

COMMUNITY COLLEGE ASSOCIATION ADVOCATE



The official Newspaper of the Community College Association/CTA-NEA

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Number 4



► Our union sent a full team of delegates to lift community college voices at the NEA RA in Denver.



► Newly elected NEA officers (from left): Secretary-Treasurer Robert V. Rodriguez, President Princess Moss and Vice President Noel Candelaria.

CCA MEMBERS BUILD AT NEA REPRESENTATIVE ASSEMBLY ORGANIZING AND FIGHTING FOR A STRONGER FUTURE TOGETHER

By CCA Vice President **Kashara Moore**

The 2026 National Education Association (NEA) Representative Assembly (RA) in Denver reaffirmed the power and need for collective action in advancing public education as the federal government threatens our academic freedom.

More than 6,000 delegates representing 3 million educators gathered to establish NEA's priorities for the coming year. Twenty-three Community College Association (CCA) delegates proudly represented California's higher education faculty, as well as two Aspiring Education students. The Higher Ed Educator of the Year Clinton Smith (Tennessee) addressed the delegation and throughout the RA, higher education delegates ensured our presence and needs were known.

This year's RA marked a historic leadership transition: a changing of the guard, as President Becky Pringle concluded more than 30 years of distinguished service to NEA. Delegates elected Princess Moss (Virginia) as NEA President, Noel Candelaria (Texas) as Vice President, California's Robert V. Rodriguez as Secretary-Treasurer, and former United Teachers Los Angeles President Cecily Myart-Cruz to the NEA Executive Committee—highlighting California's continued leadership at the national level.

Delegates also approved the 2026–2028 Strategic Plan and Budget, adopted legislative and policy amendments, and passed New Business Items directing more than \$1.6 million toward strengthening public education, supporting educators and advancing student success.

A meaningful moment at the Representative Assembly was the recognition of the 60th anniversary of the 1966 merger between the American Teachers Association (ATA) and the National Education Association (NEA). While the merger helped address NEA's financial challenges, it also marked a historic commitment to advancing racial integration and strengthening the collective voice of educators.

That legacy continues today through NEA's 3(1)(g) representation provision, which ensures historically underrepresented racial and ethnic groups have a voice in the Representative Assembly. CCA's diverse delegation reflected this enduring commitment to inclusive leadership and representation. Your delegates also attended the Human and Civil Rights Awards, celebrating leaders whose dedication to equity and social justice reminds us that our union is strongest when every voice is represented.



► Representing Higher Ed on the world's largest democratic body.

With public education facing unprecedented challenges, delegates participated in thoughtful discussions and professional learning opportunities focused on organizing, advocacy, educator leadership and community engagement. The RA's Days of Learning featured diverse sessions ranging from a Republican Educators Leadership Lab to Art Build workshops that equipped members with practical tools for grassroots advocacy.

Although educators arrived in Denver with diverse experiences and perspectives, we departed united by a common purpose: protecting public education, strengthening our democracy, and ensuring every educator has the support needed to create learning environments where all students can thrive. CCA's delegates return to California energized and ready to continue advocating for our members, our students, and the future of California's community colleges. Together, we remain committed to building stronger schools, stronger communities, and a stronger future.

For more on the RA, visit ra.nea.org.

WHAT IS ONE-TIER AND WHY DOES IT MATTER?

