

ADVOCATE



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UNUSUAL STATE BUDGET PROCESS HAS ITS TRADE-OFFS

By CTA GOVERNMENTAL RELATIONS

FOR THE LAST THREE YEARS during the pandemic, the state budget process has looked different. The legislature has largely allowed for remote testimony from the public and even quarantined legislators, hearings have been consolidated or many cancelled, and the Legislature has taken early budget actions on items related to the impact of COVID-19, such as CTA's supported early action on COVID-19 supplemental paid sick leave.

The following is a summary of some of the major components of the final budget agreement related to community colleges. This includes updated revenue estimates and changes to Gov. Gavin Newsom's proposed budget. And like in recent years, the Legislature has foregone the Legislative Conference Committee process used to publicly discuss the final budget deliberations.

APPRENTICESHIP

Approves the May Revision proposal to provide \$45 million in one-time Prop. 98 funding to support the implementation of the California Healthy School Meals Pathway Program, a pre-apprenticeship, apprenticeship, and fellowship workforce training pipeline pilot program for school food service workers. Also approves the May Revision proposal to increase reimbursement rates in apprenticeship programs to match the full-time equivalent student rate.

CAREER PATHWAYS

Approves the governor's budget proposal to provide \$130 million in one-time Prop. 98 funding to support healthcare-focused vocational pathways for English language learners across all levels of English proficiency through the Adult Education Program.

CLASSIFIED SUMMER BRIDGET PROGRAM

Approves the May Revision proposal to provide \$10 million in ongoing Prop. 98 funding to establish the Classified Employee Summer Assistance Program for community college classified employees. Specifies that community college districts shall exclude any hours worked by the classified employee as a result of an extension of the academic year directly related to the COVID-19 pandemic, if the hours would prevent the employee from being eligible for this program.

COLA

Provides COLA to the Academic Senate, part-time faculty office hours, and part-time faculty compensation



▲ Source: Scott Graham on Unsplash

category programs. Also approves the May Revision proposal to include COLA for the Disabled Student Programs and Services Program, Student Services for CalWORKs Recipients Program, Extended Opportunity Programs and Services Program, Campus Childcare Tax Bailout Program, Adult Education Program, and Mandates Block Grant program.

ENROLLMENT GROWTH

Approves the May Revision proposal to support 0.5 percent enrollment growth.

FACILITIES, MAINTENANCE, AND EQUIPMENT

Approves the governor's proposed Prop. 51- supported capital expenditures and provides \$834.4 million in one-time Prop. 98 funding for facilities maintenance and instructional equipment.

FACULTY AND STAFF DIVERSITY

Provides \$10 million in ongoing Prop. 98 funding to support the implementation of Equal Employment Opportunity best practices to diversify community college faculty, staff, and administrators.

FINANCIAL AID OFFICES

Provides \$10 million in ongoing Prop. 98 funding to support campus financial aid offices.

LEARNING RECOVERY EMERGENCY BLOCK GRANT

Includes \$650 million in one-time Prop. 98 funding for the Learning Recovery Emergency Block Grant to address barriers to learning, re-engagement strategies, grants to faculty to develop online, accelerated learning modules, professional development opportunities for faculty and student services professionals, investments to close the digital divide, cleaning supplies and personal protective equipment, or to discharge unpaid fees due or owed by a student to a community college in the district.

PART-TIME FACULTY HEALTH INSURANCE

Approves the governor's budget proposal to provide \$200 million in ongoing Prop. 98 funding to augment the Part-Time Faculty Health Insurance Program. Includes Legislative intent to consider changes to the program to achieve parity between part-time faculty and multidistrict part-time faculty, maximize the State of California's investment in this program, and incentivize more community college districts to provide quality and

affordable medical care coverage to part-time faculty and multidistrict part-time faculty.

SCFF HOLD HARMLESS

Creates a new funding floor based on districts' hold harmless level at the end of 2024-25. Specifically, starting in 2025-26, districts will be funded at their SCFF generated amount or their hold harmless amount in 2024-25, whichever is higher. Whereas SCFF rates would continue to receive COLA in subsequent years, a district's hold harmless amount would not grow. The intent is to eventually get all districts funded under the SCFF.

