

**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
Asheville-Buncombe Technical Community College	Darryl Rhymes	\$40,044	\$49,008	\$8,964	22.4%	2/1/2015	Promotion - Employment Specialist (N13) to Employment Coordinator/Special Assistant to the President for Inclusion (E7)
Bladen Community College	Green, James	\$20.65 hr.	\$25.00 hr.	\$4 hr.	21.07%	2/1/2015	Salary Review In review of salaries and dates of employment for instructors in the continuing education EMS, fire, and law enforcement areas we have found an inequity for veteran instructors.
Bladen Community College	Jacobsen, Harvey	\$20.65 hr.	\$25.00 hr.	\$4 hr.	21.07%	2/1/2015	Salary Review In review of salaries and dates of employment for instructors in the continuing education EMS, fire, and law enforcement areas we have found an inequity for veteran instructors.
Bladen Community College	Mancos, Stephen J	\$22.00 hr.	\$25.00 hr.	\$3 hr.	13.64%	2/1/2015	Salary Review In review of salaries and dates of employment for instructors in the continuing education EMS, fire, and law enforcement areas we have found an inequity for veteran instructors.
Bladen Community College	Pait, Barry	\$20.65 hr.	\$25.00 hr.	\$4 hr.	21.07%	2/1/2015	Salary Review In review of salaries and dates of employment for instructors in the continuing education EMS, fire, and law enforcement areas we have found an inequity for veteran instructors.
Bladen Community College	Sheppard, Dwight	\$20.65 hr.	\$25.00 hr.	\$4 hr.	21.07%	2/1/2015	Salary Review In review of salaries and dates of employment for instructors in the continuing education EMS, fire, and law enforcement areas we have found an inequity for veteran instructors.
Bladen Community College	Wilkins, Burnis	\$20.65 hr.	\$25.00 hr.	\$4 hr.	21.10%	2/1/2015	Salary Review In review of salaries and dates of employment for instructors in the continuing education EMS, fire, and law enforcement areas we have found an inequity for veteran instructors.
Cape Fear Community College	Justin Beardmore	\$34,296	\$40,872	\$6,576	19.2%	2/1/2015	Promotion - Mr. Beardmore was hired at CFCC in 2010 as a cashier in the Business Office. He has progressed in the financial area, first as Accounts Receivable Technician and now currently as Accounting Technician, due to his strengths in the financial field. He was interviewed and selected for the vacant position of Senior Financial Aid Coordinator in the student services department, which will utilize his financial knowledge as well as the skills he has developed working directly with students in his Accounting Technician position. He is well qualified for this position, with a Master's degree in Accounting as well as 5+ years of experience in the field.
Catawba Valley Community College	Sandra Cusick	\$34,728	\$42,624	\$7,896	22.7%	2/1/2015	Promotion - Ms. Cusick is being promoted from a FTE Records/CE Billing Tech. to the Purchasing Agent. This promotion is nine (9) salary grades higher than her current position, which indicates a much higher level of responsibility and significant increase in volume of work.
Coastal Carolina Community College	Nicole Hall	\$2,254	\$2,687	\$433	19.2%	2/1/2015	Change in employee's credentials Ms. Hall completed a Masters of Arts on September 15, 2014. Her degree was conferred on December 18, 2014. This increase would allow Ms. Hall to be compensated at the level that is consistent with the Coastal Carolina CC salary plan.

