Chancellor’s task force recommends replacing Accrediting Commission

ACCJC has lost the confidence of the system

TO THE ELATION of faculty organizations, a task force report by the Chancellor’s Office says the Accrediting Commission for Community and Junior Colleges has lost the confidence of the entire system should be replaced.

Overstepped authority
“The task force report brings added credibility to our conviction that the commission, under the direction of President Barbara Beno, has been excessively punitive, has overstepped its authority and has actually impeded student success at our colleges. This is a positive sign and will hopefully bring a much needed change to the accrediting system,” said CCA President Lynette Nyaggah.

The task force recommendations follow years of criticism by faculty organizations, the U.S. Department of Education, state lawmakers, congressional members and the San Francisco City Attorney, who filed a lawsuit against the commission over its attempt to revoke the accreditation of the City College of San Francisco (CCSF).

“I generally agree with the findings (of the task force) and believe that it is in the best interest of our 2.1 million students that we begin a conversation focused on changing the way our colleges are accredited in the future,” said Chancellor Brice Harris. “Regional accreditation is vitally important in helping to ensure academic quality, but the current approach is not serving our colleges and students well. I look forward to discussing these recommendations with our shared governance body and with the Board of Governors to seek their input.”

Bullying effect
CCA/CTA and its sister union, the California Federation of Teachers, developed a joint resolution for faculty statewide and have been on the forefront of mobilizing faculty in calling for reform of the Accrediting Commission. The bullying effect of the commission was particularly felt at City College of San Francisco, where the situation devolved into two lawsuits, legislative intervention, protests, declining faculty morale and student enrollment that has plummeted from almost 100,000 to 70,000 this year. In a last-minute reprieve, CCSF was placed on a special “restoration” status and has until fall 2016 to make changes.

ACCJC’s president, Barbara Beno, has particularly come under criticism for a perceived conflict of interest in placing her husband on an evaluation team as well as for her overbearing manner in dealing with colleges. One Republican legislator, state Sen. Jim Nielsen once said, “In all my career I have never dealt with a more arrogant, condescending and dismissive individual.”

While City College is the largest college to be threatened, many others faced some level of sanction, including “warning,” “probation,” and “show cause,” which can lead to a shut down. The commission’s sanction rate was about 53 percent from 2009 to 2015, compared with a sanction rate of about 12 percent by other accrediting systems including the Western Association of Schools and Colleges.

FOLLOWING SEVERAL SUCCESSFUL actions to focus attention on equity for contingent faculty, NEA, CCA and the New Faculty Majority are planning further national and local actions for Campus Equity Week, Oct. 26-30.

The National Education Association Representative Assembly voted in July to contribute $10,000 to this initiative.

Campus Equity Week (www.campusequityweek.org) was started by the Coalition of Contingent Academic Labor, a grassroots coalition of activists in North America working on behalf of adjunct, part-time, non-tenured, and graduate teaching faculty.

More visibility
With adjunct faculty now constituting the “New Faculty Majority,” or about two-thirds of faculty nationwide, the annual Campus Equity Week has become more visible at colleges across the country.

Despite their doctoral degrees and other experiences, adjunct faculty are drastically underpaid, and often having no health care benefits.

The majority of contingent academic workers earned an average wage of $2,700 for a three-credit course in 2010, according to NEA.

Campus Equity Week 2015 hopes to build on two recent actions, National Adjunct Walkout Day and Campus Equity Week 2013, which engaged faculty across the country in campus teach-ins and rallies. Organizers hope local activists will plan events on campus and submit information to the website.

CCA chapters have been taking part in CEW activities for the past three years. At CCA Fall Conference, including the one coming up on October 16-18 at the DoublesTree Hotel in San Jose, the Part-Time Faculty Issues Committee sponsors a table where all members can find resources on CEW and talk to others who have organized events at their colleges. Campus Equity Week is promoted by our chapter leadership, both full-time and part-time. We invite everyone who has an event to post pictures and send them to the CCA PTFIC Chair, Karen Roberts at karenroberts@verizon.net and CCA President Lynette Nyaggah at president@cca4me.org.

