

**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
Cape Fear Community College	Ellen Stash	\$30,576	\$40,668	\$10,092	33.0%	6/1/2015	<b>Promotion</b> - Ellen was hired at CFCC in 2009 as Financial Aid (FA) Secretary in Student Services. She was promoted in 2010 to FA Technician due to her strengths in FA reporting processes and attention to detail. She was interviewed and selected for the vacant position of Sr. Financial Aid Coordinator which will utilize her strengths in FA reporting, providing accurate information to internal and external constituents, including governmental agencies. She will also be the first point of contact for reviewing and testing all new FA patches within Colleague. She has a Bachelor's degree in Psychology.
Central Piedmont Community College	Nazirah Pearson	\$23,517	\$25,913	\$2,396	10.2%	6/1/2015	<b>Promotion</b> – Nazirah Pearson is currently a Customer Service Representative in our salary grade F. She is being recommended for an Administrative Assistant I position which is in grade G. In order to be consistent with our current processes, we are recommending a salary of \$25,913. In Ms. Pearson's new role, she will respond timely to departmental requests, serve as an informational resource to staff, create and maintain current files for the department, mail department correspondences in a timely manner and respond to calls for the department. Based on Ms. Pearson's skills and abilities, she will be an asset in this position for the college.
Coastal Carolina Community College	Brian Kelly	\$17 hr.	\$25 hr.	\$8 hr.	47.06%	6/1/2015	<b>Restructuring</b> Adding the requested rate for instruction of Fire Inspector class. Rate of \$17 will remain in place for all other classes.
Coastal Carolina Community College	Jason Crider	\$2,764 mth	\$3,165 mth	\$401 mth	14.5%	6/1/2015	<b>Restructuring</b> The Network Manager position supervised Mr. Crider as well as another Network Admin. The college has decided to divide the duties of the manager between the two network administrators. This increase is requested to make the two positions equal.
Coastal Carolina Community College	Jerry Chaney	\$19 hr.	\$23 hr.	\$4 hr.	21.62%	6/1/2015	<b>Equity/Retention</b> The instructor will be teaching EMS Dispatcher and Emergency Telecommunications course which require specialized credentials to teach. Mr. Chaney teaches this same course at another community college for a higher rate. He requested to be compensated at a comparable amount to teach this course at Coastal Carolina.
Forsyth Technical Community College	Stephanie D. Jones	\$30,900	\$34,200	\$3,300	10.7%	6/1/2015	<b>Promotion</b> Ms. Jones, who holds an Associates Degree in Accounting, has been working at the college in a Staff Assistant (Clerical) Position within the Business Services Division since 2013. She applied, interviewed, and was selected for a Lead Accounting Technician (Paraprofessional) Position within the Business Services Division.

