

# ADVOCATE



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## PART-TIME FACULTY PARITY BILL STALLS IN COMMITTEE

### DISAPPOINTED BUT EMBOLDENED, CCA PREPARES FOR NEXT STEPS

The decades-long struggle for parity for part-time faculty will continue after a CCA-sponsored bill stalled in the Assembly Appropriations Committee in late-May, effectively ending its chances of becoming law.

AB 1269 by Assembly Member Cristina Garcia (D-Downey) would have required the California Community Colleges Chancellor's Office to conduct a comprehensive study of part-time faculty and

time parity.

"We knew that righting the wrongs of decades of inequity and exploitation would be a heavy lift, and we are resolved to continue the fight," CCA Vice President Randa Wahbe said.

While difficult to determine exactly why AB 1269 was held in committee, the only public

opposition to the bill disappointingly came from the Chancellor's Office, whose own analysis outlining why they opposed it highlights that part-time faculty are paid half as much as full-time faculty with little to no movement to address the issue. CCA and CTA are committed to continuing the fight for part-time parity

and are working with Assemblymember Garcia, the bill's co-sponsors and other supporters to determine the next steps. "The California Community Colleges Chancellor's Office recognizes that inequity exists for 70 percent of the faculty in the system yet opposed legislation that aimed to address the issue," Wahbe said. "CCA and CTA cannot allow the status quo in the California Community Colleges system to continue harming our faculty and our students."

Look in future issues of the Advocate to learn about opportunities for organizing advocacy as the struggle for parity continues. ■

**CCA and CTA cannot allow the status quo in the California Community Colleges system to continue harming our faculty and our students.**

identify specific policy recommendations to achieve pay equity by 2027. The bill cruised through the Assembly Committee on Higher Education before getting unexpectedly held up in Appropriations and moved to the inactive file. Though disappointing, the setback is not the end of the righteous fight for part-

time parity. While difficult to determine exactly why AB 1269 was held in committee, the only public opposition to the bill disappointingly came from the Chancellor's Office, whose own analysis outlining why they opposed it highlights that part-time faculty are paid half as much as full-time faculty with little to no movement to address the issue. CCA and CTA are committed to continuing the fight for part-time parity

## CCA-SUPPORTED LEGISLATION WINDS THROUGH CAPITOL

By Julian Peeples

There are 10 CCA-supported bills making their way through the legislative process. Below is a description of each bill and an update on where it stands.

### CCA - PRIME RECOMMENDING COMMITTEE

#### **AB 245 (CHIU): Educational Equity**

**SUPPORT:** This bill requires California community colleges and universities to update a former student's records to include the student's updated legal name or gender if it has been legally changed and reissue documents with the updated legal name or gender, if requested. This bill also requires institutions to provide an option for a graduating student to request that the diploma list the student's chosen name, starting with the 2023-24 graduating class. *Status: Awaiting a hearing by the Assembly Judiciary Committee.*

#### **AB 275 (MEDINA): Classified Community College Employees**

**SUPPORT:** Shortens the maximum length of a probationary period for classified employees to six months or 130 days of paid service, whichever is longer. *Status: Scheduled for hearing by the Senate Labor, Public Employment and Retirement Committee (as of press time).*

#### **AB 337 (MEDINA): Board of Governors of the California Community Colleges**

**SUPPORT:** Eliminates the prohibition against a student member voting during their first year on the Board of Governors of the California Community Colleges, guaranteeing two student votes on the board. *Status: Awaiting the governor's signature.*

#### **AB 417 (MCCARTY): Rising Scholars Network: Justice-Involved Students**

**SUPPORT:** Authorizes the California Community Colleges Chancellor's Office to establish the Rising Scholars Network and enter into agreements with up to 50 community colleges to provide additional funds for services in support of justice-involved students. *Status: Awaiting a hearing by the Assembly Education Committee.*

#### **AB 543 (DAVIES): Student Orientation: CalFresh**

**SUPPORT:** Requires the California community colleges and universities to provide information

about and eligibility requirements for CalFresh to all incoming students as part of their orientation. *Status: Awaiting a hearing by the Assembly Appropriations Committee.*

#### **SB 228 (LEYVA): Foster Youth Educational Support Program**

**SUPPORT:** Modifies eligibility requirements for priority enrollment programs to grant priority to foster youth or former foster youth whose dependency was established or continued after the youth's 13th birthday rather than the 16th birthday. *Status: Two-year bill.*

### CCA - SECONDARY RECOMMENDING COMMITTEE

#### **AB 75 (O'DONNELL): Kindergarten-Community Colleges Public Education Facilities Bond Act of 2022**

**SUPPORT:** Establishes the Kindergarten-Community Colleges Public Education Facilities Bond Act of 2022, a state general obligation bond act authorizing funds to construct and modernize K-14

