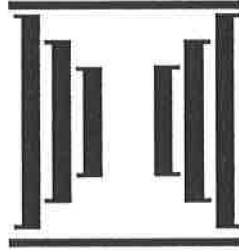


NORTH CAROLINA COMMUNITY COLLEGE SYSTEM



STATE BOARD OF COMMUNITY COLLEGES DIVISION OF BUSINESS AND FINANCE

FY 2009-2010 STATE AID ALLOCATIONS AND BUDGET POLICIES

AUGUST 21, 2009

B. Establishment of Minimum Salaries for Faculty

Section 26.1A of S.L. 2009-451 (see Appendix A) requires that the minimum faculty salaries adopted by Section 26.11A of S.L. 2008-107 remain in effect for FY 2009-10 and FY 2010-11. These minimums shall be implemented per the following guidelines:

1. Definitions of Educational Levels: The minimum salaries for community college faculty shall be based upon the following educational levels:
 - Vocational Diploma, Certificate or Less – This education level includes faculty members who are high school graduates, have vocational diplomas, or have completed one year of college.
 - Associate 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.
 - Bachelor's Degree.
 - Master's Degree or Education Specialist.
 - Doctoral Degree.
2. Full-Time Faculty Minimum Salaries: No nine-month, full-time curriculum faculty member shall earn less than the minimum salary for his or her education level, regardless of whether their degree is applicable to what they are teaching. Since the General Assembly did not provide for a legislative salary increase, the minimum salaries for full-time faculty described in #4 below are unchanged from FY 2008-09.
3. Part-Time Faculty Minimum Salaries: Section 26.11A of S.L. 2008-107 states, "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." The pro-rata hourly rate of the minimum salary for adjunct faculty is calculated by dividing the full-time faculty minimum by 1560 hours (number of hours for 9/12th of a work year). **The FY 2009-10 minimum salaries for part-time faculty are fifteen percent (15%) above these derived minimums based on the minimum salaries for full-time faculty.** This is consistent the 2005 agreement between the System Office and the North Carolina Association of Community College Presidents. The State Board establishes the "contact hour" as the standard unit of measure.
4. Minimum Faculty Salaries by Education Level: For FY 2009-10 fiscal year, the minimum salaries for community college faculty shall be:

Education Level	Full-Time Faculty (9-month Contract)	Part-Time Faculty (Hourly Rate)
Vocational Diploma, Certificate or Less	\$34,314	\$25.29
Associates Degree or Equivalent	\$34,819	\$25.67
Bachelors Degree	\$37,009	\$27.28
Masters Degree or Education Specialist	\$38,952	\$28.71
Doctoral Degree	\$41,753	\$30.78

C. Instructional Salary Transfer Limitations

Per Section 8.1 of S.L. 2009-451 (see Appendix A), 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 community college faculty salary. Consequently, the General Assembly has directed the State Board to adopt guidelines to limit and monitor the transfer of funds from instructional salary accounts. The purpose of these limitations is to ensure that funds appropriated for faculty salaries are used only to move faculty and professional staff to their respective national averages.

The following transfer limitations shall be implemented using the following definitions:

- **Average faculty salary at a community college:** The average nine-month salary from all sources of all nine-month, full-time, curriculum faculty at the college, as determined by the North Carolina Community College System Office on October 1 of each year. **It does not mean the twelve month salary, from multiple contracts, reported for nine months.**
- **National average community college faculty salary:** The nine-month, full-time, curriculum salary average, as published by the Integrated Post-secondary Education Data System (IPEDS), for the most recent year for which data are available. **For FY 2009-10, the 2008-09 IPEDS national average salary used as the benchmark is \$60,297.**

The State Board of Community Colleges, consistent with legislative intent, establishes the following levels of the transfer of funds from instructional accounts, including curriculum and continuing education, for fiscal year 2009-10:

A Community College's Curriculum Average Salary as a Percentage of the National Average Community College Faculty Salary	Maximum Amount a Community College May Transfer of Appropriated Instructional Salaries
Equal to or greater 100%	8%
At least 95%, but less than 100%	6%
At least 90%, but less than 95%	5%
At least 85%, but less than 90%	3%
Less than 85%	2%

For a community college with an average faculty salary less than eighty-five percent (85%) of the national average salary of community college faculty, the State Board will consider a request to exceed the maximum above by one percentage point (1%), but only if the additional funds transferred support purposes that directly affect student services. "Student services" purposes are those defined within the State Board's "Chart of Accounts" under Purpose Code 510.