



2021 CONSENSUS BUDGET PRIORITIES

*Endorsed by the State Board of Community Colleges,
NC Association of Community College Presidents (NCACCP), and
NC Association of Community College Trustees (NCACCT)*

North Carolina's Community Colleges

- Help **students achieve a better life** through high school equivalency programs, short-term workforce training, tuition free college courses for qualified high school students, and high-quality, affordable college-transfer programs and are a **driving force in the State's economy** providing thousands of skilled workers for North Carolina's employers.
- Continue to have **difficulty recruiting and retaining faculty and staff** to prepare the State's workforce, especially in high-demand, high-skilled areas. Faculty salaries **rank 40th in the nation** and are **behind both the UNC System faculty salaries and NC's K-12 average teacher salary. Additional salary information on reverse.**
- Like community colleges across the country, almost all NC community colleges have **suffered significant enrollment declines related to Covid-19** making it difficult for colleges to stabilize budgets and prepare the workforce needed for North Carolina to recover from the pandemic.
- Continue to **need a modernized and secure IT system.**

Budget Priority	Request
Increase Employee Salaries* Five-percent (5%) salary increase for community college employees. Unlike State employees, community college employees did not receive a salary increase in Fiscal Years 2019-20 & 2020-21. (See reverse)	\$60,002,630 R
Fund Budget Stabilization* Provide one-time funds to maintain budget stability for colleges which have experienced enrollment declines due to Covid-19.	\$60,937,00 NR
Continue Funding Modern & Secure College IT Systems Upgrade the IT system serving all 58 colleges by appropriating funds to continue to develop and to operate and maintain IT projects funded in the 2019 session.	\$28,500,000 NR \$3,500,000 R
Fund Surry CC-Yadkin Multicampus Center Provide funding for State Board of Community Colleges approved multicampus center housing the Yadkin Early College, an agriculture and education center, and an industrial training center.	\$579,413 R
Include Community Colleges in Capital Funding Proposals Community colleges continue to have significant capital and equipment needs. A 2019 survey identified over \$1B in unmet capital needs.	

*** Funding request will be updated again in mid-March when additional enrollment data becomes available.**

Community College System Budget Priority: Increase Employee Salaries by 5% (\$60M)

Problem

Attracting and retaining faculty and staff to prepare NC's future workforce continues to be a significant challenge, especially in high-demand, high-skilled areas such as nursing and the trades. This situation was further exacerbated during the last biennium when community college faculty and staff did not receive the 5% raise given to State employees. A 5% salary increase will provide parity with what State employees received last biennium but is only the beginning step in ensuring that NC has the resources necessary to provide the workforce to emerge from the pandemic and rebuild the economy.

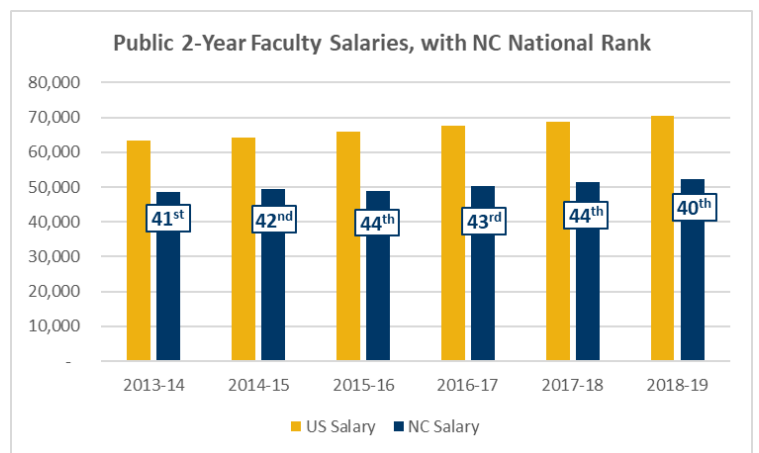
Salary Comparison History

- Historically, community colleges employees receive the same increases as State employees.
- In 2015-16 and 2017-18, the General Assembly appropriated an additional \$10 million to address salary inequities.
- However, in the last biennium, State employees received 2.5% for 2019-20 and an additional 2.5% for 2020-21, while community college employees received no increase – putting community college faculty and staff even further behind.
- Bills proposing between 2% and 4% increases were passed by the General Assembly, but not enacted.
- In addition, the average community college instructor salary ranks ***below both UNC faculty salary and the NC K-12 average teacher salary.***

Fiscal Year	State Employees	CC Employees
2013-14	—	—
2014-15	✓	✓
2015-16	✓	✓+
2016-17	✓	✓
2017-18	✓	✓+
2018-19	✓	✓
2019-20	✓	✗
2020-21	✓	✗

National and Market Comparisons

- North Carolina's public two-year college faculty salaries consistently rank near the bottom of national and regional comparisons.
- For 2018-19, ***NC Community Colleges ranks 40th in the nation*** for public 2-year college faculty salaries while ***NC K-12 ranks 30th*** and ***UNC ranks 22nd***.
- A recent study by George Mason University comparing select NC community college faculty & staff positions to local labor market salaries consistently found community college positions to be under market:



“Overall, the lack of competitive salaries in key occupational areas, that correspond with the state’s biggest future economic development opportunities, calls into question North Carolina’s ability to develop the talent pipelines required for 21st Century economic competitiveness.”