

**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	Elizabeth Gentry	\$48,396	\$55,008	\$6,612	13.7%	4/1/2015	<b>Promotion</b> - Ms. Gentry was promoted from Accountant (E7) to Interim Business Manager, Facilities and Operations (E9) for 6 months or until it is determined if she will be given the position permanently. This results in an increase in position responsibilities.
Asheville-Buncombe Technical Community College	Marie Knight	\$49,824	\$58,476	\$8,652	17.4%	4/1/2015	<b>Promotion</b> - Ms. Knight was promoted from Laboratory Quality Assurance to Laboratory Coordinator in the BioNetwork laboratory (E9). This was an internal promotion based on her qualifications.
Cape Fear Community College	Christina Greene	\$65,304	\$72,300	\$6,996	10.7%	7/1/2015	<b>Promotion</b> - Christina was hired at CFCC in 2006 as Payroll Accountant in the Business Office. She was promoted in 2006 to Assistant Controller due to her strengths in the accounting field. She was interviewed and selected for the vacant position of Director, Education Program Auditing in the internal auditing department which will utilize her experience analyzing and reporting of college records. She is well qualified for this position, with a Bachelor's degree in Accounting, CPA license, and 20 years accounting experience.
Cape Fear Community College	Patrick Pittman	\$64,032	\$75,168	\$11,136	17.4%	5/1/2015	<b>Interim Appointment</b> - Patrick has been approved by the BOT to serve as the interim VP for Student Services. This is a temporary promotion where he will serve in a key leadership position at CFCC and have full responsibility and oversight for all of the operational areas encompassed in the Student Services division until a permanent replacement is hired.
Cape Fear Community College	Tonya Benge	\$29,664	\$33,180	\$3,516	11.9%	5/1/2015	<b>Promotion</b> - Tonya was hired at CFCC in 2014 as Financial Aid/Counseling Technician in the Student Services department. She was interviewed and selected for the vacant Accounting Technician position, due to her strengths in the accounting field. She has over 7 years accounting experience with Mitchell CC. Her experience and Associate's degree in Accounting make her well qualified for this position.
Cape Fear Community College	Jason Ransom	\$28,392	\$35,484	\$7,092	25.0%	5/1/2015	<b>Promotion</b> - Jason was hired at CFCC in 2013 as a Bookstore Textbook Assistant. He was interviewed and selected for the vacant Assistant Bookstore Manager position due to his years of industry-specific knowledge and experience. Additionally, Jason has Supervisory Experience, strong knowledge of textbooks and all aspects of the textbook cycle and a good understanding of Booklog, the store's Point of Sale and Inventory Control System. He is well qualified for this position and holds a bachelor's degree and highly relevant, and progressively responsible experience in a bookstore.

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Cape Fear Community College	Stefanie Adams	\$29,664	\$38,856	\$9,192	31.0%	5/1/2015	<b>Promotion</b> - Stefanie was hired FT at CFCC in January 2014 as a Career and Job Placement Technician. She also worked PT as a Transcript Evaluation Coordinator, April 2012, Basic Skills Transition Coordinator, May 2012 and as the Cheerleading Coach, July 2012. She was selected for the FT vacant Career Readiness Coordinator position due to her extensive knowledge regarding HRD and job skills prep, energetic approach, has collaborated internally at CFCC within divisions and externally with organizations and businesses. She is very organized, energetic and forward thinking. She is well qualified for the position holding a Master's degree in Multicultural Education and has student services work experience.
Carteret Community College	Christopher Jacobs	\$38,469	\$44,500	\$6,031	15.7%	5/1/2015	<b>Promotion</b> - from Information Technology Specialist to Network Administrator. This change in position requires more advanced technical skills and increased responsibilities managing the college's network. The Network Administrator position is one level higher than the Information Technology Specialist position on Carteret's salary scale.
Central Carolina Community College	Becky Howington	\$33,300	\$39,300	\$6,000	18.0%	7/1/2015	<b>Promotion</b> - Becky is being promoted from Administrative Assistant to Curriculum Assistant/Site Coordinator for our new Dunn site. This is based on her ownership of her business experience and degree in one of the programs that will be taught at this site, as well as strong community connections there.
Central Piedmont Community College	Aleigha Tucker	\$30,230.00	\$43,510.00	\$13,280	43.9%	5/1/2015	<b>Promotion</b> - Aleigha Tucker is currently an Instructional Lab Facilitator in our salary grade H. She is being recommended for an Assistant Director Testing & Assessment Center position which is in salary grade L with a minimum salary of \$43,510.00. This will bring her to the minimum of grade L. In order to be consistent with our current processes, ensure internal equity and offer competitive market pricing for this position in the Charlotte metro area, we are recommending a salary of \$43,510.00 for Ms. Tucker. She has 7 years of experience in technical troubleshooting and information technology systems. She has completed an Associate's Degree in Simulation and Game Development and is currently on track to graduate in May 2015 with a Bachelor's Degree in Information Technology. She meets the minimum requirements for this position which are a Bachelor's Degree or Associate's Degree with 6 years of experience. Ms. Tucker has strong interpersonal, problem solving, and IT skills that will be an asset to this position and the College.

