

# ADVOCATE



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## North OC Faculty: No Confidence in Negotiations for Fair Contract



**NORTH ORANGE COUNTY CCD** faculty, students and supporters went to the Feb. 11 board meeting and delivered a letter signed by 350 faculty members declaring no confidence in Irma Ramos, Vice Chancellor of Human Resources, who negotiates for the Board of Trustees. United Faculty NOCCCD members said the letter is a result of the district bleeding faculty because of substandard salaries and benefits, especially health coverage for family members.

NOCCCD and the union were released to fact-finding March 4 after 18 months of frustrating negotiations. United Faculty NOCCCD President Christie Diep says district managers have “never claimed that they cannot afford our proposals. Yet, after gladly accepting COLA increases from the state, they insist that 0 percent and 1 percent is all they’ve been authorized by the Board of Trustees to offer.”

Last May, faculty voted down a tentative agreement that would have provided a 1 percent pay hike for the 2019 and 2020 academic years and a 2.71 percent off-schedule one-time payoff. Faculty questioned why they should accept the payoff when the college district is getting millions in ongoing funding.

Nearby community colleges have already settled their contracts using the state-allocated cost-of-living adjustment (COLA). “While district managers and trustees may believe salary offers that do not cover the cost of living are merely temporary placeholders, our members will remember such offers as permanent insults,” Diep told the Trustees.

That insult is magnified by NOCCCD’s policy of hoarding over \$102 million in reserves, money meant to educate citizens in the communities served by Cypress College, Fullerton College, and North Orange Continuing Education (NOCE). “The district should use its \$102 million reserves to invest in its faculty,” Diep said. “What is the investment here? Is the investment in creating a large savings account or in people who are doing the work?”

Before the board meeting, a large number of United Faculty members lined the streets around the district office, holding signs and waving to passing cars that honked their support for college faculty. During the board meeting, current students joined graduates from NOCCCD institutions to speak passionately about the transforma-

tional impact of their community college faculty.

“When I found out that my professors do not have family health care coverage provided for by most [other colleges] and are paid among the lowest in Orange County, I was disgusted,” student Laura Kraft told trustees.

Diep noted district managers agreed in 2013 to work with the union to increase faculty salaries and benefits to be comparable with top-paying districts, because the college is losing highly qualified faculty to neighboring college districts that pay more professionally.

“Our faculty is very frustrated, our patience is running thin, and the overall morale is at risk,” lead negotiator Mohammad M. Abdel Haq told trustees. “Fulfill your promises to us and do so as soon as possible.”

“I sincerely hope the board sees how serious and dedicated we are about getting the salary and benefits we deserve,” said Naji Dahi, a Fullerton College political science professor and chairman of the faculty union’s organizing committee. ■

*Based on an article by Ed Sibby*

“  
What is the investment here?”

## Joint Resolution to Name Science Building After Faculty Union Founder



Don Takeda

**BY UNANIMOUS VOTES**, the College of the Canyons Academic Senate and the College of the Canyons Faculty Association adopted and sent to trustees a resolution to name the new Canyon Country Campus science building after biology instructor Don Takeda.

“Santa Clarita Valley community members are quick to share how much they loved Professor Takeda’s class whenever I mention I work at COC,” said Nicole Faudree, COCFA President. “He is synonymous with College of the Canyons, and he has changed countless students’ lives. We could think of no better way to honor our colleague.”

“Don Takeda has mentored and inspired students and fellow faculty alike. As a colleague and a mentor, Don Takeda is one of the most genuine and humble people I know. As the faculty president, I have watched him inspire and encourage so many of our students. No one is more deserving to have a building named after him,” said Rebecca Eikey, Academic Senate President.

Collaboration is important, and both presidents said working together to celebrate their own is important, stressing the importance of advocating for faculty and students whenever the opportunity presents itself. Construction on the building is nearly complete, and plans call for the first science classes to be offered in the fall.

