committees. I attend CTA Board meetings and submit reports.

CCA confers with CTA legislative advocates on bills, workgroups and issues coming from the governor's office, the Legislature or the Chancellor's Office. I sit on the Chancellor's Consultation Council as the CTA representative, and VP Wahbe and I monitor the Board of Governors meetings. CCA committees make recommendations to CTA on policies and positions on legislation.

"Empowers locals..."

CCA OFFERS three annual conferences that provide training and networking opportunities. Before COVID, these events often had 100 to 150 attendees. While we have to move to online formats, we still strive to provide training of all sorts. The planned sessions for our fall conference include workshops on oral histories, grievances, communications, white fragility, setting up a diversity team, and working conditions in an online environment. There is still time to register at ctago.org.

CCA also provides longer training sessions to assist local negotiation teams, grievance committees, and local leaders. We have academies for future statewide leaders and Building Strong Locals. In recent months we held webinars on unemployment insurance, negotiating during COVID-19, and building effective executive boards; additional workshops are being planned.

CCA also helps locals in other ways. CCA offers locals membership and innovation grants to assist with implementation costs, and CCA has a crisis assistance fund. In addition, CCA committees study membership development, faculty equity and diversity, and part-time

faculty issues, and make recommendations that guide our actions at all levels.

"Builds strong and effective coalitions..."

CCA IS CERTAINLY not the only body interested in higher education. There are other union associations, of which Community College Council/CFT and California Community College Independents are the largest. Faculty advocacy groups such as CPFA and FACCC also exist, along with a number of managerial and trustee groups including CCLC, ACCCA, ACBO, CCCT and CCCCIO. Add in the statewide academic senate (ASCCC), the statewide student senate (SSCCC), and the Chancellor's Office (CCCCO), and we have a veritable alphabet soup of agencies with which we interact.

This past year, I've taken action to assist several of these organizations, and we've been helped by them in return. This assistance ranges from quiet, behind-the-scenes support to formal joint letters. Coalitions magnify our voice in Sacramento.

"And strives to promote equity and preserve quality public education."

WHILE THE CURRENT version of our mission statement uses the verb "fights," the CCA Board suggests we use "strives" instead and insert the words "promote equity." Equity has long been a part of our social justice work, but with this change, a commitment to equity will be explicit in our mission and our goals.

Finally, CCA has strived for years to preserve quality public education, and we seek no change here. Our union works for more than salary, benefits and working conditions. We want a public education system that serves our students well and makes us proud. CCA works with CTA to establish a well-funded educational system, fair evaluation processes, secure retirement plans, and solid student support systems.

CCA is your advocate in both Sacramento and CTA. I hope you'll take time this year to become more involved with your local and with CCA. If you didn't receive an email from me titled "CCA Update – September 2020," please sign up at actionnetwork.org/forms/sign-up-for-ccas-action-network-update. ■



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.

COMMUNITY COLLEGE ASSOCIATION
916-288-4921

EDITOR
Cynthia Menzel

PUBLICATIONS SUPPORT SPECIALISTS
Christina Barbieri, Craig Hamilton

CCA OFFICERS

Eric Kaljumägi, *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 PRIMARY CONTACT STAFF

Lori Adams, Pat Alvarez, Justin Arnold, Paul Chambers, Robin Devitt, Christal Hall, Michelle Johnson, Mark Leach, Brian McNally, Susan Midori-Jones, Karmen Ortloff, Marianne Reynolds, Tom Pinkava, Steve Savage, Laura Schultz, Cliff Schuster, Jennifer Tarabochia, Peg Tracey

CTA ASSOCIATE STAFF

Karen Boll
Bonita Lovell

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, 650-697-1400. Publication of advertising in *CCA Advocate* 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 at the CCA website: cca4us.org

Follow CCA on Social:

www.facebook.com/cca4us

www.twitter.com/cca4us

www.instagram.com/cca4us



WHO IS YOUR CCA BOARD MEMBER?

