

Community College Comparison Calculation

This document provides information about the Community College Comparison Calculation that some part-time community college district employees are entitled to pursuant to Education Code section 24203.8 based on the change in full-time minimum standards effective July 1, 1996. References to other Education Code (EDC) sections are provided where applicable.

Questions? Contact EmployerTraining@CalSTRS.com or send a secure message in the Secure Employer Website. Please provide applicable supporting documentation for review.

Revised: 01/31/2022

What is the Community College Comparison Calculation?

Prior to July 1, 1996, the fulltime minimum standard for all community college instructors was 1,050 hours per school year. Effective July 1, 1996, the fulltime minimum standards for community college part-time instructors and adult education instructors are 525 instructional hours and 875 hours respectively pursuant to EDC 22138.5(c)(5) and 22138.5(c)(6).

The changes to the minimum standards resulted in community college instructors hired on a part-time basis accruing service credit at an accelerated rate. If an employer converted to a lower standard, the employee's annualized payrate was reduced proportionately. This may have had the unintended consequence of lowering the employee's final compensation at retirement. For this reason, we calculate the impacted members retirement benefit twice, once using the previous fulltime minimum standard of 1,050 hours and once using the new, lower standard. CalSTRS then provides the higher retirement benefit of the two.

Where do I see if an employee is impacted?

If the **CCCC Eligible** field in the **Membership Detail** panel on the **Employee Membership Account Maintenance** screen contains any value, other than it being blank, the employee may be impacted. The CCCC Eligible field is only visible to **Payroll Contacts**, unless an employment record exists for the employee and organization.

Membership Detail ^

Client ID :	Name :	Membership Account ID :
Benefit Program : CalSTRS Defined Benefit	Benefit Structure : DB 2% at 60	Benefit SubStructure : 2% @ 60 Regular
Status : Active	Sub-Status :	Status Effective Date : 12/01/2008
Hire Date : 12/01/2008	Membership Date : 12/01/2008	Working After Retirement : No
Source : Conversion	Segregated : No	Vested : No
CCCC Eligible : Y		

How do I report compensation for an impacted employee?

Service Type / Classification Code

When reporting compensation, you must identify the type of service using the applicable Service Type (if reporting using the Contribution File Format) or Classification Code (if reporting using the F496 File format).

Position	Contribution File Service Type	F496 File Classification Code
Lab Instructor	CCD/CCCC Lab Instructor (01)	Lab Instructor (01)
Lecturer / General Instructor	CCD/CCCC Lecturer / General Instructor (02)	Lecturer / General Instructor (02)
Adult Education Instructor	CCD/CCCC Adult Education Instructor (03)	Adult Education Instructor (03)
Librarian	CCD/CCCC Librarian (04)	Librarian (04)
Counseling	CCD/CCCC Counselor (05)	Counselor (05)

Full-Time Base Hours for Position / Base Hours

When reporting compensation for impacted employees, you must indicate the number of hours required to be considered fulltime in a school term for the class of employees. This is reported in the Full-Time Base Hours for Position field (if reporting using the Contribution File format) or the Base Hours field (if reporting using the F496 File format).