



NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

Peter Hans, President

21 May 2019

IMPORTANT INFORMATION

MEMORANDUM

TO: Members of the State Board of Community Colleges
Community College Presidents
Boards of Trustees Chairs
Community College Chief Academic Officers, Chief Admissions Officers, Basic Skills Directors, Business Officers, Continuing Education Officers, Customized Training Directors, Distance Learning, Chief Financial Officers, Financial Aid Officers, Planners, Public Information Officers, Registrars, Student Development Administrators, & Other Interested Parties

FROM: Q. Shanté Martin, *NCCCS General Counsel*

RE: Amendment of 1C SBCCC 400.3 – “College Employee Rates of Pay”

On 17 May 2019, the State Board of Community Colleges voted to amend **1C SBCCC 400.3 – “College Employee Rates of Pay.”** The change adds “base salary” to the existing code to clarify that the minimums and maximums are referring to base salary paid from state funds, now that G.S. 115D-31.3 allows state-funded performance-based bonuses.

The rule will be effective 1 June 2019. The new rule will be published on the NC Community College System's website, www.nccommunitycolleges.edu, under "State Board Code." For your convenience, a copy of the rule is attached to this memorandum.

**CC19-025
E-mail Copy**

Attachment



1 **State Board of Community Colleges Code**
2 **TITLE 1. COMMUNITY COLLEGES**

3
4 **CHAPTER C. PERSONNEL**

5
6 **SUBCHAPTER 400. SALARIES AND BENEFITS**

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8 **1C SBCCC 400.3 College Employee Rates of Pay**

- 9 (a) The State Board shall adopt a minimum and maximum base salary amount of State
10 funds which may be paid to any individual working in a college. The State Board shall
11 also adopt minimum salaries for curriculum faculty based on educational level.
- 12 (b) The college president shall establish the rate of pay for college employees consistent
13 with the college's local human resources policy required by 1C SBCCC 200.94, the
14 parameters established by the State Board in subsection (a) of this rule, and any
15 applicable legislation enacted by the General Assembly.
- 16 (c) Salary increases shall be granted consistent with local policy and the requirements
17 set forth by the General Assembly.
- 18 (d) Colleges shall not provide bonus pay to college employees using State funds unless
19 authorized by the General Assembly.
- 20 (e) Colleges may supplement the base salary paid from State funds for college
21 employees using non-State funds, if not prohibited by the non-State fund source. The
22 supplement may be in the form of supplemental base salary or bonus pay.

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24 *History Note: Authority G.S. 115D-5;*

25 *Eff. [October 1, 2018](#)*

26 *Amended Eff. [June 1, 2019](#).*

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