CCA members take on student learning,
hiring practices
Faculty diversity matters

INSTRUCTIONAL ADVOCACY

DOES ETHNICITY IMPACT student learning?

Ultimately, that was the question asked and answered by Thuy Thi Nguyen, interim general counsel/vice chancellor for the California Community Colleges Chancellor’s Office (CCCCO), during a discussion on faculty diversity, student learning and equal employment opportunities during the CCA spring conference.

“We have a legal and professional obligation to be responsive to the needs of a diverse student population. That includes having a richly diverse workforce,” Nguyen said.

She focused on a study which showed the educational benefits of a diverse faculty. Achievement gaps narrowed from 50 to 80 percent in a De Anza College study, “A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom” (Fairlie, Hoffman, Oreopoulos, 2014), published in the American Economic Review. The key question in the five-year study, involving some 600,000 data points, was: Do minority students fare better when taught by people who look like them?

Results showed that gaps narrowed in categories such as dropped courses, persistence in classes, course pass rates, and course grade (achieving a B grade or higher). Positive minority-interaction effects for all outcomes were examined, as were own-race interactions and student-to-instructor and instructor-to-student reactions.

“Faculty diversity matters, especially with underrepresented students, as students are looking for role models,” said Nguyen. “Long term, students from underrepresented groups are more likely to take another class and even major in that subject area if they have been taught by faculty of color.”

CCA members asked: What is the role, then, of the Caucasian male? Professional development and advocacy, said Nguyen. “The study showed achievement gaps closed by up to 50 percent, but what about the other 50 percent?” she asked, adding that good teaching is good teaching. “Everyone needs to be part of the conversation and to be cognizant of student learning issues.” She encouraged instructors to get training about teaching and connecting with students from different cultures.

“We know unconscious bias, for example, can deter learning.”

Caucasian males have been “critical in closing gaps, and in fact have been some of the strongest advocates for faculty diversity statewide. It’s about what our students need, and they need role models,” she added. “African American students, for example, don’t need all of their instructors to look like them; they need to interact with faculty from a wide range of cultures and ethnicities.”

Hiring and Prop. 209

From student learning, the conversation turned to hiring processes and practices. Nguyen noted the current “window of opportunity” since there has been a “significant increase in full-time faculty hiring that hasn’t been seen in nearly two decades”— an estimated 1,100 new full-time faculty hires just this year.

The CCCCCO is researching and considering hiring practices. Research dating back to the fall of 2005 shows first-time full-time faculty hires from underrepresented minorities such as African Americans, Latinos, Native Americans, Asians and Pacific Islanders have remained unchanged at 21 percent of the faculty. The student minority population is 50 percent. Nguyen says many are shocked that part-time/adjunct faculty are even less diverse (18 percent minority).

Explanations for these statistics were voiced by CCA members:

Instructors can’t afford to work part-time for years until they get a full-time job; those with higher degrees find job offers which give them higher salaries and better benefits. Nguyen noted another factor: “Generally, part-time faculty are selected by full-time ranks. Full-time faculty can play as influential a role as deans.

That’s why educating hiring committees is such an integral part of increasing faculty diversity.”

Another explanation discussed by Nguyen involves Proposition 209, a state initiative passed in 1996 prohibiting hiring preferences based on gender and race. Many believe it effectively eliminated affirmative action.

Some say Prop. 209 does not allow us to do things like focus outreach,” she said. “That’s not true. It should be seen as two sides of the same coin, however.”

On one side of the coin, the law prohibits discrimination based on race, gender, disability, and age for instance. On the other side, hiring practices are required to be inclusive; regulations require plans to study data and eliminate practices that unintentionally weed out candidates of color. “Don’t discriminate, and be proactively inclusive,” Nguyen said.

Nguyen noted that CCA is the “trifecta” in employment opportunities. “Faculty are committed to the notion that education is the key to social mobility. You are moved personally and professionally by this. Community colleges are the sweet spot around issues of social justice, fairness, transforming lives and moving communities,” she said. “Being part of CCA is significant — unions have a history and a legacy of social justice and fairness. You look at where people are treated unfairly and fight the good fight.”

