

Faculty Obligation Number (FON): Demystified

Presentation for the District Academic Senate

Monday, October 27, 2014

3:00 – 5:30P

Dr. Robin Steinback, Vice Chancellor Educational Services (Interim)

With assistance of Mr. Raj Bajaj, Dean Educational Services and Mr. David Torres, Dean Institutional Research



What is the Faculty Obligation Number?

- FON: Base number of full-time faculty
- Community college districts are required to increase their base number of full-time faculty over the prior year in proportion to the amount of growth in credit FTES
[California Code of Regulations (CCR), title 5, Section 51025] .



California Community Colleges
Full-Time Faculty Obligation
Fall 2014

1. Total Full-Time Equivalent Faculty (FTEF) attributable to instructional and noninstructional Full-Time Faculty based on title 5 Sections 53302, 53309 and 53310 for the district. _____
 2. Total FTEF attributable to instructional and noninstructional Part-Time Faculty based on Title 5 Section 53301 _____
 3. Total FTEF for Full-Time Faculty and Part-Time Faculty (line 1 plus line 2) _____
 4. Percentage of FTEF attributable to Full-Time Faculty (line 1/line 3) _____
 5. 2014 Full-Time Faculty Obligation (attached table) _____
- Difference between 2014 Full-time Faculty Obligation and Total Full-time faculty (line 1 minus line 5). _____

The average replacement cost of a Full-time Faculty for 2014 is \$73,057.

I hereby certify that the information given above is a true representation of the facts, to the best of my knowledge, for _____ Community College District.

SIGNED:

Chief Executive Officer

Date

District Contact

Phone/email

Please complete and return this form by Thursday, November 14, 2014, to:

CA Community Colleges Chancellor's Office
Fiscal Services, Attn: Michael Yarber

- Every Fall (September)
- Districts receive final FON for current year and projected FON for next year based on Advance Apportionment
- Reminded of regulations regarding
 - calculations for FON
 - financial penalty for non-compliance



Regulations and Law Govern the Calculations

- CCR, Title 5, Chapter 6, §51025 Requirement Increase Base Full-Time Faculty
- CCR, Title 5, Chapter 6, §53301 Part-Time Faculty
- CCR, Title 5, Chapter 6, §53302 Full-Time Faculty
- CCR, Title 5, Chapter 6, §53309 Rules for Calculating FTEF Attributable to Full-Time Faculty
- CCR, Title 5, Chapter 6, §53310 Rules for Calculating FTEF Attributable to Part-Time Faculty
- CCR, Title 5, Chapter 1, §50079.1 Special Taxes
- California Education Code, §87470 Employment Categorically Funded Programs and Projects



Calculations for FTEF attributable to Full-Time Faculty

Full-Time Faculty INCLUDED in the FTEF Calculation	Comment	Full-Time Faculty Load EXCLUDED in the FTEF Calculation	Comment
FTEF attributable to Full-time Instructional Faculty		Overload Assignments	
FTEF attributable to Non-Instructional Full-time Faculty		Positions/Load funded by special taxes	e.g. parcel tax
Sabbaticals (paid/unpaid)			
Reassigned/Release Time			
Unpaid Leave			
Late Retirements/Resignations			
Teaching by Classified and/or Administrators	Can include teaching by others provided they meet the minimum qualifications AND the teaching is part of their contract and not an overload		