The joint resolution calling for the new science lab building to be named the Don

Takeda Science Center was presented to the Chancellor and the Board of Trustees March 11. If the Board of Trustees agrees with the faculty resolutions, the science building will be the third building that dons a faculty name in the 50-year history of the campus.

A cornerstone of the biology department at College of the Canyons and a founder of the faculty union, Takeda retired in 2017. Faculty say his life, professionalism, and dedication to students, colleagues and the college deserve to be honored.

Born in an Arizona internment camp during World War II, Takeda grew up in Fresno and graduated with honors from UC Berkeley. He earned his master’s degree from CSU Los Angeles. He taught at COC for 46 years, during which he enhanced the lives of several generations of students and colleagues. His teaching changed students’ lives. Founding the College of the Canyons Faculty Association enhanced his colleagues. Since then, COCFA members have advocated for and earned respect at the bargaining table and throughout the community.

“Don’s outstanding service and exceptional contributions as a COC faculty member can never be accomplished again by one person. What an opportunity and honor the college has at this moment to recognize diversity and showcase possibility to our students by placing the name Takeda on the new science center,” colleague Kelly Burke told the Chancellor and Trustees.

The resolution notes Takeda’s loyalty and longevity; he is the longest-serving faculty member in the history of the college. He developed and established the biology department and a program of rigor and high standards, established scholarship programs for students, expanded course offerings like molecular genetics, supported field studies at Camp Tahquitz, established lead faculty coordinators, developed lab technical positions and organization, and served on the hiring committees of biology faculty members. ■

# The Council of Friendly Organizations

By CCA President **Eric Kaljumägi**



CCA President Eric Kaljumägi

**AN OLD JOKE GOES,** “A friend will help you move, but a good friend will help you move a body.” We use the word “friend” to signify when there is a bond of mutual affection or support without qualifying the strength of that bond. Sometimes this bond can exist even when a

rivalry might also be present or when there are only a few common interests. Friends come in many forms.

All union leaders devote significant time to building relationships, which in its most impersonal sense is sometimes called “friend-raising,” a turn of phrase related to “fundraising.” To “friend-raise” is to look for people or groups that might have something in common with you, to talk about those possible connections, and then, when the opportunity is right, to ask for their participation or assistance on a topic of mutual interest. Understanding and occasional assistance will exist even if a relationship remains at the “friend-raise” level, but if there is mutual trust and respect, strong professional relationships can be built into personal friendships.

Back in 2008, faculty leaders from the Faculty Association for California Community Colleges (FACCC), the Academic Senate for California Community Colleges (ASCCC), and the three largest unions representing California’s community colleges (CCA/CTA, CCC/CFT and CCCI) created a one-page charter for a group they called the Council of Faculty Organizations. To quote from the first paragraph of this document, “The Council of Faculty Organizations (CoFO) provides a forum for constituent organizations to review and respond to significant issues and policies that impact community college faculty. ... When all groups agree, CoFO may take a formal position on an issue or policy.”

Last autumn, the Chancellor’s Office asked every member of the CCCCCO Consultation

Council to subscribe to the Chancellor’s Office Budget and Legislative Request. While no member of CoFO did, our discussions at CoFO meetings revealed that we unanimously desired to add more full-time faculty, to support part-time faculty, and to increase funding for faculty professional development. We also unanimously opposed the continuation of the Student Centered Funding Formula’s performance-based component, which benefits some colleges to the detriment of others while injecting instability into the college budget process. From this unanimity of position, a letter to the Legislature and the California Department of Finance was developed and agreed to this past November by all five of CoFO’s members, including CCA.

CoFO is a loose arrangement, more akin to a confederation or a league than a council in my opinion. Still, it has proved to be an excellent place to better understand the objectives of the other faculty groups. While the structure of CoFO is informal, we share ideas and information, and have forwarded memos, fielded questions, and shared draft documents with each other.

On Feb. 24, CoFO sent an updated letter to the chairs of the Assembly and Senate budget committees, thanking them for their ongoing support but noting weaknesses in the governor’s January budget. We are concerned that one-time money has been proposed for several ongoing needs, including faculty diversity, professional development, and part-time faculty office hours. We believe that more full-time faculty positions are needed, and we continue to steadfastly oppose the performance-based component of the state’s funding model.

