



RE: Work hours*

Did you know that . . .

Pay for full-time faculty is based on a 40 hour work week on a 17.5 week semester length schedule, equaling a total of 1400 hours per year (700 hours per semester). Because BC operates on a 16 week calendar, the weekly work hours convert to 43.74 hours each week (this includes finals week).

40 hours x 17.5 wks = 700 hours
(fall & spring semesters = 1400 hours per year)

43.74 hours x 16 wks = 699.84 hours
(fall & spring semesters = 1400 hours per year)

Each week, 75% of the workweek hours (approximately 33 hours) are allocated for faculty members' primary assignment (teaching, library, etc.). The remaining 25% of the workweek hours (approximately 11 hours) are for professional activities (5 hours of which are a mandatory maximum scheduled office hours):

- 32 hours 48 minutes for prepping, teaching, grading
- 10 hours, 56 minutes for professional activities
- 5 hours weekly for office hours
- 5+ hours weekly for professional activities
- 75% of 43.74 hours = 32.80 hours or 32 hrs, 48 mins
(teaching, grading, prepping)
- 25% of 43.74 hours = 10.94 hours or 10 hours, 56 mins
(professional activities)

* NOTE: Calculations have been determined based on the following contract language and have not yet been reviewed by HR and/or CCA—please consider the calculations as approximate and tentative.

"The basic faculty assignment in Kern Community College District is a forty-hour (40-hour) workweek based on 17.5-week semester length and one-hundred-seventy-five-day (175-day) academic year. . . . for a total of one thousand four hundred (1,400) hours per academic year." [Article 8, N.1, page 137]

"Seventy-five percent (75%) of the faculty member's workweek hours shall be spent in a combination of student contact and preparation [and that] [t]he remaining twenty-five percent (25%) of workweek hours shall be spent in professional activities, [e.g., office hours, professional development, and meetings (departmental, campus, etc.)]" [Article 8, N.3, page 138]

"The number of office hours scheduled for the convenience of students shall be proportional to instructional load." [Article 8, N.2, page 138]

"A maximum of five (5) office hours per week shall be scheduled and posted." [Article 8, N.2, page 138]

The remaining hours are to be spent in professional activities [e.g., office hours, professional development, and meetings (departmental, campus, etc.)]" [Article 8, N.3, page 138]