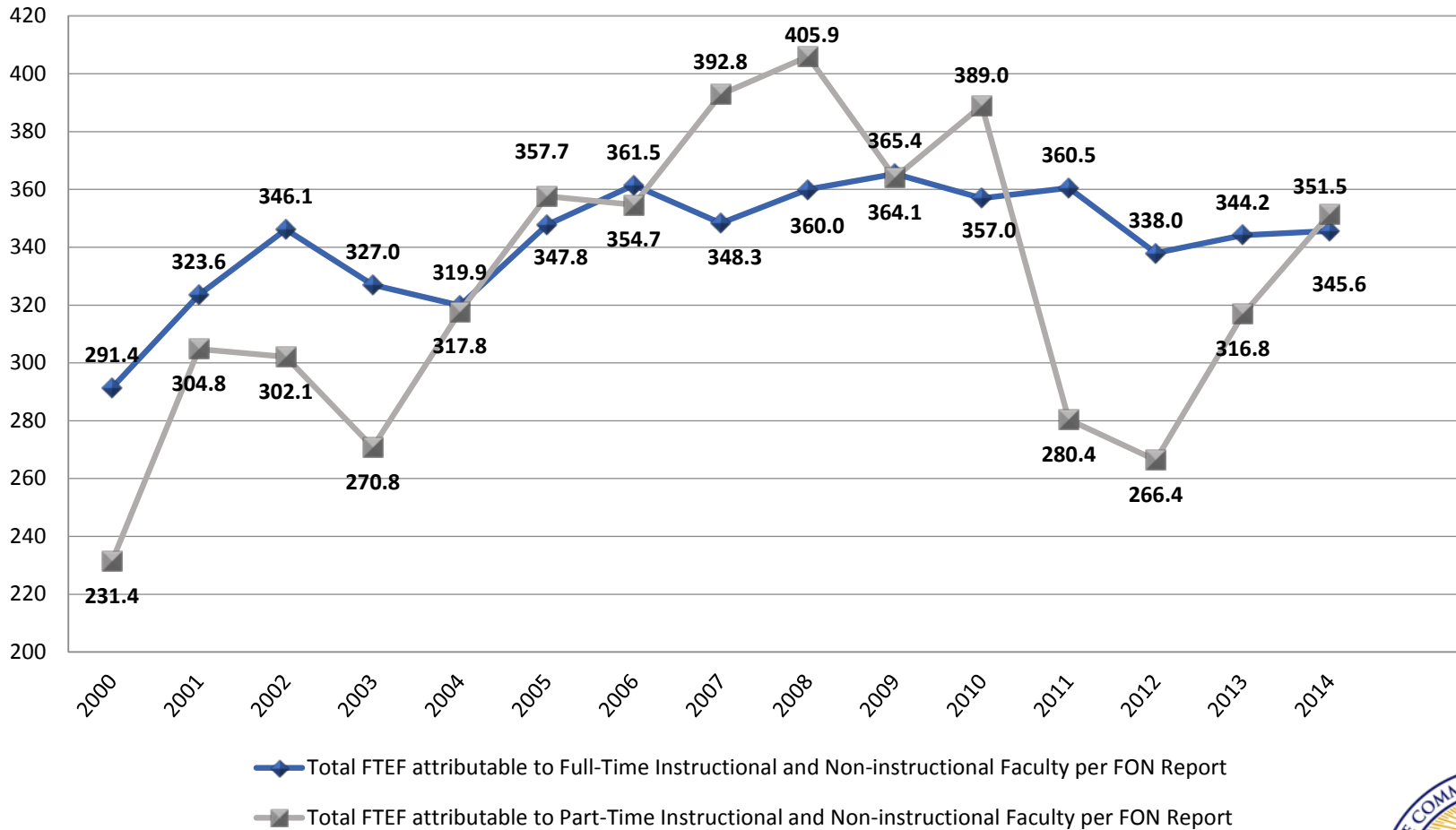


Calculations for FTEF attributable to Part-Time Faculty

Part-Time Faculty Load Included in FTE Calculation	Comment	Part-Time Faculty Load EXCLUDED in the FTE Calculation	Comment
Load of Instructional Part-Time Faculty		Any load associated with replacement of full-time faculty: <ul style="list-style-type: none"> • Sabbatical • Reassigned Time • Unpaid Leave • Late resignation/retirement 	
Load of Non-Instructional Part-Time Faculty		Any load of part-time faculty funded by special taxes	e.g. parcel tax
Load of Instructional and Non-Instructional Full-Time Faculty funded with Categorical included in FTEF attributable to part-time faculty (California Education Code, §87470)	Categorical Sources of funding include the following sources: <ul style="list-style-type: none"> • DSPS • EOPS • SSSP • Basic Skills • Grants (all) 		



Total FTEF Attributable to Full-Time and Part-Time Instructional and Non-Instructional Faculty as Reported Annually by Riverside Community College District, 2000 - 2014