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► **LEGISLATION**, continued from p. 1

education facilities, which will become usable only if approved by voters at an election in 2022. *Status: Hearing postponed by the Senate Education, and Government & Finance committees.*

**AB 367 (GARCIA): Menstrual Products**

**SUPPORT:** Requires all public schools serving students in grades 6 to 12, the California State University and each community college district to stock their restrooms with menstrual products. *Status: Awaiting a hearing by the Assembly Appropriations Committee.*

**SB 205 (LEYVA): Absences Due to Illness or Accident**

**SUPPORT:** Requires a certificated or classified school employee, and an academic or classified community college employee, who exhausts all available sick leave and continues to be absent from duties on account of illness or accident for an additional period of up to five school months receive their full pay, rather than differential pay. *Status: Two-year bill.*

**SB 442 (NEWMAN): Governing Board Elections: Charter Cities**

**SUPPORT:** Revises how changes can be made by county committees on school district organization authorized to approve petitions to adopt trustee-area elections, regardless of what a city charter may say on the subject including those with an established hybrid or independent redistricting commission. *Status: Scheduled for hearing by the Assembly Higher Education Committee (as of press time).* ■

**SURVEY COMING**

Watch your inbox for a survey of part-time faculty. The CCA Part-Time Faculty Issues Committee is collecting narratives to help support and demonstrate the need for parity. Please share your voice as we continue the fight for part-time faculty parity!

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# QUOTES & NUMBERS

**“We have emerged as a higher education system that is stronger and more resilient than ever. We’re not going back to the old normal. Our new normal is defined by empathy, innovation and steadfast commitment to closing equity gaps.”**

– California Community Colleges Chancellor Eloy Ortiz Oakley during his State of the System report.



**\$1,458**

Average annual tuition for in-state students at a CA community college.

**413,246**

The number of associate degrees in liberal arts and the humanities.

**“No matter where I go, I feel most at home when I’m visiting other community colleges. Community colleges serve and strengthen our communities in many ways.”**

– First Lady of the United States and community college professor Dr. Jill Biden, during a visit to a COVID-19 vaccination clinic at Grand Rapids Community College in Michigan.



**26**

Tiny homes at Imperial Valley College opened for students with housing insecurity.

**“No technicalities, no loopholes, just cancel the debt.”**

– NEA President Becky Pringle, urging the Biden Administration to cancel the student debt of all educators and other public-service workers who have served their communities for at least 10 years.



Decline in enrollment at community colleges nationwide since Spring 2020.



Percentage of courses being offered in-person at Long Beach City College in Fall.

**“Our (students) are the kite strings upon which our national ambitions are lifted aloft, and your profession helps them believe they can do anything.”**

– President Joe Biden, speaking to educators at the NEA Virtual Representative Assembly.

# REMAINING VIGILANT AND CAUTIOUS

By CCA President **Eric Kaljumägi**

**Just a few months ago, I commented on the COVID-19 color-coding system California was using and expressed hope that we would achieve the non-existent "green."**



**Perceived student need, a desire to establish a sense of normalcy and stable funding have all been mentioned as reasons for reopening, but this effort will be for naught if a new breakout occurs.**

**ERIC KALJUMÄGI**  
CCA PRESIDENT

It's been a couple of weeks now since color-coding in California was discontinued, but according to the San Francisco Chronicle's Coronavirus Tracker on June 30, five counties (Amador, Del Norte, Modoc, Sierra and Yuba) still average over seven cases per 100,000 per day, which would place them in the old "purple" category, and just four counties (Alpine, Inyo, Santa Barbara and Shasta) have fewer than one case per 100,000 per day, which was the old "yellow" standard. Clearly, COVID-19 is way down from its November to February peak, but it's not quite gone.

Nationally, most states are seeing similarly good but imperfect news, with the U.S.-approved COVID-19 vaccines having about a 95-percent effectiveness against the original variant. With more than 70 percent of Americans vaccinated, in many places restaurants have reopened and masks are optional. However, on June 28 the L.A. Dept. of Public Health recommended that all residents return to wearing masks in public regardless of their vaccination status. Since over 70 percent of the planet has not yet been vaccinated, COVID-19 has billions of potential hosts in which it can mutate. The Delta variant is looking to be of particular concern because it is more easily transmitted than others and it has an improved ability to infect vaccinated humans. Although I remain amazed that effective vaccines were developed in such a short time, it's clear that at least some risk remains, even if vaccinated.

