



JOURNAL

SPRING 2025 • VOL XXIX • NO. I

ADVOCATE • EDUCATE • LEGISLATE

FORMERLY CPFA NEWS • PUBLISHED BY THE CALIFORNIA PART-TIME FACULTY ASSOCIATION

IN THIS ISSUE

CPFA Endorses A One-Tier System in the California Community Colleges > **Pg. 1**

Tackling Opposition to the One-tier Vision > **Pg. 1**

Letter of Support for AB 1028: Identifying Potential Risks > **Pg. 2**

2025 Chair's Report > **Pg. 3**

What is CPFA Contract Membership? > **Pg. 7**

A Historic Victory: Repealing the Unjust WEP and GPO > **Pg. 8**

COMING UP

THE ANNUAL CPFA CONFERENCE

CPFA: PAST, PRESENT & FUTURE

Saturday, May 10th, 2025

10:00 a.m. to 4:00 p.m. on Zoom

Register at CPFA.org/Conference-Registration

OPEN & FREE!

CPFA Endorses A One-Tier System in California Community Colleges

By Carol Whaley, CPFA Director of Publications, and members of the CPFA One-tier Committee



CPFA is working to achieve a basic democratic principle: Equality. CPFA seeks to eliminate the inequality faced by part-time faculty when compared to their full-time colleagues by establishing a One-Tier System in the California Community Colleges (CCC), in which faculty with the same qualifications, experience, and responsibilities are supported and compensated proportionately according to their workload.

The Problems with the Multi-Tier System and the Solution—One-Tier

The majority of faculty in higher education work as contingent (often part-time) teachers, counselors, and librarians. In the CCC, all contingent

faculty members are part-time by law. Under the current multi-tier system, this group faces discrimination. **Carol Whaley** Even when they hold the same degrees, teach the same classes, provide the same services, and have as much or more subject-matter experience as tenured or tenure-track faculty, they are compensated significantly less and generally have no job security. Usually hired for one term at a time, they can lose scheduled assignments due to low enrollment, lack of funding, or simply because a full-time faculty member wants extra classes.

Continued on page 4...



Kristie Iwamoto

Tackling Opposition to the One-tier Vision

By Kristie Iwamoto, CPFA Northern Regional Representative

Part-time parity... raising the cap... it seems like every organization and union in California has their own idea about what will make part-time faculty "more equal" to full-time faculty. Legislatively, these movements have been stopped, some by the Governor himself. Now, all of these organizations

have started exploring the idea of moving away from or even eliminating the multi-tiered system. But what does it mean to be "One-Tier"?

While each organization (CFT, CCA, FACCC, CPFA) seems to have a slightly shared vision of what a One-Tier system would look like when implemented, **Continued on page 6...**

Letter of Support for AB 1028: Identifying Potential Risks

In February, Assembly Member Mike Fong introduced a two-year bill, AB 1028 (sponsored by CFT), that would confer contract status on part-time faculty after they teach over 19% FTEF for 6 semesters in a four-year period. CPFA welcomes this support for community college part-time faculty. By submitting this bill, Fong helps maintain the focus of Sacramento on PT Faculty issues.

This effort is another example of educating legislators about the urgent need for legislative solutions to address the challenges faced by the majority of instructors.

Below is our letter of support for AB 1028, along with a brief constructive analysis that we provided. We welcomed the opportunity to weigh in on this important legislation.

The Honorable Assembly Member Mike Fong
Capitol Office, 1021 O Street, Suite 5650
Sacramento, CA 95814

April 10, 2025

RE: AB 1028: Potential Contradictions & Consequences in Your Proposal to Advance Part-Time Faculty (PT) into Tenure-Track (TT) Positions

Dear Assembly Member Fong,

As Chair of the California Part-time Faculty Association (CPFA), I want to express our sincere gratitude for your proposed legislation. Your bill represents a commendable effort to support California community college faculty and increase tenure density. However, I am writing to bring to your attention a critical issue: the proposal to advance part-time faculty into tenure-track positions may conflict with existing laws and could result in significant unintended consequences.

