

**OREGON ADMINISTRATIVE RULE  
PUBLIC EMPLOYEES RETIREMENT BOARD  
CHAPTER 459  
DIVISION 010 – MEMBERSHIP**

**459-010-0012**

**Membership of Community College Employees**

- (1) For purposes of this rule, “academic year” means 12 consecutive calendar months beginning July 1 and ending the following June 30.
- (2) For purposes of establishing membership in the system, effective July 1, 1988, an academic employee of a community college who is employed .375 full-time equivalent (FTE) on a 12-month basis or .50 FTE on a 9-month basis for the academic year is deemed to be employed 600 hours or more for purposes of determining a “qualifying position” under OAR 459-010-0003.
- (3) For an academic employee of a community college, an FTE shall be measured against an academic year.
- (4) For purposes of determining a “qualifying position” under OAR 459-010-0003 for an academic employee of a community college, the following definitions apply:
  - (a) “Partial year of hire” means a period in the academic year the employee begins employment after the first working day of the academic year, and continues employment through the last day of the academic year.
  - (b) “Partial year of separation” means a period in the academic year the employee is employed as of the beginning of the academic year, and separates from employment before the last working day of the academic year.
  - (c) “Short segment” means a period in the academic year during which the employee is hired after the first working day of the academic year, and separated from employment before the last working day of the same academic year.
- (5) An academic employee of a community college is an instructor who teaches classes offered for college-approved credit or on a non-credit basis. Librarians, counselors, and aides in non-teaching positions, tutors, or other non-teaching faculty, and classified, professional or nonprofessional support staff are not academic employees for the purposes of ORS 238.074; but are subject to the membership requirements under ORS 238.015.
- (6) Each community college shall determine who is an academic employee in its employ under this rule. In making that determination, a community college shall consider all disciplines (academic activity) collectively when an employee’s assignment includes multiple disciplines.
- (7) For persons concurrently employed in academic positions in two or more community colleges, the combined FTE shall be used in determining eligibility for membership. If the combined FTE is less than the criteria in section (2) of this rule, the combination of hours of service shall be considered in determining eligibility for membership pursuant to ORS 238.015.
- (8) For academic employees concurrently employed in an academic and a non-academic position in one or more community colleges during an academic year, the combination of academic and non-academic duties shall be considered in determining eligibility for membership pursuant to ORS 238.015.
- (9) Employment of retired members of the system in academic or non-academic positions is subject to the limitations in ORS 238.082.

Stat. Auth.: ORS 238.650

Stats. Implemented: ORS 238.074