Two Sides of the Same Coin

Nondiscrimination Laws Prohibit Discrimination

EEO Laws Promote Inclusion

▲ Proposition 209 of 1996 prohibits discrimination in faculty hiring based on race and other factors — but it also requires inclusive hiring practices.

Thuy Thi Nguyen

“Faculty diversity matters, especially with underrepresented students, as students are looking for role models.”

RESOURCES ON FACULTY DIVERSITY

For more on faculty diversity, including a link to the De Anza study “A Community College Instructor Like Me” and resources, videos, webinars and presentations from the CCCCCO Legal Division, go to: cca4me.org/Ethnic-Racial-Minority-Issues.asp
A look back and a look ahead

The survey says... Here's what we've done in response to members' feedback

by Lynette Nyaggah

• What has CCA done for you, as individual members and local chapters, in its state-wide activities?
• What more could CCA do for you?
• What direction would you like CCA to take as we move into the future?

THESE ARE THE QUESTIONS

The CCA Board asked Council delegates to answer at the Fall Conference in 2013. For those of you who took the time to complete the survey — thank you! Your feedback has guided us for the past three years and has taken us in new directions. We hope you will continue enriching CCA with your ideas.

It’s been just about three years since I took office as CCA President. Since CCA members took the time to give us some important feedback, I’d like to provide you feedback, too, as I reflect on where we’ve been.

What has CCA done?

Members focused especially on training — conferences, regional trainings, and chapter training. Our amazing CTA staff were mentioned a number of times by name. At our conferences, members appreciated opportuni- ties to socialize with and learn from other chapters. Workshops on part-time issues such as unemployment, health benefits, employ- ment stability and representation, as well as on negotiations, membership, organizing, and filing grievances, were mentioned.

Many specifically called out the Academy for Building Strong Locals (BSL) as being an impor- tant part of their growth as members. "I have been to the BSL, where I can learn how to articulate and inform my unit members about how their unions support them. Great teachers/classes. Feel the love.

Many recognized that CCA fights for them at the state level through our involvement with the Board of Governors, the Chancellor’s Consultation Council, and various ad hoc bodies. They also noted our role in lobbying for faculty rights and for students by taking positions on legisla- tion and the state budget.

And most importantly, our colleagues acknowledged how much power they have with their administrations because of their CCA membership: "Just mentioning CCA has had tremendous impact on how the district reacts to our requests or demands. I just have to say, I've got this big old union who has our back, and the district takes a beat before responding or trying some monkey business."

What more could CCA do?

We received many excellent suggestions. There were a number of requests for increasing and supporting counselors, with a reference to the 50 Percent Law. In response to those requests, CCA’s State Budget Principles for the past two years prioritized funding for counselors.

Most recently, we spoke decisively against the policy of some districts in hiring only temporary full-time counselors on the pretext that SSSP funding is “one-time money”. On the CCA website (cca4me.org) you will find a letter that was sent out to college presidents from the Chan- cellor’s Office clarifying that these funds are not one-time money. I recently participated in a Chancellor’s Work Group on Regulations which made an initial proposal, yet to be fleshed out, to include counselors in the “right side” of the 50 Percent Law.

Another very popular suggestion was that we work for the transition from the Accrediting Commission for Community and Junior Colleges to another accrediting agency because of the ACCJC’s policy of imposing sanctions without work- ing with our colleges (especially since the sanctions very seldom have anything to do with faculty or students). I hope you know that the Board of Governors and the CEOs voted to find another accrediting agency, largely because of pressure from unions, students and the media.

Members also asked for more negotiations training. Our response was to reinstate the Bargaining Academy at our Winter Conference. We’re also offering grants to chapters who sent their entire bargaining teams to the CTA Summer Institute Bargaining session.