Under current regulations, only full-time (FT) faculty are eligible for tenure. This creates a potential contradiction with the intent of your bill, unless it is assumed that all PT faculty be required to transition into FT roles. If this is indeed the case, such a transition could lead to several challenges:

- **Decreased Opportunities for Remaining PT:** With each PT faculty member transitioning to a FT position, fewer courses would remain available for other PT faculty, potentially resulting in job losses and reduced teaching opportunities.
- **PT Faculty Who Do Not Desire to Become FT:** Some PT faculty hold industry jobs outside academia and only wish to teach part-time. Others have personal obligations that preclude full-time employment. These faculty would be forced out of their jobs if the only option is to transition to FT.
- **Long-serving PT Faculty Need to Be Protected:** PT faculty have been essential to the success of California's Community Colleges. They must be recognized for their sustained contributions through fair compensation and equitable treatment. Any proposed legislation should include retroactive protections for long-serving PT faculty to ensure they are not penalized for systemic issues beyond their control.
- **Potential for Unintended Workforce Instability:** This shift could destabilize the community college teaching workforce, which relies heavily on PT faculty to sustain the diverse and adaptive educational services required by students.

CPFA proposes that the bill address these challenges by incorporating measures to ensure that PT faculty can achieve tenure without being forced to transition to FT positions, with provisions that provide the ability to increase their teaching load over time, should they so choose. Alternatively, clear pathways and protections for PT faculty should be established to maintain their essential contributions to California's community colleges.

By acknowledging these potential conflicts and safeguarding the flexibility and equity within the system, your proposal could better serve the faculty workforce and the students who rely on them. We appreciate your attention to these concerns and would be glad to provide additional input or collaborate further on these matters.

Thank you for your leadership and commitment to addressing these vital issues in higher education.

Sincerely,

John Martin, Chair, CPFA
jmartin@cpfa.org

Daniel R. Thompson, Legislative Analyst, CPFA
dthompson@cpfa.org



2025 CHAIR'S REPORT



John Martin, CPFA Chair

Since Governor Newsom's veto on our bill, AB 2277 last September, CPFA fell into a bit of a funk—at least I did. But we're pushing forward now with renewed purpose and determination.

Our legislative efforts resumed in late fall, with CPFA's Legislative Committee drafting a new slate of bill ideas. A central priority has been to strengthen AB 190, the 2021 trailer bill that allocated \$200 million to the part-time faculty health insurance program. This funding is one of three categorical programs designated for part-time faculty in California's community colleges—the other two being office hours and “parity” wages. AB 190 was designed to incentivize districts to offer meaningful health coverage by reimbursing up to 100% of associated costs. It was also intended to empower local unions to negotiate real benefits for the majority of their faculty.

But that's not what's happening. Despite the funding being available, most districts—and, unfortunately, many unions—have failed to take advantage of it. According to EdSource, “one survey shows that 6% of part-time faculty don't have health insurance from any source. A third of respondents said they receive insurance from a college at which they teach. About a quarter relied on their spouse's coverage, and 17% got theirs from Covered California or Medi-Cal.” It's a grim reality—especially when, on paper, AB 190 promised so much.

So what went wrong? As of last year, only 22 of California's 72 community college districts were in compliance with Option 1 (100% reimbursement), and just \$34.4 million—or 17.25% of the \$200 million—was actually used.

Where's the political will? Where's the commitment to fairness, justice, and respect for part-time faculty, a super majority of educators who teach in

California's community college system? So far: Zero. Nada. Zip.

District administrators have no shortage of excuses:

- “It's too complicated.”
- “It's too expensive—we'd have to hire someone to manage it.”
- “The money might go away, and then we'd have to pay out of our own budget.”
- “It's the provider that's making things difficult, not us.”

Meanwhile, many districts have reserve funds exceeding 30%, on average. Kern Community College District reportedly has reserves over 70%—while also offering the lowest part-time faculty salary schedule in the entire state.