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James Sprunt Community College	June Davis	\$85,608	\$111,288	\$25,680	30.0%	5/15/2015	<b>Reorganization</b> Due to a major reorganization, Ms. Davis has been appointed to serve as Executive Vice President over Curriculum, Student Services, and Continuing Education. Prior to this appointment, Ms. Davis was Vice President over Curriculum only. This new structure will provide better customer service to the students and will also improve work efficiencies at JSCC. This increased level of responsibility in Ms. Davis' new role as Executive VP is justification for a 30% increase in salary for Ms. Davis.
Pitt Community College	Cristian Capizzi	\$16.81 hr.	\$21.01 hr.	\$4.20 hr.	25.0%	6/1/2015	<b>Certification</b> Current part time EMS employee earned additional certification to EMS Instructor Level I. Employee will be instructing EMS tier 2 (\$21.01hr) EMS Classes commensurate with certification. Other additional duties associated with tier level.
Pitt Community College	Edwin Carson Brown	\$17 hr.	\$21 hr.	\$4 hr.	25.0%	6/1/2015	<b>Certification</b> - Current Tier I Fire Instructor earned additional Level I certification through NCDOTI to Teach Tier II fire training courses at PCC. Duties increase commensurate with Tier II Continuing Education Fire Training.
Pitt Community College	Maria Eppler	\$8 hr.	\$10 hr.	\$2 hr.	25.0%	6/1/2015	<b>Certification</b> Current part time employee Tutor, moving to next tier due to completion of associates degree. Employee moving from Tier 1 (\$8.16) to Tier 2 (\$10.20)hr. Tier 3 is \$12.24hr and tier 4 is \$14.28hr. Tier increase is reflective of degree held. Duties increase commensurate with Tier 2 status.
Pitt Community College	Sonya Douglas	\$16.53 hr.	\$21.37 hr.	\$4.84 hr.	29.3%	6/1/2015	<b>Promotion</b> to Instructor, CRC and Workplace Readiness Lab. Position level change from Administrative Assistant II, Salary Grade 7 to Salary Grade 9.
Richmond Community College	Wylie Bell	\$43,262	\$66,533	\$23,271	53.8%	5/15/2015	<b>Promotion</b> Ms. Bell is currently the Assistant Director of Marketing and Communications. RCC is promoting her to the vacant Director of Marketing and Communications position which will increase her salary from a level six to a level fourteen within RCC's pay plan. In her new role, Ms. Bell will have the primary responsibility of all recruiting, marketing and advertising, and will be the primary contact for all public information for the College. Ms. Bell will also assume supervisory responsibility for the Assistant Director.
Robeson Community College	Billy L Mauney, II	\$86,589	\$109,928	\$23,339	27.0%	5/15/2015	<b>Promotion</b> Mr. Mauney was the Assistant Vice President of Student Services (Level V) and has been named the Interim Vice President of Instruction and Student Support (Level VI). He now will manage Student Services; Instruction; and College and Career Readiness. He will have 3 Assistant Vice Presidents that will report to him.

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Rockingham Community College	Jennifer Cox	\$37,608	\$46,188	\$8,580	22.8%	5/15/2015	<b>Promotion</b> Employee was promoted from Adult High School Coordinator (Level 10) to the Director of Basic Skills (Level 14). The previous Director recently retired from RCC.
Southeastern Community College	Angela Ransom	\$54,126	\$62,376	\$8,250	15.2%	7/1/2015	<b>Restructuring</b> - Southeastern Community College has restructured the Academic Affairs Division effective July 1, 2015. We are moving from an administrative structure of two Deans and two Department Chairs to two Division Chairs. Ms. Ransom will become the Division Chair for Business, Education and Applied Technology Programs. With these changes comes the added responsibilities of supervising additional programs and faculty, budget oversight and scheduling in addition to working 11 months; a change from her current 9 month contract.
Southeastern Community College	Natalie Fowler	\$34,572	\$45,000	\$10,428	30.2%	7/1/2015	<b>Promotion</b> - Ms. Fowler is currently a 12 month employee working with our Child Care Resource Regional Center. She is being reassigned to a 9 month faculty position in our Early Childhood Education Department. The change in position recognizes her Master's Degree and advanced studies in Educational Leadership.
Southeastern Community College	Sara K. Davenport	\$52,227	\$60,477	\$8,250	15.8%	7/1/2015	<b>Restructuring</b> - Southeastern Community College has restructured the Academic Affairs Division effective July 1, 2015. We are moving from an administrative structure of two Deans and two Department Chairs to two Division Chairs. Ms. Davenport will become the Division Chair for Arts, Sciences Programs and Social Sciences. With these changes comes the added responsibilities of supervising additional programs and faculty, budget oversight and scheduling.
Wake Technical Community College	Ashley Swing	\$37,660	\$41,484	\$3,824	10.2%	6/1/2015	<b>Equity/Retention:</b> This salary adjustment is due to equity/retention within the Financial Aid department. This position has been compared to all Financial Aid Specialist positions within the college. The position will not change, nor will the duties within the position change as a result of this action.