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



- A DISTRICT A: SHAARON VOGEL**
Represents: Butte College EA, College of the Siskiyous FA, Lassen College Certified TA, Los Rios (At-Large), Mendocino, Shasta College FA
- B DISTRICT B & CTA/ABC/PAC DIRECTOR: PATRICK MITCHELL**
Represents: Gavilan College FA, Hartnell College FA, Merced College FA, Monterey Peninsula College TA
- C DISTRICT C-1: JOEL BEUTEL
DISTRICT C-2: EDUARDO TORRES
AT-LARGE, P/T FACULTY DIRECTOR NORTH: JOSIE MALIK**
Represents: Lake Tahoe CC FA, Napa Valley College FA, San Joaquin Delta College TA, Sierra College FA, Solano College FA
- D DISTRICT D: CANDIDATE TBD CCA FALL CONF**
Represents: College of the Canyons FA, College of the Sequoias TA, Kern CCD/CCA, Taft FA (West Kern), West Hills College FA
- E CCA SECRETARY: JOHN SULLIVAN**
► San Bernardino CCD TA, FA of Rancho Santiago CCD, Riverside CCD FA
**DISTRICT E-1: JILL PFEIFFER
DISTRICT E-2: MICHAEL BUTROS**
Represents: Barstow College FA, College of the Desert FA, College of the Desert AA, Copper Mountain College FA, Rio Hondo College FA, San Bernardino CCD TA, Victor Valley College FA
- F CCA TREASURER: JONATHAN AUSUBEL**
► Chaffey College FA
CCA VICE PRESIDENT: RANDA WAHBE
► United Faculty North Orange County CCD
**DISTRICT F-1: KAREN ROBERTS
DISTRICT F-2: STEVEN ESTRADA**
Represents: Chaffey College FA, Chaffey Child Development, CHI Long Beach City College (Part-time), Long Beach City College FA (Full-time), UF North Orange County CCD
- G DISTRICT G: CANDIDATE TBD CCA FALL CONF**
Represents: Citrus College FA, FA of Rancho Santiago CCD, Rancho Santiago CEFA
- H DISTRICT H-1: SUSAN PYNES
DISTRICT H-2: KRISTA WARREN**
Represents: Coast CCA, Imperial Valley College CCA/CTA/NEA, Imperial Valley College PT CCA/CTA/NEA, MiraCosta College TA, Mt. San Jacinto College FA, Palo Verde College FA, Southwestern College EA
- I DISTRICT I: EVANGELINE MATTHEWS**
Represents: Cerritos (At-Large), Palomar (At-Large), South Orange County CCD FA
- J CCA PRESIDENT: ERIC KALJUMÄGI**
► Mt. San Antonio College FA
DISTRICT J: LUISA HOWELL
Represents: Mt. San Antonio College FA
- K DISTRICT K: JAN MUTO**
Represents: Riverside CCD FA
RACIAL & ETHNIC MINORITY DIRECTOR: DOROTHY REINA
- L AT-LARGE, P/T FACULTY DIRECTOR SOUTH: JOSUE ARREDONDO**
- M WOMEN'S ISSUES DIRECTOR (AT-LARGE): KRISTIE IWAMOTO**

You Got This.

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



In these uncertain times, CTA membership makes more sense than ever. CTA provides new educators with **9 months of CTA Introductory Disability insurance** at no cost when you join CTA for the first time within 90 days of your first day of work.

Enrolling is easy!

Visit CTAMemberBenefits.org/Disability today.



CTA Introductory Disability insurance available to eligible new educators starting work on or after 7/1/2020 who become CTA members for the first time within 90 days of their first day of work. Disability insurance eligibility requirements apply.

For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY).

Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 21688-CTAvol (08/20)



Legislative Update

Strange Legislative Session Leaves Many Issues on the Table

THE CCA LEGISLATION and Advocacy Committee reviewed and took positions on 104 bills, several of which passed the Legislature and went to be signed by the governor. Your advocates accomplished so much, considering what a strange year it is. While much discussion on important bills took place, many bills didn't see the light of day because of the COVID-19 pandemic. As the pandemic progressed, the inequality among faculty became glaring, just as it did for students. CCA spent time fighting for issues important to part-time and full-time

faculty. Here is the status at press time of several bills that CCA took Support positions on:

- AB 376 establishes the California Student Borrower Bill of Rights including protections and caps on student loans; signed by Gov. Newsom Sept. 25.
- AB 1930 clarifies postsecondary student eligibility requirements; didn't make it out of the Senate and died.
- AB 2234 allows classified college and school employees access to legal

counsel; signed by the governor Sept. 9.

- AB 2884 allows California Lottery revenue to be used freely for technology (previously it had been for textbooks only); on the governor's desk.
- AB 3137 allows members of the armed services who are deployed to return to the California College Promise program without penalty; on the governor's desk.

For the status of these and other bills, go to cca4us.org/issuesandaction/legislationpoliticalaction. ■

Wages Are a Social Justice Issue.....



MOST OF CCA'S CHAPTERS ARE 'WALL-TO-WALL,' MEANING THE CHAPTER NEGOTIATES FOR BOTH FULL-TIME AND PART-TIME FACULTY."

CCA IS CURRENTLY exploring potential legislation to advance statewide pay parity for part-timers. Most full-time and part-time faculty are on the same page when it comes to pay parity.

Many of CCA's chapters are "wall-to-wall," meaning the chapter negotiates for both full-time and part-time faculty. The majority of part-time faculty are subsisting on lower than average pay compared to full-time colleagues — so much so that many adjunct faculty are discouraged or leaving because wages are so low.

CCA members feel wages are a social justice issue and there should be equal pay for equal work. For many, that means wages prorated for full-time equivalency.

Negotiating health benefits and office hours for part-time faculty is the right thing to do, and some chapters, such as Hartnell College Faculty Association, are signing a pledge to do what it takes to attain pay parity.

CCA is investigating submitting more legislation in the coming session to enhance college faculty teaching and working conditions. ■

How Does It All Work?.....

IDEAS FOR LEGISLATION come from CCA members, either individually or through committees. Those ideas are then discussed by the CCA Legislation and Advocacy Committee. If the idea is supported, it goes to the CCA Policy Committee. In June or October the proposed bills, with their rationales, are presented to and evaluated by the CTA State Legislation Committee.

If an idea related to higher education is presented at CTA State Council, it is also evaluated by the CCA Legislation and Advocacy Committee, which takes a position on the bill. If the proposal passes both CTA State Council and CCA Council, CCA's legislative advocate finds an author to carry the bill and lobbies for the bill as it makes its way through the state Legislature.

CCA's Legislation and Advocacy Committee members for 2020-21

include chair Randa B. Wahbe, United Faculty North Orange County CCD; Ricardo Aguilar, San Joaquin Delta College TA; Wendy Brill-Wynkoop, College of the Canyons FA; John Martin, Shasta College FA; Sharlene Paxton, Kern CCD/CCA; and Shaaron Vogel, Butte College EA.

