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)
- 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”
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**

<table>
<thead>
<tr>
<th>Type of Faculty</th>
<th>FON (FT Faculty only)</th>
<th>50% Law (FT and PT Faculty)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Faculty</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Non-Instructional Faculty</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Non-credit Instructional Faculty</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Non-credit Counselors</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Tenure Track Grant Funded Faculty</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Non-tenure track Grant Funded Faculty</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>FTF Overload</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Faculty Reassigned Time</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Sabbatical/Unpaid Leave</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Late Retirements (within 45 days)</td>
<td>Yes</td>
<td>N/A</td>
</tr>
<tr>
<td>Funded by Parcel Tax</td>
<td>No</td>
<td>Maybe</td>
</tr>
</tbody>
</table>
Where to find Additional Information

- Chancellor’s Office Website:
  
- Full-Time Faculty Obligation Page:
  
### Estimated 2021 R1 FON

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

### Estimated 2022 Compliance FON

<table>
<thead>
<tr>
<th>Base FON: (2020-21 R1 FON)</th>
<th>Base FTES (2020-21 R1 FON Funded Credit FTES)</th>
<th>Estimated Funded Credit FTES at 2021-22 P2</th>
<th>Estimated 2021-22 P2 Deficit Percentage</th>
<th>Funded Credit FTES for Deficit Percentage (e = c * (1 - d))</th>
<th>Change in FTES Growth (Decline)</th>
<th>Percent Change (Change in FTES/Base Credit FTES)</th>
<th>FTES Adjustment</th>
<th>Increase due to 2020-21 FTFH</th>
<th>Estimated Fall 2022 P2 FON</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)</td>
<td>(b)</td>
<td>(c)</td>
<td>(d)</td>
<td>(e)</td>
<td>(f = e - b)</td>
<td>(g = f / b)</td>
<td>(h = a * g)</td>
<td>(i = a + h + j)</td>
<td>(j = a + h + i)</td>
</tr>
<tr>
<td>344.2</td>
<td>20,246.59</td>
<td>19,702.7</td>
<td>0.6068%</td>
<td>19,563.15</td>
<td>(663)</td>
<td>-3.28%</td>
<td>22.0</td>
<td>355</td>
<td></td>
</tr>
</tbody>
</table>

### Estimated 2023 Compliance FON

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

### 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
    - no covid protection and excludes special admit: 19,736.37
  - Incarcerated Credit: 633.83
  - Special Admit Credit: 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
  - 2022-23 applied: 17,826.91
    - no covid protection and excludes special admit: 19,068.87
    - no covid protection and excludes special admit: 17,826.91
  - Incarcerated Credit: 633.83
  - Special Admit Credit: 633.83

Add $1,940,410 in 2021/22 to SRP Right sizing Set-Aside Funds and pay 2022 penalty from that pot. Add ongoing savings to same.
<table>
<thead>
<tr>
<th>Description</th>
<th>DO</th>
<th>SAC</th>
<th>SCC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Total full-time equivalent faculty (FTEF) attributable to instructional</td>
<td>340.82</td>
<td>236.82</td>
<td>104.00</td>
</tr>
<tr>
<td>and noninstructional Full-time Faculty based on Title 5 Sections 53302 and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53309</td>
<td>69.49%</td>
<td>30.51%</td>
<td></td>
</tr>
<tr>
<td>2 Total FTEF attributable to instructional and noninstructional Part-Time</td>
<td>199.92</td>
<td>136.96</td>
<td>62.96</td>
</tr>
<tr>
<td>Faculty based on Title 5 Sections 53301 and 53310</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Total FTEF for Full-Time Faculty and Part-Time Faculty (line 1 + line 2)</td>
<td>540.74</td>
<td>373.78</td>
<td>166.96</td>
</tr>
<tr>
<td>4 Percentage of FTEF attributable to Full-Time Faculty (line 1/line 3)</td>
<td>63.03%</td>
<td>63.36%</td>
<td>62.29%</td>
</tr>
<tr>
<td>5 Fall 2021 Full-Time Faculty Obligation</td>
<td>323.4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Difference between Full-time Faculty Obligation and Total Full-Time</td>
<td>17.42</td>
<td></td>
<td></td>
</tr>
<tr>
<td>faculty (line 1 minus line 5)</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>