

California Community Colleges
Full-Time Faculty Obligation
Fall 2025 Compliance Form

District

Kern

Full-Time Equivalent Faculty (FTEF) Calculation

Full-time equivalent faculty indicates the full-time load factor associated with each assignment. A regular full-time load is considered to be 100% and expressed as 1.0 FTEF. A half-time load is considered 50% and is expressed as 0.5 FTEF.

Full-Time FTEF, calculated per Title 5 section 53309

Regular assignment -full-time faculty credit instruction excluding overload

FTEF

453.00

Include sabbatical, released/reassigned time, paid medical leave, unpaid leave, and late retirement

Classified staff regular assignment - credit instruction

-

Administrative staff regular assignment - credit instruction

-

Noninstructional activities of counselors, librarians, and other faculty

49.00

Total Full-Time FTEF

502.00

Part-Time FTEF, calculated per Title 5 section 53310

Credit instruction and noninstructional activities

287.58

Exclude any workload attributed to replacing full-time faculty for sabbatical, released/reassigned, paid medical leave, unpaid leave, and for late retirement

-

Total Part-Time FTEF

287.58

Total FTEF

789.58

Progress Toward Goal of 75% of Classroom Instruction Taught by Full-Time Faculty

64%

Fall 2025 FON Compliance

The Board of Governors, at their November 2024 meeting, fully implemented the FON for Fall 2025.

Full-time faculty obligation

484.80

Over(Under) full-time faculty obligation

17.20

Does the district meet or exceed the Fall 2025 full-time faculty obligation?

In Compliance

Estimated Penalty

If a district has incurred a penalty, the district will receive an invoice for the penalty amount.

Statewide average replacement cost:

\$ 92,322

Estimated penalty is the statewide average replacement cost multiplied by deficiency in meeting the full-time faculty obligation.

\$ -

Please complete and return this form as a PDF by November 1, 2025 to fiscalstandards@cccco.edu

District Executive Officer (CEO, CBO, or CHRO):

I hereby certify that the information above is true and correct to the best of my knowledge.

Printed Name, Title: Melissa Thornsberry , Chief Financial Officer

Date: October 30, 2025

Digital Signature: 

District Administrative Contact Information:

Name & Title: Anna Gonzalez, Interim HR Director

Email: annagonz@kccd.edu

Phone: 661-336-5138






Fall 2025 Compliance FON and Report

Final Audit Report

2025-10-31

Created:	2025-10-30
By:	Anna Gonzalez (annagonz@kccd.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAOtI4HGTp7SyHoKiNM4VWAJU3CEVDRvB1

"Fall 2025 Compliance FON and Report" History

-  Document created by Anna Gonzalez (annagonz@kccd.edu)
2025-10-30 - 7:38:52 PM GMT- IP address: 198.189.4.66
-  Document emailed to Melissa Thornsberry (melissa.thornsberry@kccd.edu) for signature
2025-10-30 - 7:39:19 PM GMT
-  Email viewed by Melissa Thornsberry (melissa.thornsberry@kccd.edu)
2025-10-30 - 7:39:27 PM GMT- IP address: 54.82.199.248
-  Document e-signed by Melissa Thornsberry (melissa.thornsberry@kccd.edu)
Signature Date: 2025-10-31 - 0:23:21 AM GMT - Time Source: server- IP address: 198.189.4.11
-  Agreement completed.
2025-10-31 - 0:23:21 AM GMT