CCA members asked about updating the CCA website, and we have done that! Have you gone to our cca4me.org recently? There are great up-to-date and easily accessible resources on a variety of topics relevant to our members. We are on social media, too! We have a Twitter account (@cca4me) and are starting a Facebook page. Even your CCA Board is learning how to use social media more effectively. See our activity at the hashtag #cca4me. We are joining the 21st century!

What direction should CCA take?

Members like you also asked for “Mobile CCA”, where everything is available on smartphones, including a membership application app to make it easier to sign up members. We’re investigating that idea.

I appreciated our members’ thoughts on the direction we should go in the future. Suggestions included: Work for the revitalization of the union movement in general; communicate more about the history of our issues for neophytes; visit the members at the local chapters; and engage members, especially younger members.

We have responded to these ideas by incorpo- rating union discussions through our Book Club, at conferences utilizing visiting speakers and our films, as well as on our website. (For more about the Book Club, see box on page 8.)

Invite us!

This year, we have been discussing member engagement, generational differences and faculty diversity at our CCA Board meetings and confer- ences. We have a Higher Education Organizing group which has met seven times since June 2015. Our work will culminate in a toolkit and extensive discussion for chapter presidents at the 2016 Presidents Conference in July.

We hope that every chapter leadership team will put together a Member Engagement Plan this summer based on the toolkit and your own successful strategies. Meanwhile, the officers and Board members want to hear what you have to say — and to see you! We are trying to visit as many chapters as we can. We are ready and willing to come to your campus — just invite us!
CCA ELECTIONS

Meet your CCA Officers

Wahbe, Odebunmi newly elected officers

CCA ELECTIONS WERE held during the spring conference in April. Randa Wahbe was elected secretary, and Fola Odebunmi was re-elected treasurer for CCA. Both teach at Cypress College and were elected to two-year terms. They join the current officers, President Lynette Nyaggah, Rio Hondo College, and Vice President Brad Reynolds, College of the Canyons.

Newly elected directors and the CCA chapters they represent are below. See all CCA Board members and their biographies at cca4me.org/CCA-Board-Directors.asp.

<table>
<thead>
<tr>
<th>Director</th>
<th>District</th>
<th>CCA Chapters Represented</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHRIS VANCIL</td>
<td>A</td>
<td>Butte, College of the Siskiyous FA</td>
</tr>
<tr>
<td>College of the Siskiyous FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PATRICK MITCHELL</td>
<td>B</td>
<td>Gavilan, Hartnell, Mendocino Part-Time, Merced, Monterey Peninsula</td>
</tr>
<tr>
<td>CFA/Merced College FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JAY HESTER</td>
<td>C-2</td>
<td>Lake Tahoe, San Joaquin Delta, Sierra, Solano</td>
</tr>
<tr>
<td>Sierra College FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VINCENT DEVLAHOVICH</td>
<td>D</td>
<td>College of the Canyons, College of the Sequoias, Kern, Taft (West Kern), West Hills</td>
</tr>
<tr>
<td>College of the Canyons FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADAM WETSMAN</td>
<td>F</td>
<td>Barstow, Copper Mountain, Rio Hondo, Victor Valley</td>
</tr>
<tr>
<td>Rio Hondo College FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FRANK POST</td>
<td>I-1</td>
<td>Imperial Valley Full-Time and Part-Time, MiraCosta, Rancho Santiago CEA, Southwestern</td>
</tr>
<tr>
<td>Southwestern College EA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KRISTA WARREN</td>
<td>I-2</td>
<td>Imperial Valley Full-Time and Part-Time, MiraCosta, Rancho Santiago CEA, Southwestern</td>
</tr>
<tr>
<td>MiraCosta College AAF</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ERIC KALJUMAGI</td>
<td>J</td>
<td>Mt. San Antonio College FA</td>
</tr>
<tr>
<td>Mt. San Antonio College FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOROTHY REINA</td>
<td></td>
<td>Ethnic/Racial Minority At-Large</td>
</tr>
<tr>
<td>Norco College, Riverside Community College District FA</td>
<td>Ethnic minority members statewide plus NEA Higher Education</td>
<td></td>
</tr>
<tr>
<td>JOSUE AREDONDO</td>
<td></td>
<td>Southern Part-Time At-Large</td>
</tr>
<tr>
<td>Southwestern College EA</td>
<td></td>
<td>Southern California part-time faculty</td>
</tr>
</tbody>
</table>