So if risk remains, we owe it to ourselves and our students to be vigilant and cautious. The colleges around the state are taking very different approaches to Fall 2021, suggesting that there is really no consensus as to how we should return to our campuses. For example, Napa Valley College only expects 30 percent of its courses to be in person this fall but Mt. San Antonio College is scheduling 80 percent. Some colleges are phasing in the return of faculty through spring, but others are bringing all faculty back this August. Perceived student need, a desire to establish a sense of normalcy and stable funding have all been mentioned as reasons for reopening, but this effort will be for naught if a new breakout occurs.

Right now, the final reopening MOUs are being negotiated and fall opening plans are being finalized. Although I hope that all will go well, for now I encourage vigilance and strict adherence to your agreed-to protocols. As for CCA, we will remain virtual a while longer. All our meetings through late August are virtual, and although our September Board meeting will be partially in person, the CCA Fall Conference (Oct. 15-17) will also be entirely online. If all goes well, this will be our last fully online conference. ■

## ADVOCATE

The Community College Association has become one of the most powerful voices for community college faculty, striving to improve teaching conditions and the quality of the community college system through collective bargaining, lobbying and representation activities.

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

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The **CCA Fall Conference** is Oct. 15-17 and will be fully virtual.

SCAN ME



# BUDGET AGREEMENT INCLUDES RECORD INVESTMENTS IN COMMUNITY COLLEGES

By Lisa Gardiner

As this edition of the Advocate goes to press, the Legislature had passed a partial budget agreement with some final decisions still outstanding. Get updates at [cca4us.org](http://cca4us.org) or [cta.org/our-advocacy/state-budget](http://cta.org/our-advocacy/state-budget).

This partial agreement – reflecting a surge in personal income, sales and corporate tax revenues in California – was encouraging news following a year in which community college enrollment had dropped and students and faculty were significantly impacted by the COVID-19 pandemic.

The partial agreement includes the highest level ever of Proposition 98 funding for K-14 education in the state's history - \$93.7 billion in 2021-22, a \$23.2 billion increase from the level adopted in the 2020 budget. The budget agreement also includes important on-going and one-time funds to restore cuts and lessen the impacts of the COVID-19 pandemic on community colleges and students, as well as important investments in

workforce training and equity and inclusion programs.

“Lawmakers have passed a budget agreement that acknowledges the reality community colleges have faced with significant investments that help cushion the blow of this very tough year for our students and faculty,” said CCA President Eric Kaljumägi. “This allows us to head into the next year positioned to recover and be ready for teaching and learning.”

The budget agreement includes the following investments related to community colleges:

- **COLA:** Provides a 5.07 percent cost of living adjustment (COLA) or \$371.2 million in ongoing Prop. 98 funding, while eliminating all community college payment deferrals, as well as investments to support 0.5 percent enrollment growth.
- **Hiring of Faculty:** Designates \$10 million ongoing and \$90 million one-time to increase part-time faculty office hours. This funding is in addition to the \$100 million ongoing for full-time faculty hires.

- **Professional Development:** Provides \$20 million in one-time Prop. 98 funding to support faculty professional development.

The budget agreement also includes important support for student financial aid and basic needs. The budget agreement includes \$30 million in ongoing Prop. 98 funding to support student mental health services; \$150 million in one-time Prop. 98 funding for emergency financial aid; and \$100 million one-time Prop. 98 funding to support students' basic needs. Following a year in which enrollment has plummeted as students have struggled during the pandemic, it also provides for \$100 million in one-time funding to support student recruitment and retention strategies.

The budget agreement also increases support for the Student Equity and Achievement Program by \$23.8 million in ongoing funding; provides \$20 million in one-time funding to support participation in workforce programs and \$42 million in ongoing funding for the Strong Workforce program.

In a historic change, the budget agreement also eliminates the age and

time-out-of-high-school requirement for Cal Grant eligibility, expanding opportunities for students. It also expands the middle-class scholarship program to cover the total cost of attendance for low- and middle-income UC and CSU students starting in 2022-23.

“Community colleges have always been an important gateway of opportunity for so many California students and these investments help expand on that critical mission,” said Kaljumägi. ■

“Lawmakers have passed a budget agreement that acknowledges the reality community colleges have faced.”

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# SPRING CONFERENCE: WORKSHOPS, HONORS AND ELECTIONS

The CCA Spring Conference in late-April was a weekend of informative workshops, electing colleagues to leadership positions and honoring outstanding members.

Held virtually, more than 400 members attended and participated in workshops on topics like strengthening your local, advocacy skills and membership development. CCA President Eric Kaljumägi said it's crucial to develop our skills to advocate effectively for our safety, teaching and learning conditions, and the vitality of our colleges.

