

Grossmont-Cuyamaca Community College District Full-Time Faculty Obligation (FON) Compliance

Districts are required to comply with the full-time faculty obligation requirements contained in California Code of Regulations (CCR) title 5 section 51025. This regulation requires districts to increase the number of full-time equivalent faculty (FTEF) over the prior year in proportion to the amount of growth in funded credit FTES. During years in which the Board of Governors determines that the state budget does not contain adequate resources, the full-time faculty obligation is frozen at the prior year level.

- **Rules for calculating FTEF for FULL-TIME FACULTY:**

- **Components:**

- Percentage of instructional hours per week for regular instructional employees excluding any noncredit assignments
- Percentage of working hours per week for regular non-instructional employees

- **Includes:**

- Full-time faculty on sabbatical, whether paid or unpaid
- Full-time faculty on released or on reassigned time
- Full-time faculty on unpaid leave
- Credit instruction FTEF taught by classified staff or administrators under the following condition:
 - Only the actual hours of teaching
 - The hours of teaching must be part of a regular contract and not overload assignment
- Faculty member who resigned or retired and provided written notice with 45 faculty duty days of the end of Spring term and whose position has not been replaced by another full-time faculty member by the Fall term

- **Excludes:**

- Full-Time faculty overload

- **Rules for calculating FTEF for PART-TIME FACULTY:**

- **Components:**

- Percentage of instructional hours per week for regular instructional employees excluding any noncredit assignments
- Percentage of working hours per week for regular non-instructional employees

- **Excludes:**

- Part-time faculty who replace full-time faculty on sabbatical leave
- Part-time faculty who replace full-time faculty on released or reassigned time
- Part-time faculty who replace full-time faculty on unpaid leave
- Part-time faculty who replace full-time faculty who resigned or retired in Spring term