Needless to say, there's a lot more to say on that—but maybe next time.

Another serious issue facing part-time faculty that our Legislative Committee seeks to address is the weakness of the Education Code in two key areas: a real definition of seniority and the absence of a “just cause” provision.

When the legislation to establish a seniority system was passed, it lacked a clear definition of what “seniority” actually means. As a result, districts—and in some cases, unions—have interpreted it however they see fit. In one district, for example, a summer email declared that seniority would be determined on a first-come, first-served basis. Faculty were told that whoever replied first would be placed at the top of the list. The result? Instructors with 10, 15, even 20 years of service were suddenly pushed to the bottom.

Equally troubling is the complete absence of “just cause” protections for part-time faculty. While full-time instructors are entitled to due process,

part-timers often receive no explanation when they're denied course assignments. They may be removed from the classroom or a future schedule based solely on a student complaint, without investigation, documentation, or even notification—and in some cases, are informally banned from teaching in the district again.

We are not asking for tenure. What we're asking for is basic professional courtesy and accountability. If classes are cut due to low enrollment, that should be stated clearly. If the cause is budget-related or due to program changes, that too should be communicated in writing. But too often, the district's answer is simply: “We don't have to tell you.” And technically, they're right—because part-time employment is considered at-will.

This lack of transparency not only harms instructors but also destabilizes the system as a whole. If we value educational quality, we must begin by respecting the professionals delivering it.

What do these two proposals—mandating health care insurance (for those who want it) and implementing “just cause” or ensuring “due process” protections—have in common? They cost nothing.

The \$200 million for health care is already allocated. No additional funding is required.

Establishing a clear seniority system and adding just cause protections doesn't require new spending—just the will to implement them.

That's what we're fighting for: professionalism, fairness, and accountability in California's community college system. We look forward to partnering with legislators who are ready to help us bring these values to life.

Continued from page 1: "CPFA Endorses A One-Tier System ..."

The One-Tier Solution

CPFA is part of a nationwide effort to eliminate multi-tier contracts in higher education. CPFA has a clear vision of an extant one-tier faculty labor system: the Vancouver Model. This remarkable Collective Agreement between Vancouver Community College and the Vancouver Community College Faculty Association contains many of the features that we seek: all faculty are compensated according to a single multi-step salary schedule, and after completing a probationary period, become "regularized". Regularization, which provides ongoing employment secured by due process, true freedom of speech, and the ability to increase one's load to 100%, is conferred upon the individual faculty member and not on the position itself.

The Vancouver Model is one of several models that provide equal pay for equal work for part-time workers. Part-time K-12 teachers in California are paid proportionally to full-timers.

There are many obstacles to achieving equality in the CCC system. Laws are in place that work against equality, such as California Education Code 87482.5, which limits part-time teaching load (the number of classes one may teach in a particular district) to no more than 67% of a full-time faculty load. With low pay based on separate part-time hourly pay schedules, many part-time faculty are forced to seek additional employment, often teaching in multiple districts to make ends meet. Those who do so are called "Freeway Flyers" or "Road Scholars" and may spend hours driving from one college to another, passing other faculty doing the same thing but in


the opposite direction. Students are hurt by a teacher who may have less time to meet with them since they are constantly on the move. This also adds to congestion and the burning of fossil fuels. Many of these faculty use their cars as offices because they are not provided office space by the college.

The denial of job security and healthcare benefits is harmful to part-timers and their students. The high turnover of part-time faculty and their disappearance breaks the continuity and institutional knowledge of a department. It also detracts from quality interaction and mentoring of students. In addition, many part-time faculty must teach when they are ill and often get sicker and spread their illness. Unlike their full-time colleagues, their jobs are precarious, adding to their anxiety.