Resources include poster and flyer templates, informational pieces about campus equity, suggested events and sources for funding. They can also be found in the Part-Time Faculty Issues Committee’s CEW guide available at the CCA website.

Please see ACCJC, page 5

Please see CEW, page 5

Colleges gear up for Campus Equity Week
National activities planned in October

Students, faculty and community members in San Francisco have participated in several protests to call attention to the ACCJC’s actions.
WORKING TOGETHER

Community colleges benefit from our advocacy
We must keep our union strong

SPEAKING OUT

By Lynette Nyaggah, CCA President

AS WE BEGIN this year, we have a much more hopeful community college budget than we had for many years, thanks to our collective advocacy.

First of all, the Governor and Legislature have appropriated $63.3 million for full-time faculty in this year’s budget. We have been saying for years that we need to increase the number of full-time faculty – now we have funds to do that.

This will mean that those of us who are full-time now will have more colleagues to help with union and Academic Senate work, along with departmental and committee work. It will also mean that our current part-time faculty who are looking for full-time jobs will have a greater chance of getting those positions.

CCA is tracking how many full-time positions will be opened up this year, so please let me know at president@cca4me.org when your district announces the numbers.

Part-time funding increases

Second, the budget continues funding for part-time faculty: $495,000 for Part-Time Faculty Health Insurance; $25.1 million for Part-Time Faculty Compensation and $7.2 million for Part-Time Faculty Office Hours.

The availability of these funds should encourage all our chapters to work on bargaining health insurance and office hours for part-time/adjunct faculty if they have not already done so.

Those of us who are part-time/adjunct faculty are now the “new faculty majority” in the community college system, and we need to make sure that our working conditions and benefits make it possible for us to support ourselves and our families.

There is also $501 million in funding for the Student Success and Support Program (SSSP) and an additional $20 million for Student Success for Basic Skills students.

Please consult your Primary Contact Staff person to get accurate information on budget issues. Ask questions about what you’re being told by the district.

Friedrichs v. CTA

In contrast to the good news from the state budget, we are facing a possible Supreme Court judgment in Friedrichs v. CTA in the spring, which will affect our ability to represent you. All the unions in the country, CCA/CTA included, are reeducating ourselves to reaching out to you, our members, to listen to you and involve you in our decisions and priorities.

CTA began this process three years ago with the formation of the Long Term Strategic Planning Group. Three CCA members served on this group. We looked at eight “key areas”: Building an Organizing Culture; Leadership and Leadership Development; Community Engagement and Coalition Building; Transforming our Profession; Social Justice, Equity and Diversity; Structure and Governance; Advocacy on Education Reform; and Organizing Unrepresented Education Workers.

Appreciative Inquiry

In creating this plan, we used a technique called “Appreciative Inquiry” to identify our strengths and develop ways of building on those strengths. The outcome was the Strategic Plan that was approved by CTA State Council in January 2014. This plan focuses on building your faculty association based on what you think is important for us to do and what you are dedicated to working for. You will be hearing from us, your CCA elected leaders and your CTA staff this year about how critical it is for all our members to know why unions, and especially our union, are essential to the survival of the middle class and to economic equality.

The “organizing culture” at the core of the CTA Strategic Plan is also at the core of the CCA Strategic Plan – we want to hear from you and travel to our chapters to see you in person. We want every one of you to feel a part of your association. That is our goal for this year, and we hope that you will work with us to achieve this goal.

We want every one of you to feel a part of your association.

The availability of these funds should encourage all our chapters to work on bargaining health insurance and office hours for part-time/adjunct faculty if they have not already done so.

The CCA Advocate is also available online at the CCA Web site: www.cca4me.org
CCA IN ACTION

CCA Board of Directors plays a vital role advocating for faculty statewide

Meet your board members

THE CCA BOARD OF DIRECTORS plays a vital role supporting local chapters statewide and advocating for its members.

That advocacy often translates into policy that influences statewide legislation, the Chancellor’s Office and local campus practices. Through its work, the CCA Board has brought considerable attention to contingent faculty, deficiencies in the accrediting process, adequately funding community colleges, and improving student success.