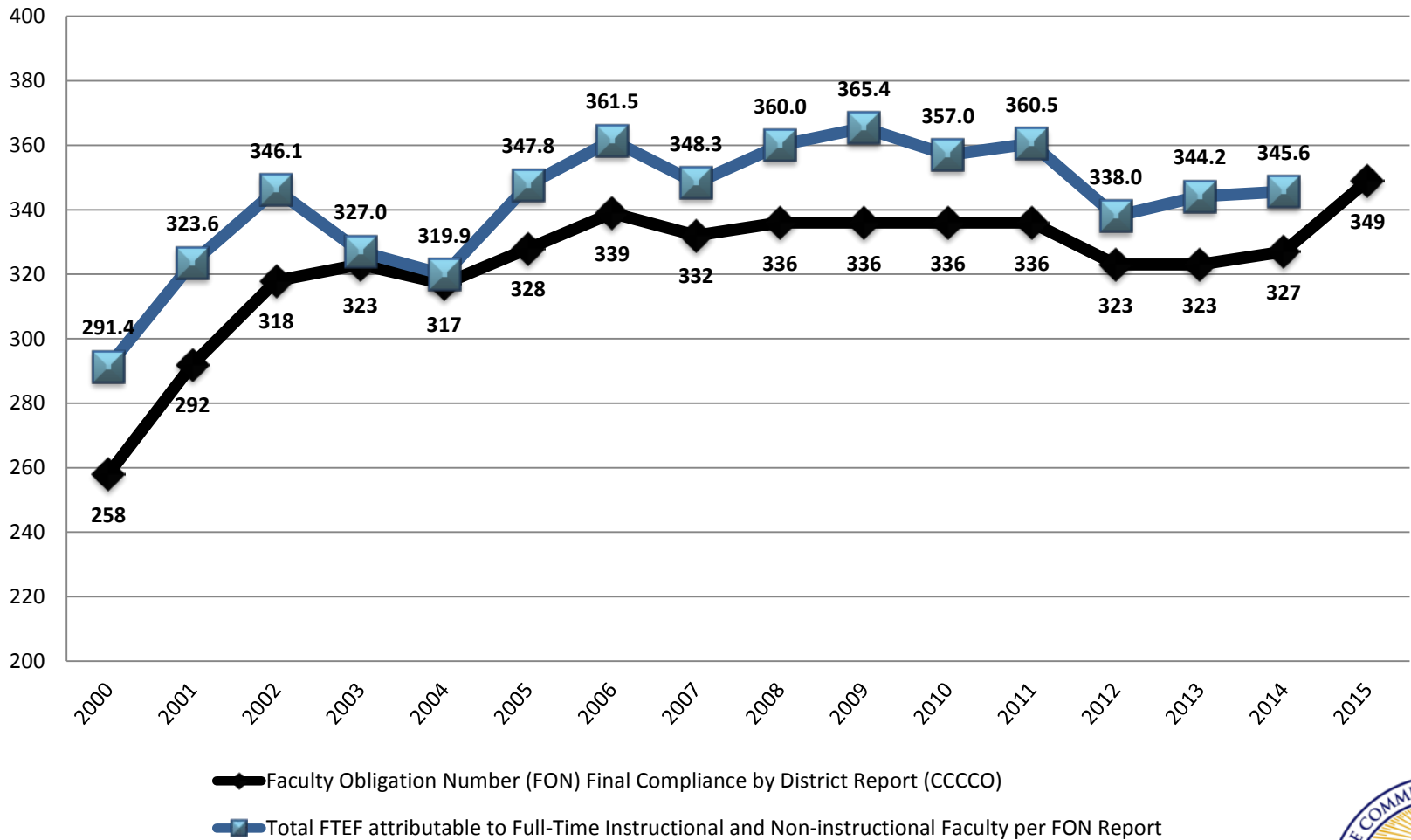


Sources:

1. Annual California Community Colleges, Full-Time Faculty Obligation Compliance Reports submitted by RCCD;
2. Annual California Community Colleges Full-Time Faculty Obligation by District Report (generated at time of Annual Budget Workshop).