These conditions have been getting worse. Four decades ago, the majority of faculty in higher education had full-time, permanent positions. Now, most of these teaching positions are contingent and usually part-time. These teachers are often called "adjuncts", indicating that they are supplementary to their institutions rather than essential. And yet, colleges and universities balance their budgets by relying on the much lower cost of employing cheaper "adjunct" faculty.


The responsibility for this unfair situation falls squarely on three parties: the State government, the college administrations, and the unions. Some sectors derive financial benefits from exploiting a cheap workforce that can be easily discarded, but students suffer from the long-term consequences.

The State balances its education budget on the back of the Community College system. Funding in the CCC is half or less than what the CSU, UC, and K-12 systems receive per full-time



The Community College Association, with CTA and NEA as our partners, advocates for California's public community college faculty, staff, and students. CCA strives to preserve universal access to quality public education and empowers locals to build strong and effective coalitions.

#CCA4Us



equivalent student.

The colleges save money whenever they assign a lower-paid part-timer to teach a course. Administrators benefit from this situation by paying themselves more and by increasing their numbers.

The unions, dominated by tenured faculty, bargain contracts with higher pay and better benefits for

Continued on page 5...

Continued from page 4: "CPFA Endorses A One-Tier System ..."

themselves and very little for part-time faculty. When enrollment drops occur, full-time jobs are insulated by the buffer of the many part-timers who can be laid off by simply not offering them a class. CPFA supports labor unions, seeing them as necessary to protect the interests of workers. Unfortunately, far too often, faculty unions do not fight for equality, but instead champion the interests of full-time faculty at the expense of part-timers.

What Would a One-Tier System Look Like?

The following provisions of the One-Tier Faculty Workforce would apply to all faculty:

1. Equal Pay for Equal Work

- All faculty would perform the instructional duties, non-instructional duties, and shared governance established for their specific teaching area.
- For faculty with loads less than 100%, non-instructional duties would be performed on a pro-rata basis.

2. Single multi-step Salary Schedule

- All current full-time, part-time, and newly hired faculty will be placed on the same multi-step, multi-column salary schedule based on seniority, experience, and level of education. No more discounted and limited hourly pay schedules

for "part-time" faculty and no more "parity pay" if and when performing "comparable duties."

3. Equal Benefits

- All faculty would have access to the same health insurance and retirement programs.

4. Hiring by a single process

- All faculty, full- or part-time, would be hired according to the same process in compliance with the same qualifications for that teaching area.

5. Conversion to Regular Status, Job Security, and Seniority

- After completing an established probationary period, the faculty would be awarded Regular Status ("regularized") with the right by seniority to ongoing re-appointment.
- Current Part-time Faculty who have worked for a period of time comparable to the established probationary period without a negative evaluation would be automatically regularized at their current seniority and load.
- Regular Status would confer the Right of First Refusal by seniority and the Right of Accrual up to 100% load.
- Seniority would be the chief factor in workload assignment.
- All faculty would be placed in a single seniority system in which it is possible for some part-time faculty to be senior to some full-time faculty.
- Layoffs/Reduction in Force (RIF) would happen by reverse seniority;

recall rights would be determined by seniority.

6. Workload and Scheduling Assignments

- There would be no workload limitations less than 100%.
- All part-time faculty would be able to build their workload up to 100% based on seniority.
- Newly available assignments would be offered to regularized part-time faculty before new faculty.
- Faculty scheduling preferences would be considered in making assignments.

7. Evaluation Transparency

- Performance observations would be limited and scheduled
- Evaluations would be distinguished as summative or formative.
- Summative evaluations would be used to determine suitability for regularization and only performed during the probationary period.
- Provisions for improvement would be made available and negative summative evaluations would be subject to review and grievance.
- Formative evaluations would be done routinely throughout employment with the goal of improving and maintaining educational standards.

8. Paid Professional Development

- Professional development time and funds would be required and available to all faculty.

Continued on page 7...

