

**ACTION ITEMS/NOTES OF SIGNIFICANT IMPORTANCE FOR CCCCIO
(BLUE FONT)
CRAIG JUSTICE, CCCCIO PRESIDENT, 9/18/14**

Full-Time Faculty Obligation

The Faculty Obligation Number (FON) calculation continues to be complicated and not well understood. Nonetheless, it is the regulatory mechanism that the system uses to address the ratio of full-time faculty in a district (multi-college districts FT faculty numbers are summed district-wide) relative to all faculty (part-time plus full-time faculty summed together). With regard to counselors and librarians, each full-time faculty member counts in the FON as a full-time faculty member even when categorically funded, but does not count as an instructional expenditure in calculating the 50% law. Counselors being hired with matriculation funding (categorical) count in the FON but do not affect the 50 percent law calculation. Unfortunately, for colleges (districts) that have met or nearly met their FON obligation, this means that often faculty hiring suffers the unfortunate trade-off between counselors and essential instructional faculty such as English instructors. Also, districts of comparable sizes often have significantly different FON obligation numbers. Finally, despite the fact that nearly all instruction in summer sessions is not counted as part of a full-time faculty member's load, summer WSCH is counted in the calculation. The FON calculation is rife with inconsistencies, inequities, and contradictions.

See:

http://extranet.cccco.edu/Divisions/FinanceFacilities/FiscalStandards/FullTimeFacultyObligation.aspx#Fall_2013_and_Fall_2014

California Code of Regulations (CCR) title 5 section 51025 requires districts to increase the number of full-time faculty over the prior year in proportion to the amount of growth in funded credit FTES.

General Information

Clarification of Title 5 Section 51025, Full-Time/Part-Time Faculty (PDF)

References:

Education Code Section 87482.6

Title 5, CCR Sections 51025 and 53300, et seq.