While the CTA budget principles contain additional items of importance to CCA, and while CTA’s legislative and budgetary advocates provide most of our influence in Sacramento, alliances like CoFO are important. If your local doesn’t have routine interaction with your classified union and with your academic senate, you should consider having a monthly meeting with these parties to talk about the current events at your college. You might make some friends. ■

“If there is mutual trust and respect, strong professional relationships can be built into personal friendships.”

## Spring 2020 CCA Calendar

<p><b>04/04</b> <b>CREATING AN EFFECTIVE EXECUTIVE BOARD</b> San Bernardino Valley College, <a href="http://cca4us.org">cca4us.org</a></p> <p><b>POSTPONED</b></p>	<p><b>04/04-26</b> <b>CCA SPRING CONFERENCE</b> Irvine Orange County Airport, <a href="http://ctago.org">ctago.org</a></p> <p><b>CANCELLED</b></p>	<p><b>05/07</b> <b>REGIONAL DIVERSITY TRAINING</b> Ontario, San Diego, Egome01@ucr.edu</p> <p><b>POSTPONED</b></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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# The Proposed Budget for Community Colleges

## Legal Services for Immigrants, Part-Time Faculty Office Hours, Apprenticeships Get Funding

**GOV. GAVIN NEWSOM'S** proposed budget provides an increase of \$370.1 million Prop. 98 General Fund for community colleges, compared to the 2019-20 budget. While the governor's budget includes no new changes for the Student Centered Funding Formula, specific spending proposals include the following:

- An increase of \$167.2 million Prop. 98 General Fund for a 2.29 percent **cost-of-living adjustment** (COLA).
- \$83.2 million to support **apprenticeship opportunities** in priority and emerging industry sectors, work-based learning models that work with faculty and employers to incorporate work-based learning into curriculum, and one-time funds for reimbursable apprenticeship instructional hours.
- An increase of \$5.8 million to fund **Dreamer Resource Liaisons** and student support services, including those related to career pathways and economic mobility, for immigrant students in community colleges.
- An increase of \$5 million for community colleges to provide **instructional materials for dual enrollment students**.
- An increase of \$15 million one-time funds for a pilot fellowship program for **improving faculty diversity** at community colleges, and an increase of \$10 million one-time for **part-time faculty office hours**.
- An increase of \$11.4 million to establish or support **food pantries** at community college campuses.
- An increase of \$10 million Prop. 98 General Fund to provide **legal services to immigrant students, faculty and staff** on community college campuses.

### CCA 2020-21 Budget Principles

CTA State Council of Education approved these budget principles, starting with agreeing that the Master Plan for Higher Education should adequately fund community colleges to fulfill the goals of student access and a quality education, and should provide necessary resources to meet the needs of all community college students.

For community college funding, CCA/CTA:

- Believes that the state must provide adequate funding for community colleges to ensure access to a tuition-free community college education for all students.
- Believes that Proposition 98 should be a floor and not a ceiling for education funding; its integrity must be protected; and we must support and monitor the Proposition 98 guarantee certification process to ensure it is properly implemented.
- Opposes any encroachment from non-Proposition 98 programs into the Proposition 98 side of the budget, including any action that would reduce the guarantee below its authorized constitutional and statutory funding level.
- Believes that Proposition 98 should be protected from the reductions that occur when tax credits and giveaways are created that do not provide clear economic benefits to California. Existing tax credits that harm Proposition 98 and thus reduce pre-K-14 funding should be carefully re-examined and repealed where there has not been a benefit to the California economy and public education.
- Believes that pre-K-14 school districts and local community colleges are best suited to provide

vocational instruction to the workforce in their communities. Statewide community college districts such as Calbright should be carefully monitored and only supported if they clearly provide a cost-effective benefit to the unique needs of underemployed Californians.