Protecting, advocating, and fighting for the rights of part-time faculty since 2015

UPTE-CWA

Over 20,000 members strong - representing part-time faculty at these community colleges:

Butte College - College of the Sequoias - Mt. San Jacinto

Part-Time Faculty Association (PFA-UPTE)

Daniel R. Thompson, danthompson2004@gmail.com

College of Sequoias Adjunct Faculty Association (COSAFA)

Danielle Alberti, madanielle@gmail.com

Mt. San Jacinto

Sandra Blackman, smflowers2000@yahoo.com

510.704.UPTE

upte.org/community-colleges



Continued from page 1: "Tackling Opposition to the One-Tier Vision..."

there are those who have voiced opposition to the idea. The devil, of course, is always in the details. So what are some of the arguments against One-Tier and possible solutions?

One Hiring and Evaluation Process

One of the biggest arguments against One-Tier is that part-time and full-time faculty were hired under different hiring/vetting processes, and that they are evaluated under different criteria. Perpetuating this process also perpetuates that argument. An essential piece of achieving one hiring process is a change to Ed Code section 87482.5, which states that "...a person who is employed to teach adult or community college classes for not more than 67 percent of the hours per week considered a full-time assignment for regular employees having comparable duties shall be classified as a temporary employee, and shall not become a contract employee..." If we can remove this, and if part-time and full-time faculty can be hired and evaluated under the same criteria, we can make the argument that a part-time faculty member should be able to move into a full-time position, should one become available, based on seniority and without a completely separate hiring process.

One Principle of Due Process

When discussing One-Tier, one of the most frequently asked questions from full-time faculty is "What about tenure?" There are fears that implementation of a One-Tier system would weaken or even destroy tenure for all faculty. But what is tenure for full-time faculty in the California Community Colleges? Tenure means that if districts want to

discipline full-timers, the employees are guaranteed due process. But why don't part-time faculty get due process? The answer again lies in Ed Code, specifically section 87665:

The governing board may terminate the employment of a temporary employee at its discretion at the end of a day or week, whichever is appropriate. The decision to terminate the employment is not subject to judicial review except as to the time of termination.

Due process for all can only be achieved in the removal of this section. One-Tier can only be achieved if we have due process for all. Removing this should be one of the main goals of One-Tier based legislation.

One Salary Schedule

This is understandably going to be one of the more difficult parts of the One-Tier vision to accomplish, but it is essential. It is difficult because, like the parity bills that came before it, this involves more money from the state and from our districts. But two salary schedules for the same job is the very definition of inequality and exploitation. A push to increase per-student funding to more closely align with the funding given to the K-12, CSU, and UC systems, which is currently 35-68% less, is sorely needed. Without a change here, there can be no One-Tier.

One Faculty

The argument against the above two points is that part-time and full-time faculty do NOT do the same job. The latter serve on committees, go to meetings, and serve their senates, departments, and unions in a way that is more involved and invested than the former, who are paid to "teach and then go home." This argument justifies the divide. However, many colleges have made space for their part-time faculty to serve more prominently in these

areas, either paid or unpaid (they should all be paid). If this can be implemented statewide, the result would be a shared workload and more voices. This will also be a benefit to full-time faculty, who are often overworked and bogged down with multiple committee assignments. More hands make a lighter load.

The truth is, some of these goals can be accomplished without legislation, which has proven to fail when it comes to fiscal commitment from the state to support equality. However, the burden of action then falls upon our locals. Many of these items can be bargained locally. Strides in any of these areas would get us closer to this One-Tier vision. But while the leaders of these statewide unions and organizations seem to be on board, at least in philosophy, will the full-time local leaders follow suit? This is the question. If this vision is going to become a reality, we all have to believe in the principles of a One-Tier system. We are all faculty and we are all equal. This is not just about fixing the system. This is reimagining the system. We really do have to see ourselves as one faculty – a unified faculty.

The first step should be for the task forces and leadership of the respective statewide organizations to come together, organize, bargain, and lobby around this issue. If this can happen, One-Tier may finally be the movement that unites us, part-time and full-time, unions and organizations, in a shared vision of equality.

