

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2007

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1

HOUSE BILL 81

Short Title: Increase Community College Faculty Salaries. (Public)

Sponsors: Representatives McLawhorn, Tolson, Farmer-Butterfield (Primary Sponsors); Adams, Alexander, Blackwood, Bordsen, Boylan, Brubaker, Cleveland, Cole, Dockham, England, Faison, Frye, Glazier, Goforth, Harrison, Howard, Justice, Langdon, Lewis, Luebke, McGee, Pate, Rapp, Ray, Saunders, Setzer, Tarleton, Tucker, Underhill, Walend, E. Warren, Weiss, Williams, Womble, and Wray.

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

February 7, 2007

A BILL TO BE ENTITLED

1
2 AN ACT TO APPROPRIATE FUNDS TO INCREASE THE SALARIES OF
3 FULL-TIME COMMUNITY COLLEGE FACULTY AND PROFESSIONAL
4 STAFF.

5 The General Assembly of North Carolina enacts:

6 **SECTION 1.(a)** There is appropriated from the General Fund to the
7 Community Colleges System Office the sum of twenty-five million seven hundred
8 sixty-five thousand six hundred three dollars (\$25,765,603) for the 2007-2008 fiscal
9 year and the sum of fifty-one million five hundred thirty-one thousand two hundred
10 seven dollars (\$51,531,207) for the 2008-2009 fiscal year to increase the salaries of
11 full-time community college faculty.

12 **SECTION 1.(b)** There is appropriated from the General Fund to the
13 Community Colleges System Office the sum of nineteen million one hundred seventeen
14 thousand six hundred seventy-two dollars (\$19,017,672) for the 2007-2008 fiscal year
15 and the sum of thirty-eight million thirty-five thousand three hundred forty-four dollars
16 (\$38,035,344) for the 2008-2009 fiscal year to increase the salaries of community
17 college professional staff.

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

- 20 (1) Vocational Diploma/Certificate or Less. – This education level
21 includes faculty members who are high school graduates, have
22 vocational diplomas, or have completed one year of college.

- 1 (2) Associate Degree or Equivalent. – This education level includes
- 2 faculty members who have an associate degree or have completed two
- 3 or more years of college but have no degree.
- 4 (3) Bachelors Degree.
- 5 (4) Masters Degree or Education Specialist.
- 6 (5) Doctoral Degree.

7 **SECTION 3.** For the 2007-2008 and 2008-2009 school years, the minimum
 8 salaries for nine-month, full-time, community college faculty shall be as follows:

9 Education Level	10 Minimum Salary 2007-2008	10 Minimum Salary 2008-2009
11 Vocational Diploma/Certificate or Less	\$34,980	\$38,565
12 Associate Degree or Equivalent	\$35,495	\$39,133
13 Bachelors Degree	\$37,728	\$41,595
14 Masters Degree or Education Specialist	\$39,708	\$43,778
15 Doctoral Degree	\$42,564	\$46,927

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

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

20 **SECTION 4.**

- 21 (1) It is the intent of the General Assembly to encourage community
- 22 colleges to make faculty salaries a priority and to reward colleges that
- 23 have taken steps to achieve the national average, therefore:
- 24 a. If the average faculty salary at a community college is one
- 25 hundred percent (100%) or more of the national average
- 26 community college faculty salary, the college may transfer up
- 27 to eight percent (8%) of the State funds allocated to it for
- 28 faculty salaries.
- 29 b. If the average faculty salary at a community college is at least
- 30 ninety-five percent (95%) but less than one hundred percent
- 31 (100%) of the national average community college faculty
- 32 salary, the college may transfer up to six percent (6%) of the
- 33 State funds allocated to it for faculty salaries.
- 34 c. If the average faculty salary at a community college is at least
- 35 ninety percent (90%) but less than ninety-five percent (95%) of
- 36 the national average community college faculty salary, the
- 37 college may transfer up to five percent (5%) of the State funds
- 38 allocated to it for faculty salaries.
- 39 d. If the average faculty salary at a community college is at least
- 40 eighty-five percent (85%) but less than ninety percent (90%) of
- 41 the national average community college faculty salary, the
- 42 college may transfer up to three percent (3%) of the State funds
- 43 allocated to it for faculty salaries.

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

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

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

16 (3) A local community college may use all State funds allocated to it
17 except for Literacy Funds and Funds for New and Expanding Industry
18 Training to increase faculty salaries.

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

20 (1) "Average faculty salary at a community college" means the total
21 nine-month salary from all sources of all nine-month, full-time faculty
22 at the college, as determined by the North Carolina Community
23 College System on October 1 of each year.

24 (2) "National average community college faculty salary" means the
25 nine-month, full-time, curriculum salary average, as published by the
26 Integrated Postsecondary Education Data System (IPEDS), for the
27 most recent year for which data are available.

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

30 **SECTION 7.** The State Board of Community Colleges shall report to the
31 appropriations subcommittees on education, the Speaker of the House of
32 Representatives, the President Pro Tempore of the Senate, the Fiscal Research Division,
33 and the Office of State Budget and Management by December 1, 2007, and every year
34 thereafter through December 1, 2009, on the implementation of this act.

35 **SECTION 8.** Funds appropriated in this act for salary increases shall be used
36 to increase faculty and professional staff salaries. Colleges may provide additional
37 increases from funds available.

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

42 **SECTION 9.** This act becomes effective July 1, 2007.