

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
SALARY INCREASE GREATER THAN 10% - FY 2013-14**

Attachment PER 1

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Beaufort County Community College	Morgan Bland	\$29,352	\$36,682	\$7,330	25.0%	7/1/2014	Position of HR Specialist reclassified from technical to professional due to level of work and responsibility to better align the classification with duties/responsibilities of the position. Co-administration of new applicant tracking, performance management and benefits management systems. Oversight of some College selection committees. Involvement in handling of highly confidential and sensitive situations. Title will remain as Human Resources Specialist.
Beaufort County Community College	Brenda Rogers	\$37,920	\$45,250	\$7,330	19.3%	7/1/2014	Position of Coordinator of Computer Support Services reclassified from technical to professional due to level of work and responsibility. Employee has one full time and two part-time direct reports. Manages IT's most customer facing group and has accepted additional responsibilities for server applications that are direct customer touching services as well as administrating our Sharepoint server. This also aligns classification with the classification of the other leads in the IT area (System Administrator and Network Administrator). Title will remain Coordinator of Computer Support Services.
Brunswick CC	Lawrence Pakowski	\$45,480	\$62,500	\$17,020	37.4%	6/26/2014	This position leads the student services division of the general college. Leadership includes enrollment management, recruiting, testing, admissions, registration, financial aid, tutoring, career and personal counseling, student life, student discipline and the Learning Resources Center which encompasses the Academic Center for Excellence (tutoring) and the Advising Center. The Dean of Student Services & Enrollment Management directs activities related to comprehensive, college-wide enrollment programs, and facilitates the integration of student services and academic resources to support the campus Student Success agenda inherent in the College's mission and goals.
Cape Fear CC	Dara Muldoon	\$28,320	\$37,512	\$9,192	32.5%	7/1/2014	Dara Muldoon is being recommended for a promotion from Financial Aid Technician (non-exempt) to Financial Aid Coordinator (exempt) in the Student Services department. Ms. Muldoon has worked at CFCC since October 2013 but served as Senior Academic Advisor and Admissions/Financial Aid Representative at a previous college. She holds a Bachelor's degree and has attended numerous training/conferences to remain current on Financial Aid issues. In her new professional role, Ms. Muldoon will exercise supervision over work-study students in her area, coordinate the activities of the financial aid office at the North Campus location, and perform a variety of higher-level functions in the Financial Aid office in accordance to regulations.

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CPCC	Rinav Mehta	\$48,787	\$57,500	\$8,713	17.9%	7/1/2014	Rinav Mehta is currently a full time Instructor, salaried at \$50,007.00, residing in our salary grade of "MA". His current salary reflects a 2.5% non-state fund increase to his June 30, 2013 salary. He is being recommended for a new position as Division Director Mathematics, with a recommended salary of \$57,500.00. This new salary is a 14.09% increase from his current salary. The new salary for this position is within the salary range of grade "MA" (\$43,536 - \$70,369) and will place him at the 53% percentile of the range. The Division Director Mathematics position has much broader responsibilities than that of an Instructor. This position plans, organizes and directs the instructional and administrative activities of the assigned division; provides divisional leadership that will ensure a quality instructional process; provides highly responsible instructional and administrative staff support to a Dean; coordinates assigned activities with other College divisions; oversees program coordination, curriculum and review.
CPCC	James Leary	\$44,000	\$50,245	\$6,245	14.2%	7/1/2014	James Leary is currently a full-time Veterans Career Coordinator, salaried at \$44,000, residing in our salary grade K. He is being recommended for a new position as Division Director, Engineering Technology, with a salary of \$50,245. This will be a 14.2% increase from his current salary. The new salary for this position is within the salary range of grade "MA"(\$43,536 - \$70,369) and will place him at the 25th percentile of the range. Offering this salary allows the College to remain consistent with our processes, ensure internal equity, and offer competitive market pricing in the Charlotte metro area for this position. In his current role as Veterans Career Coordinator, Mr. Leary manages relations with learning and training programs at the college; serves as content expert when directing veterans to specific educational tracks. He also manages veterans' scholarships for career development and he is responsible for data and tracking tied to those funds. The Division Director Engineering Technology position has broader responsibilities than the Veterans Career Coordinator. In this position, he will plan, organize and direct the instructional and administrative activities of the assigned division; provide divisional leadership to ensure a quality instructional process; coordinate assigned activities with other College divisions; program coordination oversight and curriculum review.