Victorious Fight for Five — and more

CFA’s agreement secures better future for educators, students

By Len Feldman

IT TOOK NEARLY two years, but the California Faculty Association (CFA) has won a major victory in its long battle for higher education students and faculty. On April 8, CFA leaders and Timothy White, chancellor of the California State University (CSU) system, reached an agreement that averted what would have been the largest higher education strike in the nation’s history.

CFA’s 26,000 members were prepared to strike at all 23 CSU campuses for five days, beginning April 13, in their fight for a 5 percent salary increase. “We are pleased the CSU administration is finally doing right by California’s hardworking faculty,” said CFA President Eric C. Heins. “We applaud our CFA colleagues for staying strong while waiting for these long-overdue raises that recognize their hard work and dedication to educating our students. The CSU system’s investment in CFA members secures a better future for all students.”

The agreement includes:
- 5 percent General Salary Increase on June 30, 2016.
- 2 percent General Salary Increase on July 1, 2016.
- 3.5 percent General Salary Increase on July 1, 2017.
- 2.65 percent Service Salary Increase (step increase) during fiscal year 2017-18 for eligible faculty.
- CFA and CSU management also committed to work cooperatively going forward to protect the quality of public higher education, including jointly seeking appropriate funding from the Legislature to accomplish the mission of the CSU.
- CFA members have gone without salary increases since 2008, and CFA leaders report that many lost their homes or declared bankruptcy. Some made ends meet through food stamps and other forms of public assistance.
- CFA’s case gained additional support from a late March report issued by a neutral fact finder that determined the university should meet CFA’s salary boost demand and work with the union to make CSU salaries more competitive. The fact finder declared that CSU has the funds to raise salaries and should do so to help retain the university’s current high-quality instructional staff and attract new staff.
- CFA bargaining team and executive board recommended that members ratify the pact; the CFA membership approved it by the end of April.
- The agreement was then ratified by the CSU Board of Trustees at its May 24-25 meeting. See calfac.org for details on the agreement.

CCA’s support for CFA

“Thank you, CCA members, for your encouragement, support and loyalty,” said Susan Green, member of the CTA Board of Directors and CSU Chico professor. “We stood in solidarity with our CFA colleagues. CCA members were prepared to join them as individuals on the picket line. The CSU must invest in faculty salaries if the quality of education of the system is going to be preserved,” said CCA President Lynette Nyaggah.

Calls for legislation

Before the contract agreement, as CFA members prepared to visit legislators on Lobby Day, CFA President Jennifer Eagan urged them to focus on two pieces of legislation:
- AB 2163 (Evan Low, D-Campbell), which would force the CSU system to introduce transparency into the university president appointment process, which has been hidden in closed sessions.
- AB 2019 (Miguel Santiago, D-Los Angeles), which would for the first time make annual step salary increases automatic for CSU staff.
2016 We Honor Ours (WHO) Awards
CCA honors, thanks leaders who make a difference for students, instructors

CCA COULDN’T BE the successful organization it is without the leadership of hundreds of local members who work tirelessly at the bargaining table, reaching out to members, providing guidance on grievances, campaigning for education-friendly trustees, and in general strengthening their chapters. These local education and union activists were honored at the Spring CCA Conference in Costa Mesa.

Specific awards that recognize members for their political activism, creating more tolerance on campus, and advocating for part-time faculty were also presented. These prestigious awards were:

Jerry Brown Advocacy Award — named after Governor Jerry Brown, who in 1975 signed into law California’s collective bargaining bill.

CCA David Milroy Part-Time Faculty Award — named for a retired Rio Hondo College professor May Ann Pacheco.

