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 Flyswithhawks - Contract Faculty, Behavioral Sciences, AFA Councilor

Andre Larue - Contract Faculty; Chair, Social Science

Mike Starkey - Adjunct Faculty, Computer Studies, AFA Councilor

Set of Representative Council Transverse Council Tr		Santa Monica	: Foothill/DeAnza	: Contra Costa	Ohlone	San Mateo	Yosemite	Pasadena	: WValley/Mission	Redwoods	Santa Barbara	SFCC
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	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						:			1 for each satellite		Only indirectly from the
for sites	NA	Yes 1 e above	Yes, 1 e above		Yes			Yes, 1 d above	campus	NA	Districts
FT credit teachers	310 Cr & NC					294		300	85-99	266	
PT credit teachers	1008					294 699		515	300-400	NA 266 544	
PT non-credit teachers	not separated out										
% credit classes taught											1
by FT	Not available		52%	75%		72%		67%			9
by FT % credit classes taught											
by PT % credit classes FT	Not available		48%	25%		28%		33%			9
% credit classes FT											
teaching OL	Not available										9
Ratio of FTEF units by											
FT/PT	Not available										9
Method determining 2c											
above			District-wide		1				NA	NA	Headcount of members
FT in health plan	Yes	Yes	Yes	Yes		Yes		Yes	Yes	Yes	
			Yes if 30% or								
PT covered in health			more load over 2								1
plan	Yes	Yes/No	semesters	No	Ì	No		No	Yes	Yes	1
Extent of coverage for											
· · · · · · · · · · · · · · · · · · ·	:			Built into salary			:		District pays		
FT	District paid	Cost sharing		schedule		100%		100%	100%		
	1						<u> </u>	Can apply for			1
		50% load will be		Union sponsored	1	•		reimbursement for	PT faculty pay		1
PT	District paid	paying 32%		Kaiser plan				HC premiums	own premium		8
			,			:					1
		*Foothill elect									
	Representative	regular	*Executive		18 total council						
		represenatives for			members:						8
			President, 3 VPs,		3FT/1PT Canada,	Executive Board -	1	1			1
			Treasurer, 3 FT			6 officers (2 CC &					1
		same; PT reps are				1 MJC), Budget		District sets aside	* 10 Division reps		1
			faculty & 1 PT			Analyst & Faculty	Council members		2 Adjunct, 1		1
			advocate and 8				elected by general		Mendocino, 1 Del		1
			other members		members	(nonvoting)	membership vote.		Norte		1
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								3 negotiators who			8
					1	•		are not reps, 2			1
	F										8
	Executive	1	1		1	1		FT/1 PT. 2			1
	Committee which							grievance officers			
	is appointed by assembly not	1	1		I	1		(may also be			1
								reps), Council			
	elected by				1	1		members voted in			1
	membership:27							by the Council.			8
	members; the 5				1	1		Every instructor is			1
	elected officers, 1							covered by the			8
	chief negotiator, 3				1	1		union (non-			1
İ	RA delegates,					VEA		members) pay			8
I	chairs of all					YFA	1	service fee of \$20			1
	standing college					Representative Council - 2 CC at		and do not vote. All PTs			
	committees,										1
	senate pres etc.					large, 2 adjunct at		represented and			§
	The RA is more		Formation Base			large (reps		vote as long as			
	like our council in		Executive Board			elected by their		they are employed			1
	terms of		must represent			divisions and # of		in the semester			1
	responsibilities		proportion of			reps determined		the vote occurs.			1
	except for the		membership in			by faculty in		Each person has			1
	numbers.		each College		!	divisions)	1	1 vote.	:		4