



NCCCS FY2022-25 Legislative Agenda

The Value Proposition of North Carolina's Community Colleges: In all 100 counties, our colleges provide transformational, high-quality education and services at a tremendous value to North Carolina families, students, employers and taxpayers.

- To strengthen the quality and viability of college programs and services, the State needs to invest in the **Value of Community College Employees** and the **Value of Community College Students**.
 - Our colleges need a strategic, sustainable and recurring investment in the **Value of our Employees** to make our colleges a local and regional destination to attract and keep creative, qualified professionals committed to our missions and communities.
 - Our funding model is built around our student enrollment, based on the on the number of FTE and the value of that FTE. The value of that FTE, the **Value of our Students** has eroded over the years compared to colleges in our neighboring states and in our university system.

Value of Our Employees

- New and expanding employers and technologies have brought increasingly complex jobs to our state in every field, from advanced manufacturing and IT to healthcare and pharmaceuticals. Our colleges' programs and services are often a deciding factor in relocation and expansion, and these companies turn to us to help upskill their employees, providing them with current, relevant talent.
- The solution to the labor market challenge facing our employers is providing the unemployed and underemployed with the support, skills and credentials needed to fill North Carolina's high demand, high salary jobs.
- Providing the necessary education and services requires talent and human capital, which are proving to be the scarcest resources for our colleges as well, especially so in the rural counties of our state. Our colleges are struggling to attract and retain the talent needed to satisfy this demand from students and employers. We are competing for talent against not only other educational entities, but also those same businesses we strive to serve. This competition crosses our borders, as we are often losing talent to neighboring states.

Value of Our Students

- An increase in salary funding will improve our ability to attract and retain talented employees, but it will not allow us to modernize our programs, delivery and student support systems. Increasing the value of our FTE will allow our colleges to build much needed capacity to grow and adapt, innovating at the local level to improve student success and completion.

	Employee Salaries	% Salary Increase	Student Value	Total	% Increase over 2021-22 Budget Package
2022-23 Short Session	\$12,050,000	1%	\$49,357,000	\$61,407,000	4.0%
2023-24	\$42,200,000	3.5%	\$49,357,000	\$91,557,000	5.9%
2024-25	\$42,200,000	3.5%	\$49,357,000	\$91,557,000	5.9%
Total Three-Year Request	\$96,450,000	8%	\$148,071,000	\$244,521,000	15.8%

NOTE: Above are costs estimates and will be updated as BFTE and FTE values are adjusted annually.

- **Employee Value:** Building on the 5% employee salary increases from the 2021-23 budget, an additional recurring 8%, over the next three years brings our faculty salaries to the projected average (\$56,693) of the four states (Georgia, South Carolina, Tennessee, Virginia). neighboring North Carolina. These recurring increases would be applied to all employee salaries.
- **Student Value:** Our students are currently funded at **only 53%** of UNC system freshman and sophomore students in comparable classes, despite smaller average class sizes and faculty credentials that meet or exceed those in the UNC System. This request, when combined with the salary increase, moves our recurring student FTE value over three years **to 66%** of equivalent UNC courses that earn the same academic credit for students. This increase will bring North Carolina to the average percentage State funding per FTE student of our four surrounding states (Georgia, South Carolina, Tennessee, Virginia).

Previous Requests:

- 2019-21 Request: \$32,117,825 recurring
 \$ 6,757,307 non-recurring
 \$38,875,132 total
- 2021-23 Request: \$65,674,954 recurring
 \$90,750,000 non-recurring
 \$156,424,954 total