



PATIENT PROTECTION AND AFFORDABLE CARE ACT (PPACA)

POLICY

On March 23, 2010, the Patient Protection and Affordable Care Act (PPACA), H.R. 3570 (111th), was signed into law. Effective January 1, 2015, the Act provided guidance regarding employer/employee responsibility for health insurance coverage. Guidance from the U.S. Department of Treasury, Internal Revenue Service, asks colleges to use “reasonable” and “consistent” methods when determining the number of hours adjunct faculty work.

The US Department of Treasury and the Internal Revenue Service released further guidance on February 11, 2014 and have determined that, until further guidance is issued, one method that is reasonable and consistent for the purpose of calculating adjunct faculty compensation is to credit "...a) 2 1/4 hours of service per week for each hour of classroom teaching time (in other words, in addition to crediting an hour of service for each hour teaching in the classroom, this method would credit an additional 1 1/4 hours for activities such as class preparation and grading and, separately and b) an hour of service per week for each additional hour outside of the classroom the faculty member spends performing duties he or she is required to perform (such as required office hours or attendance at faculty meetings)."

In anticipation of the January 1, 2015 Act, the College undertook a review of current teaching loads, spring semester 2013. Using these measurements, the College defined both a) a full-time faculty load and b) the number of adjunct hours that could be reasonably considered fulltime under PPACA.

- a) Courses taught by individual adjunct faculty members may not exceed 29 compensated work hours per week per semester, fall or spring, and appropriately adjusted for summer session. Compensated work hours methodology is based on course preparation, grading, student interactions, etc.; a ratio of 1:1.25 preparation hours is used.
- b) Courses taught by individual adjunct faculty in developmental Integrated Reading Writing may not exceed two courses per semester, fall or spring, and appropriately adjusted for summer session. Compensated work hours methodology is 75% of a full time faculty load teaching identical courses and is justified based on the North Carolina Community College System restricted delivery designation of these courses, being the only restriction of all courses in the Combined Course Library.
- c) Courses taught by adjunct faculty in Phlebotomy practicums, Welding labs, etc., may not exceed 29 compensated work hours per week per semester, fall or spring, and appropriately adjusted for summer session. Compensated work hours methodology is based on student interactions limited to clinical site visits; a ratio of 1:.5 for site visitation.



- d) Multiple adjunct faculty member taught courses, e.g., Nursing clinicals and labs, Cosmetology salons, BLET field exercises, etc., may not exceed 29 contact hours per week, per semester, fall, spring or summer session.

Reference:

1G SBCCC 200.29 (a) (1) (A-C) Reporting Student Membership Hours to the Department

(a) Curriculum and extension college class reports summarizing student membership hours shall be submitted to the Department during each student membership hour reporting period defined in this Paragraph.

- (1) The three student membership hour reporting periods are as follows:
- (A) Period 1 - (Spring Period): January 1 - May 15;
 - (B) Period 2 - (Summer Period): May 16 - August 14;
 - (C) Period 3 - (Fall Period): August 15 - December 31.