- Supports additional funding to the California State Teachers' Retirement System through General Fund allocations in order to reduce community colleges' contributions for the duration of the implementation of AB 1469.
- Supports increasing the base allocation for community colleges.
- Opposes funding based on completion metrics of any sort.
- Supports providing additional resources, including Cal Grants, to low-income students.
- Supports the 2.29 percent COLA on apportionments and believes that this COLA should be provided to all part-time categorical programs.
- Supports increased funding for enrollment growth.
- Supports funding to provide legal services to undocumented and immigrant students, faculty and staff.
- Supports increasing the number of and diversity of full-time faculty to meet and exceed the 75/25 percent full-time faculty provisions of AB 1725.
- Supports increased funding for part-time faculty support.
- Supports funding for faculty professional development. ■

## CANCELLED: April Spring Conference

### Because of COVID-19, Elections Will Use Vote-By-Mail System

**THE CCA BOARD** has voted to cancel the upcoming Spring Conference and Council, the Creating an Effective Executive Committee Workshop, and the Regional Diversity Trainings because of the COVID-19 pandemic threat. The Effective Executive Committee and Regional Diversity trainings will be rescheduled.

Elections and approval of the budget will occur using a vote-by-mail system.

If a CCA member wishes to run for a CCA position, the Declaration of Candidacy forms are available on the CCA website at [cca4us.org/forms](https://cca4us.org/forms). These forms are due to the CCA Office by 27 March.

Nominations are also open for representatives and alternates for CTA State Council in areas HE-2, HE-3, HE-5, HE-7, and HE-8. The deadline to submit declaration of candidacy forms for these positions is April 2, and candida-

cy forms were sent to all presidents in these areas on March 5.

If you need another copy of the form, please make your request to [president.cca4us@gmail.com](mailto:president.cca4us@gmail.com).

For updated information regarding events and actions, go to the CCA website: [cca4us.org](https://cca4us.org).

While the COVID-19 viral outbreak is disruptive in many ways, we are blessed with communication tools that allow instruction and governance to continue. The CCA committee and officer meetings will transition to the Zoom.us platform until further notice. CCA officers encourage all members to stay safe until we can again meet in person. ■

## Professional Development Opportunities

### CREATING AN EFFECTIVE EXECUTIVE BOARD

April 4 at San Bernardino Valley College. Local leadership teams are encouraged to attend this day-long session where you will learn and share effective strategies to create an executive board, including working as a team and building leadership in the chapter. **Watch [cca4us.org](https://cca4us.org) for updates.**

### REGIONAL DIVERSITY TRAINING

May 1 at CTA office locations in Natomas, Bakersfield, Ontario and San Diego. As a union, we are encouraging ethnic minority members to participate in governance at the local, state and national levels. Learn how to be involved in our union and about ethnic-minority issues. Email [EGome01@ucr.edu](mailto:EGome01@ucr.edu) to register.

## How Can We Support, Promote & Protect Part-Time Faculty?

Your CCA Membership Development Committee (MCD) wants to better understand how CCA can support part-time members. If you are a part-time CCA member, please complete this survey and provide direction and guidance to CCA. Fill this out by April 23.

Everyone who fills out this short survey will be entered

into a raffle for one of five \$20 gift cards. Winners will be announced in next issue of the Advocate and on [cca4us.org](https://cca4us.org).



# It pays to be a CTA member

## Exclusive Benefits for CTA Members

CTA membership comes with many great benefits including access to the only CTA-endorsed Disability insurance plans from Standard Insurance Company (The Standard).

At no extra cost to you, when you protect your paycheck with CTA-endorsed Disability insurance from The Standard, you also get access to two great benefits from CTA:\*

- Student Loan Benefit
- Cancer Benefit

Both benefits are paid directly to CTA members in addition to the disability benefits from The Standard and can be used to help pay for everyday expenses like student loans, rent/mortgage or childcare.