CCA Milroy Part-Time Faculty Award — named for the longtime activist who advocated for minorities on all campuses.

CCA COULDN’T BE the successful organization it is without the leadership of hundreds of local members who work tirelessly at the bargaining table, reaching out to members, providing guidance on grievances, campaigning for education-friendly trustees, and in general strengthening their chapters. These local education and union activists were honored at the Spring CCA Conference in Costa Mesa.

Specific awards that recognize members for their political activism, creating more tolerance on campus, and advocating for part-time faculty were also presented. These prestigious awards were:

Jerry Brown Advocacy Award — named after Governor Jerry Brown, who in 1975 signed into law California’s collective bargaining bill.

CCA David Milroy Part-Time Faculty Award — named for a retired Rio Hondo College professor May Ann Pacheco.

CCA Milroy Part-Time Faculty Award — named for the longtime activist who advocated for minorities on all campuses.

Jerry Brown Advocacy Award — named after Governor Jerry Brown, who in 1975 signed into law California’s collective bargaining bill.

CCA David Milroy Part-Time Faculty Award — named for a retired Rio Hondo College professor May Ann Pacheco.

CCA Milroy Part-Time Faculty Award — named for the longtime activist who advocated for minorities on all campuses.

Jerry Brown Advocacy Award — named after Governor Jerry Brown, who in 1975 signed into law California’s collective bargaining bill.

CCA David Milroy Part-Time Faculty Award — named for a retired Rio Hondo College professor May Ann Pacheco.

CCA Milroy Part-Time Faculty Award — named for the longtime activist who advocated for minorities on all campuses.

Jerry Brown Advocacy Award — named after Governor Jerry Brown, who in 1975 signed into law California’s collective bargaining bill.

CCA David Milroy Part-Time Faculty Award — named for a retired Rio Hondo College professor May Ann Pacheco.

CCA Milroy Part-Time Faculty Award — named for the longtime activist who advocated for minorities on all campuses.

Jerry Brown Advocacy Award — named after Governor Jerry Brown, who in 1975 signed into law California’s collective bargaining bill.

CCA David Milroy Part-Time Faculty Award — named for a retired Rio Hondo College professor May Ann Pacheco.

CCA Milroy Part-Time Faculty Award — named for the longtime activist who advocated for minorities on all campuses.
Kashuba, Oberg honored for teaching excellence
CCA adjunct faculty earn prestigious Hayward Award

By Dina Martin

TWO CCA MEMBERS, both part-time faculty, have received the Gerald C. Hayward Award for Excellence in Education by the Board of Governors of the California Community Colleges.

Anjeanette Oberg, an associate psychology professor at MiraCosta College, and Melinda Kashuba, a geography professor at Shasta College, earned the prestigious Hayward Award.

Anjeanette Oberg, a one-time high school dropout, teen mom and first-generation college student, has a deep connection to community colleges and the EOPS students with whom she works to prepare them with leadership and job skills and interviewing training.

“Our students are the most incredible in the world. They have overcome tremendous adversity to be in college and have had to balance life struggles and jobs to be here,” she said. “I walked in their shoes, and I wanted to teach because I am a community college graduate.”

With a degree in developmental psychology from California State University, San Bernardino, Oberg has taught at MiraCosta and Mount San Jacinto College since 2011. She has worked to raise awareness and support for the LGBTQ+ community, and led the charge on a regional grant aimed at creating intercollegiate Gender Equality and Sexual Assault Awareness events.

“I’m excited to be involved with students who are developing a sense of power... When you see students improving their lives and working to help others, it’s an incredible feeling,” she said.

Kashuba, who has a Ph.D. in geography from UCLA, teaches at Shasta College in Redding. Kashuba works to show students how globally connected they are in today’s society, both in the classroom and in her online courses. She is somewhat aghast at the low knowledge level Americans have of physical, cultural and social geography.

“I try to show them how they can make better decisions if they understand geography. Geography may help them decide where to build a house or start a business,” she said.

