Title: Full Time Faculty Obligation Inequity Issue

Date: January 23, 2014

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Background

The Full Time Faculty Obligation Number (FON) was established by the State Chancellor’s Office after the enactment of Assembly Bill 1725 (1988).

In 1989, districts self-reported their current Full Time Equivalent Student (FTES) in credit courses. This established the base for all future FON requirements.

Analysis

The Full Time Faculty Obligation Number has been in existence for over 25 years. Currently, the FON is based on a 1988 snapshot and not based on the current FTES numbers, which creates great inequities amongst districts. Often there are neighboring districts with huge FON disparities. Please see attached Worksheet.

To highlight this point, let us examine the FON in Orange County.

<table>
<thead>
<tr>
<th>District</th>
<th>FTO</th>
<th>FTES</th>
<th>Credit FTES ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Orange</td>
<td>483.8</td>
<td>26,452</td>
<td>7th Largest District in the State</td>
</tr>
<tr>
<td>Coast</td>
<td>363.4</td>
<td>29,683</td>
<td>4th Largest District in the State</td>
</tr>
<tr>
<td>*South Orange</td>
<td>305.8</td>
<td>25,980</td>
<td>8th Largest District in the State</td>
</tr>
<tr>
<td>Rancho Santiago</td>
<td>328.8</td>
<td>21,734</td>
<td>14th Largest District in the State</td>
</tr>
</tbody>
</table>

The inequities create myriad budgetary issues for districts with higher obligations. They attempt to compete with neighboring districts with lower FONs. This has an effect on everyday budgetary issues and programs (particularly student success) at the college including pay for other employee groups including classified staff and management.

Populations (including student populations) have shifted greatly in California over the past two decades. We are seeing more individuals moving from coastal communities to inland communities.

Based on our evidence for the past 25 years, it would appear the FON should be in line with the FTES calculation. This would appear to address the great inequity in our present system.
Finally, districts with the higher FTOs need regulatory relief from the Chancellor’s Office. This is an internal quota established by the Chancellor’s Office and thus can also be corrected and fixed by the Chancellor’s Office.

Proposal

It is recommended that Consultation Council request the Chancellor’s Office to proceed forward with examining the possibility of changing the Full Time Faculty Obligation Number to be commensurate with districts current Full Time Equivalent Student numbers, to address the inequity in our current system.