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
CPCC	Brian McMillian	\$30,000	\$38,688	\$8,688	29.0%	7/1/2014	Brian McMillian is currently a full-time Instructional Lab Facilitator, salaried at \$30,750, residing in our salary grade H. His current salary reflects a 2.5% non-state fund increase to his June 30, 2013 salary. He is being recommended for a new position as Instructor, Automotive and will reside in our grade AS. The new salary is a 25.8% increase from his current salary. Offering this salary allows the College to remain consistent with our processes, ensure internal equity, and offer competitive market pricing in the Charlotte metro area for this position. In his current role as an Instructional Lab Facilitator, he monitors laboratory activities; enforces rules and regulations and ensures a safe environment. He also assists students with laboratory class-related problems, tutors students, reviews student lab work, monitors student progress, tests, and grades. In the new position, Mr. McMillian will teach course loads appropriate to Automotive, plan and organize instruction in ways that maximize documented student learning and employ appropriate teaching and learning strategies to communicate subject matter to students. The scope and depth of his responsibilities will increase significantly in his new role.
CPCC	Gary Ritter	\$75,399	\$90,000	\$14,601	19.4%	7/1/2014	Gary Ritter is currently an instructor & Faculty Liaison to ITS (Information Technology unit at CPCC), salaried at \$75,399.00 and residing in our salary grade of "MA". He is being recommended for a new position as Executive Director Learning Technology Services with a recommended salary of \$90,000. This new salary is a 19.36% increase from his current salary. The new salary for this position is within the salary range of grade "P" (\$68,141 - \$122,653) and will place him at the 40.1% percentile of the range. The Executive Director Learning Technology Services position has much broader responsibilities than that of an Instructor. This position plans, organizes and directs initiatives that support the immersion of technology in the learning experience. He will be responsible for review, acquisition and implementation of learning technologies that meet our student needs. He will be responsible for: All learning technology vendor management; collaborating closely with Executive Directors in ITS (Infrastructure & Administrative Services) for implementation of learning technologies; collaborating with and educating campus Deans on the adoption of new technology. This position reports directly to the College's CIO and will have supervision of a Program Coordinator and a Faculty Liaison. This position may also need to hire part time resources to assist with deployments of technology across all campuses (Central, Cato, Merancas, Harris, Harper, Levine, Cosmetology and WTVI). This position serves as a lead strategic partner between the ITS and Learning Units by providing a bridge between the two that enhances the learning experience for students at Central Piedmont Community College.

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Craven Community College	Bambi Edwards	\$67,548	\$75,000	\$7,452	11.0%	7/1/2014	Bambi Edwards is being promoted from Director of Technology Services (Level 80) to Dean of Technology Services (Level 82). Salary is in range with current Deans. The role has grown significantly due to additional networks and systems.
Forsyth Technical CC	Santhony Moses	\$38,088	\$51,072	\$12,984	34.1%	7/1/2014	Santhony has been an Accounting Technician, Payroll at our college (paraprofessional level position) since October 2004. The job she applied, interviewed, and was selected for was Manger, Payroll (professional level position).
Gaston College	Linda Barrett Ray	\$34,335	\$38,669	\$4,334	12.6%	7/1/2014	<p>The requested increase is the result of a posted competitive job search for a Shipping and Receiving Coordinator. The successful candidate is a current employee who was the former Shipping and Receiving Assistant (salary grade 4). The successful candidate met all the necessary requirements and had the requisite credentials. The Shipping and Receiving Coordinator position is a salary grade 6 per the College's established salary plan and the increase is consistent with the normal administration of the salary plan as it relates to position changes.</p> <p>The additional duties associated with transferring from a Shipping and Receiving Assistant to a Shipping and Receiving Coordinator include assuming responsibility for coordinating the operation of the Shipping and Receiving Department including leading, guiding, and directing the work of others in the department.</p>
Gaston College	David Hahn	\$28,724	\$32,287	\$3,563	12.4%	7/1/2014	<p>The requested increase is the result of a posted competitive job search for a Housekeeping Coordinator. The successful candidate is a current employee who was the former Lead Housekeeper (salary grade 3). The successful candidate met all the necessary requirements and had the requisite credentials. The Housekeeping Coordinator position is a salary grade 5 per the College's established salary plan and the increase is consistent with the normal administration of the salary plan as it relates to position changes.</p> <p>The additional duties associated with transferring from a Lead Housekeeper to a Housekeeping Coordinator include assuming responsibility for coordinating and performing a variety of housekeeping duties and services and assisting in leading, guiding, and coordinating the housekeeping staff; will function and assume full responsibility for these duties in the absence of the housekeeping supervisor.</p>