Like Oberg, Kashuba marvels at the variety of students she teaches — high school graduates, war veterans, older adults, different ethnic groups, and workers returning to college for more training.

“Community college teaching is one of the hardest teaching jobs you can do. You have to meet people at a variety of different levels and with varied reading and writing skills,” she said.

Kashuba also puts her knowledge to use in the community, where she volunteers with the county office of education’s Whiskeytown Environmental School, which offers elementary students outdoor education. She is also involved in the Whiskeytown BioBlitz, a local festival where elementary and high school students from local schools help count local species — among other activities.

Environmental education “helps inform them in life, and builds social awareness and emotional maturity. That’s our goal,” Kashuba said.

Geography also plays a part in Kashuba’s other interest — helping others to trace their genealogy. During the summer, she lectures all over the country, teaching people how to use maps to help find their ancestry. She is currently working on a revised edition of her book, Walking With Your Ancestors.

How do I use this?
Well, it’s actually pretty easy — but you have to have the right tools. You must have a smartphone equipped with a camera and a QR Code reader/scanner application. If yours doesn’t have an app preinstalled, just visit your phone’s app store (the Android Market, Apple App Store, BlackBerry App World, etc.) and download a QR Code reader/scanner app.

Simply open the QR Code reader app on your mobile device, center the QR Code on the screen so it can be scanned, and ta-da! The online link will open.

AB 1690 Passes the Assembly!
At press time AB 1690, the job security bill for part-time faculty by Assembly Member Jose Medina (D-Riverside), has passed the Assembly and is headed to the Senate. Many thanks to those of you who contacted your Assembly member in support of the bill. Find details at cca4me.org.

We focus on you, so you can focus on them.
It’s California Casualty’s policy to do more for the people who give more. As a part of CTA since 1951, we have been protecting California educators for more than 60 years. Take advantage of your member benefits and get your CTA auto and home insurance quote today.

1-866-680-5139
JustForOurMembers.com

EXCELLENT EDUCATORS

Advocate Readership Survey
Win a tablet when you give your input
We are interested in discovering what CCA members like to read in their publication, the Advocate. Please take the survey at cca4me.org/AdvocateSurvey. It’ll take just a few minutes. The names of those who take the survey will be put into a drawing for an Amazon Fire. Take the survey anytime until July 15, 2016. Thank you in advance for your time.

What is this and what do I do with it?
A QR Code (it stands for “Quick Response”) is a mobile-phone readable barcode. It comes from Japan and is used to take a piece of information from a transitory medium, like this Advocate page, and put it into your cellphone, tablet or iPad.

QR Codes can take you to social media sites, videos, PDFs, websites, email addresses, and online storage sites like Dropbox. This QR Code takes you to a survey about the Advocate.

Advocate Readership Survey
We are interested in discovering what CCA members like to read in their publication, the Advocate. Please take the survey at cca4me.org/AdvocateSurvey. It’ll take just a few minutes. The names of those who take the survey will be put into a drawing for an Amazon Fire. Take the survey anytime until July 15, 2016. Thank you in advance for your time.

What is this and what do I do with it?
A QR Code (it stands for “Quick Response”) is a mobile-phone readable barcode. It comes from Japan and is used to take a piece of information from a transitory medium, like this Advocate page, and put it into your cellphone, tablet or iPad.

QR Codes can take you to social media sites, videos, PDFs, websites, email addresses, and online storage sites like Dropbox. This QR Code takes you to a survey about the Advocate.

How do I use this?
Well, it’s actually pretty easy — but you have to have the right tools. You must have a smartphone equipped with a camera and a QR Code reader/scanner application. If yours doesn’t have an app preinstalled, just visit your phone’s app store (the Android Market, Apple App Store, BlackBerry App World, etc.) and download a QR Code reader/scanner app.

Simply open the QR Code reader app on your mobile device, center the QR Code on the screen so it can be scanned, and ta-da! The online link will open.