STUDENT CENTERED FUNDING FORMULA BASE INCREASE

Includes \$600 million in ongoing Prop. 98 funding for a base increase for community colleges, in addition to a 6.56% COLA.

STUDENT FINANCIAL AID

The budget agreement includes changes to the Cal Grant Program through the Cal Grant Reform Act. However, implementation is subject to a determination made in May 2024 regarding state revenues. The act eliminates barriers to Cal Grant that will allow about 150,000 more California students to become eligible for an award, aligns Cal Grant eligibility with the new federal Student Aid Index, and creates the Cal Grant 2 program for community college students, which provides non-tuition support that grows annually with inflation, and the Cal Grant 4 program for students at UC, CSU and other institutions. The act also states legislative intent that UC and CSU use institutional aid to cover non-tuition costs for its students.

STUDENT RECRUITMENT AND RETENTION

Approves the governor's budget proposal to provide \$150 million in one-time Prop. 98 funding to support student recruitment and retention strategies.

STUDENT SUCCESS COMPLETION GRANT

Approves the May Revision proposal to adjust the Student Success Completion Grant and provides \$200 million ongoing Prop. 98 funding to increase the amount to about \$1,300 per semester for Cal Grant students taking more than 12 units and \$4,000 per semester for Cal Grant students taking more than 15 units.

Other augmentations, which include ongoing support for various programs, are also included. ■



◀ Mt. San Antonio College Faculty Association team



▲ CCA Leadership and Board leading CCA members in "Solidarity Forever"

CCA SPRING CONFERENCE BRINGS RENEWED ENERGY

Over 100 attendees came to CCA's first in-person conference since the start of the pandemic.

THE SPRING CONFERENCE was filled with joy, hope, energy and a renewed commitment to empower each other, build strong and effective coalitions, promote equity and preserve quality public education.

From spring elections to membership recognitions to We Honor Ours (WHO) awards, it was a much-needed reunion after so much time apart. Members also got the opportunity to attend sessions from membership engagement to bargaining in order to sharpen advocacy skills at every worksite. ■

HEIDI AHDERS ▶

Mendocino Lake Community College

"I am part of the California Leaders Academy, and I thought attending this conference would be a great opportunity. My favorite moment was the membership game, and we got to learn more about NEA and CTA and the structure. I was VP last year, and I started going to conferences online. It's neat to see people in-person and have a conversation, rather than in a box."



◀ ELIAS ESCAMILLA

Mt. San Jacinto Community College

"I wanted to come to the conference because it was in-person, and that was exciting. I've been very active way before the pandemic, and having folks back is a great opportunity to be with colleagues and learn more updated tools and best practices. Bargaining tools and knowing how to leverage them are really important."



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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.

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

COMMUNITY COLLEGE ASSOCIATION
916-288-4921

EDITOR
Gabriella Landeros

GRAPHIC DESIGNER
Christina Barbieri

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 STAFF/ASSOCIATE STAFF

Lori Adams, Greg Ardoin, Justin Arnold, Mia Banta, Mary Bernadin, Rebecca Carmelia, Shelbie Cassella, Paul Chambers, Donna Christoffersen, Aurora Curiel-Rogers, Robin Devitt, Celeste Frago, Jon Halvorsen, Monica Ibarra, Josh Kob, Mark Leach, Chrissy Lyons, Angel Maldonado, Brian McNally, Karmen Lee Ortloff, Frank Oppedisano, Marianne Reynolds, Albany Rippey, Jazmin Sandoval, Steve Savage, Roxy Schofield, Laura Schultz, Jennifer Tarabochia, Peg Tracey, Jen Turner, Michelle Washington

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A NEW YEAR AHEAD

By CCA President **Eric Kaljumägi**

June is the start of a new year for much of what CCA does.

OUR NEW BOARD MEMBERS take office on the first of June, we have a planning session shortly after that and we look forward to ending the month with new goals, new direction and if all goes well, a new State budget. We just finished our annual board planning session, and the comments from the board this year were particularly insightful and have generated a clear direction for CCA for the coming school year.