Ex officio voting members include Josue Arredondo and Josie Malik, part-time directors for south and north, respectively; ex officio nonvoting members are the CCA president, the secretary and the treasurer.

Our CTA staff

liaisons are Efrain Mercado and Susan Midori-Jones. For more information about the committee, or to become an active member of the committee, contact the committee chair, CCA Vice President Randa Wahbe, at vp@cca4us.com. ■



Ultimately, the union conducted a survey and facilitated interest groups to work with and learn from each other. The goal: to deliver the curriculum in a new online world.

“District management didn’t want faculty to use books for online classes and remote learning,” Copeland explains. “No books meant we designed curriculum for our students, the majority of whom are lower-income. We had three days to get all our curriculum from the classroom to the internet, to develop all the materials, and to learn the technology.”

Volunteers to facilitate teaching level and subject area groups stepped forward to coordinate meetings. The groups provide support for CEFA members and facilitate the sharing of curriculum, activities and resources. They are a place for positive social interaction and networking among colleagues, says Copeland.

Currently there are 21 groups, since some subjects and groups are combined. ESL, for example, was split by literacy levels (beginning to advanced, low to high). Other groups range from specialty classes (pronunciation and Spanish literacy) to a tech support group where faculty help each other and share resources. Support groups include

correctional facilities, business skills and career education, adults with disabilities, Bridge Program, ESL civics/citizenship, counseling, literacy, and Adult Basic Education (ABE).

“

District management didn't want faculty to use books for online classes and remote learning.”

Each group determines its own direction and the manner in which members share resources. Some use email, Microsoft Teams, Dropbox and Slack. Each group decides how often to meet. Many held monthly hourlong meetings after meeting more frequently at the beginning of the semester in order to prepare for the work ahead.

Baamboozle and Wakelet: NEW COOL TOOLS

Copeland created a shared document system where faculty could share editable lesson plans, quizzes and other resources. “Some put their information on [Wakelet.com](#),

a very accessible site for students who are visually impaired,” says Copeland, who teaches ESL at Santa Ana College. She put an entire semester of lessons on Wakelet. “Some faculty will do Wakelet every week so everyone has access to their lessons.

It’s a nice way to collaborate and share information.”

Through the support groups, faculty learned about numerous online resources and websites to help enhance student learning. Some groups use Remind, a free texting app at [remind.com](#), to communicate with each other. Free accounts include basic messaging, translation, app integrations, 10 classes and up to 150 participants per class.

One of Copeland’s favorites is [baamboozle.com](#), which features “really awesome premade games. It’s a great resource for any subject matter. When students are having fun and are engaged, they are going to learn more. Brain research shows that,” she adds, and smiles. “My students love the games, and I’m a big ‘have fun’ type of person.” ■



Provident Credit Union's Mortgage Program

Find your home and save.

- ✓ Exclusive .125% mortgage rate discount for CTA members
- ✓ \$100 discount on a standard mortgage loan for CTA members
- ✓ Receive \$250 towards closing costs from Provident Credit Union¹
- ✓ Exclusive Movable[®] feature²
- ✓ Experienced and knowledgeable Provident Mortgage Consultants to guide you

Three ways to apply:

- 1) Online at [providentcu.org/cta](#) 2) Call (800) 632-4600 3) Visit your local branch**

To date, CTA members will save a combined total of \$7,239,377.16 over the life of all mortgage loans with Provident!³



1) One-time credit of the additional \$250 off closing costs on new mortgages is based on: (1) you having one of the following Provident products: home equity loan/line of credit, auto/boat/RV/motorcycle loan, checking with direct deposit, or certificate/IRA and (2) you must sign up for our automatic payment option when you sign your formal loan documents. If you do not have a qualifying product at the time of loan origination, you must open a qualifying product within one week of loan origination; qualifying product must be in existence at the time of loan underwriting.
 2) Available on our Portfolio ARM Products. Single family/owner-occupied condos, homes and second homes in California only. Other restrictions may apply. Membership required. Subject to final approval.
 3) Figure is accurate as of 9/9/2020.



Elections 2020

YOUR VOTE MAKES A DIFFERENCE

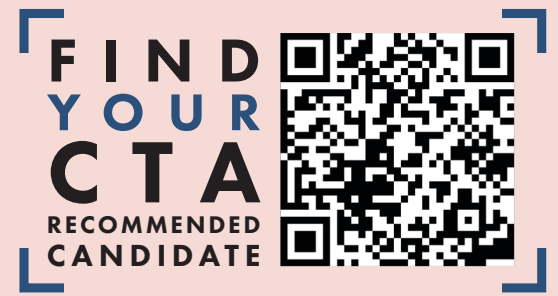
IF EVER THERE was a time for us to come together to make our voices heard, elect candidates who share our values, and vote for measures that will provide our students with the equitable resources they need and deserve, it is now. We must get involved and we must vote!

The COVID-19 pandemic has wreaked havoc on our lives. It has decimated our economy, leaving a structural budget deficit and a lack of funding that threatens teaching and learning in California. Our shared values and our diverse communities are under attack in America today. Let us elect candidates and pass propositions that will advance equity and increase racial and social justice in our colleges and communities. It is going to take all of us working together to win.