AB 1690 Passes the Assembly!
At press time AB 1690, the job security bill for part-time faculty by Assembly Member Jose Medina (D-Riverside), has passed the Assembly and is headed to the Senate. Many thanks to those of you who contacted your Assembly member in support of the bill. Find details at cca4me.org.

We focus on you, so you can focus on them.
It’s California Casualty’s policy to do more for the people who give more. As a part of CTA since 1951, we have been protecting California educators for more than 60 years. Take advantage of your member benefits and get your CTA auto and home insurance quote today.

1-866-680-5139
JustForOurMembers.com

EXCELLENT EDUCATORS

Advocate Readership Survey
Win a tablet when you give your input
We are interested in discovering what CCA members like to read in their publication, the Advocate. Please take the survey at cca4me.org/AdvocateSurvey. It’ll take just a few minutes. The names of those who take the survey will be put into a drawing for an Amazon Fire. Take the survey anytime until July 15, 2016. Thank you in advance for your time.

What is this and what do I do with it?
A QR Code (it stands for “Quick Response”) is a mobile-phone readable barcode. It comes from Japan and is used to take a piece of information from a transitory medium, like this Advocate page, and put it into your cellphone, tablet or iPad.

QR Codes can take you to social media sites, videos, PDFs, websites, email addresses, and online storage sites like Dropbox. This QR Code takes you to a survey about the Advocate.

How do I use this?
Well, it’s actually pretty easy — but you have to have the right tools. You must have a smartphone equipped with a camera and a QR Code reader/scanner application. If yours doesn’t have an app preinstalled, just visit your phone’s app store (the Android Market, Apple App Store, BlackBerry App World, etc.) and download a QR Code reader/scanner app.

Simply open the QR Code reader app on your mobile device, center the QR Code on the screen so it can be scanned, and ta-da! The online link will open.

AB 1690 Passes the Assembly!
At press time AB 1690, the job security bill for part-time faculty by Assembly Member Jose Medina (D-Riverside), has passed the Assembly and is headed to the Senate. Many thanks to those of you who contacted your Assembly member in support of the bill. Find details at cca4me.org.

We focus on you, so you can focus on them.
It’s California Casualty’s policy to do more for the people who give more. As a part of CTA since 1951, we have been protecting California educators for more than 60 years. Take advantage of your member benefits and get your CTA auto and home insurance quote today.

1-866-680-5139
JustForOurMembers.com
The CTA Cash Rewards Visa Signature® credit card

7 Reasons Why
this should be the only
credit card you reach for

1% cash back everywhere, every time
2% cash back at grocery stores
3% cash back on gas

Grocery store and gas bonus rewards apply to the first $1,500 in combined purchases in these categories each quarter.*

4. Low Intro APR offer† – so you can start saving right away

5. Special $100 cash rewards bonus – if you make at least $500 in purchases in the first 90 days**

6. Cash rewards are automatic so you don’t need to enroll or sign up to earn your rewards — and they don’t expire — so you can’t lose out

7. A members-only, custom CTA card design that reflects the pride of your profession — because not everyone can be an educator

Apply Today! Call 1.866.867.6323 or visit www.newcardonline.com
mention priority code VACOYB

† 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 newcardonline.com.
* The 2% cash back on grocery store purchases and 3% cash back on gas purchases apply to the first $1,500 in combined purchases in these categories each quarter. After that, the base 1% earn rate applies to those purchases.
** You will qualify for $100 bonus cash rewards if you use your new credit card account to make any combination of Purchase transactions totaling at least $500 (exclusive of any fees, returns and adjustments) that post to your account within 90 days of the account open date. Limit one (1) bonus cash rewards offer per new account. This one-time promotion is limited to new customers opening an account in response to this offer. Other advertised promotional bonus cash rewards offers can vary from this promotion and may not be substituted. Allow 8-12 weeks from qualifying for the bonus cash rewards to post to your rewards balance. The value of this reward may constitute taxable income to you. You may be issued an Internal Revenue Service Form 1099 (or other appropriate form) that reflects the value of such reward. Please consult your tax advisor, as neither we, nor our affiliates, provide tax advice.