By **Geoffrey Johnson**

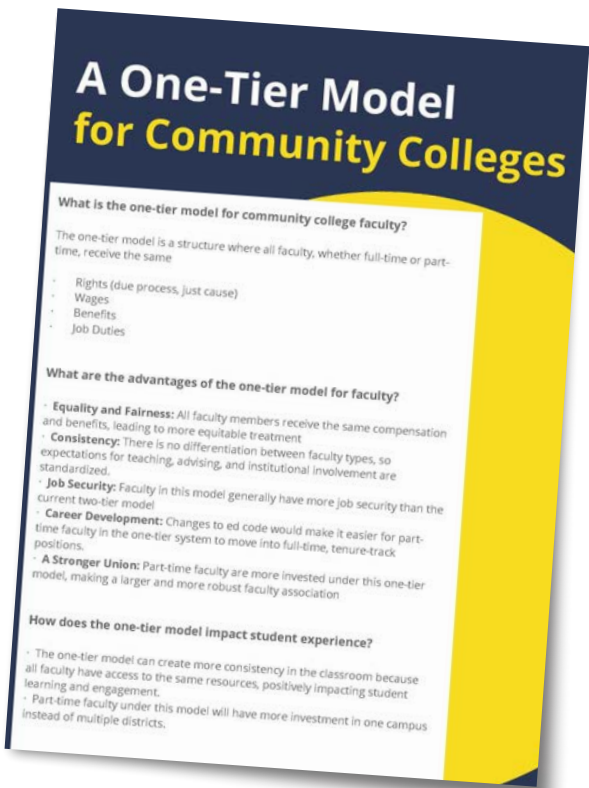
For two-years, CCA has convened a One-Tier Task Force, yet despite multiple workshops and even a short general session at a recent CCA conference, there remains lack of awareness or confusion about the system.

One-Tier is not simply about addressing the poor working conditions, lack of inclusion and limited to no job security among part-time faculty, but also reducing the college service and participatory governance burden on full-time faculty who are increasingly being asked to do too much with too few resources, and providing them with load flexibility without the loss of tenure status.

One-tier is about creating a system where all faculty, proportionate to the load they are teaching, are paid on the same salary schedule, and have access to equal benefits. All faculty would be required to do college service proportionate to load, and what that college service would look like could vary as locally decided by faculty committees.

As opposed to the present two-tier system, which despite a 37-year call for a 75/25 full to part-time ratio, has remained at a roughly 30/70 for years, the One-Tier model has a single hiring process where faculty establish permanent status after a probationary period not unlike tenure, and as classes become available have the option to increase their load to a full-time level or not. Conversely, existing full-time faculty would have the option of reducing their load without loss of their permanent status.

Achieving One-Tier is not about reducing full-time pay or benefits, taking away negotiated benefits or endangering tenure (in fact, on this last point, it's about expending and protecting it). It's about creating a process where both existing part-time faculty and future instructors can be equally treated and involved in the college system and effectively one faculty.



CCA FALL CONFERENCE

- ▶ Hotel Booking Deadline: Sept.17, 2026
- ▶ cta.org/event/2026-ccafall-10-9-26-2-2

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2026 CCA FALL CONFERENCE

THE FALL CONFERENCE IS HELD IN OCTOBER AND IS DEDICATED TO ENHANCING BARGAINING SKILLS AND COORDINATING STRATEGIES FOCUSED ON COLLECTIVE BARGAINING.



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SAVE *the* DATE
Oct. 9-11, 2026

Message

FROM THE

PRESIDENT

BUILDING A JUGGERNAUT

Unbelievable! On May 27, I asked you to tell your state legislators that office hours for part-time faculty must be fully funded in the state's 2026-2027 budget. So far, our union members have sent more than 10,000 letters! Why does full funding matter? Simple: It *quintuples* the number of paid office hours part-time faculty at your college can offer. One needs no analysis to understand the obvious positive impact on our students. The Legislature is on recess until Aug. 3, so if you haven't, now is the perfect time to send your letters. Check your inboxes for the May 27 message from me via Action Network. A few clicks will help ensure students' success. You can do that, right?

Inconceivable! CCA's State Council Delegates and Alternates, the CCA Board and members like you have organized to make sure that CTA's District Q roars its representation of CCA and CTA Aspiring Educators (CTA AE). The District Q Director is the only voice of higher ed on the 20-strong CTA Board and represents our uniqueness in many ways: We're statewide; we're community college and university; we have distinct funding and governance structures; we follow different laws and regulations; we're 18,000+ community college faculty and nearly 1,000 student AE members.



How does CCA keep building into a juggernaut?