Riverside Community College District: Faculty Obligation Number and Total FTEF Attributable to Full-Time Instructional and Full-Time Non-Instructional Faculty, Fall Terms, 2000 - 2015

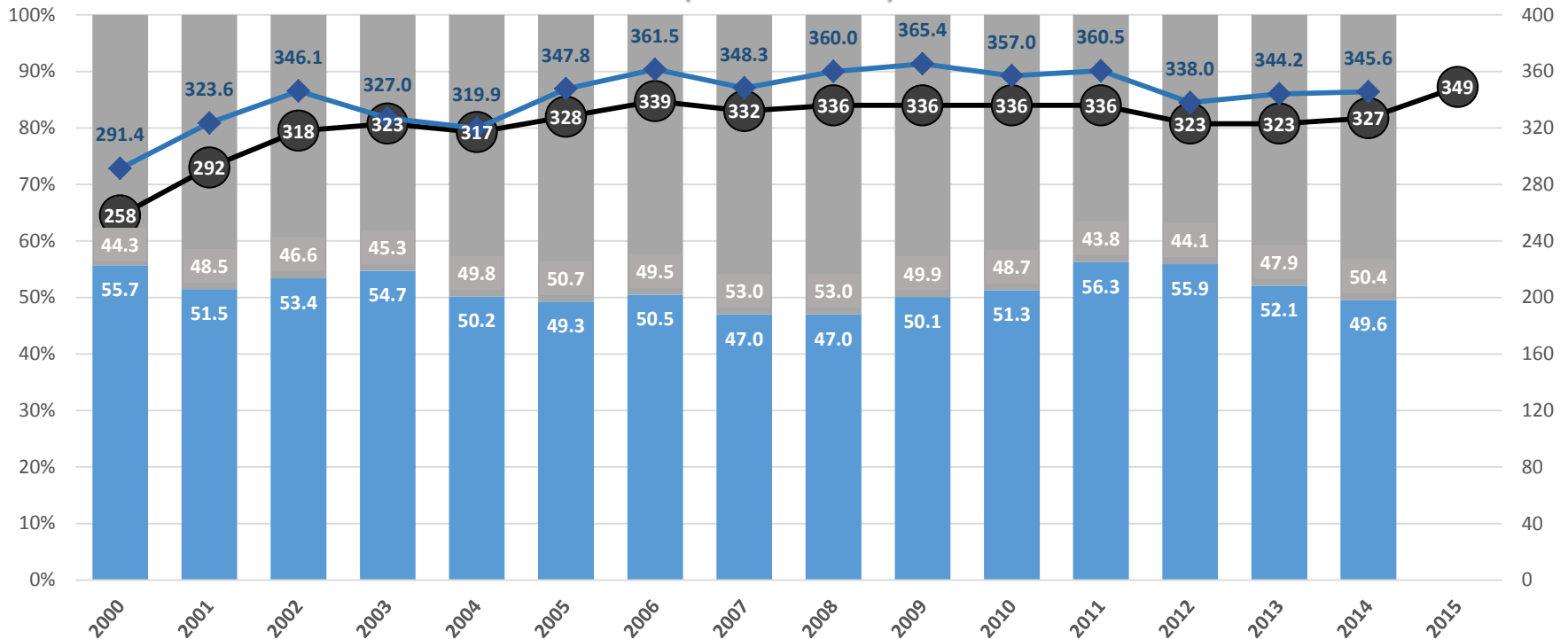


Sources:

1. Annual California Community Colleges, Full-Time Faculty Obligation Compliance Reports submitted by RCCD;
2. Annual California Community Colleges Full-Time Faculty Obligation by District Report (generated at time of Annual Budget Workshop).



Riverside Community Community College District: Percentage of Assignments (FTEF) by Faculty States, Reported FTEF Attributable to Instructional and Non-Instructional Full-Time Faculty and Faculty Obligation Number, 2000 – 2015 (Fall Terms)