**Learn more!**

Visit us at [CTAMemberBenefits.org/Disability](https://CTAMemberBenefits.org/Disability)



\*Student Loan Benefit and Cancer Benefit are offered by CTA to eligible members on approved Disability claims 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. For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policies 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 SI 20197-CTAvol (2/20)

# Survive & Thrive

## Resource to Help Survive Faculty Burnout

**DO YOU** or someone you know have ongoing issues with administration? Do you or someone you know have ongoing personal problems that may be impacting your professional life? Then you or someone you know could be a potential candidate for CTA's Survive and Thrive program.

The program consists of a five-day sabbatical in a retreat setting where a group of faculty (up to 15) reflect on their lives and careers, as well as receive instruction in time management, stress management, nutrition and relationship-building. After completing the program, there are follow-up sessions with instructors at intervals of three, six and nine months.

"It helps members revive their teaching or determine other career paths that may be more suitable for them at this point in their life," says program facilitator Robin Devitt. "Better yet, a licensed clinical psychologist attends the training to help participants deal with any personal issues."

Byron Greenberg, an associate professor and clinical psychologist at Virginia State University, says, "Classroom teachers and college faculty are often 'on fire' for the job when they start — and anything on fire can burn out." Burnout is defined by the American Institute of Stress as a cumulative process marked by emotional exhaustion and withdrawal associated with increased workload and institutional stress. Burnout is not trauma-related but can coexist with compassion fatigue.

Teacher burnout usually occurs when an

educator feels highly stressed, emotionally exhausted, and cynical or uncaring about what happens to students. According to studies, most faculty experience job stress at least two to four times a day, with more than 75 percent of teachers' health problems attributed to stress.

While many issues play a role in teacher burnout, common stressors include dwindling college resources, low pay, changing assessments of student performance, and pressure from administration for nonteaching tasks. "There are a myriad of stressors for professional educators," says Devitt. "These tasks far outweigh in hours the average workday for educators. Besides, being a teacher in these economic times can just wear you down."

If you have colleagues who need to find some balance in their hectic lives, contact Robin Devitt at [rdevitt@cta.org](mailto:rdevitt@cta.org) for details and appropriate paperwork. A session is being planned for this fall. CTA will cover half the cost of the sabbatical program and districts may cover the other half. ■



## STRESS RELEASE?

There's an app for that too.

Managing stress is a skill that everyone needs to develop. Here are seven management apps to help reduce stress:

- 1 BREATHE2RELAX:** Smartphone app with instructions and exercises in diaphragmatic breathing, a documented stress-management skill. Includes detailed information on the effects of stress on the body.
- 2 HAPPIFY:** A brain-training app based on research showing that some types of activities can help you combat negativity, anxiety and stress while fostering positive traits like gratitude and empathy.
- 3 HEADSPACE:** "A gym membership for the mind," Headspace provides a series of guided meditation sessions and mindfulness training. A free trial is available with additional sessions available by subscription.
- 4 PERSONAL ZEN:** Developed with a professor of psychology and neurosciences, a series of games based on clinical findings about methods for reducing anxiety levels.
- 5 MY MOOD TRACKER:** Knowledge is power. Once you become more aware of what you're feeling when, you can begin figuring out links between life events and cycles and your moods, which in turn will help you manage (and work around) your moods.
- 6 POCKET YOGA:** Relax with yoga. Look up single poses or put together entire routines from a range of yoga styles and all levels of difficulty.
- 7 PAY IT FORWARD:** Encourages a daily act of kindness — a proven stress reducer — with a list of suggestions as well as connection to a community of people who are committed to the principles of paying it forward.

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<sup>4</sup> As of December, 2019.

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# COVID-19 Pandemic Shuttters College Campuses Statewide

Best Advice: Don't Panic, Time to Be Healthy, Use Your Elbow, and Wash Your Hands!

**COVID-19: Prevent the Spread!**  
(2019 Novel Coronavirus)

Stay home. Cough into your elbow or sleeve, not into your hand. Wash your hands for at least 20 seconds.

AS COVID-19 cases are increasing daily, college campuses have shuttered and cities are going into quarantine as a statewide shelter-in-place order was enacted. The safety of our students, all of you and all our families is CCA's top priority.