Through the involvement of informed and smart members like you. And there are never too many. Three CCA Council Committees in particular need members: Advocacy, Campus Safety and Policy. It's just two or three clicks to the CCA Committees webpage. After reading about the committees, let me know where you can do some good for all of us.

In Solidarity,

Jon Ausubel
president@cca4us.org

ADVOCATE

The Community College Association, with CTA and NEA as our partners, advocates and organizes with California's public community college faculty, staff, and students; empowers locals; builds strong and effective coalitions; promotes equity, inclusion, anti-racism, social justice, and part-time faculty equality, and strives to preserve universal access to quality public education.

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STUDENT PREP, PARITY AMONG CCA MEMBERS' CHIEF CONCERNS

SHARE YOUR VOICE IN SURVEYS COMING YOUR WAY THIS FALL



In addition to longstanding issues like compensation and equity, our members continue to express concerns for our students, who are unfortunately coming to our classes unprepared to achieve at a college level. This is an ongoing challenge that impacts faculty, students, and our colleges alike.



– CCA PRESIDENT
JON AUSUBEL

A majority of CCA members said that the most serious problems facing community college faculty are related to students – notably, their lack of academic preparation for higher ed-level coursework, use of generative AI on assignments, and overall mental health, according to a survey conducted last year.

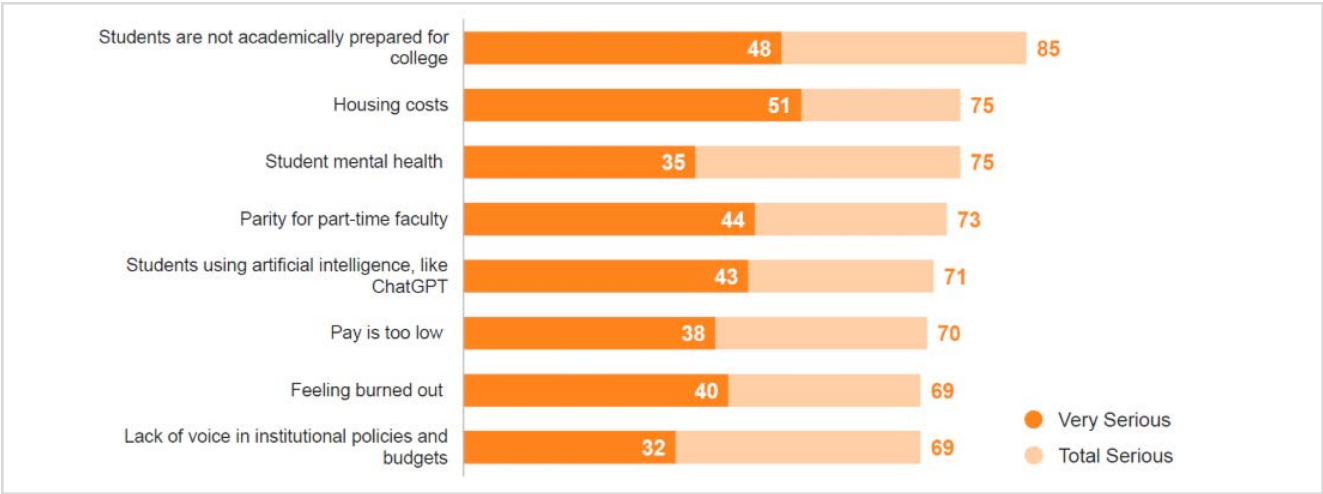
Additional “serious problems” identified by CCA members include housing costs and parity for part-time faculty, an ongoing fight for our union.

The survey also showed that members are not always aware of their rights guaranteed by their contracts and state law, while less than half of part-time faculty know what health and medical benefits their district offers.

While most have paid office hours, the majority of part-timers reported they are also holding additional uncompensated office hours.

“A large majority of members, including almost all part-time members, said that achieving pay parity is important,” Ausubel says. “Large majorities also said that mental health and establishing a One-Tier System (see Page 2) are important.”