Like many faculty leaders, CCA Board members made their way to the board by initially attending a faculty meeting, serving on the local executive board, or perhaps on the negotiations committee. Several have become board members after going through CCA’s Building Strong Locals program to learn how to better union advocates. One of those local leaders is philosophy professor Keith Law, who served as the president of the Merced College Faculty Association and has taken on a statewide leadership role on the board. Law will be “terminated” in the spring after serving three two-year terms on the board. His experience has led him to encourage others to get more involved in their local and statewide association.

“The CCA Board is where most of the action is when it comes to representing our locals,” Law said. We are your local elected representatives, and when the going gets tough you can count on us to fight for your causes. The work can be hard, and much of it takes place over weekends, but it has been some of the most rewarding work I have done in my 25 year teaching career.”

Law’s involvement in the faculty union has worked to the benefit of his local chapter, and has become a stronger advocate for faculty at Merced. As a local president and board member, Law sought out the support of CCA on several occasions. He has also become a guest columnist in local newspapers, informing readers about important issues in higher education.

CCA’s Board of Directors meets regularly throughout the year and members serve on numerous committees and task forces within CCA and its statewide affiliate, the California Teachers Association. The board is composed of 13 members elected to represent chapters drawn from geographic and ethnic minority issues, and director of women’s issues. There are also three liaisons to the Board: CTAs's and NEAs Board Members for Higher Education, and the CTA ABC Director (PAC fund) representing Higher Education. CCA’s four executive officers, the president, vice president, secretary and treasurer round out the board.

CCA Board members for 2015-16 are:

Director Dist. A Chris Vancil, College of the Siskiyous, represents Butte, College of the Siskiyous, Mendocino Part-Time, and Shasta.

Dir. Dist. B Keith Law, Merced College, represents faculty at Napa Valley, Gaviilan, Hartnell, Merced, Monterey, and Lassen.

Dir. Dist. C (1) Josie Malik, San Joaquin Delta College, represents Lake Tahoe, San Joaquin Delta, Sierra, Solano, and College of the Sequoias.

Dir. Dist. C (2) Elizabeth Maloney, San Joaquin Delta College Teachers Association, represents Lake Tahoe, San Joaquin Delta, Sierra, Solano, College of the Sequoias.

Dir. Dist. D Nicole Faudree, College of the Canyons Faculty Association, represents Barstow, College of the Canyons, Kern, Taft (West Kern), West Hills, and Shasta.


Dir. Dist. F Elias Escamilla, Mt. San Jacinto College, represents Citrus College, Chaffey, College of the Desert Adjunct, College of the Desert.

Dir. Dist. G Eric Kajimagi, Mount San Antonio College, represents faculty at Mt. SAC.

Dir. Dist. H (1) Phyllis Hall, Long Beach City College, represents Coast, Rio Hondo, Long Beach (Full-time), Long Beach (Part-time).

Dir. Dist. H (2) Adam Wetsman, Rio Hondo College, represents Coast, Rio Hondo, Long Beach (Full-time), Long Beach (Part-time).

Dir. Dist. I (1) Randa Wahbe, Cypress College, represents Imperial Valley, Imperial Valley PT, MiraCosta, North Orange County, Riverside, Southwestern.

Dir. Dist. I (2) Frank Post, Southwestern College, represents Imperial Valley, Imperial Valley PT, MiraCosta, North Orange County, Riverside, Southwestern.

Dir. Dist. I (3) Boreothy Reina, Riverside Community College District, represents North Orange, Imperial Valley, MiraCosta, Riverside, Southwestern.

Dir. Dist. J Sherry Miller-White, Saddleback College, South Orange Co. CCD.

Part-Time Faculty Director Northern Region (At Large) John Martin represents CCA part-time faculty in Northern California.

Part-Time Faculty Director Southern Region (At Large) Karen Roberts, represents CCA part-time faculty in Southern California.

Director Ethnic/Racial Minority and NEA Higher Education Julius Thomas of Rio Hondo College Faculty Association.

