

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2003**

**H**

**1**

**HOUSE BILL 1404**

Short Title: Comm. College Faculty/Prof. Staff Salaries. (Public)

---

Sponsors: Representatives Tolson, McLawhorn, Warren, Bordsen (Primary Sponsors); Church, Crawford, England, Fisher, Gibson, Haire, Insko, Jeffus, L. Johnson, Jones, Justice, LaRoque, Luebke, Mitchell, Moore, Preston, Sauls, Steen, Wainwright, Warner, Womble, and Wood.

---

Referred to: Rules, Calendar, and Operations of the House.

---

May 12, 2004

A BILL TO BE ENTITLED

1 AN ACT TO IMPLEMENT A PLAN FOR MOVING FACULTY AND  
2 PROFESSIONAL STAFF SALARIES IN THE NORTH CAROLINA  
3 COMMUNITY COLLEGE SYSTEM TO THE NATIONAL AVERAGE.  
4

5 Whereas, for a new economy to emerge and be sustained in North Carolina,  
6 the State must have competent and skilled workers who are educated and supported by  
7 high quality, well-credentialed, and responsive community college faculty and  
8 professional staff; and

9 Whereas, there is a direct link between the success of adults in learning to  
10 think critically, solve problems, and be productive employees, and the quality of  
11 instruction, counseling, and placement support they receive at an institution of the North  
12 Carolina Community College System; and

13 Whereas, over the past two fiscal years, the North Carolina Community  
14 College System has enrolled record numbers of displaced workers, transitional workers,  
15 and persons entering postsecondary school for the first time in many years, all of whom  
16 require intensive instructional and support services; and

17 Whereas, according to the Southern Regional Educational Board (SREB), the  
18 average salary of the faculty of the North Carolina Community College System is  
19 approximately 77% of the national average salary of full-time instructional faculty of  
20 public two-year colleges; and

21 Whereas, full-time faculty rank sixteenth of the sixteen SREB states in  
22 average salary; and

23 Whereas, the average salary of professional staff in the North Carolina  
24 Community College System is approximately 77% of the national average salary of  
25 full-time professional staff; and

1 Whereas, it is imperative that the State move community college faculty and  
2 professional staff salaries to the national average; and

3 Whereas, this may be accomplished by implementation of a five-year plan  
4 that includes annual incremental increases in community college faculty and  
5 professional staff salaries; and

6 Whereas, in the event that fiscal conditions do not permit the full  
7 implementation of the planned annual increment in a fiscal year, the remainder of that  
8 increment may be included in a subsequent year appropriation; and

9 Whereas, the estimated annual incremental costs are \$33,289,371 for the  
10 2004-2005 fiscal year, \$21,092,066 for the 2005-2006 fiscal year, \$21,574,503 for the  
11 2006-2007 fiscal year, \$22,095,532 for the 2007-2008 fiscal year, and \$12,427,531 for  
12 the 2008-2009 fiscal year; Now, therefore,

13 The General Assembly of North Carolina enacts:

14 **SECTION 1.** It is the intent of the General Assembly to establish a  
15 community college faculty salary plan that (i) provides accountability to the General  
16 Assembly, (ii) maintains local flexibility and autonomy for the community colleges, and  
17 (iii) ensures that community college faculty members have a uniform minimum salary  
18 based on level of education, equivalent applicable experience, or both.

19 **SECTION 2.** The minimum salaries for community college faculty shall be  
20 based on the following education levels:

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

30 **SECTION 3.** For the 2004-2005 school year, the minimum salaries for  
31 nine-month, full-time, curriculum community college faculty shall be as follows:

32 Education Level	Minimum Salary
33 Vocational Diploma/Certificate or Less	\$26,973
34 Associates Degree or Equivalent	\$27,369
35 Bachelors Degree	\$29,232
36 Masters Degree or Education Specialist	\$30,861
37 Doctoral Degree	\$33,210.