Kristie Iwamoto has been teaching English full-time at Napa Valley College since 2012. She is currently Vice President of the Napa Valley College Faculty Association and served for many years as CPFA's Northern California Regional Representative and will now be serving as CPFA's Bay Area Regional Representative.

SBCC Faculty Association



The collective bargaining agent for faculty at Santa Barbara City College

The FA is a member of the California Community College Independents (CCCI)

Adjunct faculty Representatives:

Margarita Martin DelCampo
mmartindele@pipeline.sbccc.edu

Sally Saenger
sasaenger@pipeline.sbccc.edu

Lynne Stark
lestark@pipeline.sbccc.edu

fa.sbccc.edu

CCCI

California Community College Independents

We fight for Part-Time faculty!

**Higher Salaries,
Paid Office Hours,
Job Security,
Full-Time Opportunities**

Fair Working Conditions!

CCCI represents faculty from
Allan Hancock, Chabot-Las Positas,
Contra Costa, Foothill-De Anza,
MiraCosta, Ohlone, Pasadena,
Redwoods, Santa Barbara,
Santa Monica, Santa Rosa,
Yosemite, Yuba

Continued from page 5: "CPFA Endorses A One-Tier System..."

- Conference travel and tuition-support funding would be available to all faculty.

9. Enforceable Academic Freedom Protection

- All faculty would have academic freedom protection from the first day of hire.
- Protections would extend beyond normal grievance procedures with disputes being resolved by third parties independent of the institution.

10. Faculty unions would honor their Duty of Fair Representation (DFR)

- As the exclusive collective bargaining agent for all faculty, the local union would be compelled to uphold the ideals of equality and democracy in extending fair representation and opposing the discrimination and elitism inherent in a multi-tier faculty workforce.

CPFA is dedicated to achieving equality in the CCC system. This will require not only increasing funding but also changing legislation that currently limits part-time workloads and classifies part-time faculty as temporary, regardless of how long they have taught at an institution. All legislation should progress towards equal pay and due process. CPFA calls for mobilizing people to rally for equality as well as lobbying government officials to change the laws and the budget.

Carol Whaley, MFA, received her education at UC Santa Barbara and San Diego State University and has been part-time faculty in the Drama Department at San Diego City College since 2000. She is a founding member and Vice-Chair of the San Diego Adjunct Faculty Association (SDAFA), and an active member of FACCC. She is the editor of the Spring 2025 CPFA Journal.

PT FACULTY UNIONS JOIN CPFA CPFA Contract Membership

CPFA was founded in 1998 as the only independent, statewide, professional organization with a threefold mission: to advocate, educate and help legislate on behalf of the nearly 37,000 part-time (PT) faculty working in the California Community College (CCC) system.

CPFA is seeking to expand and strengthen its partnerships with allied organizations and local PT faculty bargaining units in order to strengthen the voice of PT faculty at the Capitol and around the state.

Structural inequities—like lack of healthcare, unfair workload caps, and unequal pay—are best addressed through a unified PT faculty voice advancing state-level legislative solutions. Local issues, such as lack of due process, just-cause protections, and declining seniority rights, call for coordinated top-down action.

Join CPFA as a contract member to help amplify our legislative efforts and keep Sacramento's attention on the pressing structural issues facing all PT faculty.

What are the benefits?

- All Contract Members have full membership voting rights
- Free ads on CPFA website & publications
- Free print copies of biannual CPFA Journal publications
- Free monthly eNewsletter updates
- Discounted rates on CPFA events
- A broad network of experience & support fighting for PT rights
- For more details, please visit cpfa.org/contract-membership

What's the cost?

Contract Membership in CPFA is sustained with just \$1 per paycheck from each part-time faculty member in your local part-time faculty bargaining unit (A.K.A. "payroll deduction").

Join Butte College PT Faculty Union and the statewide effort to improve working conditions for all CCC PT faculty by becoming a Contract Member of CPFA today!