Women’s Issues Director (At Large) Kristie A. Iwamoto, Napa Valley College.

CTA Dir. Dist. Q Higher Ed Susan Green, Orcho State University.

CTA/ABC/PAC Director Joan Sholars, Mount San Antonio College.
**Mistry builds a more tolerant campus**

Butte College professor receives Rice Award

**HONORING OUR OWN**

Butte College biology professor Shahroukh Mistry received the 2015 Dr. John W. Rice Diversity & Equity Award from the California Community College Board of Governors this summer. Mistry, a CCA member, was recognized for working to create an environment at Butte that welcomes people of different backgrounds. These efforts include a workshop titled Diversity Days during which speakers are invited to discuss diversity and equity, workshops, film screenings and performances to promote these values. Below are excerpts from Mistry’s comments at the award ceremony describing the ways Butte has become a more tolerant campus.

The award is named for John Rice, who served on the Board of Governors from 1992 until his death in 2000.

“AT BUTTE COLLEGE we recognize the importance that exposure to ideas, especially ideas outside the norm, has for our students. The Diversity Committee has been working hard in creating an environment that fosters inclusion while also expanding horizons.

Week of diversity For example, each spring we organize a week of talks, movies, art and discussions to focus on the issue of diversity. Recent invited keynote speakers have discussed autism, bipolar disorders, being an Iranian Muslim in the U.S., poetry of war, gender violence and much more. We estimate that over a thousand individuals attend these events each year, and the vast majority are students.

“NEARLY 50 YEARS AGO, on Nov. 8, 1965, President Lyndon Baines Johnson put his signature on legislation that would become the landmark Higher Education Act of 1965, one of the cornerstones of his Great Society programs to eliminate poverty. His comments at Southwest Texas State College, San Marcos—his own alma mater—were both eloquent and prophetic. In the signing ceremony, Johnson said: “To thousands of young men and women, this act means the path of knowledge is open to all that have the determination to walk it. It means a way to deeper personal fulfillment, greater personal productivity, and increased personal reward. This bill, which I will make law, is an incentive to stay in school. It means that a high school senior anywhere in this great land of ours can apply to any college or any university in any school senior anywhere in this great land of ours can apply to any college or any university in any of the 50 states and not be turned away because his family is poor.”

Scholarship and loans offered In its first year, the act would provide scholarships, loans and work opportunities to one million students who might never have started college.

“And in my judgment,” Johnson said, “this Nation can never make a wiser or a more profitable investment anywhere.”

HEA shaped our thinking In the years since, the Higher Education Act of 1965 has shaped our thinking about the importance of higher education for all. Reauthorized or renewed nine times since it was first signed into law, the current Act expired in 2013 and is up for reauthorization again. Chair of the Senate Education Committee, Lamar Alexander (R-Tenn), vows to have the rewrite of the act completed this fall, yet thus far, it appears to be stalled in Congress.

In the meantime, CCA’s national affiliate, the National Education Association, continues to press for its priorities: to make college more affordable; to improve teacher preparation; and to recognize educators as stakeholders in the process.

NEA has engaged in a nationwide campaign, Degrees Not Debt, to make higher education accessible to all segments of America’s increasing diverse student population. Specifically, NEA calls for reinstating year-round Pell Grants, allowing federal student loan debts to be refinanced when interest rates decline, and encouraging students to pursue careers in education or other forms of public service through HEA loan forgiveness programs. NEA also supports making all contingent faculty eligible for public service loan forgiveness, not just full-time faculty.

NEA’s final priority is that faculty and staff fully participate in the governance of their institutions. That means faculty have primary responsibility for determining curricula, establishing requirements for degrees and certificates, and making recommendations on financial issues that impact academic programs.

Promise needs keeping The nation has come a long way since President Johnson signed the Higher Education Act in 1965, but the promises of attaining higher education made to the nation’s young people have still to be fully realized. No one knows that more than faculty at community colleges, where many of these students begin their quest for higher education.

In 1965, President Johnson noted, “…it is a truism that education is no longer a luxury. Education in this day and age is a necessity.”