The board is proud to have successfully brought back in-person conferences, and we are working to ensure that all levels of local union leadership, whether they be president, treasurer, PAC chair, negotiator, grievance officer, equity team

“We are proud of our legislative efforts, particularly our ongoing efforts to support part-time faculty and our improved processes by which we make recommendations to the CTA State Council.”

member, membership chair or local director, have community college appropriate training available to them on a regular basis. We are proud to have enhanced our communication efforts, including the new “Monthly Scoop” email, dedicated leadership Zoom meetings and increased social media. We are proud of our legislative efforts, particularly our ongoing efforts to support part-time faculty and our improved processes by which we make recommendations to the CTA State Council. However, the item most listed by the board when they were asked what made them feel proud was “service.” Your CCA Board is proud to serve you as they work beyond the local level to build relationships, enhance connections and make

decisions that benefit each CCA member.

Like most organizations, CCA has some challenges. The board will need to devote more time to the human rights training as we strive to improve the equity and diversity of CCA. We also must reach beyond the board to bring more CCA members into positions where they are empowered and heard. With several long-time leaders nearing retirement and much recent CTA staff retirement, CCA has a larger than usual capacity to consider new ideas and involve new people. Furthermore, we have a need to expand our relationships with CTA and NEA leaders, introduce ourselves to a considerable number of new state legislators and build a working relationship with whomever replaces Chancellor Oakley



in Sacramento.

As for this coming year, the board’s changes to the CCA goals foreshadow some of the actions that you can anticipate seeing this next year. Although we have long had a goal to engage our membership, we now have added that we will strengthen the support structures necessary to keep our members engaged with their union. We will continue to strengthen our relationships at the state level, but have also added work at the national level with NCHE and NEA. While advocacy is one of the four verbs in our mission statement, it is just this year that “advocacy at the state and national level for our members” became a specific goal of CCA. Therefore, direct advocacy will become a greater portion of our efforts. Finally, we have added the goal “[to] communicate the relevance of CCA’s work by promoting the challenges, priorities, and successes of its members.”

As you read the remainder of this issue of *The Advocate*, I hope that you will get a sense of the state-level work we do through CCA and that you will be inspired to volunteer for one of the six CCA Council committees. Information about these committees can be found at <https://cca4us.org/about/committees> and you can volunteer by emailing me at president@cca4us.org. If you’re not quite ready for state-level work, please consider volunteering for some event or committee at your local, and mark your calendars for Oct. 14 -16, when CCA will hold its fall conference in Northern California. You’re invited! ■

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PART-TIME FACULTY CONTRACT WINS

INTERVIEW WITH SUSAN BLISS, SOCCDFFA

WHILE CCA is continuing the fight for equitable rights for part-time faculty in Sacramento, locally, the South Orange County Community College District Faculty Association (SOCCDFFA) has made some strides and stepped up their wins for part-time faculty in their last contract fight (Fall 2021). In an interview with Susan Bliss, SOCCDFFA negotiations team member and past part-time faculty chair, Bliss gives us an inside scoop on the triumphs and challenges during their bargaining process.

WHAT WINS DID YOU GAIN FOR PART-TIME FACULTY?

- Protected our part-time faculty members from being dropped from priority-rehire eligibility for the life of the contract, a necessary step due to COVID-19-related drops in enrollment.
- Modestly increased the total amount available to fund our health-insurance allowance from \$381,000 to \$384,000.
- Increased the maximum monthly amount that qualified part-time faculty members could receive to offset costs of health insurance, from \$500 to \$750 during Fall and Spring semesters.
- Increased the parity percentage in our contract, which is tied to the first step of the first column of the full-time academic salary schedule, from 57.30 percent to 61.74 percent the

first year, 65.20 percent the second year, and 70.50 percent in the third year of the 2021-24 contract. However, in order to do this, the district insisted that the state parity funds be rolled into the salary schedule, included in the parity percentage, rather than being distributed separately as previously.

WHAT WERE THE TRIUMPHS & CHALLENGES AS YOU WERE BARGAINING WITH SOCCCD?

This is the third negotiating team on which I've been invited to represent the interests of our part-time faculty. Each time, the district does its best to pit the full-timers against the part-time faculty, and to present the funds of this wealthy district as if it were a struggle to find a modest sum which it could generously allow us to divide between overall raises and any increase to the parity percentage. We do not accept that argument, knowing that SOCCCD has a budget exceeding a billion dollars and that the district could well afford to raise the parity percentage to 100 percent. Moreover, SOCCDFFA views equal pay for equal work as an ethical mandate.