Your CTA/CCA colleagues spent a great deal of time interviewing candidates and considering their positions before making recommendations. Higher education delegates to CTA State Council of Education, along with educators across the state, researched issues and initiatives before making the recommendations outlined on this page. Our union makes recommendations based on a transparent, democratic process and always with the best intentions for our students and public education. Casting your vote for CCA/CTA-recommended candidates means you are voting for those who support students, teaching and learning.

Find all faculty-recommended positions for issues and candidates in your local area here: cta.yourvoter.guide.

Find your educator-recommended candidates here: cta.org/election-2020/cta-recommended-candidates. ■



On the Issues

By Julian Peeples



YES ON 15: Time To Put Schools & Communities First Initiative Will Generate \$12 Billion for Services California Families Need



FOR more than four decades, mass corporations and the super wealthy have avoided paying their fair share at the expense of California students and families, who have suffered from the chronic

underfunding of public education and community services. Voters can reclaim \$12 billion a year for our colleges and community services with Proposition 15, the SCF initiative.

Prop. 15 closes commercial property tax loopholes benefiting a fraction of corporations and wealthy investors, without affecting homeowners or renters. "I'm voting for Prop. 15 because colleges and cities need resources, and because many large corporations aren't paying a fair share of property tax. The tall buildings in downtown areas are very rarely sold, so many of them incur property tax bills based on their value 30 or 40 years ago. This

means that an ever larger share of the property tax burden falls on residential property owners, and this problem will keep getting worse unless we fix it," says CCA President Eric Kaljumägi. "And we can help fix it with Prop. 15."

Prop. 15 will require commercial and industrial landowners who have been taking advantage of tax protections intended for residential homeowners to pay their fair share. It's wrong when billion-dollar corporations like Chevron and Disney are paying 1978 property tax rates while charging 2020 prices for gasoline or amusement park admission.

Prop. 15 funds will be invested in things like county health care services, fighting homelessness, firefighters and fire prevention equipment, safe drinking water, and preparing for future disasters like wildfires and earthquakes.

"Our colleges and communities need these funds badly, which is why Prop. 15 requires strict accountability to ensure all resources go directly to our students, families and our future," said CTA President E. Toby Boyd. "We simply can't afford these corporate tax loopholes anymore — not at the expense of our colleges and communities."

Exempts Farms and Homes, Enhances Small Business

All this will be done without adding additional bills to homeowners and farmers. Prop. 15 completely exempts farms and agricultural land from property tax reassessment, and makes no changes to existing laws regarding these properties. Additionally, Prop. 15 includes new tax relief for agricultural businesses with up to \$500,000 in exemptions for new equipment, providing farmers with additional resources to grow and thrive.

Gov. Gavin Newsom endorses Prop. 15, because it is key to California's recovery and reinvestment strategy after this pandemic crisis. The Board of Governors of California Community Colleges and the CCA Board of Directors passed resolutions in support of Prop. 15. It protects homeowners and renters by maintaining tax protections for all residential property, while leveling the playing field for all the businesses that already pay their fair share — providing one of the largest tax incentives in a generation to spur new investment in small businesses when they need it most. ■

YES ON 16: Equal Opportunity for All Fighting Gender Discrimination and Systemic Racism Is on the Ballot



THANKS TO advocacy and legislative action, Californians have a historic chance to reinstate affirmative action by voting Yes on Prop. 16. This initiative aims to reinstate equal opportunity and

create a stronger economic future for women and communities of color, and a California where Black Lives Matter and our systems

are just.

- In California, we believe in giving everyone — woman or man, nonbinary, Black, white, Latino, Indigenous, Asian American or Pacific Islander — an equal shot at success.
- In 2020, women in California still earn only 80 cents for every dollar a man earns, and women of color make significantly less. Wage discrimination hurts our families, and we can start to fix it by voting for Prop. 16.
- Our shared values and our diverse communities are under attack in America today. White supremacists are on the march. Black people are being shot. Latino

children are in cages. COVID-19 is ravaging Indigenous communities. Hate crimes against Asian Americans are on the rise, and many of us fear for our safety because of who we are. There is something we can do. By supporting Prop. 16, we can push back and say no to racism.

The Board of Governors passed a resolution in support of Prop. 16. Unite with California's educators to pass Prop. 16 to ensure we can provide opportunity for good jobs, good wages, and quality schools for everyone. ■

NO ON PROP. 20: Early Release Rollback

No More Lucrative Prison-Industrial Complex

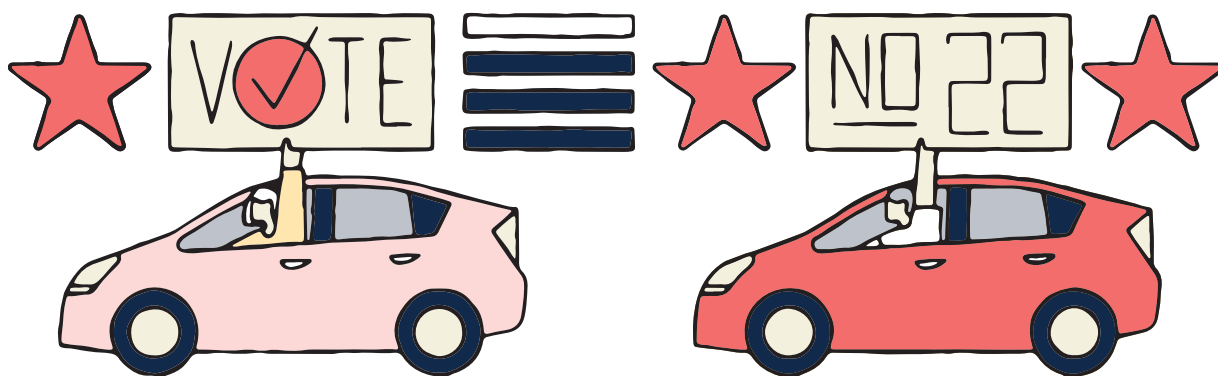


INSTITUTIONAL RACISM and racial discrimination have no place in our colleges and communities. California's educators are leading the way to ensure social and racial justice permeate our governmental systems and structures.

