

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2003**

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SENATE DRS35178-LE-124A* (3/25)

Short Title: Comm. College Professional Staff Salaries. (Public)

Sponsors: Senator Metcalf.

Referred to:

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

13 Whereas, over the past two fiscal years, the North Carolina Community
14 Colleges System has enrolled record numbers of displaced workers, transitional
15 workers, and persons entering post-secondary school for the first time in many years, all
16 of whom 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 Community Colleges System is approximately 80%
19 of the national average salary of full-time instructional faculty of public two-year
20 colleges; and

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

23 Whereas, the average salary of professional staff in the North Carolina
24 Community Colleges System is approximately 81% of the national average salary of
25 full-time professional staff; and

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

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

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

7 Whereas, the estimated annual incremental costs are \$19,438,000 for the
8 2003-2004 fiscal year, \$17,370,000 for the 2004-2005 fiscal year, \$17,770,000 for the
9 2005-2006 fiscal year, \$18,185,000 for the 2006-2007 fiscal year, and \$13,168,000 for
10 the 2007-2008 fiscal year, Now, therefore,

11 The General Assembly of North Carolina enacts:

12 **SECTION 1.** There is appropriated from the General Fund to the
13 Community Colleges System Office the sum of nineteen million four hundred thirty-
14 eight thousand dollars (\$19,438,000) for the 2003-2004 fiscal year to increase the
15 salaries of community college faculty and professional staff. The State Board of
16 Community Colleges shall adopt rules to ensure that these funds are used only to move
17 faculty and professional staff to the respective national averages. The funds shall not be
18 transferred by the State Board, or used for any other budget purpose by the community
19 colleges.

20 **SECTION 2.** This act becomes effective July 1, 2003.