

# Full-Time Faculty Obligation Number (FON)

October 2021

# What is the FON?

Pursuant to Education Code Section 87482.6 and CCR Title 5 Section 51025, the FON is the number of full-time faculty a district is required to employ each Fall as adjusted by:

- the lower of the projected fundable growth at the time of the budget enactment (at Advance)

OR

- the actual percentage change in funded credit FTES from the prior year (at P2).

# History of FON

- AB1725 (passed in 1988) established a goal to reach 75% of instructional hours to be taught by full-time faculty.
- Funding was initially appropriated in reaching this goal.
- Baseline FON Compliance Established (based on local FON in 1988-1989)
- FON increased proportionately with funded credit FTES
- Board of Governors take action (in November) to determine if there are adequate funds in the current year to increase FON for the following year Fall.

# FON Calculation Fundamentals

- Calculation is based upon credit funded FTES
  - From Apportionment Exhibit C
  - Remember the 3-year credit FTES average
  - Special Admit and Incarcerated FTES added in
- Compliance FON = lower of Advance FON or P2 FON
- If the Apportionment has a Deficit factor, FON is adjusted accordingly
- Deficit factor not known until apportionment released

# Annual Timelines

- **September or Before:** Advance FON provided for next Fall
- **November:** BOG determines adequacy of funding for current fiscal year; effects next Fall's FON
- **November 1:** Districts submit current Fall numbers
- **January:** Penalties determined for past Fall FON
- **June/July:** P2 FON and Compliance FON provided for next Fall

# Adequate vs. Inadequate Funds (Determined by BOG in November)

- Adequate means COLA, Growth, or funds for other core programs exist in budget
  - Districts are expected to hit their FON
- Inadequate funds
  - Options available:
    - Prior year FON **or**
    - Current year FON (if lower than prior year) **or**
    - Maintaining, at a minimum, the full-time equivalent faculty (FTEF) percentage attained in the prior fall term.

# Consequences of not meeting FON

- Penalty = Apportionment reduction
  - Number of Faculty positions to be filled in achieving FON multiplied by Average replacement cost of a Full-Time Faculty (\$86,771 for Fall 2021)
- No Waiver
  - Title 5 section 51025 (e) does not provide authority to waive the penalty for noncompliance
- Deferral of Penalty
- Funds from Penalty
  - Distributed systemwide (one-time) to fund diversity in hiring (E.C.S. 87107) = EEO funds

# Planning

- It's **ALL** an Estimate
- Advance – Estimate based on Budget Act
  - Prior year funded credit FTES plus full restoration and full growth funds
- P-2 – Based on funded credit FTES at P-2
  - Remember – if you elect COVID-19 emergency conditions for FTES, this is your funded FTES
- Compliance = lesser of two “estimates”

# Planning (continued)

## ➤ Remember!

- Base is adjusted to actual Funded Credit FTES and actual deficit at Recalc
- Account for actual growth between advance or P-2, and Recalc to adjust your base
- Account for this difference PLUS estimated Credit FTES growth your district expects to achieve in CY

# Planning for Enrollment Declines

- Retirement Incentive? – Generally, with no replacement hiring!
  - Step 1. Prioritize and Plan in the Fall
  - Step 2. Recruit and hire in the Spring
- Your Plan may have several variables, contingencies, and risks you need to account for
- Retirement notices received within 45 days of Spring term end count in subsequent Fall FON
  - However – if received more than 45 days of Spring term end, they do not count in Fall FON

# Things to Keep in Mind

- Full-time Faculty help with meeting 50% Law
- Instructional Service Agreements (ISAs)
  - If they generate growth in credit FTES, then FON will also grow
- The FON is the floor, not the ceiling, a mechanism to maintain status quo at best
- The penalty is usually cheaper than hiring a FT faculty member
  - **However**, there could be political fallout

# Oh, and by the way...

## Accreditation

- Eligibility Requirement 14 – Faculty
  - *“The institution has a substantial core of qualified faculty with full-time responsibility to the institution... is sufficient in size and experience...responsibilities must include development and review of curriculum as well as assessment of learning.”*
- ACCJC Accreditation Standard III.A.7
  - *“The institution maintains a sufficient number of qualified faculty with full-time responsibility to the institution.”*

# What Counts?

## Title 5, Sections 53308, 53309, 59204

Type of Faculty	FON (FT Faculty only)	50% Law (FT and PT Faculty)
Instructional Faculty	Yes	Yes
Non-Instructional Faculty	Yes	No
Non-credit Instructional Faculty	No	Yes
Non-credit Counselors	Yes	No
Tenure Track Grant Funded Faculty	Yes	No
Non-tenure track Grant Funded Faculty	No	No
FTF Overload	No	Yes
Faculty Reassigned Time	Yes	No
Sabbatical/Unpaid Leave	Yes	No
Late Retirements (within 45 days)	Yes	N/A
Funded by Parcel Tax	No	Maybe

# Where to find Additional Information

- Chancellor's Office Website:

- Full-Time Faculty Obligation Page:

<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Fiscal-Standards-and-Accountability-Unit/Full-Time-Faculty-Obligation>

Estimated 2021 R1 FON

Version 1 - No change to credit FTES

Base FON: (2019-20 R1 FON) (a)	Base Credit FTES: 2019-20 R1 Funded Credit FTES (b)	Funded Credit FTES: (2020-21 Used Annual Funded Credit FTES) (c)	2020-21 P2 Deficit Percentage (d)	Funded Credit FTES adjusted for Deficit Percentage (e = c*(1-d))	Change in FTES Growth (Decline) (f = e-b)	Percent Change (Change in FTES/Base Credit FTES) (g = f/b)	FTES Adjustment (h = a*g)	Estimated Fall 2021 R1 FON (i = a + h)
349.4	20,551.92	20,370.20	0.6068%	20,246.59	(305)	-1.49%	(5)	344.2

Estimated 2022 Compliance FON

Base FON (2020-21 R1 FON) (a)	Base FTES (2020-21 R1 FON Funded Credit FTES) (b)	Estimated Funded Credit FTES at 2021- 22 P2 (c)	Estimated 2021-22 P2 Deficit Percentage (d)	Funded Credit FTES for Deficit Percentage (e = c*(1-d))	Change in FTES Growth (Decline) (f = e-b)	Projected Change (Change in FTES/Base Credit FTES) (g = f/b)	FTES Adjustment (h = a*g)	Increase due to 2020-21 FTFH (i)	Estimated Fall 2022 P2 FON (j = a + h + i)
344.2	20,246.59	19,702.7	0.6068%	19,583.15	(663)	-3.28%	(11)	22.0	355

Estimated 2023 Compliance FON

Base FON: (2021-22 R1 FON) (a)	Base Credit FTES: 2021-22 R1 Funded Credit FTES (b)	Funded Credit FTES: (2022-23 Used Annual Funded Credit FTES) (c)	2022-23 P2 Deficit Percentage (d)	Funded Credit FTES adjusted for Deficit Percentage (e = c*(1-d))	Change in FTES Growth (Decline) (f = e-b)	Percent Change (Change in FTES/Base Credit FTES) (g = f/b)	FTES Adjustment (h = a*g)	Estimated Fall 2023 R1 FON (i = a + h)
354.9	19,583.15	18,460.74	0.6068%	18,348.72	(1,234)	-6.30%	(22)	333

Estimated Fall 2021 FTEF 340  
 Less Late SRP Retirements -13  
 Estimated Fall 2022 FTEF 327  
 Estimated 2022 Compliance FON 355  
 Over (short) -28

Hire Faculty to 2023 FON + \$1,014,630  
 Pay One-time Penatly \$1,552,944  
 Total Cost 2022 \$2,567,574  
 Less State Allocation \$1,940,410  
 One-time Cost 2022 (\$627,164)

Ongoing FT Faculty Cost \$1,014,630  
 Less State Allocation \$1,940,410  
 2023 Ongoing Savings (Cost) \$925,780

Add \$1,940,410 in 2021/22 to SRP Rightsizing Set-Aside Funds and pay 2022 penalty from that pot. Add ongoing savings to same.

Estimated Funded Credit FTES at Fall 2021 R1

3 year average credit FTES	
2018-19 applied	19,829.39
2019-20 applied	21,552.80
2020-21 (no covid protection)	17,826.91
	19,736.37
Incarcerated Credit	-
Special Admit Credit	633.83
total est. funded credit FTES	20,370.20

Estimated Funded Credit FTES at Fall 2022 P2 and Fall 2023

3 year average credit FTES		
2019-20 applied	21,552.80	
2020-21 applied	17,826.91	
2021-22 applied	17,826.91	no covid protection and excludes special admit
2022-23 applied	17,826.91	no covid protection and excludes special admit
	19,068.87	17,826.91
Incarcerated Credit	-	-
Special Admit Credit	633.83	633.83
total est. funded credit FTES	19,702.70	18,460.74
	2022	2023

**FULL-TIME FACULTY OBLIGATION  
FALL 2021 COMPLIANCE REPORT  
RANCHO SANTIAGO CCD**

	<b>DO</b>	<b>SAC</b>	<b>SCC</b>
1 Total full-time equivalent faculty (FTEF) attributable to instructional and noninstructional Full-time Faculty based on Title 5 Sections 53302 and 53309	340.82	236.82	104.00
		<i>69.49%</i>	<i>30.51%</i>
2 Total FTEF attributable to instructional and noninstructional Part-Time Faculty based on Title 5 Sections 53301 and 53310	199.92	136.96	62.96
3 Total FTEF for Full-Time Faculty and Part-Time Faculty (line 1 + line 2)	540.74	373.78	166.96
4 Percentage of FTEF attributable to Full-Time Faculty (line 1/line 3)	63.03%	63.36%	62.29%
5 Fall 2021 Full-Time Faculty Obligation (see " Fall 2021 Compliance FON" on table "Fall 2021 Compliance")	323.4		
6 Difference between Full-time Faculty Obligation and Total Full-Time faculty (line 1 minus line 5)	17.42		