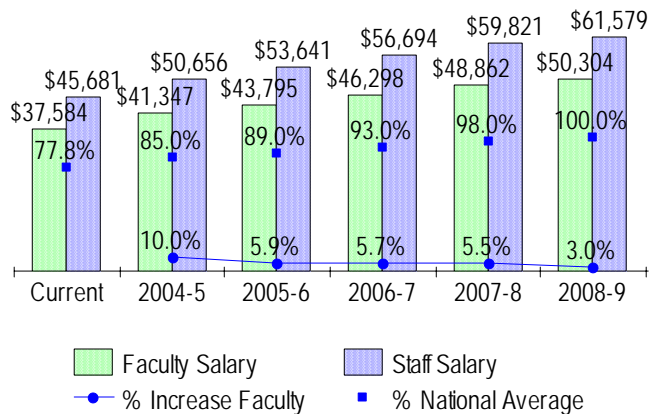


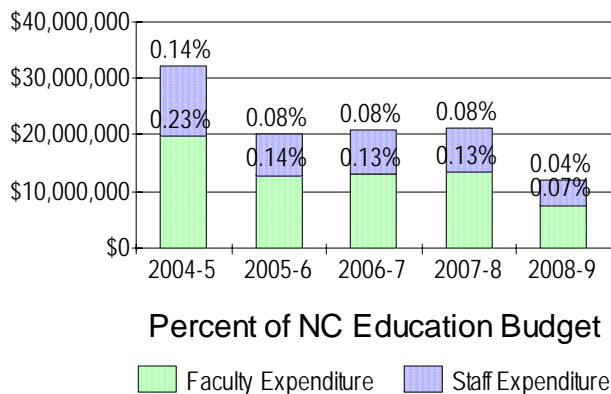
Salaries To The National Average

NCCCS Plan: Annual Salary



Salaries to the National Average

Additional Annual Expenditure



2004-2005 LEGISLATIVE AGENDA

- Restoration of funding formula - \$32.2 million
- Funding of full enrollment growth - \$20 million
- Restoration of \$3.5 million summer funding
- Faculty and Professional staff salaries to 85% of the national average in 2004 - \$32.2 million – to 100% of the national average by 2008

**Table 1:
NC Community College Faculty Salary Plan**

Year	Comparison Items	NCCCS 5-Year Plan
Current Year	NC Faculty Salary Average	\$37,584
	National Salary Average	\$48,304
	% National Average	77.8%
2004-2005	% Salary Increase	10.0%
	NC Faculty Salary Average	\$41,347
	National Salary Average	\$48,643
	% of National Average	85.0%
	Cost of Salary Increase	\$19,872,403
	% of Education Budget	.23%
2005-2006	% Salary Increase	5.9%
	NC Faculty Salary Average	\$43,795
	National Salary Average	\$49,208
	% of National Average	89.0%
	Cost of Salary Increase	\$12,927,888
	% of Education Budget	.14%
2006-2007	% Salary Increase	5.7%
	NC Faculty Salary Average	\$46,298
	National Salary Average	\$49,783
	% of National Average	93.0%
	Cost of Salary Increase	\$13,218,343
	% of Education Budget	.13%
2007-2008	% Salary Increase	5.5%
	NC Faculty Salary Average	\$48,862
	National Salary Average	\$49,859
	% of National Average	98.0%
	Cost of Salary Increase	\$13,540,484
	% of Education Budget	.13%
2008-2009	% Salary Increase	3.0%
	NC Faculty Salary Average	\$50,304
	National Salary Average	\$50,304
	% of National Average	100.0%
	Cost of Salary Increase	\$7,615,202
	% of Education Budget	.07%

Assumptions:

- The national salary average for community colleges will increase from 1.2% in 2005 and 2006 to .2% in 2007.
- NC Education Budget will increase 3.6% annually.
- Plan assumes 5,281 full-time faculty
- 9-month salary

**Table 2:
NC Community College Staff Salary Plan**

Year	Comparison Items	NCCCS 5-Year Plan
Current Year	NC Staff Salary Average	\$45,681
	National Salary Average	\$59,223
	% National Average	77.1%
2004-2005	% Salary Increase	10.9%
	NC Staff Salary Average	\$50,656
	National Salary Average	\$59,565
	% of National Average	85.0%
	Cost of Salary Increase	\$12,367,850
	% of Education Budget	.14%
2005-2006	% Salary Increase	5.9%
	NC Staff Salary Average	\$53,641
	National Salary Average	\$60,271
	% of National Average	89.0%
	Cost of Salary Increase	\$7,420,410
	% of Education Budget	.08%
2006-2007	% Salary Increase	5.7%
	NC Staff Salary Average	\$56,649
	National Salary Average	\$60,961
	% of National Average	93.0%
	Cost of Salary Increase	\$7,589,758
	% of Education Budget	.08%
2007-2008	% Salary Increase	5.5%
	NC Staff Salary Average	\$59,821
	National Salary Average	\$61,042
	% of National Average	98.0%
	Cost of Salary Increase	\$7,773,722
	% of Education Budget	.08%
2008-2009	% Salary Increase	2.9%
	NC Staff Salary Average	\$61,579
	National Salary Average	\$61,579
	% of National Average	100.0%
	Cost of Salary Increase	\$4,370,388
	% of Education Budget	.04%

Assumptions:

- The national salary average for community colleges will increase from 1.2% in 2005 to .1% in 2008
- NC Education Budget will increase 3.6% annually.
- Plan assumes 2,486 professional staff.
- 12-month salary