Beyond that, there is always the fact that everyone is human, and everyone needs to come away from the table feeling that they have been heard and have been able to achieve something. Our Chief Negotiator Claire Cesareo and, in the previous two negotiating teams Lewis Long, are admirably sensitive to this, and are able to stay calm and to weigh the probable effect of anything they might say.

In this round, it was also helpful to have Robin

Devitt (CTA staff) attend some of our sessions, bringing her vast experience to our table and, just through her presence, reminding us all that a larger, more powerful union was watching.

WHAT ADVICE DO YOU HAVE FOR OTHER CHAPTERS ATTEMPTING TO GAIN THESE WINS IN THEIR CONTRACTS?

The first Faculty Association committee I joined, when I became a rep, was the Membership Committee, then chaired by Loma Hopkins. At that time, almost none of our part-time faculty members belonged to the association, so the district knew it didn't need to worry about any demands from that segment, since its members could not vote on the contract. Beginning with Hopkins' tenure, we have been explaining this to our part-timers for years now and, with Jenny Langrell currently at the helm of that committee, continue to make the argument that a large voting block cannot be ignored. We do this in every event, every workshop, and in targeted emails. We also keep our part-time faculty informed about bills at the state and federal level that may impact their working conditions and encourage them to be advocates for change.

We now have slightly more part-time members than full-time, so the district team comes to the negotiating table knowing that either group can potentially vote down a contract.

We are proud of the progress we have made, but we also recognize that we have a lot of work ahead of us, both locally and at the state level. ■

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NEW HIGHER ED EMERGENCY RELIEF FUND GRANTS TO SUPPORT MENTAL HEALTH

LAST MONTH, the U.S. Department of Education (USED) released guidance on acceptable uses of Higher Education Emergency Relief Fund (HEERF) institutional portion grant funds to meet the mental health and substance use disorder needs of students.

According to USED, college students, faculty, and staff have been particularly impacted as losses from COVID-19 and disruptions in the learning environment have led to increased anxiety and depression. A Fall 2021 survey of college presidents conducted by the American Council on Education stated that nearly 75 percent rated student mental health as a pressing issue. Data from the Centers for Disease Control and Prevention (CDC) indicates that 63 percent of 18-24-year-olds have reported anxiety

or depression due to the COVID-19 pandemic, while 25 percent have had suicidal thoughts.

"This guidance is pivotal to supporting each other and students as we navigate the mental challenges that were only exacerbated during the pandemic. This investment will set up long-term support to strengthen mental health and connect students to care. Accessibility is the first step in eliminating any barriers to mental health supports," said CCA President Eric Kaljumägi.

You can find out more about the Relief Fund, including the grant application material, by visiting: www2.ed.gov/about/offices/list/ope/heerfinstitutional.html. ■



“I think we all know that strong union leaders inspire new people to get involved, and that is absolutely the case with me. When I was part-time at Gavilan, a full-time colleague encouraged me to be active, so I ran...”

EMPLOYEE OF THE MONTH: MAY 2022

JESSICA GATEWOOD, GAVILAN COLLEGE

FROM OUR CCA FAMILY, a huge congratulations to full-time English Instructor and Writing Center Coordinator Jessica Gatewood, on being named Gavilan College’s Employee of the Month for May 2022! It’s always a great moment when one of our own gets honored for their tireless work being done every day on behalf of students. Gatewood’s dedication to her students includes having developed a robust online tutoring program during the pandemic so students in English and other reading and writing-intensive classes can assess the support they need. She always strives to create an inclusive environment when advocating for decisions that impact both full-time and part-time faculty and has taken up leadership roles that impact everyone at her college. Her strong and caring demeanor has taken the Gavilan College Faculty Association (GCFA) to new heights.

“I think we all know that strong union leaders inspire new people to get involved, and that is absolutely the case with me. When I was part-time at Gavilan, a full-time colleague encouraged me to be active, so I ran for secretary of our executive board and served with her for a couple of terms. I learned a lot through that experience: 1) it’s hard work and often feels thankless; 2) it’s important work, and we always need more people to be involved; 3) it teaches you a perspective of the campus that you don’t otherwise see,” said Gatewood when asked about what inspired her to be active in the union. “I took a hiatus from union work when I became full-time faculty, but as soon as I was tenured, a colleague who has been active in the union for years reached out, and I was happy to jump back in. I spent a few years as vice president on the executive board, and just this last year took on the role of negotiation chair.”