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Gaston College	Darren Stewart	\$31,712	\$37,917	\$6,205	19.6%	7/1/2014	<p>The requested increase is the result of a posted competitive job search for a Veterans Affairs and Financial Aid Specialist. The successful candidate is a current employee who was the former Veteran Student Activities Specialist (salary grade 6). The successful candidate met all the necessary requirements and had the requisite credentials. The Veterans Affairs and Financial Aid Specialist position is a salary grade 8 per the College's established salary plan and the increase is consistent with the normal administration of the salary plan as it relates to position changes.</p> <p>The additional duties associated with transferring from a Veteran Student Activities Specialist to a Veterans Affairs and Financial Aid Specialist include assuming responsibility for certifying veterans' educational benefits and financial aid assistance to students in accordance with established College guidelines and in compliance with federal and state regulations.</p>
Pitt CC	Rick Owens	\$79,032	\$106,000	\$26,968	34.1%	7/1/2014	Internal Promotion to Vice President of Administrative Services from Assistant Vice President of IT and Administrative Services. Position level change from pay grade 19 to pay grade 20.
Rockingham	Kevin Osborne	\$59,508	\$83,004	\$23,496	39.5%	6/26/2014	Mr. Osborne was promoted from Director of Institutional Research & Planning to Associate Vice President for Institutional Effectiveness. In addition to his previous responsibilities as Director of IR, he will be the college's SACSCOC liaison, QEP coordinator, and assumes administrative oversight of Learning Resources, Student Tutoring, Professional Development, Testing, and Distance Learning.
Vance-Granville Community College	Robert Tulloch	\$2,321 **	\$2,800 **	\$479 **	20.6%	6/26/2014	The promotion for Chuck Tulloch from Computer Technician to Senior Computer Technician is the result of two resignations in the IT department, one Senior Computer Technician and one Computer Technician. The Senior level position is responsible for providing timely and accurate end user support and serving as the lead for infrastructure, network, server and PC support. This position also performs switch configurations, network support, server support, helpdesk prioritizing and serving as the lead technician in supporting faculty, staff, and students. The salaries listed are monthly.

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Vance-Granville Community College	Jermiel Hargrove	\$2,478 **	\$2,917 **	\$439 **	17.7%	6/26/2014	The college Webmaster position has been revised to Digital Media Specialist. The new duties and responsibilities include the following: developing operational guidelines for VGCC's physical security system in conjunction with our Police Department; serving as the primary point of contact for physical security operations including checking the system for alarms, forced entries, and errors; organizing and maintaining student and employee digital IDs; developing digital signage systems and content including working with departments to determine appropriate material to publicize, ensuring systems are operational, and setting up new systems; and monitoring all social media ensuring the college has administrative access, all material is appropriate, and tracking of followers. The new position will also include all of the duties and responsibilities of the former Webmaster position. The salaries listed are monthly.
Wake Tech	Michael McLamb	\$31,620	\$43,704	\$12,084	38.2%	7/1/2014	Promotion. Michael McLamb, has assumed higher level duties Veteran's Affairs Coordinator in the Financial Aid and Veterans Affairs department. Mr. McLamb was previously responsible for providing administrative support for the Veteran's Affairs department; preparing Veteran's Affairs education benefits applications, certifications, and change of status reports for submission to the Veteran's Affairs Regional Office; and assisting students and file maintenance. In his new role he is solely responsible for developing, implementing and maintaining policies and procedures that ensure timely processing of veteran educational assistance. He is responsible for the day-to-day operations of addressing the needs of the students; monitors veteran student enrollments; prepares reports and documentation needed to verify attendance, grades and academic progress; supervises VA work study program; and serve as the custodian of records for veteran education benefits.

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Under the authority granted to him by the State Board, President Ralls approved the following requests							
CPCC	Ashley Collins	\$42,435	\$48,515	\$6,080	14.3%	6/1/2014	Ashley Collins is a full-time Coordinator, Grants Development, salaried at \$43,496.00 and residing in our salary grade "K". Current salary reflects a 2.5% non-state fund increase to her June 30, 2014 salary. Prior to June 30, 2014 her salary was \$42,435.00. To meet the needs of the College's grant administration functions, the Coordinator, Grants Development position has been reclassified to that of Director, Grants Administration, Grade "M", with a recommended salary of \$48,515.00. This salary is at the entry level of Grade "M" (\$48,515 - \$76,655). In her current role as Coordinator in Grants Development, she is responsible for coordinating grant development activity at the local, state and federal level. In her new role, she will supervisor full-time and part-time employees in the Grants department. She will also lead the Grants Administration team in the support and advocacy of departments applying for grant dollars to ensure timely submissions of grants, identify gaps and make recommendations to ensure grants are approved for the college. Finally, Ms. Collins will also serve as the primary contact for workforce development boards, federal and state program officers, local grant partners and funding agencies.
Craven Community College	Holly Spencer	\$33,996	\$40,500	\$6,504	19.1%	6/1/2014	Holly Spencer is being promoted from Accounting Assistant (Level 70) to Accountant-Grants & Special Projects (Level 75). The Accountant position provides oversight over the financial aspect of all the college grants and special project. It is also responsible for monitoring, reconciliation and drawing down of federal aid funds. The position carries significantly more responsibilities.
Gaston College	Michele Avendano	\$37,917	\$42,685	\$4,768	12.6%	6/1/2014	The requested increase is the result of a posted competitive job search for a Human Resources Generalist. The successful candidate is a current employee who was the former Human Resources Specialist (salary grade 8). The successful candidate met all the necessary requirements and had the requisite credentials. The HR Generalist position is a salary grade 10 per the College's established salary plan and the increase is consistent with the normal administration of the salary plan as it relates to position changes. The additional duties associated with transferring from a HR Specialist to a HR Generalist include assuming responsibility for administering the College's compensation and benefits program, payroll administration, administering policies and procedures, and performing a variety of duties associated with the College's Environmental, Health, and Safety (EHS) program.

*Or last pay period in FY 2012-13

** Monthly rate of pay