Attendees agreed: "The Advanced Grievances and the Advocacy During Investigatory Interviews sessions were amazing," a member commented. "Lots of good info and I have already shared out with people in my local!" ■

## HONORING AMAZING MEMBERS

Outstanding members who have made significant contributions to their local associations and colleges were spotlighted with the WHO (We Honor Ours) Awards, Diversity Awards, while stand out chapters won Membership Awards.

### 2021 CCA DIVERSITY AWARD WINNERS

#### CCA Ethnic Minority Award in Honor of Mary Ann Pacheco

DIANA OGIMACHI, Long Beach City College Faculty Association

#### CCA LGBT Award in Honor of David A. Sanchez

LISA MACAFEE, United Faculty North Orange Co. CCD

#### CCA Part-Time Faculty Award in Honor of David B. Milroy

JOE FARRELLY, Sierra College Faculty Association

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## 2021 WHO AWARD WINNERS

### State WHO Award Winner

WENDY BRILL-WYNKOOP, College of the Canyons Faculty Association

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### Local WHO Award Winners

CARLENE COURY, Napa Valley College Faculty Association

CASEY SCHURIG, Shasta College Faculty Association

CODY DOLNICK, Southwestern College Education Association

DIANA VALLADARES, Rio Hondo College Faculty Association

SEAN DINCES, Long Beach City College Faculty Association

JAN MUTO, Riverside CCDFA

JENNIFER KATTMAN, Sierra College Faculty Association

JOE HENDERSON, Imperial Valley College Part-time Faculty Association

JOHN SULLIVAN, San Bernardino CCDTA

LUKAS (LUKE) GUNDERSON, Chaffey College FA

STUART CAMPBELL, Mendocino Part-time Faculty Association

TAMRA HORTON, Mt. San Antonio College Faculty Association

WENDY BRILL-WYNKOOP, College of the Canyons Faculty Association

## 2021 MEMBERSHIP AWARD WINNERS

### Chapter with the Most Total Non-Member Conversions to Member

RIO HONDO COLLEGE FACULTY ASSOCIATION

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### Chapter with the Most Part-Time Faculty Non-Member Conversions to Member

RIO HONDO COLLEGE FACULTY ASSOCIATION

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### Chapters with the Most Full-Time Faculty Non-Member Conversions to Member

SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION

UNITED FACULTY OF NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

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### Chapter with the Largest Increase in Full-Time Members

UNITED FACULTY OF NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

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### Chapter with the Largest Increase in Part-Time Members

RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION

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### Chapter with the Largest Percentage Increase of Full-Time Members

LAKE TAHOE COMMUNITY COLLEGE FACULTY ASSOCIATION

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### Chapter with the Largest Percentage Increase of Part-Time Members

BARSTOW COLLEGE FACULTY ASSOCIATION

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### Chapter with the Largest Overall Percentage Increase of Members

BARSTOW COLLEGE FACULTY ASSOCIATION

## 2021 CCA LEADERSHIP ELECTION

The following members were re-elected to lead CCA:



**ERIC KALJUMÄGI**  
CCA PRESIDENT



**RANDA WAHBE**  
CCA VICE PRESIDENT

The following members were elected to the CCA Board of Directors:



**KRISTIE IWAMOTO**  
District C (1)



**RICARDO AGUILAR**  
District C (2)



**MICHAEL BUTROS**  
District E (2)



**JACKIE BOBOYE**  
DISTRICT F (2)



**JESUS GUTIERREZ**  
District G



**KAREN CRANNEY**  
DIRECTOR H (2)



**RICK BOONE**  
District I



**DOROTHY REINA**  
District K



**KATHLEEN BRANTLEY-GUTIERREZ**  
NORTHERN WOMEN'S RIGHTS/ISSUES



**JOSIE MALIK**  
Northern Part-Time

The following members were appointed to vacant positions through October 2021:



**KASHARA MOORE**  
District F (1)



**KIM KIRKWOOD**  
NORTHERN RACIAL ETHNIC/MINORITY  
AT-LARGE DIRECTOR



**NOUSHIN SEDDIGHZADEH**  
SOUTHERN RACIAL ETHNIC/MINORITY  
AT-LARGE DIRECTOR



**CONCHI SANFORD**  
SOUTHERN WOMEN'S RIGHTS/ISSUES  
AT-LARGE DIRECTOR



**TREVOR GATZ**  
NORTHERN LGBTQ+  
AT-LARGE DIRECTOR



**PATRICK MITCHELL**  
SOUTHERN LGBTQ+  
AT-LARGE DIRECTOR