## What Can You Do?

The best way to protect yourself remains common-sense guidelines including hand-washing and "social distancing," which should be easier since everyone has been directed to work from home. For those who are 60 and older – and those with diabetes, heart disease, or lung disease – the government is **recommending** extra precautions, including avoid-

ing crowds and nonessential travel. **Kids** and **pregnant women** are not known to be especially at risk.

A few more tips to protect yourself and others.

- **Don't panic.** Remember COVID-19 is a respiratory disease marked by severe flu symptoms, including coughing, shortness of breath and fever. While there isn't a vaccine for it, there are tried-and-true ways to deal with this type of illness. Stay home from work or school

and drink lots of fluids.

- **Cough into your elbow.** Health officials recommend coughing into your sleeve or a tissue instead of your hands. Cover your nose and mouth when you sneeze.
- **Wash your hands.** The CDC recommends washing with soap and water for at least 20 seconds after using the bathroom, before eating, and after blowing your nose or sneezing. It also advises not to touch your eyes, nose and mouth and to clean objects and surfaces you touch often.
- **What you should buy?** Nothing, really. If you don't already have the typical respiratory virus medicine (decongestants, anti-inflammatory

drugs, and acetaminophen for fevers), purchase. But don't go crazy.

- **What about the masks?** If you're not sick, you don't need to wear them. "The main point of the mask is to keep someone who is infected with the virus from spreading it to others," said Timothy Brewer, a professor of epidemiology and medicine at UCLA's Fielding School of Public Health and its David Geffen School of Medicine. "The CDC does not recommend that people who are well wear a face mask to protect themselves from respiratory diseases."

## What is CCA Doing?

CTA and CCA leadership and staff are continuing to provide information and resources on an ongoing basis to local leaders, including advisories on bargaining, distance learning and special education concerns. During this time of uncertainty, your CCA/CTA Family is here. Your primary contact staff is continuing to work and is available by cell phone and email. See online resources at [cca4us.org](http://cca4us.org), [cta.org/COVID-19](http://cta.org/COVID-19) and scan the QR code. ■

SCAN ME



## ONLINE RESOURCES

All the resources you need, from bargaining advice to self-care to best teaching practices, are available through your local union and through CCA/CTA. Here are just a few examples.



### California Virtual Campus: Remote Instruction and Services Resources

Various California Community Colleges initiatives are hosting a series of free webinars for interested faculty and student services professionals. No RSVP is required. Archived webinars are available in the **CVC-OEI Instructional, Student Services, and Shared College Resources Information** Canvas shell, accessible at this QR Code or at [www.cvc.edu](http://www.cvc.edu).

SCAN ME

### Best Practices For Virtual Teaching

Many college faculty are already teaching courses online. If you are a brick-and-mortar teacher, this webinar provides online teaching basics, specifically on how to create an engaging, impactful live virtual lesson, so you can maintain that crucial personal connection with your students during this unique time.



SCAN ME



### Advocating For Faculty

Bargaining advisories, sample MOU's and other local leader resources are available in the CTA Leader Resource Center ([www.cta.org/LeaderResources](http://www.cta.org/LeaderResources)) or by scanning this QR Code.

SCAN ME

WIN A JEEP COMPASS!

# KEEP ON COURSE

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# It's Time to Put Colleges & Communities First

## CCA Members Collect Signatures to Put Historic Measure on the Ballot



**CCA LEADERS** from College of the Canyons, Chaffey, Rio Hondo, San Joaquin Delta, Mt. San Antonio, Saddleback, Citrus and South Orange County CCD did voter registration drives where students, staff and faculty had opportunities to sign petitions to put the Schools and Communities First (SCF) Initiative on the November ballot. There was usually pizza or some other goodies involved.

The Schools and Communities First ballot measure will reclaim over \$12 billion every year for our colleges, schools and local communities. It closes commercial property tax loopholes benefiting only a fraction of corporations and wealthy investors, without affecting homeowners or renters, and reclaims \$12 billion per year to fund schools and strengthen local economies.