A Historic Victory: Repealing the Unjust WEP & GPO

By Susan Dixon, President California Retired Teachers Association (CaIRTA)

The journey to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) has been arduous and fraught with challenges. Yet, the dedication and perseverance of many advocates culminated in a monumental success with the signing of H.R. 82 into law by President Joe Biden on January 5, 2025.

This historic legislation, spearheaded by bipartisan efforts from Congressman Garrett Graves and Congresswoman Abigail Spanberger, marks a significant victory for Social Security fairness. After years of advocacy and rallying, the bill received overwhelming support in the House on November 12, 2024, with 327 votes and passed the Senate on December 21, 2024, with 76 votes in favor.

The path to this achievement was not easy. As a witness in the House Gallery during the vote, I saw firsthand the culmination of efforts that followed intense lobbying and public rallying, including a significant event in Washington, D.C., where hundreds braved pouring rain to support the



Susan Dixon

bill's passage. Senate Majority Leader Chuck Schumer's commitment

to bring the bill to a vote was a critical turning point.

Upon the bill's passage, I had the honor of attending the signing ceremony in the East Room of the White House. It was an emotionally charged moment, witnessing a change that would right decades of financial wrongs imposed by the WEP and GPO. This victory is especially meaningful for members of CaIRTA and similar organizations that have fought tirelessly for over two decades to see these penalties repealed.

CaIRTA has been a cornerstone in this advocacy, organizing Lobby Days in Washington, D.C., and coordinating national campaigns that galvanized support from a myriad of stakeholders including educators, firefighters, and public service workers. I serve as vice chair of a national grassroots coalition of organizations that included members from public service groups, teachers, firefighters, and foreign pensioners. Additionally, I had the privilege of being part of a key stakeholder group for six years under the guidance of bill authors Representatives Rodney Davis, Garrett Graves, and Abigail Spanberger. Known as the "kitchen cabinet," this select group of key stakeholders included the Fraternal Order of Police (FOP), International Association of Fire Fighters (IAFF), American Federation of State, County, and Municipal Employees (AFSCME), American Federation of Teachers (AFT), National Education Association (NEA), AFL-CIO, and the National Active and Retired Federal Employees Association (NARFE) and California Retired Teachers Association (CaIRTA).



Susan Dixon at the White House with President Biden after he signed H.R. 82 into law.



CPFA EXECUTIVE COUNCIL

CHAIR

John Martin, M.A.
jmartin@cpfa.org

LEGISLATIVE ANALYST

Daniel R. Thompson, M.A.
dthompson@cpfa.org

DIRECTOR OF MEMBERSHIP

David Donica, M.B.A.
ddonica@cpfa.org

DIRECTOR OF PUBLICATIONS

Carol Whaley, M.F.A.
cwhaley@cpfa.org

BUTTE COLLEGE REPRESENTATIVE

Laurel Hartley, M.A.
lhartley@cpfa.org

NORTHERN CALIFORNIA REGION

Kristie Iwamoto, M.A.
kiwamoto@cpfa.org

SOUTHERN REGIONAL REPRESENTATIVE

Scott Douglas, M.A.
sdouglas@cpfa.org

EX OFFICIO

Robert Yoshioka, Ph.D.
ryoshioka@cpfa.org

CONTRACT MEMBERS

Butte College

POSTMASTER:

editor@cpfa.org
info@cpfa.org

CPFA Journal

c/o CPFA
1017 L St #707
Sacramento, CA 95814-3805

CPFA Journal (previously published as CPFA News, CPFA Free Press, and as Community College Journal) is published twice annually by the California Part-time Faculty Association. Distributed to legislators, faculty, administrators, and boards throughout the California Community Colleges system.

CORRESPONDENCE AND ARTICLES may be edited or condensed due to space limitations. Letters may be published. Op-ed pieces, news briefs on union organizing or contract negotiations are particularly welcome. Human interest articles and opportunities to reprint items about the contingent faculty condition are encouraged. Signed articles express their authors' opinions and do not necessarily reflect the views of CPFA.