- Prop. 20, the Early Release Rollback measure, adds crimes to the list of violent felonies banning early parole, recategorizes certain types of theft and fraud from misdemeanor to felony, and requires DNA collection for certain misdemeanors.
- Far too many resources are invested in the lucrative prison-industrial complex that should instead be spent on restorative programs in public schools. We must say no to measures that perpetuate criminalization and deepen the inequities in our systems and structures. ■

NO ON 22: Gig Employers Try To Buy a Law

Deceptive Initiative Would Exploit Workers



Art: Joseph Carrington



WHAT do corporations do when state leaders pass a law forcing them to observe basic workers' rights and respect their employees? They spend millions for a ballot measure to repeal the law so they can continue their exploitation. Gig giants paid to put Proposition 22 on the ballot for one reason: to boost their profits by continuing to unfairly deny their drivers wages, sick leave, workers' compensation and unemployment.

- Gig companies want voters to think this measure is about safety, but Prop. 22 actually weakens safety

measures for riders and drivers. Uber and Lyft wrote new legal exemptions for themselves into Prop. 22. They aim to make even more money by eliminating required sexual harassment trainings and taking away the right of drivers to file a sexual harassment claim. Far too many resources are invested in the lucrative prison-industrial complex that should instead be spent on restorative programs in public schools.

- Uber, Lyft and Doordash wrote Prop. 22 to benefit themselves, not their drivers. If gig companies truly wanted to help their drivers, they'd be making sure their workers have the gloves, masks and equipment needed to protect themselves, their families and the public right now — not spending money on buying themselves a new law. ■

YES ON 25: End the Cash Bail System

Freedom Should Not Be Only for Those Who Can Afford It



CALIFORNIA VOTERS have a chance to end the cash bail system that keeps people in jail only because they are poor.

- Prop. 25 will replace a money bail system that unfairly grants freedom only to those who can afford it with a system that

prioritizes public safety and justice. Across the nation, communities are demanding justice. With Prop. 25, Californians have an opportunity to be at the forefront of a national movement to root out discrimination in our justice system, and make communities safer by making their voices heard

- with a Yes vote on Prop. 25 on Nov. 3.
- Supporting Prop. 25 means replacing a system that criminalizes poverty and race with an unbiased individual assessment of each person's risk to public safety. That's why criminal justice advocates are strong supporters of Yes on Prop. 25.
- A Yes vote on Prop. 25 eliminates a money bail system that poses a serious threat to public safety, allowing anyone, including dangerous offenders, to buy their way to freedom as long as they are wealthy enough to afford it.
- The money bail system hits taxpayers where it hurts, wasting \$5 million every single day just to keep nearly 50,000 people accused of low-level crimes locked up — simply because they can't afford to post bail. ■

ELECTION RESOURCES

1.
How much revenue will your college district reclaim when Prop 15 passes?

cta.org/scfcalculator

2.
Who are your local pro-education candidates endorsed by your colleagues?

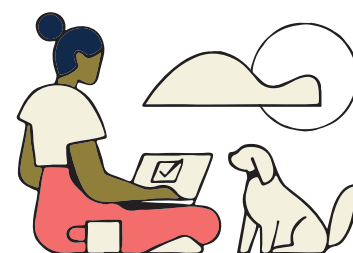
cta.yourvoter.guide

3.
Find resources on all election issues plus shareable graphics and other information to help propel Prop. 15 to victory on Election Day

cta.org/election-2020

4.
Track Your Ballot

california.ballottrax.net/voter



INVOLVEMENT AT THE NATIONAL LEVEL

CCA / CTA members are involved at the national level, working with National Education Association colleagues to ensure education professionals have a respected and valued voice when and where decisions are made about public education.

One in 100 Americans is an NEA member, and one in 39 voters resides in an NEA household. This election is our country's high-stakes test, and we intend to do our part in choosing the next president of the United States. It's our responsibility to ensure that all our students and their well-being are a priority for all candidates and for all voters.

Find our recommendations at educationvotes.nea.org

EDUCATION VOTES

California officials put out guidance for higher education institutions, which had been scrambling to either start the year remotely or put in place protocols and memorandums of understanding (MOUs) for allowing some students back for in-person instruction (**see the sidebar on page 1 for guidance specific to higher education tiers**). Still, thousands of coronavirus cases have been linked nationwide to college campuses, including hundreds in California.

The state's guidance for higher education institutions can be found at covid19.ca.gov/industry-guidance. Every California county is assigned to a tier based on its rate of new cases and positivity. To see your county's tier status, go to covid19.ca.gov/safer-economy.

CCA chapters handled the transition to online organizing and distance learning in many ways. **Rancho Santiago Continuing Education Faculty Association** (CEFA) created curriculum support groups to help each other personally and professionally (see story, page 1).

