

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2005**

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HOUSE BILL 575

Short Title: Increase Comm. Coll. Faculty Salaries. (Public)

Sponsors: Representatives Tolson, McLawhorn, Warren, Bordsen (Primary Sponsors); B. Allen, L. Allen, Carney, Cleveland, Cole, Coleman, Dickson, Dockham, England, Faison, Farmer-Butterfield, Fisher, Frye, Gibson, Gillespie, Glazier, Goforth, Goodwin, Holliman, Justice, Langdon, LaRoque, Luebke, McGee, Parmon, Rapp, Ray, Ross, Underhill, Wainwright, Walend, Weiss, Womble, and Wray.

Referred to: Appropriations.

March 10, 2005

A BILL TO BE ENTITLED

1
2 AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT THE SECOND YEAR OF
3 THE PLAN TO INCREASE THE SALARIES OF FULL-TIME, CURRICULUM
4 COMMUNITY COLLEGE FACULTY AND PROFESSIONAL STAFF.

5 Whereas, in 2004, the General Assembly reformed community college
6 faculty salary policy by introducing a minimum salary and an incentive scale; and

7 Whereas, in 2004, the General Assembly appropriated funds for a 4.5% salary
8 increase to implement the first year of a plan to increase the salaries of full-time,
9 curriculum community college faculty; and

10 Whereas, as a result of the policy reforms and the appropriation, full-time,
11 curriculum community college salaries increased 6.8% last year; and

12 Whereas, despite this increase, community college salaries in North Carolina
13 are still among the lowest in the nation; Now, therefore,

14 The General Assembly of North Carolina enacts:

15 **SECTION 1.** There is appropriated from the General Fund to the
16 Community Colleges System Office the sum of twenty-five million eight hundred
17 seventy thousand two hundred seventy-seven dollars (\$25,870,277) for the 2005-2006
18 fiscal year and the sum of twenty-five million eight hundred seventy thousand two
19 hundred seventy-seven dollars (\$25,870,277) for the 2006-2007 fiscal year to
20 implement the second year of the plan to increase the salaries of full-time, curriculum
21 community college faculty and professional staff.

22 **SECTION 2.(a)** The minimum salaries for community college faculty shall
23 be based on the following education levels:

- 1 (1) Vocational Diploma/Certificate or Less. – This education level
- 2 includes faculty members who are high school graduates, have
- 3 vocational diplomas, or have completed one year of college.
- 4 (2) Associates Degree or Equivalent. – This education level includes
- 5 faculty members who have an associates degree or have completed
- 6 two or more years of college but have no degree.
- 7 (3) Bachelors Degree.
- 8 (4) Masters Degree or Education Specialist.
- 9 (5) Doctoral Degree.

10 **SECTION 2.(b)** For the 2005-2006 school year, the minimum salaries for
 11 nine-month, full-time, curriculum community college faculty shall be as follows:

Education Level	Minimum Salary
Vocational Diploma/Certificate or Less	\$28,512
Associates Degree or Equivalent	\$28,944
Bachelors Degree	\$30,817
Masters Degree or Education Specialist	\$32,478
Doctoral Degree	\$34,874.

18 No full-time faculty member shall earn less than the minimum salary for his or her
 19 education level.

20 The pro rata hourly rate of the minimum salary for each education level shall
 21 be used to determine the minimum salary for part-time faculty members.

22 **SECTION 2.(c)**

- 23 (1) It is the intent of the General Assembly to encourage community
- 24 colleges to make faculty salaries a priority and to reward colleges that
- 25 have taken steps to achieve the national average, therefore:
 - 26 a. If the average faculty salary at a community college is one
 - 27 hundred percent (100%) or more of the national average
 - 28 community college faculty salary, the college may transfer up
 - 29 to eight percent (8%) of the State funds allocated to it for
 - 30 faculty salaries.
 - 31 b. If the average faculty salary at a community college is at least
 - 32 ninety-five percent (95%) but less than one hundred percent
 - 33 (100%) of the national average community college faculty
 - 34 salary, the college may transfer up to six percent (6%) of the
 - 35 State funds allocated to it for faculty salaries.
 - 36 c. If the average faculty salary at a community college is at least
 - 37 ninety percent (90%) but less than ninety-five percent (95%) of
 - 38 the national average community college faculty salary, the
 - 39 college may transfer up to five percent (5%) of the State funds
 - 40 allocated to it for faculty salaries.
 - 41 d. If the average faculty salary at a community college is at least
 - 42 eighty-five percent (85%) but less than ninety percent (90%) of
 - 43 the national average community college faculty salary, the

1 college may transfer up to three percent (3%) of the State funds
2 allocated to it for faculty salaries.

- 3 e. If the average faculty salary at a community college is
4 eighty-five percent (85%) or less of the national average
5 community college faculty salary, the college may transfer up
6 to two percent (2%) of the State funds allocated to it for faculty
7 salaries.

8 Except as provided by subdivision (2) of this subsection, a
9 community college shall not transfer a greater percentage of the State
10 funds allocated to it for faculty salaries than is authorized by this
11 subsection.

- 12 (2) With the approval of the State Board of Community Colleges, a
13 community college at which the average faculty salary is eighty-five
14 percent (85%) or less of the national average may transfer a greater
15 percentage of the State funds allocated to it for faculty salaries than is
16 authorized by sub-subdivision e. of subdivision (1) of this subsection.
17 The State Board shall approve the transfer only for purposes that
18 directly affect student services.

19 The State Board of Community Colleges shall adopt rules to
20 implement the provisions of this subdivision.

- 21 (3) A local community college may use all State funds allocated to it
22 except for Literacy Funds and Funds for New and Expanding
23 Industries to increase faculty salaries.

24 **SECTION 2.(d)** As used in this section:

- 25 (1) "Average faculty salary at a community college" means the total
26 nine-month salary from all sources of all nine-month, full-time,
27 curriculum faculty at the college, as determined by the North Carolina
28 Community College System on October 1 of each year.
29 (2) "National average community college faculty salary" means the
30 nine-month, full-time, curriculum salary average, as published by the
31 Integrated Postsecondary Education Data System (IPEDS), for the
32 most recent year for which data are available.

33 **SECTION 2.(e)** The State Board of Community Colleges shall adopt rules
34 to implement the provisions of this section.

35 **SECTION 2.(f)** The State Board of Community Colleges shall report to the
36 appropriations subcommittees on education, the Speaker of the House of
37 Representatives, the President Pro Tempore of the Senate, the Fiscal Research Division,
38 and the Office of State Budget and Management by December 1, 2005, and every year
39 thereafter through December 1, 2009, on the implementation of this section.

40 **SECTION 2.(g)** The State Board of Community Colleges shall adopt rules
41 to ensure that these funds are used only to move faculty and professional staff to the
42 respective national averages. These funds shall not be transferred by the State Board or
43 used for any other budget purpose by the community colleges.

44 **SECTION 3.** This act becomes effective July 1, 2005.