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James Sprunt Community College	Jimmy Tate	\$56,676	\$73,380	\$16,704	29.5%	1/16/2015	<p>Promotion - Mr. Tate was Associate Vice President of Strategic Initiatives (level 16) and has been selected for the position of Vice President of College Advancement (level 24). Mr. Tate's negotiated rate aligns him with the college's current Vice Presidents at James Sprunt. Mr. Tate will supervise Director of Human Resources, Director of Public Information and Print Media, Senior Administrative Assistant, College Receptionist, Senior Accountant, and Foundation/College Advancement Receptionist. Mr. Tate has been serving as interim in this role for the past few months while the application process was being completed.</p> <p>The Vice President of College Advancement is responsible for all College marketing, advertising and public relations, for all College fund raising, all College Foundation activities and events, and many other high visible requirements. This position requires the incumbent to continually be involved in both College and community events and to strategically and diplomatically represent James Sprunt Community College so as to attract both students and donors.</p>
Johnston Community College	Heather Forester	\$24,049	\$31,020	\$6,971	29.0%	2/1/2015	<p>Promotion Mrs. Forester, FT Assistant Teacher applied for the vacant position of FT Lead Teacher at Johnston Community College. After completion of the recruitment process, Mrs. Forester was the most qualified applicant and has been recommend to fill the position effective 2/1/15.</p>
Johnston Community College	John Whinton	\$33,972	\$47,724	\$13,752	40.5%	2/1/2015	<p>Promotion Mr. Whinton; FT IT Support Technician applied for the vacant position of FT Systems Administrator at Johnston Community College. After completion of the recruitment process, Mr. Whinton was the most qualified applicant and has been recommend to fill the position effective 2/1/15.</p>
Johnston Community College	Ricky Raynor	\$54,561	\$80,148	\$25,587	46.9%	2/1/2015	<p>Promotion Mr. Raynor; Data Coordinator, applied for the newly established position of Director of Application Services at Johnston Community College. After completion of the recruitment process, Mr. Raynor was the most qualified applicant and has been recommend to full the position effective 2/1/15.</p>
Pitt Community College	James C. Brown	\$17 hr.	\$21 hr.	\$5 hr.	25.0%	2/1/2015	<p>Certification earned - Current Part time EMS Instructor moved from Tier 1 (16.81) to Tier 2 (21.01) rate of Pay for Level 1 EMS Instructor Certification Earned on 11/30/2014. Additional duties will be commensurate with level of certification earned.</p>
Randolph Community College	Hillary D. Pritchard	\$31,452	\$35,808	\$4,356	13.8%	2/1/2015	<p>Promotion: moved from a level 10 Limited Enrollment & Retention Specialist position to a Level 11 Curriculum Specialist position</p>

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Rowan-Cabarrus Community College	Allison Kitfield	\$34,524	\$47,791	\$13,267	38.4%	1/16/2015	Promotion Ms. Kitfield was the successful applicant for a replacement position in continuing education. Previously, she worked as a B23 grade level program specialist. In this role, she was a technical/clerical assistant for continuing education. She bid on an opening for a Program Coordinator and was the chosen candidate. The new position is responsible for program coordination and management and is at a C41 grade level. This salary increase brings Ms. Kitfield's salary up to the minimum salary for the C41 grade level.
Southwestern Community College	Beverly Balliot	\$33,672	\$39,000	\$5,328	15.8%	2/1/2015	Organizational restructuring due to a resignation; therefore, reassignment from Accountant - Receivables to a higher pay category as Human Resources Specialist
Southwestern Community College	Joshua R. Wilkey	\$10 hr.	\$12 hr.	\$2 hr.	20.0%	2/1/2015	Change in employee's credentials Position: Tutor - hourly rate increase due to earning higher degree.
Southwestern Community College	Scott Baker	\$67,992	\$81,600	\$13,608	20.0%	2/1/2015	Organizational restructuring due to a resignation; therefore, reassignment from Dean of Career Technologies to a higher pay category as Vice President for Information Technology
Southwestern Community College	William Brothers	\$48,852	\$62,004	\$13,152	26.9%	2/1/2015	Organizational restructuring due to a resignation; therefore, reassignment from Accounting Instructor to Dean of Career Technologies
Wake Technical Community College	Christopher Gitthens	\$50,260	\$56,973	\$6,713	13.4%	2/1/2015	Change in employee's credentials Due to an institutional increase awarded on 7/1/14 of 3% for benchmarking, a prior salary adjustment effective 8/1/14 of 4%, in addition to being awarded faculty ranking effective 1/1/15 of 6%, the new salary for this employee has exceeded the 10% limit.
Wake Technical Community College	David Card	\$43,072	\$49,240	\$6,168	14.3%	2/1/2015	Change in employee's credentials Due to Institutional increases awarded on 7/1/14 of 3% for benchmarking plus a 5% for higher level degree effective on 7/1/14, in addition to being awarded faculty ranking effective 1/1/15 of 6%, the new salary for this employee has exceeded the 10% limit.