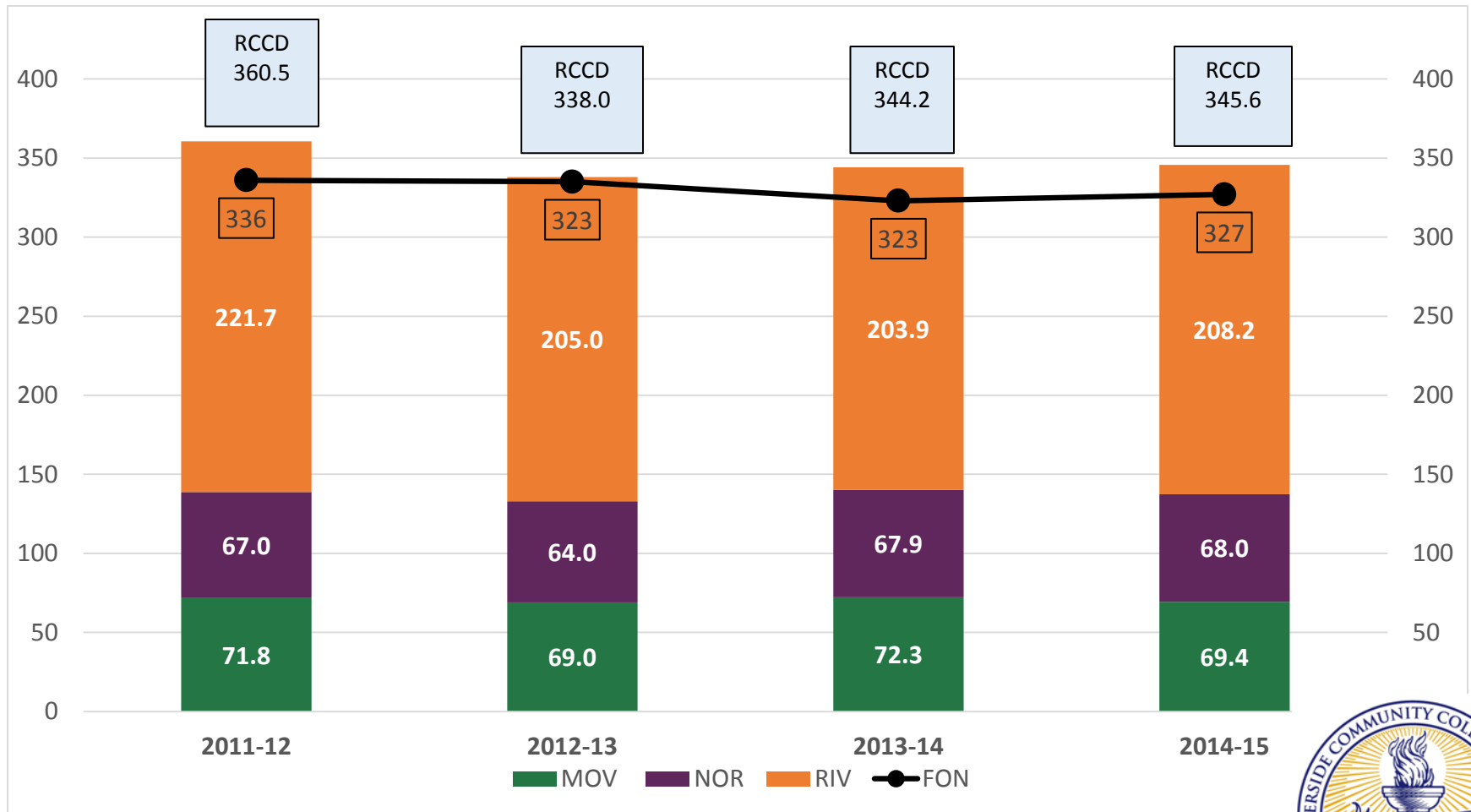
- % FTE Assigned to Part Time Faculty
- % FTE Assigned to Full Time Faculty
- Faculty Obligation Number (FON) Final Compliance by District Report (CCCCO)
- ◆ Total FTEF attributable to Full-Time Instructional and Non-instructional Faculty per FON Report

Sources:

1. Annual California Community Colleges, Full-Time Faculty Obligation Compliance Reports submitted by RCCD;
2. Annual California Community Colleges Full-Time Faculty Obligation by District Report (generated at time of Annual Budget Workshop).



Distribution of FON Attributable to Full-Time Instructional and Non-Instructional Faculty by College



Are we in Compliance with FON?

- In a word: YES
- FON as Planning Tool
- How many additional full-time faculty to hire?
- Where to assign?