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Wake Technical Community College	Elizabeth Castellow	\$47,620	\$65,376	\$17,756	37.3%	6/1/2015	<b>Promotion</b> (Demand Level Upgrade): Elizabeth has accepted a promotion. In her current position as Associate Professor 9M Spanish, Elizabeth is responsible for providing effective instruction for assigned courses. She instructs and guides the class in an effective and efficient manner during the day and/or evening according to course documentation; maintains accurate records of students' work and attendance; counsels students regarding their grades and progress in the course; tutors and assists students; uses assessment techniques to improve learning and teaching; and attends professional development. In her new role as Associate Department Head of Foreign Language and Fine Arts, she will be responsible for providing leadership and direction for Foreign Language and Fine Arts faculty and staff while performing all duties of an instructor. She will also project needs for the department in terms of staffing, texts, supplies and equipment; maintain records, gather and analyze departmental data including class enrollments and department trends; assist with developing, maintaining and supervising long-range Institutional Effectiveness assessment plans; assist with providing oversight and ensure quality control; assist with student advising; conducting departmental meetings; and assisting in the hiring, performance management and professional development for the department.
Wake Technical Community College	Jody Simpson	\$44,880	\$53,856	\$8,976	20.0%	6/1/2015	<b>Equity/Retention:</b> This salary adjustment is due to equity/retention within the Student Services Advising department. This position has been compared to all Director level positions in Student Services within the college. The position will not change, nor will the duties within the position change as a result of this action.
Wake Technical Community College	Lana Mangum	\$36,460	\$40,152	\$3,692	10.1%	6/1/2015	<b>Equity/Retention:</b> This salary adjustment is due to equity/retention within the Financial Aid department. This position has been compared to all Financial Aid Specialist positions within the college. The position will not change, nor will the duties within the position change as a result of this action.

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Wake Technical Community College	Michelle Ford	\$26,860	\$34,464	\$7,604	28.3%	6/1/2015	<b>Promotion</b> (Demand Level Upgrade): Michelle has accepted a promotion. In her current position as Secretary, Nursing Department, she is responsible for providing clerical support for faculty in curriculum Nursing. She maintains course syllabi, exams and quizzes for instructors; supports faculty administratively during the development of new courses; provides support in preparation for site visits by the Board of Nursing and/or National League for Nursing Accrediting Commission; establishes and maintains a complex filing and retrieval system for records; and prepares agendas and reports as requested. In her new role, as Assistant to the Dean of Health Sciences, she will be responsible for supporting the Division Dean, Faculty, Staff, the public, students and other areas of the college. She will maintain departmental records; respond appropriately to department requests; manage the assignment of departmental equipment and resources; manage the process of updating programs of study, curriculum data and catalog information; and coordinating the renewal process for affiliation agreements.
Wake Technical Community College	Nancy Rivers	\$51,940	\$74,880	\$22,940	44.2%	6/1/2015	<b>Promotion</b> (Demand Level Upgrade): Nancy has accepted a promotion. In her current position as Associate Department Head for Math, she is responsible for providing leadership and direction for Mathematics faculty and staff while performing all duties of an instructor. She projects the needs for the department in terms of staffing, texts, supplies and equipment. She maintains records, gathers and analyzes departmental data including class enrollments and department trends; assists with scheduling classes, curriculum development and course development; assists with student advising and student concerns; serves on the management team for the division; and assist in the hiring, performance management and professional development of the faculty. In her new position, as Administrative Department Head for Math and Physics, she will coordinate all instructional and academic activities within the department; supervise curriculum course development; serve as the first line manager of personnel, supplies and equipment. She will also be responsible for providing leadership and supervision of a managerial team that may consist of Associate Department Heads and Program Directors along with full time faculty to provide oversight for substantive, multiple disciplines. She will also manage enrollment; coordinate high school enrollment opportunities; plan and participate in faculty training; review and recommend changes in curricula and prepare proposals for new curricula.