Napa Valley College Faculty Association

For **Napa Valley College Faculty Association**, as for most colleges, the switch to distance or "crisis" learning last March was a "circus." It's better this fall, says Kristie Iwamoto, NVCFA president. The transition to distance learning is proceeding, and NVCFA signed an MOU for in-person instruction so police academy and nursing program faculty have safety measures and physical distance requirements in place. They also moved office hours to online as a safety measure "because our faculty offices are much smaller than classrooms."

Monterey Peninsula College Teachers Association

Monterey Peninsula College Teachers Association has a good working relationship with a fairly new college president, respect earned during a near strike two years ago, and a strong campus distance learning education team. "There was a lot of good energy coming from them. Talk about celebrating human cooperation under crisis!" says Anthony Villarreal, who credits MPCTA President Lauren Blanchard with putting MPCTA on the forefront of getting crash courses and online resources, particularly for part-timers.

She worked with college deans to provide regular online meetings to share courses and faculty-based online training,

and negotiated options for faculty in the MOU.

The evaluation process was streamlined, allowing faculty to be evaluated online or to opt out until a later date. Criteria for online evaluations were updated, including student evaluations, reviewing content created on Canvas, and short visits to online classes. MPCTA also negotiated strict compliance with CDC guidelines for in-person instruction, auto shop, kinesiology and nursing faculty.

CTA leaders praised MPCTA leadership for being the first to offer support and resources to K-12 and college colleagues during the Santa Cruz fire. Twelve MPC faculty were evacuated, and MPCTA has a fund for victims of the fires.

Rio Hondo College Faculty Association

"The **Rio Hondo College Faculty Association** MOU puts all classes online and deals with accreditation and attendance issues, providing lists of students who are no-shows," says RHCFA member Jill Pfeiffer, who is the distance coordinator for RHC. She notes that online learning means enrollments are increasing, and colleges and unions need to be prepared for that.

The MOU restricts the district from going into a faculty member's Canvas site without permission, as well. Deans have to alert faculty they are showing up ahead of time. RHCFA set up a peer system where educators are reviewing online instructions.

"At Rio Hondo, we had 1,000 more enrollments than last year, and that's not related to the pandemic. It's a testament to students who want to learn and see the flexibility of online learning. CCA chapters need to think about that in negotiating contracts," says Pfeiffer, who is a CCA Board member. She notes colleges are federally mandated to have packaged online classes for disabled students and recommends the Accessibility Center through the California Community Colleges website (cccaccessibility.org).

"Faculty want training and we don't have enough PD, regardless which college," she says, adding that she is impressed with the trainers from the Chancellor's Office, who will do on-site and online trainings.

Some CCA chapters negotiated extra compensation and sick leave in case faculty come down with COVID-19, safety measures and hazard pay for those who teach in a lab or studio, and compensation for part-time faculty

whose classes and teaching load were reduced. For example, at Mt. San Antonio College, adjunct faculty whose fall 2020 class is canceled by the district due to circumstances related to COVID-19 within two weeks of the first day of class receive the hourly equivalent of one class meeting in compensation.

Mental Health

Mental health is the biggest issue students at California community colleges say they are facing during the pandemic. Some 67 percent of students report higher levels of anxiety, stress, depression, or other mental distress, according to the Chancellor's Office's website. The sudden transition to an online learning environment drives some of this stress, as do struggles with job and income loss or paying for housing and utilities. For some students, the loss of income means prioritizing basic needs over school.

"COVID-19 AND ENTRENCHED INEQUITIES LIKELY AGGRAVATE THESE MENTAL CONCERNS."

Because California Community Colleges (CCC) enrolls the highest number of Latino, African American and low-income students, these institutions play a critical role in supporting mental health for students whose circumstances have changed radically amid the current crisis. Students can find comprehensive web-based resources through the CCC Student Mental Health website. Individual colleges have also continued with personal counseling services for students via phone and videoconferencing.

Resources

- Chancellor's Office COVID-19 page (follow for COVID-19 facts and resources) cccco.edu
- CCC Student Mental Health website ccstudentmentalhealth.org
- Resources, tools and activation kits for mental health EachMindMatters.org
- CCA's page includes ways to connect with colleagues and self-care advice and resources cca4us.org/covid19
- CTA's TEAM Cadre (supports members experiencing trauma) cta.org/educator/posts/cta-provides-resources-support-during-times-of-trouble ■

DISTANCE LEARNING ADVICE >>

- Survey students shortly after the start of the class to discover what elements of the course design or pedagogy are not clear to them. Follow up by offering clarification and making reasonable changes, and reporting back to the students about the changes you made as well as the changes you didn't make.
- Use images, video and audio to do more than convey content — infuse humor and personality into your class.
- Build your grading by having many low-stakes assignments rather than a few high-stakes assignments. Use rubrics for speed and ease of grading.

*Jonathan Ausubel, CCA Treasurer,
Chaffey College Faculty Association*



As you spend this holiday season celebrating with family and friends, take a few minutes to give yourself a little something extra...peace of mind.

Auto and Home Insurance provided by California Casualty gives you protection, value and service with a convenient holiday skip-payment option that's perfect for this time of year.

Skip your payments in November & December or December & January.

GET YOUR QUOTE TODAY.

