

**Employment Service Agreements (ESA's)
Ancillary Activities**

Subject to 67% Rule (effective 1/1/09) and/or
Subject to the State Teachers' Retirement System (effective 7/1/02)

Type of ESA	Creditable towards STRS (Adjunct & FT Faculty)	Creditable towards 67% Rule (Adjunct)*
Academic Senate Representative	Yes	No
Cognitive Testing	Yes	Yes
Community Service Classes	No	No
Consulting	No	No
Coordinator of FLEX Activities	Yes	No
Curriculum Development	Yes	Yes
Exam Proctoring	No	No
Facilitator	No	No
Faculty Evaluator	Yes	No
Faculty Program Coordinators for Grants	No	No
Foster Care & Independent Living Directors	No	No
Guest Speakers for Class	No	No
Interns in Faculty Diversity Internship Program	No	No
LRCFT Executive Board	Yes	No
Mentor for Internship Program	Yes	No
Mentoring Students	No	No
Not-for-Credit Courses	No	No
Office Hours Payments	Yes	No
Program Development	Yes	Yes
Reading and Grading Placement Exams	Yes	No
Stipends (i.e., athletics, performing arts, department chair, or academic related)	Yes	No
Student Internship Development	Yes	No
Teacher Prep Program	Yes	No
Temporary Certificated Management (Evening or Interim Dean)	Yes	No
Website Development – Not Related to Content, Technical Side	No	No
Website Development – Content Related (curriculum, counseling, guidance)	Yes	Yes
Workshop Presenter	No	No

Guidance for making STRS determination. Must meet both conditions below:

- STRS law §22119.5(6): "School activities related to, and an outgrowth of, the instructional and guidance program of the school when performed in addition to other activities described in this section within the hours considered normal on a full-time basis for full-time employees of the employer."
- Minimum qualifications are required to perform the service. Only salaries that require minimum qualifications can be charged to a 1000 account. A 2000 account should be used when minimum qualifications are not required.

Guidance for making 67% determination:

- Education Code 87482.5: Service in professional ancillary activities by persons employed under this section, including, but not limited to, governance, staff development, grant writing, and advising student organizations, shall not be used for purposes of calculating eligibility for contract or regular status.
- Education Code 87470(a)(1): The governing board of a community college district may employ academic employees, including educational administrators, in programs and projects to perform services conducted under contract with public or private agencies, or other categorically funded projects of indeterminate duration under terms and conditions mutually agreed upon by the employee and the governing board. The agreement shall be reduced to writing. (2) Service pursuant to this section shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a regular employee of a community college district unless both of the following occur: (A) The person has served as a faculty member pursuant to this section for at least 75 percent of the number of days in regular schools of the district by which he or she is employed are maintained. (B) The person is subsequently employed as a contract employee in a faculty position.

*For full time faculty, all ESA work will count towards the 60% overload limit.

Note: The above list is not all inclusive; list serves to provide examples only.