Ausubel asked all members to keep an eye out for survey emails this fall and share their thoughts on our work, our colleges and our union to help inform our ongoing efforts to provide the higher ed opportunities all students deserve.



► CCA members identified some of the most pressing issues in California Community Colleges.

PROMISING NEWS FOR COMMUNITY COLLEGES IN ADOPTED STATE BUDGET

‘SUPER COLA,’ PAID PREGNANCY LEAVE AMONG BIG WINS

The governor and state Legislature agreed in June on a state budget that increases community college funding, invests in affordable healthcare for faculty and provides paid pregnancy disability leave to all community college employees.

Highlights of the adopted budget include:

- **Student-Centered Funding Formula (SCFF)** – Provides 4.31 percent augmented Cost of Living Adjustment (COLA) for the SCFF.
- **Enrollment Growth** – Provides \$63.8 million ongoing funding to support a total of 2.5 percent enrollment growth for 2026-27 and 2027-28.
- **Paid Pregnancy Leave** – Provides up to 14 weeks of paid pregnancy disability leave for employees beginning Jan. 1, 2027.
- **Resource Centers** – Provides \$70 million for Dream Resource Centers and \$30 million for LGBTQ+ Resource Centers.

- **Part-Time Faculty Health Insurance** – Authorizes reimbursement of dental and vision benefits. Provides additional \$200 for part-time healthcare.
- **Deferred Maintenance** – Provides \$121 million for facilities preservation and modernization.
- **Dual Enrollment** – Allocates \$100 million for TK-12 school districts to expand dual enrollment opportunities, which relieves pressure from community colleges to carry the costs of dual enrollment agreements.

THE LEGISLATURE HAS STRENGTHENED ITS SUPPORT FOR AFFORDABLE HEALTHCARE FOR ALL FACULTY AND HAS PROVIDED ONGOING FUNDS TO ENSURE THAT THE SYSTEM WILL NEVER AGAIN PENALIZE WOMEN FOR GETTING PREGNANT.

“Although negotiations for next year’s state budget are not completed, the enacted pieces are very good for our colleges and their employees and students,” CCA President Jon Ausubel says. “The Legislature has strengthened its support for affordable healthcare for all faculty and has provided ongoing funds to ensure that the system will never again penalize women for getting pregnant. These are as giant as bureaucratic steps towards equity ever get.”

Funding of part-time office hours was awaiting action in budget trailer bills, expected in early August – as of press time.

For the latest news on the state budget, visit cta.org.

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YOUR VOICE AT THE STATE LEVEL:

INTRODUCING YOUR NEW DISTRICT Q DIRECTOR

Wendy Brill-Wynkoop

Hello, CCA family! I am honored to introduce myself as your newly elected CTA Board of Directors member for District Q. My name is Wendy Brill-Wynkoop, and I am a faculty member at College of the Canyons, where I have been teaching Photography and Digital Media for nearly 30 years. My union roots run deep. I have served as President and Political Action Chair of my local faculty association, where we successfully elected labor-friendly trustees and secured historic salary gains for our colleagues. Most recently, I served as President of the Faculty Association of California Community Colleges (FACCC), in a career that has been recognized by both CTA and NEA. I come to this role having walked the walk alongside you.

So what exactly is District Q, and why does it matter to you?

CCA is the higher education affiliate of CTA, which is affiliated with NEA. Together, we form one of the most powerful educator unions in the country. Whether you teach kindergarten or college, we are in the same union family, fighting side by side to protect public education and improve working conditions for educators everywhere.

District Q is our dedicated seat within that family. It is the only statewide CTA district defined not by geography, but by sector, representing community college faculty through CCA and CTA Aspiring Educators. Because higher education operates under unique laws, regulations and funding structures that are fundamentally different from K-12, District Q ensures that CTA understands our specific needs and advocates for us at every level. It is our specialized voice on the CTA Board of Directors, and there is no other seat like it.