The initiative will reinvest billions annually into our colleges, school districts and local cities. Our local communities are on the front lines of big challenges like safety and housing. These additional resources will improve our parks, senior services, roads, public safety, health care, affordable housing, and other vital services. The initiative provides accountability and transparency by requiring local governments to publicly disclose the new revenues they receive and how they are spent.

CCA members attending the Winter Conference Feb. 7-9 saw how much money their college district will get when this initiative passes. (Local presidents and CCA/CTA staff have this information.) CTA budget analyst Angela Su presented background on why the initiative is necessary.

### Proposition 13

Before Proposition 13, the property tax rate throughout

California averaged a little less than 3 percent of market value, and there were no limits on increases for the tax rate or on individual charges on the assessed value of property. Local agencies independently established their tax rates, and the total property tax rate was the composite of the individual rates, with few limitations. If homes in a neighborhood sold for higher prices, neighboring properties could be reassessed based on the newly increased area values. At the time, some properties were reassessed 50 percent to 100 percent higher in just one year, and their owners' property tax bills increased accordingly.

On June 6, 1978, two-thirds of California voters passed Prop. 13, a constitutional amendment with immediate impact. Among other things, Prop. 13 capped, with limited exceptions, ad valorem property tax rates at 1 percent of full cash value at the time of acquisition, and rolled back property values for tax purposes to their 1976 level.

The result: Taxes were slashed an average of 60 percent, and the state became responsible for property tax allocations. College districts lost authorization to increase property tax rates for operational revenues. Assessments were now based on acquisition cost instead of the annual reassessment based on market value. That meant, and still means, as long as the property is not sold, future increases in assessed value are limited to an annual inflation factor of no more than 2 percent.

### What Does That Mean for Community Colleges?

In 1977, property taxes provided over 60 percent of the funding for community colleges. Today, it is around 30 percent. In reviewing budgeting options, CCA/CTA believes long-term funding must be enhanced. This has become an economic justice issue (see sidebar).

Currently, commercial properties, like residential properties, are subject to a property tax based on a rate of 1 percent of the value of the property when it is acquired. Under Prop. 13, unless there is a change in ownership, the property's taxed value cannot be increased by more than 2 percent per year, even if the market value of the property increases at a faster rate. This keeps property taxes low for longtime owners, usually corporations, even when the market value of the property has greatly increased. Businesses that have less than \$3 million in property tax holdings will be exempt from the new valuation, and smaller businesses (50 or fewer employees) will be exempt from having to pay taxes on business personal property (machinery and equipment). It also exempts all businesses from being taxed on the first \$500,000 in personal property.

The Schools and Communities First Initiative assesses commercial and industrial property at fair market value and closes commercial property tax loopholes. As written, it raises \$6.5 billion to \$12 billion a year, and 40 percent is earmarked for K-14 with a multiyear phase-in starting in 2022-23.

From a community perspective, SCF protects homeowners and renters from any changes, provides tax relief for small businesses, and includes accountability provisions so new funds are spent appropriately.

### Questions Asked at the CCA Winter Conference

**Will property taxes increase on my home? I'm a renter, won't they just pass on the increase to me?**

All residential property is exempt from reassessment.

### Won't small businesses be hurt by this change?

All small business owners whose property is worth \$3 million or less are exempt, and all businesses are exempt from being taxed on the first \$500,000 in personal property.

### Will my family farm or other agricultural land be reassessed?

Agricultural land will continue to be assessed the way it is now.

### Will businesses leave California because of their property tax increases?

SCF will level the playing field so that new businesses coming to California will no longer be at a disadvantage, as under the current system. Property tax rates will still be among the lowest in the country. ■

## ECONOMIC JUSTICE ISSUES >>

CTA Summer Institute offers in-depth training on a myriad of issues. Many CCA members say they are interested in the Economic Justice Track. If you are interested, scan QR code below and provide your contact information. You'll be notified when registration opens, and you'll have an opportunity to sign up for the session.



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