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Wake Technical Community College	Felicia Montgomery	\$45,220	\$51,768	\$6,548	14.5%	2/1/2015	Promotion Felicia is being promoted from Instructor/Coordinator Cosmetology to Instructor/Director Cosmetology. Previously in her role as an Instructor/Coordinator, she was responsible for teaching Continuing Education units to graduates or licensed cosmetology professionals and scheduling Continuing Education classes on a semester basis or as requested by the Dean. This position also assisted the Dean with marketing and outreach to maintain satisfactory course enrollment and perform outreach to area hair industries and salons. In her new role, as Instructor/Director Cosmetology, she will continue to deliver instruction in Cosmetic Arts, including Anatomy and Physiology. In addition she will be responsible for serving as the Director of the program. She will sure the program adheres to the NC State Board of Cosmetic Arts guidelines; staffing the program, giving staff job evaluations; responsible for efficiency and operations of the facility; marketing and outreach of the program; maintaining and reviewing client satisfaction; and adhering to the college's financial guidelines.
Wake Technical Community College	Kai Wang	\$86,620	\$99,996	\$13,376	15.4%	2/1/2015	Organizational Restructuring Mr. Wang is receiving additional duties due to business need. In his current position as Senior Dean Strategic Innovations, Mr. Wang is responsible for developing, implementing and supervising the college's Curriculum Education department. He educates our faculty and staff about campus resources, management techniques and information channels for conflict resolution. He serves on the campus administrative team. Collaborates with all services representing the college. He supports the Curriculum Education program of employee assessment and professional development; supervises and coordinates the completion and maintenance of reports and data related to Curriculum Educations services required by local, state and federal agencies. The additional duties that have been added include: providing oversight of campus operations and ensuring that campus services are integrated; facilitating communication and collaborating among all campus constituencies; overseeing campus safety and the integrity of campus facilities in collaboration with Facility Services; assist in projecting future needs; and participating in the planning, design and occupation of all new buildings.

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Wake Technical Community College	Monica Gemperlein	\$68,380	\$100,008	\$31,628	46.3%	2/1/2015	Promotion In her current position as Dean College and Career Readiness, Monica is responsible for the management of Literacy Education and program accountability. She enforces Basic Skills assessments and data collection policies; audit Basic Skills sections within the college; resolve problems with LEIS data collection; training of staff within the department; develop, plan and execute annual training for instructors along with supporting the needs and mission of the college. Monica also facilitates department head, faculty and staff in-service trainings, professional development and monitors enrollment. In her new position as Associate Vice President of Continuing Education Open Enrollment Programs she will be planning, organizing and directing the administrative activities of multiple open enrollment divisions to ensure program alignment and compliance with college standards, policies and procedures. She will provide leadership in developing, implementing and maintaining continuing education programs that respond to the community needs; prepare students for success; and meet the external requirements of the Southern Association of Colleges and Schools.
Western Piedmont Community College	Lisa Michelle Weiner	\$34,560	\$39,252	\$4,692	13.6%	2/1/2014	Reorganization of the College and Career Readiness (formerly known as Basic Skills division) due to a retirement in which that position is not being replaced. Ms. Weiner's position will have additional duties added which would equate to a higher salary grade per the College's Salary Plan.

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Under the authority granted to him by the State Board, President Ralls approved the following requests							
Fayetteville Technical Community College	Tamu Frazier	\$31,175	\$35,005	\$3,830	12.3%	1/1/2015	Promotion - Through the interview of applicants to fill the position of Senior Financial Aid Technician, grade 21, Tamu Frazier was promoted from Financial Aid Technician, grade 15, to this position effective January 1, 2015.
Rowan-Cabarrus Community College	David King	\$55,680	\$63,448	\$7,768	14.0%	1/1/2015	Promotion Mr. King has accepted a new position. He was previously a Program Coordinator, and has now accepted the Program Manager/Dean role in Continuing Education. In this new role, Mr. King assumes a much greater breadth of authority and responsibility and moves from a C43 on our classification scale to a C51. The request increase brings Mr. King up to above the minimum salary for the new classification.
Rowan-Cabarrus Community College	Joy Haynes	\$30,332	\$35,807	\$5,475	18.1%	1/1/2015	Promotion Ms. Haynes was the successful applicant for a new position in the Information Technology department. Previously she served as a job classification A12 Administrative Services Assistant. In her new role, Ms. Haynes will serve as an Information Systems Technician. The new IT job required additional technical skills and is therefore paid at a higher salary.

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

** Monthly rate of pay