

**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
Alamance Community College	Ms. Cynthia Collie	\$70,148	\$89,976	\$19,828	28.3%	10/17/2014	<p>Promotion from Controller, s.g. 34, to Vice President of Administrative & Fiscal Services, s.g. 50. Requirements: Master's degree in Accounting, Finance, Business Administration, Business Management or Public Administration or CPA, and six (6) years previous experience and/or training that includes governmental accounting, budget development and management, construction management, supervision/management, and personal computer operations; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.</p> <p>Preference given to applicants with: a Certified Public Accountant (CPA) license; knowledge of G.S. 115D, the State Board of Community College Code, and applicable State Controller, State Treasurer and State Auditor policies and practices. Ms. Cynthia D. Collie has a bachelor's degree in Accounting & Information Systems (double major) and a Master's degree in Accounting. She is also a certified public accountant. She has 10 years 3 months directly related work experience. This means that she exceeds the minimum requirements by 4 years PLUS has the preferred credential of CPA.</p> <p>Minimum for range: \$85,692 - Recommended salary: \$89,976 (5 percent greater than minimum), 28 percent pay increase.</p>
Asheville-Buncombe Technical Community College	Debbie Cromwell	\$33,420	\$42,204	\$8,784	26.3%	11/1/2014	Promotion - NC Advanced Manufacturing Alliance Manager - E5 to NC Advanced Manufacturing Alliance Coordinator (Paid by the NC Advanced Manufacturing Grant) - Grade E5
Asheville-Buncombe Technical Community College	Holly Allen	\$24,213	\$30,432	\$6,219	25.7%	11/1/2014	Promotion - from Teacher Assistant, Early Education Center - Grade N5 to Teacher, Early Education Center - Grade N7

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Cape Fear Community College	Carol Brown	\$37,972	\$44,736	\$6,764	17.8%	11/1/2014	Carol Brown is being recommended for a promotion from Transcript Evaluation Coordinator to Academic Advising Center Director. This is a new position for 2014-15 that was created to supervise, plan and coordinate the activities and operations of the new academic advising center for the College. Ms. Brown is well-qualified for this position, with an extensive background that includes teaching, management and college admissions, transfer coordination and transcript evaluation. She holds a Bachelor's degree in Business Administration. Ms. Brown has been employed with CFCC since January 2011 as Transcript Evaluation Coordinator and the committee felt her personality and management style were well-suited to the establishment of the academic advising center. Her salary grade will go from level 24 to level 31. Since this is a totally new position, the college will be advertising to fill the position she vacated.
Central Carolina Community College	Cynthia Price	\$23,172	\$28,800	\$5,628	24.3%	11/1/2014	Expansion of responsibilities from receptionist/administrative support to site supervisor and some oversight of other employees
Central Carolina Community College	Stephanie Whitaker	\$34,008	\$43,200	\$9,192	27.0%	11/1/2014	Promotion from Administrative Assistant to Recruitment Coordinator; duties changing from office support to recruiting new students to college, presenting to high school students, etc.
Central Piedmont Community College	Rhonda Satchell	\$37,342	\$43,510	\$6,168	16.5%	11/1/2014	Rhonda Satchell, Security Officer is salaried at \$37,342 residing in our salary grade of J. She has been recommended for the new position of Assistant Director of Security at the college's CityView Center - Cosmetology, with a recommended salary of \$43,510, residing in grade L. This new salary is a 16.52% increase from her current salary and is the minimum salary of grade "L" (\$43,510 - \$67,441). The Assistant Director, Security has much broader responsibilities than the Security Officer role. This new position analyzes, makes decisions and assumes responsibility for the security plan at the assigned campus. The position is also responsible for working with Campus Deans and Campus Administrators to ensure security issues are appropriately addressed and expectations for security and personal safety are achieved. Finally, this role will provide leadership and supervision for the contract security staff on the campus.

