

STATE BOARD OF COMMUNITY COLLEGES

Personnel Committee

Salary Increases Greater than 10% and More than \$10,000

Request: The State Board is asked to approve community college employee salary increases that are greater than 10% and are more than \$10,000.

Background: Section 29.8 of S.L. 2011-145 requires community colleges to get State Board approval prior to providing a cumulative salary increase that exceeds 10% of the employee's total annual salary. This 10% threshold is effective for FY 2011-12. It is cumulative; therefore, the total of all salary actions from all fund sources processed for FY 2011-2012 cannot exceed 10% without State Board approval. An increase in total pay due to an increase in hours worked would not need to be submitted unless the periodic rate of pay (i.e. hourly/monthly rate) was increased greater than 10%. A fund shift of a position (between State, Federal, local, grant, etc.) would not need to be submitted unless total pay increases more than 10%.

At its July 15th meeting, the State Board delegated to System President Scott Ralls the authority to approve on its behalf any salary increases that are greater than 10%, but less than or equal to \$10,000. Approval of such requests will be subsequently reported to the State Board. Any requested salary increases greater than 10% and more than \$10,000 will be presented to the Board through the Personnel Committee for consideration.

State Board Action: Consistent with Section 29.8 of S.L. 2011-145 and actions taken at the July 15, 2011 State Board meeting, the State Board of Community Colleges hereby authorizes the attached requests for salary increases that are greater than 10% and are more than \$10,000.

Contact:

Jennifer Haygood
Vice President for Business & Finance

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College	Employee Name	Current Position Title	Proposed Position Title (if applicable)	Current Salary	Proposed Salary	Requested Effective Date	Explanation for Increase
Central Piedmont Community College	Ashley Linderman	Project Specialist	Assistant Director, Customer Service - CCE	\$32,953	\$43,510	10/14/2011	This employee applied and was hired into a position that was advertised. The employee was in a position in a different area of the college that was three pay grades lower than the new supervisory position for which she applied. She was interviewed among other candidates and then awarded the new position. Her current pay grade is an "I" and the position she was hired into is an "L", which constitutes a \$10,557 increase.
Forsyth Tech Community College	Marilyn Calhoun	Secretary, EMS	CPR Instructor / Coordinator	\$30,468	\$52,128	12/1/2011	Marilyn has been a Secretary for EMS in our Economic & Workforce Development Division (clerical level position). The job she applied, interviewed, and was selected for was CPR Instructor / Coordinator (professional level position).

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<p>Rowan-Cabarrus Community College</p>	<p>Tina Haynes</p>	<p>Human Resources Director</p>	<p>Vice President/Chief Human Resources Officer</p>	<p>\$70,980</p>	<p>\$92,751</p>	<p>12/1/2011</p>	<p>Promotion. Restructuring of President's Cabinet resulted in reallocation of duties. Position became Cabinet level position reporting to President. Position was responsible solely for Human Resources, including full-time hiring. Position became responsible for full- and part-time hiring, professional development, unemployment, worker's compensation, and verification of employment. Additional duties include the implementation and management of applicant tracking software and integration with Datatel for new hire process. Now manages the administration of college-wide procedures.</p>
<p>Rowan-Cabarrus Community College</p>	<p>Faith Jelly</p>	<p>Instructional Technologies</p>	<p>Educational Technology Coordinator</p>	<p>\$37,008</p>	<p>\$53,365</p>	<p>12/1/2011</p>	<p>Previously, position required to facilitate and deliver training (online, face-to-face) and research educational technology tools. In addition to maintaining these responsibilities, position now required to assist in development and delivery of technology strategies and learning initiatives. Now coordinates, schedules, and provides oversight for delivery of services through part-time staff.</p>

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Rowan-Cabarrus Community College	Holly Wagoner	Counselor Associate, Disability Services	Student Services Coordinator	\$37,980	\$50,978	12/1/2011	Restructure of counseling function in Student Services eliminated positions and redistributed complex counseling and Veteran/Disability counseling among counselors. Previous position was a counselor associate. New position has higher degree requirement since it does not require supervision by more senior counselor.
Rowan-Cabarrus Community College	Molly Cline	Human Resources Development Specialist	Program Coordinator	\$42,000	\$53,365	12/1/2011	Promotion. Prior position was part-time and required only supervision for single focus HRD program. Position combined with front desk operations and staff supervision including creation of work schedules, work loads and assignments, and management of internal processes. Eliminated need to hire supervisor for front desk.
Rowan-Cabarrus Community College	Natasha Lipscomb	Director, Student Activities and Leadership	Student Services Manager	\$48,672	\$59,333	12/1/2011	Previous position was Student Activities Coordinator for multiple campuses. Support of Student Activities has increased significantly with 40% enrollment increase and a new campus at NCRC. Position now requires supervision for multiple staff, including work study students.

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Rowan-Cabarrus Community College	Donna Ludwig	Dir., Customized Training & Dev.	Program Coordinator	\$42,780	\$53,365	12/1/2011	Previously, position included only training development. Position now includes responsibility for client consultation, design, development, delivery, and outcome assessment. Additionally, position now coordinates part-time staff scheduling and administration for multiple locations.
Rowan-Cabarrus Community College	Tamara Walker	Counselor	Student Services Associate	\$40,008	\$50,978	12/1/2011	Previous position included responsibility for management of grant pipeline (no federal grants/grant requirements) . Employee is now responsible for administration and coordination of project-related coordination for 3 mm Federal Title III grant and for coordination of 1.9 mm EDA-related grant.
Rowan-Cabarrus Community College	Gary Conner	Director, ABE/GED	Program Coordinator	\$43,260	\$53,365	12/1/2011	Position had primary responsibility of growing ABE/GED program. Increased span of control and supervisory job duties to accommodate significant growth in ABE/GED programs. This position now has direct supervisory responsibilities for growing ABE/GED faculty.

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<p align="center">Wake Technical Community College</p>	<p align="center">Hylana Tyler</p>	<p align="center">Technical Assistant</p>	<p align="center">Instructor, Distance Education/Online Assessment Coordinator</p>	<p align="center">\$33,900</p>	<p align="center">\$51,936</p>	<p align="center">11/1/2011</p>	<p>Promotion from Technical Assistant to Instructor, Distance Education/Online Assessment Coordinator (a job requiring a higher level of technical skills and responsibility.) This position is a replacement position. Filling this position with a current internal employee would assist the program in the endeavor to remain consistent. Also, with the possibility of major changes to the current GED Testing process, changes may result in an elimination of her current position. The Instructor position is a good match for Ms. Tyler's knowledge, skills, and abilities as she displays strong analytical skills and the ability to plan the logistics of complex operations necessary to accomplish the essential goals of the Instructor, Distance Education/Online Assessment Coordinator.</p>
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