

**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
Central Carolina Community College	Amanda Matthews	\$35,808	\$43,008	\$7,200	20.1%	4/1/2015	<b>Restructuring</b> - Amanda's role is changing and expanding moving from Distance Education Coordinator to become the Instructional Designer; we are opening a new posting for a second employee in this role, so want to put Amanda within the advertised range (40,000 to 50,000)
Central Carolina Community College	Stormy Mascitelli	\$46,008	\$57,600	\$11,592	25.2%	4/1/2015	<b>Promotion</b> - Stormy has been identified as a strong contributor with regard to SACSCOC recertification efforts. Since her supervisor was promoted to Associate VP, there has been no Director of IE. Stormy has the skills to fill the role of Director of IE & Research successfully.
Central Piedmont Community College	Joshua Allison	\$30,230	\$37,500	\$7,270	24.0%	4/1/2015	<b>Promotion</b> - Joshua Allison is an Information Systems Analyst I in our salary grade "H". He is being recommended for Coordinator Client Services with a recommended salary of \$37,500.00. This is a 24% increase from his current salary. In order to be consistent with our current processes, ensure internal equity, and offer competitive market pricing in the metro area for this position we are recommending this salary for Mr. Allison. He has 3 years' experience in technical troubleshooting, meeting the minimum requirement of 2 to 4 years' related experience. He holds two Associate Degrees in Information Technology in Networking Technologies and Information Security Systems. In addition to his degrees, he also holds two certifications that make him an excellent match for this role: Certified Novell Netware Administrator, and CompTIA Network+. His credentials and substantial systems analysis and support experience make him exceptionally qualified for this position.
Central Piedmont Community College	Kelvin Thompson	\$38,760	\$43,510	\$4,750	12.3%	4/1/2015	<b>Promotion</b> - Kelvin Thompson is an Academic Advisor in our salary grade "J". He is being recommended for Assistant Director of Advising & Student Success Services with a recommended salary of \$43,510.00. This is a 12.3% increase from his current salary. Mr. Thompson has 7 years' experience in advising, management, and leadership, as well as a Masters degree in Management and Leadership. His experience with diverse student populations, academic advising & advising protocols, and organizational planning make him an excellent fit for this role.

**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
Central Piedmont Community College	Mike Whiteman	\$109,107	\$123,023	\$13,916	12.8%	4/1/2015	<b>Promotion</b> - Mike Whiteman is currently the College's Controller, salaried at \$109,107.00 and residing in our salary grade of "O". He is being recommended for the position of Associate Vice President of Finance with a recommended salary of \$130,383.00. This new salary is a 19.5% increase from his current salary. The new salary for this position is within the salary range of grade "Q" and will place him at the 70.2% percentile of the range. The incumbent in this position should have a solid background in Accounting and Finance, including being a CPA, to maintain the integrity of the financial procedures and controls at the College. With over 18 years' experience in accounting, (including more than 5 years here at the College) Mike's work as Controller has proved to be an asset to the college, with a record of clean financial audits and on time reporting. With previous experience in public accounting and non-profit/governmental audit of colleges, his skill set is a great match for the Associate Vice President of Finance role. The Associate Vice President of Finance is responsible for planning, organizing and directing accounting activities in general accounting, grants and contracts, billing of collections, payroll & budgets, accounts payable, procurement and financial aid. This position is responsible for the continuous review, evaluation, recommendation and implementation for financial internal controls and procedures. The Associate Vice President of Finance is a strategic position that will ensure operations in Financial Services are administered with quality standards that support the mission of the college and comply with state and federal guidelines.
Central Piedmont Community College	Sheena Ashley	\$40,044.00	\$48,515.00	\$8,471	21.2%	4/1/2015	<b>Promotion</b> - Sheena Ashley is a full time Program Coordinator, salaried at \$40,044.00 and residing in our salary grade "K". She is being recommended for a new position of Director Human Resource Development with a recommended salary of \$48,515.00 which is the entry level salary of her new grade "M". In order to be consistent with our processes and to ensure internal equity, we must bring Sheena Ashley to the new minimum salary range. In her current role as Program Coordinator she performs and coordinates key administrative functions at multiple campuses and community sites including assessment and execution of budgeting, staffing and programming needs. In her new role, she will interview and hire instructors/staff and train, motivate, supervise and evaluate performance. She will also coordinate the department's activities by implementing policies and procedures and recommending any needed improvements in compliance with NC HRD policies.