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Coastal Carolina Community College	Idowu Olaleye	\$13 hr.	\$17.50 hr	\$4.50 hr	34.62%	5/1/2015	<b>Restructuring</b> - Adding the position of Basic Skills Tutor to this staff member. The increase reflects the current tutor rate for the College. (Will also help in other areas at a lower rate.)
Coastal Carolina Community College	Anne Davenport	\$13 hr.	\$17.50 hr	\$4.50 hr	34.62%	5/1/2015	<b>Restructuring</b> - Adding the position of substitute instructor for ABE & ASE to this staff member. The increase reflects the current ABE substitute rate for the College.
Coastal Carolina Community College	Jeffrey Peay	\$13 hr.	\$16 hr	\$3.00 hr	23.08%	5/1/2015	<b>Restructuring</b> - Adding the position of substitute instructor for PE classes to Wellness staff member. The increase reflects the current curriculum class substitute rate for the College.
Coastal Carolina Community College	Mary Towner	\$22.26 hr.	\$28.02 hr	\$5.76 hr	25.88%	5/1/2015	<b>Restructuring</b> - Full-time staff member adding position of adjunct curriculum instructor. The increase reflects the current minimum for a bachelor's degree.
College of The Albemarle	Ben Alexander	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	<b>Recruitment and Retention</b> - The Workforce Development and Continuing Education Department has revised the pay scale for the part-time Fire Instructors. The college has had a difficult time hiring qualified instructors because of the hourly pay rate. The HR Director e-mailed other community colleges and requested a copy of their pay scale. The Dean and Program Coordinator reviewed the information received and recommended the pay scale for approval to the Vice President for Learning and the President.
College of The Albemarle	Bill Jones	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Bill Laricos	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Bill Walker	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Billy Bass	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Billy Winn	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Bobby Pervere	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Chris Carver	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Craig Forlines	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Dale Smith	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Darren Saunders	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	David Miller	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	David Phillips	\$18 hr.	\$20 hr.	\$2 hr.	11.1%	5/1/2015	

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College of The Albemarle	Devin Saylor	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	<b>Recruitment and Retention</b> - The Workforce Development and Continuing Education Department has revised the pay scale for the part-time Fire Instructors. The college has had a difficult time hiring qualified instructors because of the hourly pay rate. The HR Director e-mailed other community colleges and requested a copy of their pay scale. The Dean and Program Coordinator reviewed the information received and recommended the pay scale for approval to the Vice President for Learning and the President.
College of The Albemarle	Donnie Porter	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Frank Roepcke	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Frankie Hobson	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	James Mims	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Jared Smith	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Jeffrey Del Monte	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Jim LaNasa	\$18 hr.	\$27 hr.	\$9 hr.	50.0%	5/1/2015	
College of The Albemarle	John Risoldi	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Jon Gates	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Jonathan Askew	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Julie Allen	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Levi Gibbs	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Lewis Smith	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Mike Cartwright	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Phil Wolfe	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Ray Warren	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Richard Lane	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Richard Marlin	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	

