

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
2016-17 Special Provision Requests**

CARRYFORWARD OF COLLEGE INFORMATION SYSTEM FUNDS

Each session, the System Office requests the authority to carry-forward college information system (CIS) funds. This provision would request the authority to carry forward \$1,250,000 which may only be used to purchase periodic system upgrades.

CODIFY MANUFACTURING SOLUTIONS CENTER AUTHORIZATION

In 2010, the Appropriations Act included language that authorized all fees collected by the Manufacturing Solutions Center of Catawba Valley Community College for the testing of products to be retained by the Center and used for the operations of the Center. Further, the provision exempted Center purchases from the provisions of Article 3 of Chapter 143 of the General Statutes. Currently, a similar center, the Center for Applied Textile Technology at Gaston College, is codified in the General Statutes. This provision would simply codify the authorization for the Manufacturing Solutions Center.

INCENTIVIZE INSTITUTIONAL PERFORMANCE ACCOUNTABILITY

Colleges are currently allowed to carryforward performance-based funding to the next fiscal year. However, colleges are not authorized to use these funds for employee bonuses. Therefore, colleges have requested the option to provide one-time bonuses to faculty and staff as a means of reinforcing the need to focus on student success.

MITIGATE UNBUDGETED BONUS LEAVE LIABILITY

The General Assembly has provided non-expiring special bonus leave through Section 28.3A of S.L. 2002-126 (10 days), Section 30.12B(a) of S.L. 2003-284 (10 days), Section 29.14A of S.L. 2005-276 (5 days), and Section 35.10A of S.L. 2014-100 (5 days). An employee meeting the eligibility criteria for all bonus leave awards since 2002 may have an unexpended balance of up to 30 days of bonus leave. Since this leave remains available until used, notwithstanding any other limitation on the total number of days of annual leave that may be carried forward, these days are typically used by employees only as a last resort or not at all. Unused bonus leave is paid out upon separation from the college, resulting in a significant cumulative unfunded liability. To the extent that an individual employee does not use the bonus leave and his/her salary increases over time, the unfunded liability grows.

This provision would authorize colleges to offer employees the option of liquidating all or a portion of their unused bonus leave prior to separation. If this option was offered by the college, liquidation would be a voluntary choice of the employee and would be subject to fund availability within the college's existing budget. This authorization would allow a college a

mechanism by which to mitigate the potential growth in the unfunded liability if their budget allows.

MAKE VOLUNTARY SHARED LEAVE FOR COMMUNITY COLLEGE EMPLOYEES THE SAME AS FOR STATE EMPLOYEES.

Voluntary Shared Leave is a program which allows State employees, community college employees, and public school employees to donate leave to immediate family members in any State agency, community college, or public school who have been approved to receive voluntary shared leave because of a medical condition that will require the employee's absence for an extended period of time. Community college employees may also donate leave to a co-worker's immediate family provided that both the donating employee and the co-worker are employed at the same community college.

In addition, State agency employees may also donate leave to a non-family member in any State agency. However, this option is not available to community college employees. This provision would allow community college employees to donate leave to non-family members who are employees at a community college.