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.

©2016 Bank of America Corporation
Protect what matters to you.

When you’re out of commission, you aren’t just out of the classroom. You’re missing out on what makes you, you. That’s why it pays to protect your way of life with CTA-endorsed Disability Insurance from The Standard. It replaces part of your income to pay for the things medical insurance won’t cover — like groceries, the mortgage, utility bills and more. Get the confidence that comes with knowing you’ve protected your future so you can focus on making the most of today.

Learn more at CTAMemberBenefits.org/TheStandard.
MAY REVISION

Community College budget fares well in Governor’s revised budget

Ballot measure will extend Prop. 30 to continue education funding

By Dina Martin

ALTHOUGH THE GOVERNOR’S May Revision of the 2016-17 budget is positive overall for community colleges, steps must be taken now to ensure the necessary funding into the future. That’s the message from CCA/CTA, which urges the passage of an initiative that would extend the Proposition 30 tax increase.

“We’re grateful that we are not having to deal with the dramatic budget cuts they faced just a few years ago,” said CCA Vice President Brad Reynolds, “but we must do all we can to make sure our schools and colleges don’t have to go through that again. Extending Proposition 30 will allow us to do that.”

The secretary of state is currently on course to validate the 1 million signatures gathered by CTA and the Service Employees International Union to place the Children’s Education and Health Care Protection Act (CEHCP) on the November ballot. The initiative would extend the Prop. 30 tax increase for 12 years on the wealthiest 2 percent to support funding for students and health care for low-income children.

Educators appreciate the governor’s ongoing commitment to public education funding, but our schools, students and colleges can’t afford to go back to the days of massive teacher layoffs, larger class sizes, and tuition hikes,” said CTA President Eric C. Heins. “The governor and his finance team could not have known in 2011 that the Proposition 30 tax increase would temporarily extend for 12 years the current income tax rates on the wealthiest 2 percent of Californians — individuals earning more than $250,000 a year and couples earning more than $500,000. Working and middle-class families and businesses will benefit as the quarter cent sales tax increase that was part of Proposition 30 expires as planned at the end of this year.

Speakers noted that during the recession colleges and universities cut classes, laid off faculty and staff, and increased tuition and fees, pricing higher education out of the reach of many working families. Public schools and colleges are just starting to come back from these cuts, and if this measure is not passed, schools and community colleges will lose $4 billion a year.

CCA’s Book Club Builds Union Solidarity

CCA’s Book Club began in 2012 to provide a forum for members to read and discuss books about the Labor Movement, as well as issues that threaten faculty. Book titles are made known in advance, and discussions take place during the Spring Conference. In many cases, the author is on hand to make a presentation or participate in the discussions. Book selections have included:

• There Is Power in a Union: The Epic Story of Labor in America by Philip Dray
• Three Strikes: Miners, Musicians, Salesgirls, and the Fighting Spirit of Labor’s Last Century by Howard Zinn, Dana Frank and Robin D.G. Kelley
• The Fall of the Faculty: The Rise of the All-Administrative University and Why It Matters by Benjamin Ginsberg
• The Teacher Wars: A History of America’s Most Embattled Profession by Dana Goldstein

What you need to know about extending Prop. 30

Proponents of the California Children’s Education and Health Care Protection Act of 2016 officially launched the campaign to support the ballot measure at a press conference on May 11, California Day of the Teacher.

The California Children’s Education and Health Care Protection Act of 2016 will temporarily extend for 12 years the current income tax rates on the wealthiest 2 percent of Californians — individuals earning more than $250,000 a year and couples earning more than $500,000. Working and middle-class families and businesses will benefit as the quarter cent sales tax increase that was part of Proposition 30 expires as planned at the end of this year.

What you need to know about extending Prop. 30

Check out protectingcalifornia.com

See what’s happening at #CACantGoBack and #KidsMatterMost

Use a QR Code scanner (see page 5 for details) to visit protectingcalifornia.com for more on the Children’s Education and Health Care Protection Act of 2016.