

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
SALARY INCREASE GREATER THAN 10% - FY 2014-15**

**Attachment PER 1**

College	Employee Name	Salary on July 1, 2014*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Alamance Community College	Ms. Susan Norvell	\$30,888	\$38,772	\$7,884	25.5%	3/1/2015	Interim/Acting <b>Promotion</b> from Lead Teacher to Coordinator of Child Care Center. This takes Ms. Norvell to minimum of the salary grade for a Child Care Center Coordinator. Requirements include: bachelor's degree in Early Childhood, Child Development or related field; completion of EDU 261 and 262 prior to hire or within first year of employment; three years of experience in child care center; and the ability to establish and maintain effective working relationships with faculty, staff, students and others. This is an acting promotion to ensure continuity of center operations until a permanent replacement is found. Ms. Norvell has a Bachelor's degree in Sociology and Psychology and more than 13 years of related experience.
Asheville-Buncombe Technical Community College	Lisa Lankford	\$63,384	\$73,008	\$9,624	15.2%	3/1/2015	<b>Promotion</b> - Moved from Associate Director, Business Services to Director Business and Auxiliary Services (with responsibility for Auxiliary Services). Change in job grade from E 9 to E 10.
Cape Fear Community College	Pamela Britt	\$36,252	\$42,264	\$6,012	16.6%	3/1/2015	<b>Restructuring</b> - Pamela is being recommended for a position upgrade from Secretary, Fire/Rescue Training to Public Safety Lead Technician. Pam has been with CFCC as Secretary since 1995. The job description for the Secretary has changed completely with the restructuring of CFCC's Continuing Education Department to incorporate a Public Safety Division. The position has become the upper level administrative support position for the entire Public Safety Division. The division now includes fire/rescue, emergency management, law enforcement, EMS programs and responsibility for operation of the College's Safety Training Center. In 2014, our Public Safety area generated over 225 FTE. This volume requires extensive coordination, communication and organizational skills. Due to the high level of responsibilities, volume of work, and the requirement of clerical support staff supervision, we are requesting the promotions from Secretary to Public Safety Lead Technician.
Catawba Valley Community College	Sonya King	\$33,240	\$40,212	\$6,972	21.0%	3/1/2015	<b>Promotion</b> Ms. King is being promoted from an Administrative Assistant to the Appalachian Center Coordinator. This promotion is five (5) salary grades higher than her current position, which indicates a much higher level of responsibility and significant increase in volume of work. Ms. King will be responsible for executing ASU faculty contracts, scheduling use of the center and will have 7 direct reports, among other duties.

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Johnston Community College	Elizabeth Cline	\$41,489	\$75,720	\$34,231	82.5%	3/1/2015	<b>Interim Promotion</b> - Mrs. Cline has been temporary assigned to the vacant position of Controller. Per JCC's Staff Salary Plan - Personnel Policy 8.02, employees asked to temporary assume the duties of a vacant position in a higher level than their regular job for more than 30 days will receive a rate of pay as computed on the Staff Salary Computation Worksheet. Mrs. Cline assumed the duties of this temporary position on 1/1/2015 and is therefore eligible for a temporary salary increase.
Pitt Community College	Latis Burnett	\$10 hr.	\$16 hr.	\$6 hr.	60.0%	3/1/2015	<b>Restructuring</b> - Marketing Technical Assistant added job duties of increased graphic design support and responsibility of sole technical graphic support to digital signage across campus. Additional duties due to increased digital signage use across campus. No position has been eliminated due to the increased duties and responsibilities.
Randolph Community College	Beth Arnold	\$35,808	\$40,008	\$4,200	11.7%	3/1/2015	<b>Retention:</b> Beth is our System Administrator I. Her position is a level 11. She is now an expert in many of our processes. We need to give this raise to retain her. She was offered another job at 15K more than her current salary.
Richmond CC	Sheri Dunn-Ramsay	\$50,739	\$70,345	\$19,606	38.6%	3/1/2015	<b>Promotion</b> - Ms. Dunn-Ramsay is currently an Early Childhood Instructor. Ms. Dunn-Ramsay applied for the open position of Dean of Institutional Effectiveness and Improvement at Richmond Community College. After conducting a nationwide search and holding interviews, she was selected by a hiring committee to fill the position. Ms. Dunn-Ramsay will be responsible for the Office of Institutional Effectiveness including supervision of a Director, Grants Coordinator, and an Assistant. She will serve as college liaison to SACSCOC, supervise the use of Strategic Planning Online (SPOL), chair the Planning and Accountability Council, oversee the grant process, and supervise institution-wide data management to ensure the accuracy, integrity, and availability of data in internal and external reports.
Rowan-Cabarrus Community College	Wayne Miller	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.
Rowan-Cabarrus Community College	Barbara Atwell	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.