That seat, however, must be sustained and strengthened. CTA board seats are determined through an ongoing process that evaluates membership representation, which is currently underway. District Q represents more than 18,000 faculty statewide, yet only about 11,500 are active members, a membership rate of roughly 64 percent. Community colleges face organizing challenges that simply do not exist in K-12: nearly 70 percent of our faculty are part-time, and the growth of online instruction means there is no shared school site to serve as a traditional organizing hub. These are real barriers, and they require creative, sustained solutions. Growing our numbers is not just an organizing goal; it is how we secure our voice at the table where decisions about higher education are made. CCA leadership is actively organizing to support this work and is committed to giving local chapters the tools and resources they need to recruit and retain members. As your District Q Director, I am here to amplify that effort from within the CTA Board.

This is where you come in. Local chapters are the engine of this work. Invite CCA leadership and me to your chapter meetings. Talk to your colleagues about the value of membership. Tell me what resources you need from CTA to make that case. And there is one more ask: please engage with your K-12 union colleagues, especially at Service Center Council meetings. Our K-12 brothers and sisters are our allies and helping them understand the unique role and necessity of District Q builds the broad union support we need to sustain our seat on the CTA Board.

You can reach me directly at wbrill-wynkoop@cta.org. I will show up.

TOGETHER, WE ARE STRONGER

In Solidarity,

Wendy Brill-Wynkoop
CTA Board of Directors, District Q



► Wendy Brill-Wynkoop

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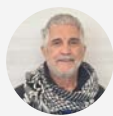


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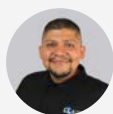


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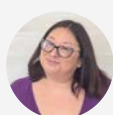
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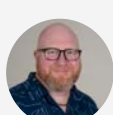
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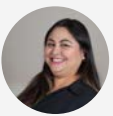
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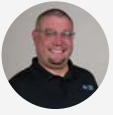
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COLLABORATIVELY NAVIGATING DUAL ENROLLMENT POLICY

By **Jennifer Escobar**

Dual Enrollment is among the fastest growing segments in community college enrollment, and the just-released state budget allocates significant funding for TK-12 districts to support and expand Dual Enrollment offerings, an action consistent with the legislative trajectory over the past 10 years. Our state government is “all-in” on Dual Enrollment.

Recognizing that Dual Enrollment legislation was quickly outpacing TK-14 local unions’ ability to respond, California Teachers Association (CTA) formed a Dual Enrollment policy workgroup nearly 20 months ago. As a policy-driven organization, updated CTA policy would enable numerous actions, including taking “support” and “oppose” positions on legislation, co-sponsoring legislation and creating bargaining advisories for TK-14 locals.

Commencing in October 2024, local delegates and staff from five State Council Committees including CCA began the task of drafting and building consensus around Dual Enrollment policy that encompassed the interests of all CTA locals.

After many conversations and several false starts, a first read of the updated policy was considered by State Council this past June. Considering that dual enrollment involves both the TK-12 chapter and the community college chapter, providing enough structure while recognizing the unique requirements and features of each district/sector was vital.

The consensus policy contains sections on Dual Enrollment courses, curriculum, credentialling, and negotiations, the last section being the lengthiest because it starts with the bedrock belief “that dual enrollment issues should be negotiated at the local level” and goes on to enumerate those negotiable issues.

The second reading of the updated policy will be considered at the October State Council meeting. Once adopted, it will provide a framework for community college and TK-12 bargaining teams to work together to ensure that all CTA members benefit from participation in quality Dual Enrollment programs that serve the “middle third” of students, as intended by law.

ADOPTION OF THIS POLICY IN OCTOBER WILL MAKE CCA STRONGER, ALLOWING US TO BECOME MORE INVOLVED WITH LEGISLATION RELATED TO DUAL ENROLLMENT AND, MOST IMPORTANT, ALLOWING CCA LOCALS TO WORK WITH THEIR PARTNER TK-12 LOCALS TO ENSURE THAT DUAL ENROLLMENT PROGRAMS BENEFIT STUDENTS, FACULTY, AND DISTRICTS.



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