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College of The Albemarle	Robert Boyce	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	<b>Recruitment and Retention</b> - The Workforce Development and Continuing Education Department has revised the pay scale for the part-time Fire Instructors. The college has had a difficult time hiring qualified instructors because of the hourly pay rate. The HR Director e-mailed other community colleges and requested a copy of their pay scale. The Dean and Program Coordinator reviewed the information received and recommended the pay scale for approval to the Vice President for Learning and the President.
College of The Albemarle	Shane Hite	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
College of The Albemarle	Steve Vaughan	\$18 hr.	\$28 hr.	\$10 hr.	55.6%	5/1/2015	
College of The Albemarle	Walter Copeland	\$18 hr.	\$25 hr.	\$7 hr.	38.9%	5/1/2015	
Haywood Community College	Joshua Hilbert	\$31,200	\$39,994	\$8,794	28.2%	5/1/2015	<b>Promotion</b> - Mr. Hilbert is currently employed as an Enrollment Management Technician/Student Success Manager. The college had an employee resign as the Work Based Learning Coordinator and Mr. Hilbert has been recommended to fill that role in addition to what he was currently doing based on previous work experience. His current position is rated as a salary grade of 11 and the new position is a 13 due to the requirements of the position. This request is in consistent of the College's promotion policy and salary plan.
Haywood Community College	Phillip Turner	\$36,000	\$45,230	\$9,230	25.6%	5/1/2015	<b>Promotion</b> - Mr. Turner is currently employed as a Lead Computer Technician. The college had an employee resign as the Webmaster and Mr. Turner has been recommended to fill that role based on previous work experience. His current position is rated as a salary grade of 11 and the new position is a 14 due to the requirements and responsibilities of the position. This request is in consistent of the College's promotion policy and salary plan.
Johnston Community College	Shelly Gardner	\$30,826	\$40,884	\$10,058	32.6%	5/1/2015	<b>Promotion</b> - Ms. Gardner presently holds the position of the Small Business Assistant & Testing Coordinator. She has been promoted to the position of Economic Development Coordinator. Her essential duties will be to coordinate classes in the areas of Occupational Extension, Customized Training and Corporate Self Supporting. She will be responsible for preparing and ensuring the accuracy of Funds Action Request for the Customized Training Prorams. This promotion resulted in a 32.6% salary crease fom her salary effective 7/1/14.
Pitt Community College	Candice Norris	\$17 hr.	\$21 hr.	\$4 hr.	25.0%	5/1/2015	<b>Certification</b> - Part time EMS employee attained additional certification from OEMS. Employee is now certified to teach as Instructor - Level 1
Pitt Community College	Meagan Gourley	\$17 hr.	\$26 hr.	\$9 hr.	56.3%	5/1/2015	<b>Additional Duties</b> - Part time EMS employee currently on PCC payroll, will be instructing EMS tier 4 (\$26.27hr) ACLS/PALS class with additional duties associated with tier level.

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Robeson Community College	Brain A. Nelson	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	<b>Certification</b> - Has completed their Level II instructor certification from the NC Office of State Fire Marshal which makes them eligible for the increase in salary to be in line with what we pay other instructors with the same level of certification
Robeson Community College	Christopher D. West	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	
Robeson Community College	David A. Johnson	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	
Robeson Community College	Harry L. Hester	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	
Robeson Community College	Jonathan E. Cox	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	
Robeson Community College	Murray D West	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	
Robeson Community College	Roger F. Morgan	\$17.00 hr.	\$25.52 hr.	\$9 hr.	50.1%	5/1/2015	
Sandhills Community College	Lori Degre	\$35,004	\$40,008	\$5,004	14.3%	5/1/2015	<b>Promotion</b> - from Program Support Associate to Continuing Ed Public Service Director. The current position was primarily a clerical assistant position whereas with the promotion she will plan, develop, coordinate, staff, and administer the general business professional development training and education programs of the Division of Continuing Education.
Southeastern Community College	Lauren Cole	\$83,568	\$92,472	\$8,904	10.7%	7/1/2015	<b>Promotion</b> - Lauren Cole has been appointed Vice President of Academic Affairs. She has effectively served in an acting capacity since July 1, 2014. In addition to serving as our official Chief Academic Officer, she will also supervise our Early College Liaison, our Career & College Promise coordinator, and our Academic Skills Lab. This salary increase will bring her compensation in line with the other vice presidents at the college.
Southeastern Community College	Sylvia Cox	\$62,772	\$75,324	\$12,552	20.0%	7/1/2015	<b>Promotion</b> - Sylvia Cox has been appointed to a newly created position as Executive Dean for Student Services. She has been effectively serving as Acting Dean of Business, Education, and Public Service since July 1, 2014. In her new role, she will be responsible for the following areas: Athletics, Educational Talent Search, Registrar's office, Student engagement, and Student services. As executive dean, she will report directly to the president as part of the College Leadership Team which currently includes the three vice presidents. This increase will bring her compensation in line with the college's only other executive dean, who leads the college's institutional advancement area.