Never were those words more true than today.
CCA ON CAMPUS

Here’s what’s happening on the local front

CAMPUS round-up

CCA CHAPTERS AROUND THE STATE

are actively engaged in bargaining salaries, jumping into the campus accreditation process, and recruiting new members to become part of the most powerful voice for community college faculty in the state.

Below is a round-up highlighting what your colleagues near and far are doing to ultimately enhance student success.

United Faculty of North Orange Community College District negotiations concluded last May with the faculty ratifying a 6 percent raise. The agreement includes a 3 percent increase on all schedules for 2014-2015, a 5 percent increase on all schedules for 2015-2016, inclusion of the Librarian language in the contract, and an MOU on student evaluations.

More than 50 new full-time faculty members, with a handful of them as temporary full-time instructors were hired.

Rio Hondo College Faculty Association received notice from the ACCJC that the college will be subject to “enhanced monitoring” for SLOs since the levels reported in the Annual Report in March were low compared to other colleges. Unfortunately, the ACCJC did not really specify what this enhanced monitoring entails. A key point in negotiations will be SLOs.

More than a year ago, the District specifically excused part-time faculty from the process. The ACCJC, however, indicated that this was not proper. Now the District has to come back to the association to change something that was agreed to a short time ago.

Imperial Valley College received full accreditation in July 2015 after being on warning status the past three years. This was great news after spending so much time and so many resources trying to meet the recommendations of ACCJC.

Norco College was notified by the ACCJC that it is being placed under “enhanced monitoring” with the possibility of a special report being required.

The letter was prompted by the data reported in the Annual Report related to their assessment of courses and programs, as well as the job placement rates and Institution Set Standards (ISS) in some of their CTE programs.

MiraCosta College Academic Associate Faculty (MCCAAF) received a 2 percent pay increase and paid mandatory Professional Development for associates.

Three office hours at $44/hr will now be paid each semester to Librarians, Cooperative Work Experience instructors, Intern Studies instructors, noncredit ESL and Adult High School instructors so that they may hold individual appointment with students.

MCCAAF has the ability to negotiate for additional salary to close the gap between full-time and associate faculty.

San Bernardino CCD was very active at the Part-time Faculty orientations on both campuses this year, handing out chapter t-shirts and green bags with union information in them. They raffled off one parking permit at each college, and this was very popular and allowed the chapter to gather names and non-school email addresses in the process.

These emails will provide faculty with access to the chapter’s closed website where vital information is provided. The chapter has also added 100 new members as a result of the active participation in orientation.

Finally, the chapter president and vice president offered a workshop on applying and interviewing for a full-time position; the workshop was overflowing with standing room only.

Mt. San Antonio College Faculty Association negotiated a 5.02 percent salary and 4 percent benefits for its members for 2015-16.

Shasta College Faculty Association contingent faculty will now get a stipend for being part of the Academic Senate in addition to receiving more paid office hours.

ACCJC

Continued from Page 1

accrediting agencies, according to a 2014 state audit of the commission.

Others have run-ins

Recently, 15 districts received letters of “enhanced monitoring” including Merced and Rio Hondo Colleges. College of the Sequoias and Victor Valley College have also had run-ins with the commission.

The task force lays the groundwork for competent evaluation. The report puts forth “ideal attributes” of an accrediting body, including a focus on improvement, collegiality, transparency and avoidance of a conflict of interest – all of which it says the ACCJC has failed to meet.

Although the task force report carries some weight, officials say it can take up to a decade before a new commission is in place. College faculty leaders are hoping it will take less time than that. The Board of Governors is scheduled to discuss the issue at its September meeting.

CEW

Continued from Page 1

time Faculty Issues section of the CCA website at cca4me.org/Part-Time-faculty-Issues.asp or the Campus Equity Week website, at www.campusequityweek.org or search Campus Equity Week at www.nea.org for more information, including a tip sheet on how to be an ally and a Q&A with U.S. Sen. Durbin about adjunct debt.