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Rowan-Cabarrus Community College	Talitha Lowman	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.
Rowan-Cabarrus Community College	Kevin Eagan	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.
Rowan-Cabarrus Community College	Nicole Allen	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.
Rowan-Cabarrus Community College	Jenne P Horne	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.
Rowan-Cabarrus Community College	Joshua Walser	\$10 hr.	\$15 hr.	\$5 hr.	50.0%	3/1/2015	<b>Retention</b> - This is a part-time teaching assistant position. This increase is necessary for retention. The College has been unable to find qualified teaching assistants at the lower salary rate due to comparable rates in this service area.
Sandhills Community College	Germaine Elkins	\$59,724	\$70,008	\$10,284	17.2%	4/1/2015	<b>Promotion</b> from Director of Foundations Operations to Executive Director of the SCC Foundation. She will be taking on a larger responsibility for the overall management of the SCC Foundation. This will include formulating fundraising strategies including annual giving, major gift and planned giving efforts. The Dean of our Foundation is retiring April 1, 2015 therefore justifying the promotion and increase of responsibilities.
Sandhills Community College	Jennifer Dail	\$48,588	\$56,004	\$7,416	15.3%	4/1/2015	<b>Promotion</b> from Associate Director of Foundation Outreach to Director of Donor Relations. She will be taking on expanded outreach responsibilities with our Foundation Scholarship and Guarantor donors. She will assume the leading role in directing all Foundation correspondence. She will also assume all responsibility for donor recognition. There will be some new gift and data entry in her new role. The Dean of our Foundation is retiring April 1, 2015 therefore justifying the promotion and increase of responsibilities.

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Sandhills Community College	Wendy Dodson	\$64,272	\$74,288	\$10,016	15.6%	3/1/2015	<b>Promotion</b> from Director of Human Resources to Associate Vice President for Human Resources. Will be responsible for all areas of Human Resources and working with new Vice Presidential structure to include hiring, on boarding, evaluations and promotions, dismissals and counseling, compliance with insurance laws and regulations, SAV and Cleary Act compliance and Board interaction as needed.
Stanly Community College	Emily Leslie	\$29,356	\$33,519	\$4,163	14.2%	3/1/2015	<b>Promotion</b> Ms. Leslie is moving into a vacant position with additional job duties and responsibilities within the Financial Aid Office. She was selected through a competitive interview process. This is a move from position level 5 to level 6.
Wake Technical Community College	Sharon Welker	\$75,580	\$86,388	\$10,808	14.3%	3/1/2015	<b>Promotion (Demand Level Upgrade):</b> Sharon has accepted a promotion. In her current position as Administrative Department Head (Math), Sharon is responsible for coordinating all instructional and academic activities with the department and supervising curriculum course development. She is also responsible for keeping the Division Dean informed of the operation of the supervisory unit, representing the department regarding strategic planning; and participating in or developing faculty training and development. In her new position as Dean of Mathematics and Sciences, she will provide oversight and leadership for the Associate in Sciences degree program as well as for general education courses provided by the Mathematics and Sciences Division. She will provide leadership and direction for division department heads, faculty and staff; oversee coordination of STEM program; collaborate with the Dean of Arts, Humanities and Social Sciences to insure cohesiveness of the College Transfer Program; mediate grade appeals and other student issues; manage division information by gathering and archiving data; and assuring internal and external collaboration and communication with students and other college areas.

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<b>Under the authority granted to him by the State Board, President Ralls approved the following requests</b>							
Central Piedmont Community College	Lizanette Lopes	\$27,158	\$31,500	\$4,342	16.0%	2/1/2015	<b>Promotion</b> - Lizanette Lopes is a Administrative Clerk, Sr. in our salary grade of "F". She is being recommended for a Program Assistant with a recommended salary of \$31,500.00. This is a 16.0% increase from her current salary and is 20.8% within the new position's salary grade of "H". This increase in salary is consistent with our current compensation processes, ensures internal equity, and is competitive with the Charlotte Metro area market for similar positions in higher education. In her current role as a Administrative Clerk, Sr., Ms. Lopes responds to incoming inquiries and requests involving some use of independent judgment to fit the situation or the facts with established guidelines. She also serves as an informational resource to staff; reviews documents and information; researches and resolves discrepancies and may make preliminary determination as to status or disposition using set standards. In her new role as Program Assistant, she will coordinate class set-up by assisting Marketing and providing customer service; manage program records and assist in program management; create master files and generate course information sheets and orders; gather and deliver class materials; assist program developers and instructors with class activities.

\*Or last pay period in FY 2013-14 (includes \$1,000 Legislative Increase)

\*\* Monthly rate of pay