

## ACCT Recommendations to AFA Executive Council

Directive: The charge of the AFA Council Composition Team is to recommend what it finds to be a fair ratio of adjunct and regular faculty on the AFA Executive Council, but if in the course of its research and investigations, the team feels additional recommendations to the Council are appropriate, then it may make them also as part of its final report.

The following recommendations were arrived at by consensus after considering the principles for representation from the original AFA Constitution/Bylaws, amendments to this document, the existing make-up of the Executive Council, the proposals made in the spring of 2010, and other proposals raised by task force members or brought to our attention. The task force also researched the practices of councils or equivalent bodies at eleven community colleges across the state (see spread sheet), focusing on the areas of concern listed below. The recommendations in blue font require changes to AFA Bylaws and/or the Constitution.

The task force strongly recommends that, after Council review, these changes be brought to the general membership for a vote. Except for linked items 1 and 2, each recommendation is intended to be voted on separately.

### 1. Representation on the AFA Executive Council

- Make-up of Council: 21 Members total—20 voting Council members plus President who does not vote except to break a tie. The addition of two seats is within existing Constitution, which allows up to 25 Council seats.
- Number of regular faculty Council Seats: no more than 13, no fewer than 11
- Number of adjunct faculty Council Seats: no more than 10, no fewer than 8

### 2. Election of AFA Executive Council Members

- Council Members elected at large by the general membership.

### 3. Representation of Petaluma Campus on AFA Executive Council

- At least one regular faculty representative from Petaluma Campus
- At least one adjunct faculty representative from the Petaluma Campus

### 4. AFA Officers

- One new position on the Cabinet designated for an adjunct Council Member  
Suggested title: Adjunct Cabinet Representative

### 5. Executive Council Decisions

- 50% + 1 majority of Council Members voting to send proposals for changes to the Bylaws or Constitution to the general membership.

### 6. General Membership Decisions

- 2/3 majority of general membership for ratification of changes to the AFA Constitution.
- 50% +1 majority for all other decisions.

### 7. Quorum

- At least 50% of the adjunct and at least 50% of the regular Council Members present would constitute a quorum. Exact numbers will depend on the total number of Council Representatives in each group serving on the Council.

Respectfully submitted by AFA Council Composition Team on December 8, 2010

Ted Crowell - Team Facilitator - Adjunct Faculty, Philosophy

Lara Branen-Ahumada - Adjunct Faculty, P.E., Dance & Athletics, Theater Arts, AFA Councilor/Negotiator

Barbara Croteau - Contract Faculty, Petaluma Business Administration

Terry Ehret - Adjunct Faculty, Petaluma English

Brenda Flyswithawks - Contract Faculty, Behavioral Sciences, AFA Councilor

Andre Larue - Contract Faculty; Chair, Social Science

Mike Starkey - Adjunct Faculty, Computer Studies, AFA Councilor

	Santa Monica	Foothill/DeAnza	Contra Costa	Ohlone	San Mateo	Yosemite	Pasadena	WValley/Mission	Redwoods	Santa Barbara	SFCC
Total numbers on council	54+ Representative Assembly	17	21 Executive Council	10 Executive Council	18 council members - Executive Committee: President, 2 VPs, Secretary & Treasurer	19 YFA Representative Council	9 Council members, 4 officers, 4 at large directors (all FT), plus past President	11 council members, 4 FT/1PT from each school/1 at large	18 - 2 required PT and President does not vote	9	Executive Board - 4 officers 6 at large 7 if no PT in at large
No council, how actions taken	NA	NA						NA	NA	NA	NA
Representation principle	Members in each division elect their reps, all members elect officers	Yes*	Yes*	No				No, # of reps set and would not increase with more or less FT/PT faculty	Yes	Yes	Yes
Segments faculty represented	All credit faculty	Two campuses*	Three campuses	All credit faculty		Two campuses and adjunct		2 colleges - 4 FT & 1 PT/school	*	5-7FT; 2-4 PT	At large from Districts
Ratio required	Min of 1 FT, 1 PT from each Division	13 FT (6 Foothill/7 DeAnza) & 4 PT	CCC 5, LMC 5, DVC 11	All credit faculty	At least 1 PT per campus	2 Columbia College, 2 adjunct		No	No fixed ratio at least 2 PT	See 1 d above	at least 1 from PT faculty
If so what are the ratios	50/50 min but max det by # of members in a division, only ratio is FT maintain at least 1 over 50%	PT slightly less than 25% of the council				2 adjunct		NA			Varies
Requirements set by bylaws	Yes and Constitution	Yes		1 PT rep				No	Yes	Yes	Yes
Council compensated	No	Yes							Do not know	Do not know	
Criteria for membership	All credit faculty	All certificated faculty		All faculty - credit?		FT faculty - YFA represents adjunct but they are not necessarily members			Anyone teaching credit courses	Anyone teaching credit courses	Any faculty member
PT members criteria	Any credit PT faculty may join	Certificated		All qualify as members		Must pay prorated dues to be voting members			Anyone teaching credit courses	Anyone teaching credit courses	Any load
Criteria for voting rights of PT	All members vote	PT voting rights same as FT-NC represented	All United Faculty - PT have full vote	Equal vote		Must be members - equal?			1 member 1 vote	1 member 1 vote	Membership for most votes except contract
How council decisions made	Simple majority w/exception of 2/3 vote req'd to remove a representative from office	Majority	Simple majority	Majority of Board not membership					Majority	No less than 50% of members present	
Changes to bylaws determined	Majority of over 50%	2/3 vote of "council"	Simple majority				2/3 council vote	2/3 council vote	Majority	No less than 50% of members present	
Votes on issue/decisions made											
2/3 vote	Representative recall	Constitution - 2/3 of Council before going to membership - majority					Bylaws & constitution changes	Representative recall, overturning Council vote, bylaws changes, constitution changes + 50% FT faculty		Constitution	
majority other	Contract ratification, bylaws and constitution	Contract ratification majority of members present	Contract ratification, bylaws and constitution	Contract ratification, bylaws and constitution			Council members elected and contract ratification	Most other votes and contract ratification 50% of general membership	Contract ratification, bylaws and constitution	Contract ratification and bylaws	All decisions?

