

Faculty Obligation Number (FON) Overview and Staffing Considerations

Faculty Obligation Number (FON) Process

The Faculty Obligation Number (FON) is the minimum number of full-time faculty that Kern Community College District (KCCD) is required to employ under California Community Colleges regulations. The annual FON is determined by the California Community Colleges Chancellor's Office (CCCCO) and is communicated to the District through Finance & Administrative Services, typically around January of each year. The form and instructions are then provided to Human Resources to complete.

The Chancellor's Office provides the District with a Faculty Obligation Number worksheet that is largely pre-populated and formula-driven. Human Resources completes the limited fields available on the worksheet, which primarily consists of faculty personnel changes such as hires, retirements, resignations, and other separations. Once the required information is entered, the form is certified by Finance & Administrative Services and provided to the Chancellor's Office. The Chancellor's Office applies the state-established methodology to determine the District's compliance obligation for the upcoming fall term.

The District does not independently calculate its annual FON obligation. Rather, the obligation is established by the Chancellor's Office using information submitted during prior reporting cycles, together with statewide funding and enrollment factors prescribed under Title 5 regulations. Human Resources and Finance & Administrative Services then monitor staffing levels and recruitment activity to ensure compliance with the state-established obligation.

The District's obligation for Fall 2026 was determined by the Chancellor's Office based on information previously submitted by the District and the State's annual FON calculation process.

Data Sources and Methodology Used for FON Projections

The District relies primarily on personnel data maintained in Banner to prepare and monitor Faculty Obligation Number projections. Human Resources tracks full-time faculty staffing changes throughout the year, including new hires, retirements, resignations, and other separations.

The Chancellor's Office worksheet functions as a largely "plug-and-play" data set. Human Resources provides the requested staffing information, and the worksheet applies the formulas established by the State. Historical FON obligations, staffing levels, and

personnel changes are then reviewed at the State level to prepare year-over-year and multi-year comparison analyses.

The five-year comparison analysis reflects historical obligations issued by the Chancellor's Office and compares those obligations against actual faculty staffing levels over the same period. This analysis provides the District with a historical view of compliance trends and staffing changes but does not alter the state-established obligation.

Factors Contributing to the Increase in the 2026-27 Compliance Number

The increase in the District's 2026-27 Faculty Obligation Number was determined by the California Community Colleges Chancellor's Office and was not the result of a separate District calculation.

Each year, districts provide faculty staffing information to the Chancellor's Office, including data regarding hires, retirements, resignations, and other personnel changes. The Chancellor's Office then applies the statewide FON methodology established under Title 5 and considers factors such as enrollment growth and state funding levels when determining whether district obligations should increase.

Accordingly, the 2026-27 compliance number reflects both the information previously submitted by the District and the Chancellor's Office's annual statewide determination regarding faculty obligation growth. Human Resources' role is limited to accurately reporting personnel data and monitoring staffing levels to ensure the District meets the obligation established by the State.

Relationship Between Faculty Hiring and Classified/Management Staffing Needs

The Committee also inquired whether Human Resources conducts an analysis evaluating the relationship between faculty hiring needs and the corresponding need for classified professionals and administrative support.

Unlike faculty positions, there is no state-mandated staffing obligation or compliance requirement for classified or management positions. As a result, Human Resources does not perform a comparable calculation or maintain a formal staffing formula for those employee groups.

Staffing decisions related to classified professionals and management positions are generally based on operational needs, service demands, organizational priorities, and available financial resources. These decisions are District-level resource allocation decisions that are informed through the budget development process rather than through a Human Resources compliance requirement.

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District Wide Budget Committee Request

As the District allocates resources to meet its state-mandated Faculty Obligation Number, the budget process provides an opportunity to evaluate competing staffing needs across the institution, including requests for classified and management support. Additionally, the Annual Unit Review process is intended to identify operational and staffing needs at the department and college levels, providing information that can be considered during budget development and resource allocation discussions.

While Human Resources is responsible for monitoring faculty staffing levels to ensure compliance with the state-mandated Faculty Obligation Number, the evaluation of classified and management staffing needs is generally a projection addressed through the District's planning, budgeting, and resource allocation processes.