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Central Piedmont Community College	Shane Watson	\$38,363	\$43,510	\$5,147	13.4%	11/1/2014	Shane Watson, Security Officer is salaried at \$38,363 residing in our salary grade of J. He has been recommended for the new position of Assistant Director of Security at the college's public television station's campus – WTVI, with a recommended salary of \$43,510, residing in grade L. This new salary is a 13.42% increase from his current salary and is the minimum salary of grade "L" (\$43,510 - \$67,441). The Assistant Director, Security has much broader responsibilities than the Security Officer role. This new position analyzes, makes decisions and assumes responsibility for the security plan at the assigned campus. The position is also responsible for working with Campus Deans and other Campus Administrators to ensure security issues are appropriately addressed and expectations for security and personal safety are achieved. Finally, this role will provide leadership and supervision for the contract security staff on the campus.
Fayetteville Technical Community College	Billy Buckner	\$52,574	\$70,786	\$18,212	34.6%	11/1/2014	Through the interview of applicants to fill the position of Associate Vice President of Military and Veterans Programs, Billy Buckner was promoted from Coordinator of Military Programs, to this position effective November 1, 2014. His new position will oversee all military programs, the veteran center, and veterans services. Mr. Buckner will handle the department budget, forecast future needs, and work with military bases across the U.S. to develop partnerships and provide educational opportunities to students.
Fayetteville Technical Community College	Jessica Matthews	\$28,874	\$38,825	\$9,951	34.5%	11/1/2014	Through the interview of applicants to fill the position of Admissions Evaluator in Student Services, grade 26, Jessica Matthews was promoted from Senior Secretary, grade 14, to this position effective November 1, 2014. Ms. Matthews will assist students, staff, and faculty regarding academic program requirements, admission requirements, and related information. She will assist in program placement of student applicants for admission through the evaluation of applicant credentials, education, and training.

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Guilford Technical Community College	Ashley Mackey Whitworth	\$36,812.59	\$45,600.00	\$8,787.41	23.9%	11/1/2014	Ashley Whitworth is currently a Student Services Technician at a grade 51. Ashley will be moving to a Student Success Specialist position at a grade 54. Ashley will be assuming increased job duties/responsibilities: She will be responsible for maintaining and providing accurate information on certificates, diplomas, university transfers, and career exploration. She will advise students on the development of educational plan options and resources available, and makes appropriate referrals to assist students in evaluation of their educational progress.
Guilford Technical Community College	Betina Morris	\$12.40 hr.	\$14.90 hr.	\$2.50 hr.	20.2%	11/1/2014	Betina Morris is currently a Information Assistant at a grade 49. Betina will be moving to a Financial Aid Technician position at a grade 51. Betina will be assuming increased job duties/responsibilities: She will maintain records and reconcile accounting activities related to the administration of federal and state financial aid programs; authorize payment of direct educational expenses and excess funds payments to students from federal, state, and local monies within eligibility criteria; calculate Return of Title IV funds for withdrawn students and notifying the college finance office and students of any resulting debt.
Guilford Technical Community College	David Lupo	\$28.71 hr.	\$32.93 hr.	\$4.22 hr.	14.7%	11/1/2014	David Lupo is currently an Adjunct Instructor, Plumbing. David will be moving from an adjunct Instructor to a Time-Limited Instructor.
Guilford Technical Community College	Tammy Gilmore	\$12.00 hr.	\$16.09 hr.	\$4.09 hr.	34.1%	11/1/2014	Tammy is currently a part-time temporary employee working in our Student Services department. Tammy will be moving to a full-time regular Student Services Technician position. Tammy will be assuming increased job duties/responsibilities: assist in planning and implementing program activities that require a general knowledge of all Student Services programs and activities to include admission interviews, coding and data input of applications, proctoring placement tests and score interpretation, proctoring faculty make-up tests, and administering other tests as required.
Pitt Community College	Amy Staton	\$11 hr.	\$23 hr.	\$12 hr.	109.1%	11/1/2014	PT Temp employee who was selected for the full-time position Student Support Services Tutor Coordinator/ English Specialist for TRIO \$47904.00 Annual Salary. Pay grade 9 (35,954-53,931)
Pitt Community College	Brent Holmes	\$9 hr.	\$15 hr.	\$6 hr.	66.7%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.

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Pitt Community College	Cody Tyndall	\$9 hr.	\$12 hr.	\$3 hr.	33.3%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Crystal Boseman	\$10 hr.	\$13 hr.	\$3 hr.	30.0%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Damien Stablein	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Heather Sullivan	\$8 hr.	\$9 hr.	\$1 hr.	12.5%	11/1/2014	Position was work study and is now Technical Assistant to Planning and Research. Reorganization of duties partially due to vacant Research Coordinator. Workload increase to include surveys and additional administrative duties.
Pitt Community College	Jennifer Evans	\$8 hr.	\$13 hr.	\$5 hr.	62.5%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Joseph Garrett	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Juan Velosa	\$9 hr.	\$15 hr.	\$6 hr.	66.7%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Judith Pike	\$12	\$15	\$3	25.0%	11/1/2014	Part time employee promoted to part time permanent annual staff, Administrative Assistant I Math and Physics. Salary Grade 6 (28,148-42,223)
Pitt Community College	Kakesha Roberson	\$9 hr.	\$14 hr.	\$5 hr.	55.6%	11/1/2014	PT Temp employee who was selected for the full-time position Admissions and Records specialist, pay grade 6 (28,148-42,223)