1.866.268.1754

WeProtectEducators.com/Skip



And... for the opportunity to provide you a no-obligation quote, California Casualty will give you a **\$25 Amazon.com Gift Card** — when quoted before **December 31, 2020.**



CA Lic#0041343 ©2020 CCMC Insurance not available in AK, HI, MA, MI, NY, WI. Coverages described are subject to availability and eligibility. Amazon.com is not a sponsor of this promotion. Restrictions apply. See website for complete details. Gift card offer not available in AL, AR, FL, GA, LA, NC, ND, MD, MS, SC, TN, TX, UT and WV.

CCA HONORS FACULTY FOR OUTSTANDING SERVICE, continued from p. 12 ▶

2020 FACULTY EQUITY AND DIVERSITY AWARDS



RYAN SULLIVAN, Mt. San Jacinto College, received the GLBT Award in honor of David A. Sanchez, CTA's first openly gay president. The award recognizes faculty who have educated their community regarding GLBT issues. ■



REGINA RHYMES, Cypress College, received the Ethnic Minority Award in honor of Mary Ann Pacheco, a Hispanic Rio Hondo College professor, for promoting equal access and treatment for minorities. ■



LINDA CHAN, Mt. San Antonio College, received the Part-Time Faculty Award in honor of David Milroy, a longtime faculty activist. The award honors faculty who worked to improve working conditions for part-time faculty. ■

2020 STATE WHO AWARD



FOLA ODEBUNMI, United Faculty North Orange County CCD, for dedication, commitment, integrity and honesty in serving as CCA treasurer for the past six years. A dedicated leader at the local, state and national levels, Odebunmi has shown an unwavering devotion to the principles of equity and the values of CCA and CTA. She actively advocated for the rights of unions during the *Friedrichs* and *Janus*

cases. She vocally supported her chapter and other CCA chapters as a member of CTA State Council and traveled to Washington, D.C., to represent CCA and public higher education at the Congressional Black Caucus. She has met with and lobbied members of Congress and members of the California State Legislature.

As treasurer, Odebunmi was a fierce fiduciary manager, holding the

Association accountable for responsible spending, and advocated for sound fiscal principles to be memorialized in CCA governing documents. In addition to the formal positions she's held, Odebunmi has been a nurturing mentor to new faculty at her local. ■

Find a full listing of awards and winners at cca4us.org.

Racial Equity

Moving Beyond Diversity

IT'S 1998 and a late night call wakes up San Bernardino Valley College professor Ed Gomez. The call is from a group of his students upset because two of their friends, who happen to be Black, are being beaten by police because they wouldn't stand in line the proper way at a local theater.

Just one of many stories that explain why Gomez, who chairs CCA's Faculty Equity and Diversity Committee and represents CCA on a racial equity workgroup set up by the chancellor, is involved in social justice issues and Black Lives Matter. He will be presenting at CCA's virtual fall conference on the need for campus equity and diversity committees.

Over the years he has been an adviser to Latino, Chicano and Black students and students with disabilities groups to promote the students themselves so "they can see themselves changing the world in a positive manner."

"It is the duty of education to open discussion on ideology sometimes not discussed in the community," says Gomez. For years Gomez promoted the annual Oct. 22 National Day Against Police Brutality. He created events and rallies that helped people communicate. Speakers with historical and sociological perspectives, including students and police officers, exchanged views.

"The goal is not about hate, it's about education," he notes. "If a teacher, a priest, an officer is disrespecting or abusing students, they should be held accountable. That's education — we have a right to learn and understand in an academic format. It's this type of education

that helps the community to respond and move forward on issues, redirecting the community so children and grandchildren don't go through what we did."



Ed Gomez (top right) is the adviser to SBVC Student CTA members Mauricio Patino, Israel Torres, Gina Garcia and Dewey Kelleygrey (kneeling).

"You don't have the only way of thinking, understanding or knowing about the world. When you think only in the way you're thinking without opening your mind, you're narrowing the ability for human growth," he adds.

The San Bernardino CCD TA member is equally passionate about education and understanding, addressing diversity

issues in his previous roles on CCA's Legislation and Advocacy Committee and at CTA State Council.

CCA has facilitated "The Force Awakens: A Day for Social Justice and Positive Change," a conference where members discuss equity and social justice issues facing community college faculty and students. Gomez notes Student CTA participates, too. "Our students determined what are the most important issues for them, and those issues became the CCA outline. Every CCA conference focuses on an aspect of diversity — DACA, LGBT, women's issues."

Diversity is not a theme to discuss or celebrate just in February, adds Gomez. "Our community and our classes need to reflect who we are as a people. We don't have to agree with each other, but we should understand." ■

SJDCTA Social Justice and Equity Committee Wins 2020 Stanback-Stroud Diversity Award

SAN JOAQUIN Delta College Teachers Association's Social Justice Committee was honored by the Academic Senate for California Community Colleges.

The prestigious Stanback-Stroud Diversity Award honors faculty members' tireless work on behalf of Delta College students through projects such as the Dreamers Success Center, Social Justice Radio Hour, and the Pathway to Law program. SJDCTA is a CCA affiliate. See details at cca4us.org.



Cypress College management implemented a recommendation from Black faculty and North OC CCD about publicly stating their support for diversity and equity.



Fall Virtual Conference Is Oct. 7-10

Features Professional Development, Elections and Council Meeting

THE PLANNING, IMPLEMENTATION and results of the "Researching (With) Our Communities Through Oral Histories" grant will be shared by recipient Jennifer Escobar, Riverside CCD Faculty Association, during the CCA Fall Virtual Conference Oct. 7-10. Registration is still open at ctago.org/events/2020-cca-fall-conference.

