

Community College Faculty Pay

**House Select Committee on
Educator Practices and Strategies**

April 13, 2016



FISCAL RESEARCH DIVISION
A Staff Agency of the North Carolina General Assembly

NC COMMUNITY COLLEGE FACULTY SALARIES



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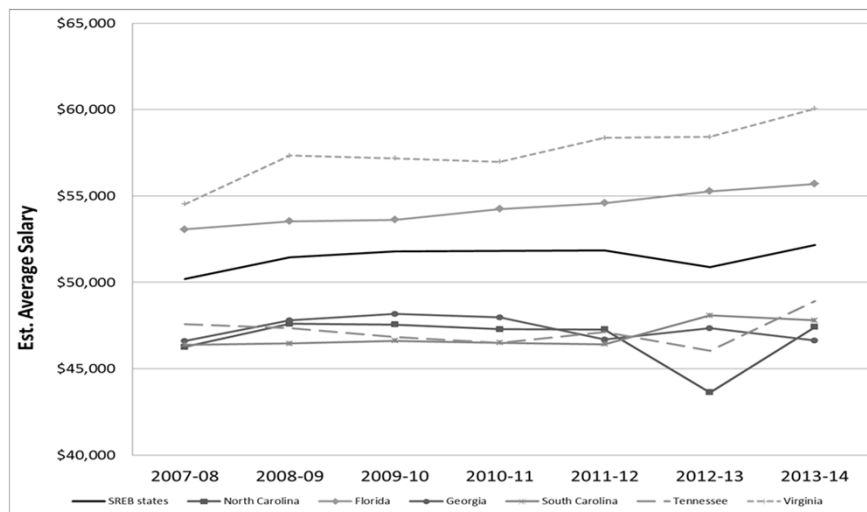
Average Faculty Salaries

Source: SREB

State	2007-08	2008-09	2009-10	2010-11	2011-12	2013-14	Change 2007-08 - 2013-14
SREB states	50,191	51,452	51,799	51,831	51,834	52,158	3.9%
North Carolina	46,253	47,594	47,556	47,284	47,272	47,410	2.5%
Florida	53,059	53,533	53,626	54,244	54,586	55,706	5.0%
Georgia	46,601	47,794	48,163	47,972	46,683	46,627	0.1%
South Carolina	46,384	46,464	46,613	46,504	46,414	47,799	3.1%
Tennessee	47,584	47,337	46,830	46,503	47,131	48,916	2.8%
Virginia	54,538	57,334	57,186	56,975	58,362	60,059	10.1%
Highest Pay							
Delaware	63,767	63,828	62,780	63,804	64,167	60,363	-5.3%
Maryland	63,137	64,964	66,025	65,474	66,085	61,849	-2.0%
Lowest Pay							
Arkansas	44,014	42,375	43,556	43,576	43,997	43,845	-0.4%

Average Teacher Salary

Source: SREB



Faculty Pay Rankings within SREB

State	2007-08	2008-09	2009-10	2010-11	2011-12	2013-14
North Carolina	12	11	12	12	12	11
Florida	5	4	4	4	4	4
Georgia	10	10	11	11	14	13
South Carolina	11	14	15	14	15	10
Tennessee	9	12	13	15	13	9
Virginia	3	3	3	3	3	3

No estimates or rankings available for FY 2014-15, FY 2015-16

Legislative Actions

FY 2009-10
to 2013-14

- Pay freeze
- No additional salary funds provided

FY 2012-13

- Funds sufficient for an across-the-board 1.2% increase, allowed flexibility in use (\$13.6M)

FY 2014-15

- \$1,000 across-the-board salary increase (\$22.74M)

FY 2015-16

- \$14.9 M for \$750 Bonus
- \$10M R in flexible funds (use TBD)

Cost Scenarios

*Each 1% increase in instructional personnel pay costs
approximately \$7M*

NC Faculty Average Salary FY 2013-14: \$47,410

Virginia

(Highest of Surrounding States)

2013-14 Av Salary:	\$60,059
Percent Above NC:	26.7%
Estimated Cost:	\$186.1 M

Maryland

(Highest of SREB)

2013-14 Av Salary:	\$61,849
Percent Above NC:	30.5%
Estimated Cost:	\$212.5 M

Assumes no change in Virginia or Maryland average salaries

Questions?

Lanier McRee

Fiscal Research Division

919-733-4910

Lanier.McRee@NCLeg.net