



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

**SECTION 2.(b)** For the 2005-2006 school year, the minimum salaries for nine-month, full-time, curriculum community college faculty shall be as follows:

Education Level	Minimum Salary
Vocational Diploma/Certificate or Less	\$28,512
Associates Degree or Equivalent	\$28,944
Bachelors Degree	\$30,817
Masters Degree or Education Specialist	\$32,478
Doctoral Degree	\$34,874.

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

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

**SECTION 2.(c)**

- (1) It is the intent of the General Assembly to encourage community colleges to make faculty salaries a priority and to reward colleges that have taken steps to achieve the national average, therefore:
  - a. If the average faculty salary at a community college is one hundred percent (100%) or more of the national average community college faculty salary, the college may transfer up to eight percent (8%) of the State funds allocated to it for faculty salaries.
  - b. If the average faculty salary at a community college is at least ninety-five percent (95%) but less than one hundred percent (100%) of the national average community college faculty salary, the college may transfer up to six percent (6%) of the State funds allocated to it for faculty salaries.
  - c. If the average faculty salary at a community college is at least ninety percent (90%) but less than ninety-five percent (95%) of the national average community college faculty salary, the college may transfer up to five percent (5%) of the State funds allocated to it for faculty salaries.
  - d. If the average faculty salary at a community college is at least eighty-five percent (85%) but less than ninety percent (90%) of the national average community college faculty salary, the college may transfer up to three percent (3%) of the State funds allocated to it for faculty salaries.
  - e. If the average faculty salary at a community college is eighty-five percent (85%) or less of the national average

1 community college faculty salary, the college may transfer up  
2 to two percent (2%) of the State funds allocated to it for faculty  
3 salaries.

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

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

15 The State Board of Community Colleges shall adopt rules to  
16 implement the provisions of this subdivision.

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

20 **SECTION 2.(d)** As used in this section:

- 21 (1) "Average faculty salary at a community college" means the total  
22 nine-month salary from all sources of all nine-month, full-time,  
23 curriculum faculty at the college, as determined by the North Carolina  
24 Community College System on October 1 of each year.  
25 (2) "National average community college faculty salary" means the  
26 nine-month, full-time, curriculum salary average, as published by the  
27 Integrated Postsecondary Education Data System (IPEDS), for the  
28 most recent year for which data are available.

29 **SECTION 2.(e)** The State Board of Community Colleges shall adopt rules  
30 to implement the provisions of this section.

31 **SECTION 2.(f)** The State Board of Community Colleges shall report to the  
32 appropriations subcommittees on education, the Speaker of the House of  
33 Representatives, the President Pro Tempore of the Senate, the Fiscal Research Division,  
34 and the Office of State Budget and Management by December 1, 2005, and every year  
35 thereafter through December 1, 2009, on the implementation of this section.

36 **SECTION 2.(g)** The State Board of Community Colleges shall adopt rules  
37 to ensure that these funds are used only to move faculty and professional staff to the  
38 respective national averages. These funds shall not be transferred by the State Board or  
39 used for any other budget purpose by the community colleges.

40 **SECTION 3.** This act becomes effective July 1, 2005.