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Wake Technical Community College	Naona Wood	\$33,940	\$37,380	\$3,440	10.1%	6/1/2015	<b>Equity/Retention:</b> This salary adjustment is due to equity/retention within the Financial Aid department. This position has been compared to all Financial Aid Specialist positions within the college. The position will not change, nor will the duties within the position change as a result of this action.
Wake Technical Community College	Terry Lynch	\$35,500	\$39,108	\$3,608	10.2%	6/1/2015	<b>Equity/Retention:</b> This salary adjustment is due to equity/retention within the Financial Aid department. This position has been compared to all Financial Aid Specialist positions within the college. The position will not change, nor will the duties within the position change as a result of this action.
Wake Technical Community College	Tiffany Cogdell	\$28,180	\$33,180	\$5,000	17.7%	6/1/2015	<b>Promotion (Demand Level Upgrade):</b> Tiffany has accepted a promotion. In her current position as Financial Aid Office Assistant , she is responsible for providing general clerical support to the Financial Aid department. She assists students and parents with the completion of forms; and enters information into the Financial Aid database. She assists with front desk departmental coverage; responsible for data entry; maintains inventory of general office supplies; and assists with maintenance of student Financial Aid files. In her new position as Financial Aid Specialist, she will prepare required federal and state financial aid reports, and assist students and parents in the financial aid process. She will provide information related to the financial aid application process for Title IV, state and local aid; process work study students; collect and process documentation required for verification in accordance with federal regulations; assist with the review of satisfactory academic plans; and develop and present information sessions related to financial aid.
Wilson Community College	Melanie Cruz	\$45,056	\$60,180	\$15,124	33.6%	5/15/2015	<b>Promotion</b> Ms. Cruz was hired on 9/1/2014 as a Counselor. After an extensive search for the Director of Student Success Stars Center, Ms. Cruz was selected for the position. She will supervise the center coordinator, master advisors and volunteers. She will perform administrative and program management work to plan, organize, and execute the operations of the student Success Center. The salary grade change is from 132 to 157.
Wilson Community College	Sandra Lackner	\$53,440	\$63,384	\$9,944	18.6%	5/15/2015	<b>Promotion</b> Ms. Lackner is being promoted from Director of Admissions/ Student Activities to Associate Dean of Enrollment Management. Under the direction of the Dean of Student Development, she will plan, direct, manage, supervise, and oversee the administrative activities related to enrollment services, enrollment management, and retention and student success. Supervises three positions. The salary grade change is from 142 to 165.

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<b>Under the authority granted to him by the State Board, President Ralls approved the following requests</b>							
Coastal Carolina Community College	Henry, Felicia	\$16 hr.	\$19 hr.	\$3 hr.	18.8%	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. This rate is used only for when the staff member serves as a substitute.
Coastal Carolina Community College	Kerr, Robin	\$7 hr.	\$16 hr.	\$9 hr.	120.7%	5/1/2015	<b>Restructuring</b> Adding the position of substitute instructor for ARC classes to the ARC Lab Assistant. The increase reflects the current curriculum class substitute rate for the College. This rate is used only for when the staff member serves as a substitute.
Coastal Carolina Community College	Gray, Annette	\$8 hr.	\$16 hr.	\$8 hr.	100.0%	5/1/2015	<b>Restructuring</b> Adding the position of substitute instructor for MAT classes to Math Tutor. The increase reflects the current curriculum class substitute rate for the College. This rate is used only for when the staff member serves as a substitute.
Cape Fear Community College	Patrick Whitfield	\$29,316	\$38,160	\$8,844	30.2%	5/1/2015	<b>Reclassification</b> This request is in response to a classification review submitted in December 2014 for a January 1, 2015 effective date. There was an error in the review that was completed which resulted in an under classified position. The position should have been increased to a level 24 instead of level 21. The increase submitted will correct the error that occurred. Any retroactive amount for this correction is being funded by the college through local funds.