**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
Cleveland Community College	Michael Falls	\$55,180	\$67,180	\$12,000	21.7%	4/1/2015	<b>Retention</b> - Current position - System Administrator. Salary increase is equity based on local private industry and job offer to employee by private industry. Employee very valuable to college and the success of our IT Department.
Coastal Carolina Community College	James Wood	\$10 hr.	\$16 hr.	\$6 hr.	60.0%	4/1/2015	<b>Restructuring</b> - Mr. Wood is on our Wellness staff. We are adding the position of substitute instructor to this staff member to give more flexibility. The rate would only be paid when Mr. Wood performs the duties of a substitute instructor. He would be used as a substitute for various P.E. classes as needed. The increase reflects the current substitution rate for the College.
Coastal Carolina Community College	Tamara Morales	\$10 hr.	\$16 hr.	\$6 hr.	60.0%	4/1/2015	<b>Restructuring</b> - Ms. Morales is on our Wellness staff. We are adding the position of substitute instructor to this staff member to give more flexibility. The rate would only be paid when Mrs. Morales performs the duties of a substitute instructor. She would be used as a substitute for various P.E. classes as needed. The increase reflects the current substitution rate for the College.
Johnston Community College	Abe Flores	\$60,000	\$68,568	\$8,568	14.3%	4/1/2015	<b>Restructuring</b> - Mr. Flores presently holds the position of Network Manager. This position has changed drastically over the past several years with increased duties and responsibilities. Because of the changes this position has been reclassified to Director of Engineering and Desktop Support. This reclassification has constituted a salary adjustment for Mr. Flores in the amount of 14.3%.
Johnston Community College	Josefvon Jones	\$40,699	\$46,524	\$5,825	14.3%	4/1/2015	<b>Restructuring</b> - Mr. Jones present position as Coordinator of Student Recruitment and Retention has been reclassified to add additional duties. Effective 4/1/2015 his added duties will consist of admission counseling of new students. This reclassification results in a salary adjustment of 14.31%.
Lenoir Community College	Deborah Sutton	\$104,368	\$123,023	\$18,655	17.9%	4/1/2015	<b>Promotion / Retention</b> - As of July 1, 2014, Deborah Sutton served as the Vice President of Administrative Services. On February 1, 2015, Ms. Sutton was promoted to Senior Vice President of Administrative Services/Chief Operating Officer. Ms. Sutton now serves as second in command to the President of the college and will also assume responsibility for the Human Resources Department. This salary increase request is based on retention as Ms. Sutton's role is critical to the operation of the college.

**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
Southwestern Community College	Janet Weigel Sweimler	\$42,168	\$48,192	\$6,024	14.3%	4/1/2015	<b>Restructuring</b> - Responsibilities of the Director of Industry Training have been expanded to include the coordination of our advanced manufacturing training project. This requires additional effort in staffing, curriculum development, community engagement and outcomes assessment to ensure that a cohesive cross-functional (customized training, occupational, and curriculum) approach to develop a skilled local workforce for advanced manufacturing. The salary increase reflects the addition of these duties and aligns with other college salaries for positions of similar scope and responsibility.
Wake Technical Community College	Brittany Hochstaetter	\$42,448	\$62,340	\$19,892	46.9%	4/1/2015	<b>Promotion (Demand Level Upgrade):</b> Brittany has accepted a promotion. In her current position as Instructor 9M Communications, she is responsible for providing effective instruction for assigned courses; instructing and guiding the class in an efficient and effective manner; maintaining accurate records of student work and attendance; counseling students regarding their grades and progress; and designing curriculum and a schedule of instruction. In her new position as Administrative Department Head, Communication and Theatre, she will coordinate all instructional and academic activities within the department and supervise curriculum course development. As the Administrative Department Head, she will also serve as the first-line manager of personnel, supplies, equipment, and facilities of the department. She will be responsible for providing leadership and supervision of a management team that may consist of Associate Department Heads and Program Directors combined with full time faculty. She will manage curriculum enrollment growth and ensure ongoing development of department programs, along with coordinating high school enrollment activities.

**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
Wake Technical Community College	Christopher Spivey	\$34,660	\$49,632	\$14,972	43.2%	4/1/2015	<b>Promotion</b> (Demand Level Upgrade): Christopher has accepted a promotion. In his current position as IT Analyst I, Christopher is responsible for troubleshooting, repairing, maintaining, and providing support for hardware and software problems. He is also responsible for responding to escalated help desk issues; managing users and computers via active directory; implementing plans for new systems or processes; and supporting projects as needed. In his new position as IT Campus Coordinator, he will represent IT Service and Support and facilitate daily communications at designated campuses by working with campus administration and employees. He will provide leadership and direction for IT Analyst I and or II employees; lead and ensure the delivery of all project tasks within assigned deadlines; troubleshoot advance level software and hardware, document the advanced procedure and train analysts on higher level function; plan and support technology needs; and maintain a broad knowledge of technology; equipment and systems within field of work.

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

College	Employee Name	Salary on July 1, 2014*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
<b>Under the authority granted to him by the State Board, President Ralls approved the following requests</b>							
				\$0	#DIV/0!		

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

\*\* Monthly rate of pay