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

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

42 **SECTION 4.(a)** It is the intent of the General Assembly to encourage  
43 community colleges to make faculty salaries their highest priority and to reward  
44 colleges that have taken steps to achieve the national average, therefore:

- 1 (1) If the average faculty salary at a community college is one hundred  
2 percent (100%) or more of the national average community college  
3 faculty salary, the college may transfer up to ten percent (10%) of the  
4 State funds allocated to it for faculty salaries.
- 5 (2) If the average faculty salary at a community college is at least ninety-  
6 five percent (95%) but less than one hundred percent (100%) of the  
7 national average community college faculty salary, the college may  
8 transfer up to eight percent (8%) of the State funds allocated to it for  
9 faculty salaries.
- 10 (3) If the average faculty salary at a community college is at least ninety  
11 (90%) but less than ninety-five percent (95%) of the national average  
12 community college faculty salary, the college may transfer up to six  
13 percent (6%) of the State funds allocated to it for faculty salaries.
- 14 (4) If the average faculty salary at a community college is at least eighty-  
15 five percent (85%) but less than ninety percent (90%) of the national  
16 average community college faculty salary, the college may transfer up  
17 to four percent (4%) of the State funds allocated to it for faculty  
18 salaries.
- 19 (5) If the average faculty salary at a community college is eighty-five  
20 percent (85%) or less of the national average community college  
21 faculty salary, the college may transfer up to two percent (2%) of the  
22 State funds allocated to it for faculty salaries.

23 Except as provided by subsection (b) of this section, a community college  
24 shall not transfer a greater percentage of the State funds allocated to it for faculty  
25 salaries than is authorized by this subsection.

26 **SECTION 4.(b)** With the approval of the State Board of Community  
27 Colleges, a community college at which the average faculty salary is eighty-five percent  
28 (85%) or less of the national average may transfer a greater percentage of the State  
29 funds allocated to it for faculty salaries than is authorized by subdivision (5) of  
30 subsection (a) of this section. The State Board shall approve the transfer only for  
31 purposes that directly affect student services.

32 The State Board of Community Colleges shall adopt rules to implement the  
33 provisions of this subsection.

34 **SECTION 4.(c)** A local community college may use all State funds  
35 allocated to it except for Literacy Funds and Funds for New and Expanding Industries to  
36 increase faculty salaries.

37 **SECTION 5.** As used in this act:

- 38 (1) "Average faculty salary at a community college" means the total  
39 nine-month salary from all sources of all nine-month, full-time,  
40 curriculum faculty at the college, as determined by the North Carolina  
41 Community College System on October 1 of each year.
- 42 (2) "National average community college faculty salary" means the  
43 nine-month, full-time, curriculum salary average, as published by the

1                   Integrated Postsecondary Education Data System (IPEDS), for the  
2                   most recent year for which data are available.

3                   **SECTION 6.** The State Board of Community Colleges shall adopt rules to  
4                   implement the provisions of this act.

5                   **SECTION 7.** The State Board of Community Colleges shall report to the  
6                   appropriations subcommittees on education, the Speaker of the House of  
7                   Representatives, the President Pro Tempore of the Senate, the Fiscal Research Division,  
8                   and the Office of State Budget and Management by December 1, 2004, and every year  
9                   thereafter through December 1, 2009, on the implementation of this act.

10                  **SECTION 8.** There is appropriated from the General Fund to the  
11                  Community Colleges System Office the sum of one million five hundred thousand  
12                  dollars (\$1,500,000) for the 2004-2005 fiscal year to implement the minimum salaries  
13                  set out in Section 3 of this act. Funds shall be allocated to those colleges with faculty  
14                  below the minimum salary in each education level as determined by the North Carolina  
15                  Community College System. These funds shall only be used to bring the salaries of  
16                  full-time faculty members to the applicable minimum.

17                  **SECTION 9.** There is appropriated from the General Fund to the  
18                  Community Colleges System Office the sum of thirty-three million two hundred  
19                  eighty-nine thousand three hundred seventy-one dollars (\$33,289,371) for the  
20                  2004-2005 fiscal year to increase the salaries of community college faculty and  
21                  professional staff.

22                  **SECTION 10.** This act becomes effective July 1, 2004.