

**STATE BOARD OF COMMUNITY COLLEGES**  
**Allocation for Faculty Recruitment and Retention**  
**FY 2025-26 and FY 2026-27**

**Request:** The State Board of Community Colleges (SBCC) is asked to approve the allocation of faculty recruitment and retention funds. These recurring funds were appropriated in the 2023 Appropriations Act (Session Law 2023-134).

**Background:** The 2023 Appropriations Act (Session Law 2023-134) appropriated additional funding to the faculty recruitment and retention funds that were originally made available by Session Law 2021-180. These additional funds are again available to high demand fields that are defined as Tier 1A (Workforce Sector 1) and Tier 1B courses (Workforce Sector 2). Funds can be used for bonuses as well as salary increases, for hard-to-recruit (for example, vacant position remains unfilled after multiple postings) or hard-to-retain (for example, high turnover rate of this position or competing job offer) full-time and/or part-time faculty with a majority teaching load in Tier 1A and/or 1B courses (both curriculum and continuing education). These funds must also cover the cost of associated fringe benefits (social security and retirement) for salary increases or bonuses awarded with these funds.

**Rationale:** Since these funds are to be used for faculty teaching in Tier 1A and/or 1B, the methodology for allocation uses the 2023-24 Tier 1A and 1B budget FTE (BFTE) and allocates proportionately. A template for tracking and verifying the legislative intended use of these funds will be distributed to colleges to record faculty receiving a recruitment and/or retention salary increase or bonus and a justification for the increase or bonus. Colleges shall submit the template to the System Office prior to implementation of any faculty recruitment or retention salary increase or bonus.

**Funding Amount and Time Period:** The total allocation is \$31,705,683 for FY 2025-26 available July 1, 2025 – June 30, 2026, and \$31,705,683 for FY 2026-27 available July 1, 2026 – June 30, 2027.

	<b>FY2025-26</b>	<b>FY2026-27</b>
Alamance CC	\$ 526,633	\$ 526,633
Asheville-Buncombe TCC	939,800	939,800
Beaufort County CC	252,243	252,243
Bladen CC	206,937	206,937
Blue Ridge CC	379,768	379,768
Brunswick CC	253,337	253,337
Caldwell CC and TI	747,999	747,999
Cape Fear CC	1,446,343	1,446,343
Carteret CC	262,572	262,572
Catawba Valley CC	628,081	628,081
Central Carolina CC	709,250	709,250
Central Piedmont CC	2,512,266	2,512,266
Cleveland CC	534,090	534,090
Coastal Carolina CC	537,131	537,131
College of The Albemarle	340,825	340,825

Craven CC	510,976	510,976
Davidson-Davie CC	604,230	604,230
Durham TCC	752,447	752,447
Edgecombe CC	252,536	252,536
Fayetteville TCC	1,648,575	1,648,575
Forsyth TCC	1,368,044	1,368,044
Gaston College	686,103	686,103
Guilford TCC	1,425,075	1,425,075
Halifax CC	161,272	161,272
Haywood CC	138,103	138,103
Isothermal CC	275,808	275,808
James Sprunt CC	201,082	201,082
Johnston CC	665,647	665,647
Lenoir CC	398,748	398,748
Martin CC	116,153	116,153
Mayland CC	114,668	114,668
McDowell TCC	156,758	156,758
Mitchell CC	331,580	331,580
Montgomery CC	201,339	201,339
Nash CC	397,950	397,950
Pamlico CC	46,092	46,092
Piedmont CC	203,550	203,550
Pitt CC	1,120,842	1,120,842
Randolph CC	291,470	291,470
Richmond CC	404,992	404,992
Roanoke Chowan CC	68,958	68,958
Robeson CC	431,555	431,555
Rockingham CC	236,920	236,920
Rowan-Cabarrus CC	776,512	776,512
Sampson CC	291,407	291,407
Sandhills CC	540,456	540,456
South Piedmont CC	432,836	432,836
Southeastern CC	215,470	215,470
Southwestern CC	357,883	357,883
Stanly CC	293,886	293,886
Surry CC	412,733	412,733
Tri-County CC	147,921	147,921
Vance-Granville CC	355,498	355,498
Wake TCC	3,022,577	3,022,577
Wayne CC	478,862	478,862
Western Piedmont CC	221,675	221,675
Wilkes CC	438,491	438,491
Wilson CC	230,728	230,728

	\$31,705,683.00	\$31,705,683
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**Fund Source and Availability:** Funding is available from General Fund appropriation in the 2021 Appropriations Act (Session Law 2021-180), as amended by 2023 Appropriations Act (Session Law 2023-134).

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