



## What does CCA do for you?

### **1) We negotiate higher salaries, including higher starting salaries for new faculty.**

Starting salaries are the highest we've ever negotiated thanks to a new salary scale that was approved in our last contract. Both CCA and district officials wanted to boost starting salaries to attract quality teachers and remain competitive with other districts. The new salary scale eliminated salary plateaus so faculty could earn higher salaries more quickly, and it also added some pay increases for those instructors already at the top of the salary scale.

### **2) We negotiate excellent health benefits for our faculty.**

Despite rising healthcare costs, CCA has worked with district officials to keep faculty health care costs low. Our medical and dental benefits are among some of the best in the state.

### **3) We resolve grievances.**

We are advocates for our faculty, working with them confidentially to resolve work-related complaints. We believe in resolving our differences at the lowest possible level, which means we attempt to work out equitable solutions whenever possible. If the problem persists, a grievance may be filed, and we represent faculty as their advocates in the grievance process.

### **4) We represent all faculty.**

CCA represents all full-time and part-time faculty at three colleges and satellite sites in the Kern Community College District. CCA officials attend numerous district and college committee meetings, and we work closely with the Academic Senate at each campus.

### **5) We have strength in numbers.**

CCA is the sole bargaining agent for faculty. As part of the California Teachers Association and the National Education Association, our leaders work hard to negotiate good salaries, benefits, and better working conditions so we can continue to attract excellent faculty to our colleges.

### **6) We communicate with you.**

CCA discusses faculty issues at monthly meetings, via e-mail, our website, and through an online newsletter, *The Union Advance*. We want you to know what is going on at your campus and at the district.

### **7) We support CSEA.**

We work closely with the California School Employees Association, which represents classified employees, because we know that classified staff, faculty, and administrators must work together to encourage student success.