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Wake Technical Community College	Karen Gibbons	\$34,060	\$42,576	\$8,516	25.0%	5/1/2015	<b>Promotion (Demand Level Upgrade):</b> Karen has accepted a promotion. In her current position as Secretary, Mathematics and Sciences , she is responsible for providing support to the Mathematics and Sciences division. She handles daily operations of the division office, while maintaining communications with division Dean and Department Heads. She assists and supports the division Dean and coordinates communication through the division office. She also provides training sessions for the division office assistants pertaining to college policies and procedures, technology skills, work flows for completing academic reports, administrative documentation, use of office equipment and computer applications. In her new position as Assistant to the Dean, Mathematics and Sciences, she will provide support to the division faculty, staff, public, students and other areas of the college. She will supervise the end of the month processes to include payroll, reports, daily logs, travel reimbursements, and time sheets. She will maintain the budget for the Mathematics and Sciences division, including compiling budget information from departments for supplies, technology, laboratory supplies and equipment, and tracking budgeted items. She will provide support and recommend professional development for divisional secretaries.
Wake Technical Community College	Kimberly Smalls-McDougal	\$44,860	\$54,528	\$9,668	21.6%	5/1/2015	<b>Promotion (Demand Level Upgrade):</b> Kimberly has accepted a promotion. In her current position as Student Success Counselor, Kimberly is responsible for providing a broad range of personal, academic and career counseling services to facilitate the development of students progressing through our college's programs. She coordinates counseling and other initiatives for students on warning; assess student needs; conduct workshops; develop and maintain relationships with community agencies and resources; and submit periodic activity reports to the Director or Dean of Student Services. In her new position as Advising and Student Services Specialist , she will advise students on various aspects of college programs; review transcripts; perform placement testing and interpret test scores; provide supervision to the office assistant for Academic Advising and Student Success; and document all data regarding student advising sessions and admissions for reporting purposes.

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Wake Technical Community College	Reyna Rodriquez	\$39,580	\$51,012	\$11,432	28.9%	5/1/2015	<b>Promotion</b> (Demand Level Upgrade): Reyna has accepted a promotion. In her current position as Technical Assistant, Continuing Education Registrar, she is responsible for entering students into the colleague student system and registering students for classes; verifying students' total class hours; verifying student information given to match colleague data; assisting with audit reports; managing account codes for student eligibility and verifying students are reported that meet membership requirements as specified in the college's Accountability Credibility Plan and the NC Administrative Code. In her new role as Associate Registrar, Workforce Continuing Education, she will be responsible for implementing policies concerning internal audits for Workforce Continuing Education as well as planning, coordinating and supervising activities related to registration and records. She will maintain central accountability/credibility files; prepare course visitation audit reports; assist support staff and provide registration process guidance; collaborate with ITS and Web Team to maintain webpage; and assist in the development of registration workflows.
Wake Technical Community College	Savannah Purvis	\$33,820	\$44,484	\$10,664	31.5%	5/1/2015	<b>Promotion</b> (Demand Level Upgrade): Savannah has accepted a promotion. In her current position, as Administrative Assistant (ITS), she is responsible for providing administrative support to the Chief Information Officer and Information Technology Services division staff. She performs a wide range of general administrative support functions as directed; maintains the budget and tracks budget expenses throughout the year; processes all procurement orders, purchase orders, travel requests and reimbursements; monitors and reviews college systems; and ensures audit standards are met. In her new position as Assistant to the Vice President of Workforce Continuing Education, she will be responsible for supporting the Vice President for Workforce and Continuing Education. She will establish, implement, and maintain a budget tracking system for the service area; supervise and schedule front desk personnel; manage calendar for the office of the Vice President; prepare correspondence, reports and information of routine nature; recommend and coordinate training for service area administrative support.



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<b>Under the authority granted to him by the State Board, President Ralls approved the following requests</b>							
Robeson Community College	Sally Carr	\$38,583	\$44,676	\$6,093	15.8%	4/1/2015	<b>Promotion</b> - Applied for an external posted position of Payroll Specialist (level 3 - requires bachelor degree) and currently has been serving as a Cashier (level 2). She was hired after an external search. Ms. Carr will be processing payroll, benefits, and monitoring hours for ACA.

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

\*\* Monthly rate of pay