

PFT - FAQ on Limits to PT Loads and Ancillary Activities

Q1: What is the limit on PT loads?

A1: According to Education Code 87482.5, temporary (part-time) employees shall not be employed for more than 67% of the hours of a full-time assignment.

Q2: What happens if a PT faculty member exceeds 67%?

A2: If a part-timer exceeds 67% for more than 3 semesters in a 3 year period, they are reclassified as a probationary employee and their overload counts towards their probation. This means that a pt faculty member who is employed more than 67% three times will become a second year, tenure track employee.

Q3: Will the reclassification be at 100%?

A3: The reclassification can be to a 100% full-time position but it only has to be at the average percentage of the overload (with pay and benefits pro-rated). For example, if a pt faculty member is overloaded at 80% three semesters in a row then they will be employed at 80% and will be compensated at 80% of a ft faculty member's compensation.

Q4: What counts towards this limit?

A4: Everything counts *except* ancillary activities and day-to-day substitute hours.

Q5: What is an ancillary activity?

A5: Ed code defines ancillary activities as governance, staff development, grant writing and advising student organizations but does not limit them to these categories.

Q6: Who is responsible for ensuring that PT faculty do not exceed 67%?

Q7: Administration.