“...The annual Campus Equity Week has become more visible at colleges across the country."
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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](http://CTAMemberBenefits.org/TheStandard).
CCA, CTA and NEA mobilize to protect their members from anti-union attacks

The Labor Movement

THE DECISION BY the U.S. Supreme Court to consider the Friedrichs v. CTA lawsuit this fall is likely to generate discussion on campus as to what the action means for faculty.

Reduced to its simplest terms, a decision that favors Friedrich is a weakening of a faculty union’s ability to advocate for its members. These longstanding rights are under renewed attack from wealthy special interests.

Filed in federal court on April 30, 2013, Friedrichs v. the California Teachers Association deals specifically with the collection of representation fees from individuals in a collective bargaining unit who do not want to become union members, but nevertheless benefit from union representation. Referred to as fair share, it means that educators who receive salary increases and other educational services while residing in a school district are required to pay fair share fees to the union. Friedrichs, and possibly reverse previous decisions by the same court, is not a good sign. In fact, it could seriously undermine our union’s ability to advocate for educators,” said CCA President Lynette Nyaggah.

“Fair share does not force individuals to join the union. No one is doing that. Fair share simply ensures that all educators share the cost of negotiations that all educators enjoy. It’s not unlike our representative democracy,” added CCA Vice President Brad Reynolds.

Reversing gains

Although the Supreme Court has for decades upheld the right of teachers, firefighters and other public service workers to join together to form a union, the Friedrichs case could unravel and reverse those gains.

“The fact that the Supreme Court will hear Friedrichs, and possibly reverse previous decisions by the same court, is not a good sign. In fact, it could seriously undermine our union’s ability to advocate for educators,” said CCA President Lynette Nyaggah.

“Fair share does not force individuals to join the union. No one is doing that. Fair share simply ensures that all educators share the cost of negotiations that all educators enjoy. It’s not unlike our representative democracy,” added CCA Vice President Brad Reynolds.

Membership events planned

The legal counsel of CTA, NEA and myriad other unions will kick into high gear this fall in preparation for the Supreme Court case. In the meantime, CCA members on campus will have the opportunity to engage in essential conversations in a series of meetings, one-on-one discussions and other events this fall.

“Our members need to know there is power in a union,” said CCA Board member Elizabeth Maloney, who will be participating in the member outreach project. “My goodness, without our union, there would be no Prop. 98, which guarantees funding to community colleges. There wouldn’t be Prop. 30, which is helping us bring back our community colleges. We wouldn’t have retirement benefits. We wouldn’t have the long list of member benefits we can access just because we are members of CTA and the National Education Association. Faculty needs to know that and it’s our job to let them know.”

CCA expands resources to serve members

More ways for faculty to stay informed

LOOKING FOR what’s happening with the California Teachers Association – your faculty union? We have the resources for you. In addition to the CCA Advocate newspaper that is in your hands right now, CCA offers timely updates on news you need on its website and in a new monthly e-newsletter. That way, you can keep up in between the arrival of the Advocate.

CCA’s website, at cca4me.org and its e-newsletter, CCA Advocate Monthly informs you about timely topics like what’s going on in the Capitol, adjunct faculty issues, the up roar over college accreditation, profiles of your colleagues, professional development, the benefits that go along with your membership, and much more. Need to know your Weingarten rights? Want to obtain a grant for your work improving your campus? Want to know how your CCA dues are being used? It’s on the website!

In addition, as part of the California Teachers Association, you are represented on the CTA website at www.cta.org, on its Facebook page and in the award-winning California Educator magazine.

As an affiliate of the 325,000-member CTA, CCA is one of the most powerful voices for community colleges at the state level, striving to improve the working conditions of our members and the quality of the community college system. CCA/CTA’s knowledgeable staff around the state works hard on your behalf. Staff are there to represent you at the bargaining table, at a grievance hearing or unfair labor practice, in the Legislature and at the ballot box. Staff takes its marching orders from you, our members, and the best way you can contribute to that partnership is to be informed.

Sign up to receive CCA’s monthly newsletter by contacting CCA President Lynette Nyaggah at president@cca4me.org. Let’s do this thing!