Currently at the table, GCFA is in a tough fight over the cost-of-living adjustment (COLA) – money is flowing into the state and into the colleges, but the district has been working to get out of a financial deficit caused by many factors.

“As is the case with many colleges, our district is claiming there is no money. Our union leadership has been pressing hard, and our membership has been rallying in a really encouraging way!” said Gatewood.

Last fall, a group of members drafted a petition that received over 200 signatures from faculty. The letter addressed the need for the district to ensure faculty and staff receive COLA. At graduation this spring, faculty wore white arm bands over their gowns and distributed copies of a letter written to the graduates and community from faculty. ■

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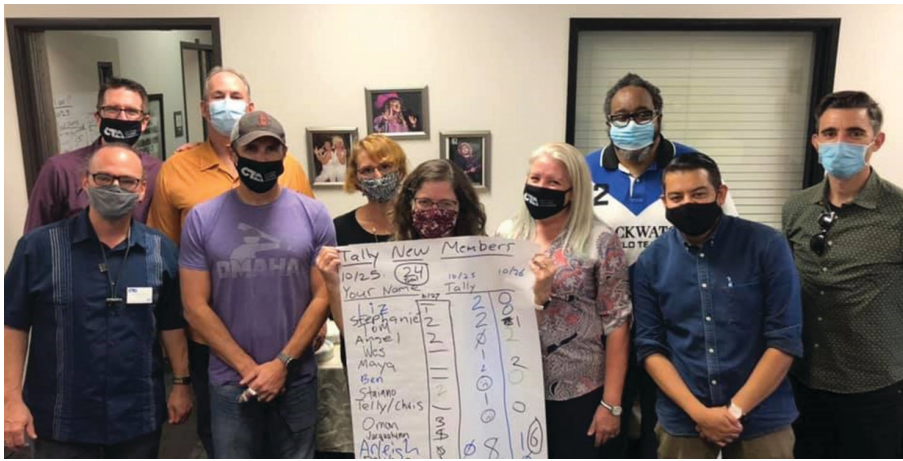
MEMBERSHIP AWARDS

- **MT. SAN ANTONIO COLLEGE FA (MT. SAC FA)**, Most Full and Part-time Faculty Non-Member Conversions to Member

“

We held a membership drive in October 2021 and a member unity day in April 2022. In October, we visited professors in many classrooms and called faculty that had online assignments. We held 150 one-on-one conversations that resulted in 25 membership applications. In April, we visited fewer classrooms, but we gave out 55 new Mt. SAC FA T-shirts and gained five membership applications. We accomplished these events with significant guidance and support from CTA staff. Getting scripts for one-on-one conversations and being able to observe CTA staff in these conversations helped us learn these valuable skills. We also received and appreciate grants from CCA. Having one-on-one conversations inspires me to do this work. I love to learn about people, and these conversations remind me that I work with so many wonderful people. The one-on-ones renew my energy and help me move forward in supporting these colleagues.”

– Mt. SAC FA President Emily Woolery



Back row (left to right): Jake Anderson (CTA Staff), Arleigh Kidd (CTA Staff), Robin Devitt (CTA Staff), DeWayne Sheaffer (CTA Board Member) and Tom Pinkava (CTA Staff)
Front row (left to right): Andrew Oman (CTA Staff), Andrew Staiano (CTA Staff), Emily Woolery (Mt. SAC FA President), Jacquelyn Hearne (CTA Staff) and Angel Maldonado (CTA Staff)

- **MONTEREY PENINSULA COLLEGE TA (MPCTA)**, Most Full-Time Faculty Non-Member Conversions to Member

“

Reaching out initially and following up directly with new hires was a key piece of our organization approach the last couple of years. We have enjoyed a healthy number of full-time hires, and we did a good job of connecting personally with new faculty, and many non-members that have been around for a while, and put effort into brief one-on-one connections, asking how people were doing, and nudging them towards the benefits of union membership. It is now somewhat common to receive an unsolicited email from faculty wishing to join MPCTA. I send the online enrollment links, and we keep growing a little each semester.”