Escobar received a CTA Institute for Teaching (IFT) grant that supported ongoing and new collaborative oral history projects for educators who work in Val Verde and Moreno Valley school districts and in Riverside Community College District. "The purpose is to provide culturally responsive and sustaining research opportunities with students from middle school, high school and college," said Escobar, an associate professor

of English at Moreno Valley College.

Other professional development sessions are on digital tools for online organizing, creating a local diversity and equity team on your campus, how members used Robin DiAngelo's book *White Fragility* to help create change, bargaining working conditions in an online environment, demystifying and debunking district financials, organizing through technology, what local leaders should know about employer bargaining obligations during a pandemic, grievances, implementing part-time rehire rights and parity during the pandemic, and the basics of using the online design tool Canva.

The CCA Council will meet during the weekend, and there will be elections to fill the board seats for District D, which includes College

of the Canyons, College of the Sequoias, Kern Community College, Taft Faculty Association and West Hills College; District F-1, which includes Chaffey College, Long Beach City College full-time and part-time faculty, and United Faculty North Orange County; and District G, which includes Citrus College and two chapters in Rancho Santiago. ■



THE CTA® CASH REWARDS VISA SIGNATURE® CREDIT CARD



\$200 Amazon.com
Gift Card Bonus
(students not eligible)

if you make at least \$500 in purchases in
the first 90 days of account opening

1% UNLIMITED CASH BACK
everywhere, every time

2% AUTOMATIC CASH BACK
at grocery stores & wholesale clubs

3% CASH BACK
in the category of your choice

**Gas | Online Shopping | Drug Stores | Home
Improvement & Furnishings | Dining | Travel**

Earn 2% and 3% cash back on the first \$2,500 in
combined grocery store/wholesale club/choice category
purchases each quarter, then earn 1%.

Choose your category for future purchases through the
Mobile Banking app or Online Banking once each calendar
month. Or, make no change and it stays the same.

**CONTACT US TODAY
TO LEARN MORE OR TO APPLY:**



888.758.7946



www.newcardonline.com

Refer to Priority Code NAABDL



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.

Mobile Banking requires that you download the Mobile Banking app and is only available for select mobile devices. Message and data rates may apply.

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.

CCA'S 2020 Award Winners

CCA Honors Faculty For Outstanding Service

2020 WHO (WE HONOR OURS) AWARDS



BEATRIZ AVILA, Imperial Valley College/CCA, for outstanding service during the last contract negotiations, among the “worst ever,” as district management attacked faculty rights across the contract, attempting to make over 500 changes

to the agreement. Her willingness to put in literally hundreds of hours, her expertise with research, and her attention to detail helped the chapter successfully reach a very good agreement. ■



JESUS GUTIERREZ, Citrus College FA, for his gung ho attitude, acquired while serving in the United States Marine Corps, which has been an inspiration as he applied his attention to detail and level-headed thinking to various union

activities and leadership roles. As co-chair of the PAC Committee, he was instrumental in signature gathering for the SCF initiative, and has contributed to revisions of CCFA's local bylaws and standing rules. ■



JENNY LANGRELL, South Orange County CCD FA, for stabilizing and even growing South Orange's membership, not in spite of but because of *Janus*, the Supreme Court case that robbed unions of fair share fees. She

is applauded for her keen insights and wise counsel, and for always calling B.S. when district management's negotiators “shovel” it. Langrell collected many signatures in promoting CTA's SCF initiative. ■



GARY ENKE, Mt. San Antonio College FA, for fighting for faculty and students. He is called “a force of nature” by admirers, who say when Enke sees injustice, he will be the first to fight. Whenever an advocate is needed to organize

faculty to show support for the union or to stand up for another faculty member, Enke is the first person called. He is credited as being “the best advocate” faculty could ask for. ■



MEGAN IGO, Merced College FA, for being a tireless advocate for both full-time and part-time faculty in her role as vice president and grievance chairperson. Igo has given a great deal of time to protecting the

MCFA contract and members. A longtime dedicated supporter of the union, her colleagues appreciate her willingness to partner and collaborate on all things MCFA. ■



EILEENE TEJADA, Napa Valley College FA, for effectively being the “squeaky wheel, the fly in the ointment, and the troublemaker.” During all of her leadership positions she has made positive change through fierce

devotion to the union and the Academic Senate. Colleagues say Tejada is the union's conscience, encouraging leaders to always fight for faculty, and reminding the union, “We can do more. We can do better.” ■



VELVET PEARSON, Long Beach City College FA, for being the definition of the words “faculty advocate” in her role as grievance chair. Educating our faculty about the contract is a role Pearson takes seriously, presenting

“Know Your Contract” brown bag workshops and developing clearer steps on what needs to be done when faculty take leaves, particularly maternity leave. She has built a successful relationship with the human resources department,

intervening at times with the appropriate administrator, thus preventing a longer formal grievance. Pearson always finds time to give an ear to any faculty who express a concern about a possible contract violation and

helps them to navigate a solution. ■

Find a full listing of awards and winners at:
cca4us.org

Please see **CCA HONORS FACULTY FOR OUTSTANDING SERVICE**, p. 9 ►

PRSR STD
U.S. POSTAGE
PAID
PSD

California Teachers Association
1705 Murchison Drive
Burlingame, CA 94010