	Santa Monica	Foothill/DeAnza	Contra Costa	Ohlone	San Mateo	Yosemite	Pasadena	WValley/Mission	Redwoods	Santa Barbara	SFCC
Multiple sites	No	2	3	No	3	2		2	3	No	Yes
Council representation for sites	NA	Yes 1 e above	Yes, 1 e above		Yes			Yes, 1 d above	1 for each satellite campus	NA	Only indirectly from the Districts
FT credit teachers	310 Cf & NC					294		300	85-99	266	
PT credit teachers	1008					699		515	300-400	544	
PT non-credit teachers	not separated out										
% credit classes taught by FT	Not available		52%	75%		72%		67%			
% credit classes taught by PT	Not available		48%	25%		28%		33%			
% credit classes FT teaching OL	Not available										
Ratio of FTEF units by FT/PT	Not available										
Method determining 2c above			District-wide						NA	NA	Headcount of members
FT in health plan	Yes	Yes	Yes	Yes		Yes		Yes	Yes	Yes	
PT covered in health plan	Yes	Yes/No	Yes if 30% or more load over 2 semesters	No		No		No	Yes	Yes	
Extent of coverage for				Built into salary schedule		100%		100%	District pays 100%		
FT	District paid	Cost sharing						Can apply for reimbursement for HC premiums	PT faculty pay own premium		
PT	District paid	50% load will be paying 32%		Union sponsored Kaiser plan							
	Representative Assembly 1 rep/20 faculty in electoral division with 1PT & 1FT from each - some divisions have more than 2	*Foothill elect regular representatives for Foothill and DeAnza des the same; PT reps are elected by membership of both campuses	*Executive Council includes President, 3 VPs, Treasurer, 3 FT reps/3 PT reps, 1 faculty & 1 PT advocate and 8 other members		18 total council members: 3FT/1PT Canada, 3/2 San Mateo, 3/1 Skyline plus Executive committee's 5 members	Executive Board - 6 officers (2 CC & 1 MJC), Budget Analyst & Faculty Consultant to BoT (nonvoting)	Council members elected by general membership vote.	District sets aside \$60,000 and Pts can file for reimbursement	* 10 Division reps, 2 Adjunct, 1 Mendocino, 1 Del Norte		
	Executive Committee which is appointed by assembly not elected by membership; 27 members; the 5 elected officers, 1 chief negotiator, 3 RA delegates, chairs of all standing college committees, senate pres etc. The RA is more like our council in terms of responsibilities except for the numbers.		Executive Board must represent proportion of membership in each College			YFA Representative Council - 2 CC at large, 2 adjunct at large (reps elected by their divisions and # of reps determined by faculty in divisions)		3 negotiators who are not reps, 2 FT/1 PT. 2 grievance officers (may also be reps). Council members voted in by the Council. Every instructor is covered by the union (non-members) pay service fee of \$20 and do not vote. All PTs represented and vote as long as they are employed in the semester the vote occurs. Each person has 1 vote.			