– MPCTA President Anthony Villarreal



Top (left to right): Alan Haffa (MPCTA Bargaining) and Anthony Villarreal (MPCTA President)
Bottom (left to right): Lauren Blanchard (MPCTA Bargaining) and Rushia Turner (MPCTA VP)

- **NAPA VALLEY COLLEGE FA (NVCF)**, Most Full-Time Faculty Non-Member Conversions to Member

“

NVCF is very honored to have received this membership award. Our local works very hard to reach out to every new full-time and part-time faculty member and explain to them exactly what the union does for them. Moreover, we are sure to be there for our faculty and provide service whenever they need it – allowing them to see for themselves how valuable union membership is! We are inspired every day by our hard-working colleagues.”

– NVCF President Kristie Iwamoto

- **MT. SAN JACINTO COLLEGE FA (MSJCFA)**, Largest Increase in Full-Time Members

“

We wrote emails to the new hires, and we were successful that way. We did have several town halls for faculty to voice their concerns. I sent out the membership link to everyone whenever someone new asks to join, and I usually ask colleagues to get their disciplines on board. We are planning a big membership drive on Aug. 10 at Bolero Winery.”

– MSJCFA President Karen Cranney



Left to right: Karen Cranney (MSJCFA President), Lauren Springer (Menifee Campus Rep.), Lorraine Slattery (MSJCFA Vice President) and Elias Escamilla (Menifee Campus Rep.)

- **RIO HONDO COLLEGE FA**, Largest Increase in Part-Time Members

- **PALO VERDE COLLEGE FA (PVCFA)**, Largest Percentage Increase of Full-Time Members

“

PVCFA is excited to receive this award. We have the highest membership this year than any other year. By our estimate, we have 90 percent of our faculty as full union members. We recruited every new faculty member that our college hired this year. Most of our new hires are between ages 30 and 35, so their enthusiasm for membership and career longevity was the drive behind our membership increase. We are aiming to recruit more members next year as our college is hiring more faculty. Over half of our faculty are on tenure-track, so our chapter's goal is to increase membership and begin preparing the newer faculty for leadership roles and being active in union matters.”

– PVCFA President Richard Castillo

- **FACULTY ASSOCIATION OF RANCHO SANTIAGO CCD**, Largest Percentage increase of Part-Time Members

- **FACULTY ASSOCIATION OF RANCHO SANTIAGO CCD**, Largest Overall Percentage increase of Members

FACULTY EQUITY & DIVERSITY AWARDS

- **DANA DEMERCURIO, SAN JOAQUIN DELTA COLLEGE**, Part-Time Faculty Award in Honor of David B. Milroy

- **KIRSTYN RUSSELL, SAN JOAQUIN DELTA COLLEGE**, LGBTQ+ Award in Honor of David A. Sanchez

“

As an out queer faculty member I often felt alone in the work. This award signifies that we are not alone, that there is a community of people doing this work. And the more we work together, the better things will be for faculty and students. I am a lifelong union supporter, starting with organizing in my early

Continues on PAGE 8 ►

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▶ AWARD WINNERS

20s. I have always advocated for the LGBTQIA perspective in the union, whether it's in the language in our contracts or the health and safety issues around all-gender bathrooms. The union is the front line to help make change. I have always been inspired by the students.”

- **MARIO MORENO, SAN JOAQUIN DELTA COLLEGE**, BIPOC Award in Honor of Mary Ann Pacheco

ADVOCACY AWARD IHO JOHN MARTIN

- **RICARDO AGUILAR, SAN JOAQUIN DELTA COLLEGE**

“

It's an honor for me. I am not doing this to win awards. I am doing this because I truly believe in making change for the betterment of our peoples, and for the union as well.”

LOCAL WHO AWARDS

- **NENA ANGUIANO, BUTTE COLLEGE EA**

“

I feel very proud and honored because I could see from the recipients that it's not only meaningful to me, but people have done a lot of work and have shown a lot of commitment to receive this award. I feel special, and I shared this with my family. They were so proud of me. We have amazing people on our campus and in our union – incredible leaders. I am in awe of the situation because I have other people that I admire so much that are so deserving. For me, I come from a family of farmworkers, and we definitely had 'Si Se Puede' come through our community. When I got to Butte College, I saw that the faculty in the union weren't just smart people, but they actually understood how to lead and had power in the sense that their voice mattered. They used their understanding of what our community needed. I was so impressed by them, so when one day someone suggested I run for an office, I wanted to do anything I could do to be helpful. It's a very different feeling to show up to a place and feel like someone has your back.”

- **KARYN BOWER, SOUTH ORANGE CCD FA**

“

I think it's a great honor. I very much appreciate that my colleagues put my name in for this award. We try to advocate for all of us at our organization, and you're just supposed to be doing what you're supposed to be doing. I am grateful that they considered me. I had a colleague in my actual department who was the former chair, and I always felt guilty that she worked so hard to advocate for all of us. I felt like I was never doing enough and leaving it in the hands of one person wasn't fair. Once she was leaving, I knew that someone needed to do it, so I wanted to go ahead and help with that. COVID-19 hit, and life was different, and it was a big ride for my term.”



Nena Anguiano receiving the award



Karyn Bower (right) receiving the award



Robin Devitt (left) with husband



Dr. Gibson receiving the award



Michelle Macfarlane

- **ROBIN DEVITT, CTA STAFF**

“

I was very surprised and rewarded to find out that my chapters had discussed this, and the nomination submitted by the Mt. SAC FA was awarded to me. It is heartwarming to know that as staff, I am recognized for the support, training and advocacy I do every day to improve faculty working conditions, benefits and salary. As a lifelong advocate that grew up in CTA with parents that worked for or were leaders in southern California locals, I grew up with big 'union family' values. I worked in a local as support staff and loved helping educators: very passionate about consumer/employee rights, justice, fairness, equity, and workplace engagement/satisfaction. This work is vital, educators need to concentrate on providing education and being participants in their locals so their needs are represented. Emily, Nicole and other presidents wanted to try for the statewide nomination, that was a tremendous accolade for me.”

- **DR. GREG GIBSON, SAN JOAQUIN DELTA COLLEGE TA**

“

I feel really humbled that I've had the opportunity to serve my local. Out of gratitude for that opportunity, I am grateful for my parents and grandparents who didn't have the opportunity to go to college. I am grateful to Dr. Maloney for all that she has done. She has mentored me in even more ways than she knows. I am committed to creating opportunities for others. I just got involved because I saw the need. I really look up to some of the people on our executive board, because they talk about how they grew up in unionism. I never even heard of unionism until I came to the college. I wasn't interested and I didn't see the benefit at first, but then I saw what was going on. Our college needs our union in a radical, serious type of way.”

- **MICHELLE MACFARLANE, SIERRA COLLEGE FA (SCFA)**

“

I have been involved in union work for over the past six years. A dear friend and colleague convinced me that my skills would be well suited for a leadership role at our local. Since then, I have served in various roles including being a CCA Board Member, SCFA Negotiator, and Dispute Resolution Officer. This work is so important because advocating for faculty is crucial in supporting the success of student scholars. I am grateful to the entire SCFA Rep Council for the nomination. Without them, SCFA successes achieved during my term as President would not have been possible.”

- **MARIANNE REYNOLDS, CTA STAFF**

“

I am honored that the SCEA chose me for this award. The entire union team is a delight to work with. Their advocacy and caring for their membership are an inspiration. I was an eighth grade U.S. history teacher who got involved in my local union at Bellflower USD early in my career. Standing up for the rights and professionalism of teachers was and is a passion of mine, so I decided to apply to work at CTA in a CCA staff position. Rio Hondo College Faculty Association member Mary Ann Pacheco made sure the K-12 faculty always knew what was going on in the higher education world. Robin Devitt was my CTA staff person at the time, and she was very supportive and made sure I had numerous experiences to prepare me.”

STATE WHO AWARD

- **KAREN BOLL, CTA STAFF**

“

I felt very honored that CCA recognized me as their 2022 State WHO Award winner. I grew up in a union family, and I was very familiar with the great work CTA does for its members and our communities and students. When the opportunity to work with CTA presented itself, I was excited to join CTA and be involved in its fight to improve equal access, justice, and resources for all of California's students, teachers, and classrooms. I would like to personally thank Dorothy Reina and all the CCA Conference Committee members for their hard work and dedication in putting together the CCA conferences.”

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California Teachers Association
1705 Murchison Drive
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