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Pitt Community College	Kevin Naus	\$10 hr.	\$15 hr.	\$5 hr.	50.0%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Randy Allen	\$10 hr.	\$15 hr.	\$5 hr.	50.0%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Richard Alligood	\$15 hr.	\$17 hr.	\$2 hr.	13.3%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Richard Hathaway	\$9 hr.	\$13 hr.	\$4 hr.	44.4%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Samuel Bareiro	\$9 hr.	\$17 hr.	\$8 hr.	83.4%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Stephen Fagan	\$9 hr.	\$12 hr.	\$3 hr.	33.3%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Pitt Community College	Travis Shingleton	\$10 hr.	\$12 hr.	\$2 hr.	20.0%	11/1/2014	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould. Explanation same for all subsequent employee names submitted CIT REORG.
Rockingham Community College	Kristin Merritt	\$36,000	\$42,000	\$6,000	16.7%	10/17/2014	Employee accepted the new position of Multimedia Services Specialist. She will be assuming new responsibilities related to the college's website and television channel. Her new duties include designing and producing multimedia content for the college and ensuring ADA accessibility requirements. Her previous position, Technical Support Specialist, will not be filled.

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Rowan-Cabarrus Community College	Ashley Miller	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Beth Simril	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Ed Wooten	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Gina Talbert	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Kizzy Lea	\$73,500	\$82,414	\$8,914	12.1%	11/1/2014	Retention and job market equity. Recent local city posting for Controller list \$90,000 for pay, also employee does have CPA.
Rowan-Cabarrus Community College	Korena Huneycutt	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Krishana Wright	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Lacey Turner	\$34,932	\$40,000	\$5,068	14.5%	11/1/2014	Retention and job market equity. IT employees with certifications and experience are highly competitive in the market
Rowan-Cabarrus Community College	Nekita Eubanks	\$58,224	\$73,004	\$14,780	25.4%	11/1/2014	The State Board approved the increase for Nekita Eubanks at the September Board Meeting. However, the salary that was identified for that request was \$71,004, but it should have been \$73,004. Request approval to increase the amount of the salary increase by \$2,000 more dollars. The additional \$2,000 increase will be effective 11/1/2014. The justification is the same as presented in September, the error was in the amount requested.
Rowan-Cabarrus Community College	Rebecca Anderson	\$52,000	\$60,000	\$8,000	15.4%	11/1/2014	Retention and job market equity. IT employees with certifications and experience are highly competitive in the market
Rowan-Cabarrus Community College	Rose Corriher	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12

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Rowan-Cabarrus Community College	Tabitha Morgan	\$12 hr.	\$15 hr.	\$3 hr.	25.0%	11/1/2014	Retention issues. These are math tutors with MA degrees who we can no longer hire at the old rate of pay \$12.00. Employees work as needed part time for the college. Wage class A12
Rowan-Cabarrus Community College	Tyler Brooks	\$43,000	\$52,000	\$9,000	20.9%	11/1/2014	Retention and job market equity. IT employees with certifications and experience are highly competitive in the market
Stanly Community College	Michelle Poplin	\$31,360	\$37,104	\$5,744	18.3%	11/1/2014	Promotion within same salary grade of 9, but increased responsibilities and numbers of direct reports. Previous position was as Director, Registration and Student Information, and promoted to Director of Student Records to serve as the College's Enrollment Management's Data & Document Imaging expert, providing leadership for the Enrollment Management (EM) reporting needs; maintains and oversee implementation of the College's FTE reports and audits; supervises coordination of all departmental schedules, supervises all Records' staff and projects; ensures all document image software and licenses are up to date; provides training to all staff on document imaging and other initiatives.

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Under the authority granted to him by the State Board, President Ralls approved the following requests							
Bladen Community College	Sondra Guyton	\$60,712	\$70,000	\$9,288	15.3%	10/1/2014	Promotion from Assistant VP of Continuing Education to the VP for Continuing Education. The College is not filling the Assistant VP of Continuing Education position. Ms. Guyton will go from a Grade 11 to a Grade 18. Her responsibilities will include all the duties from her previous position plus overall responsibilities of the entire Continuing Education division. This includes responsibilities such as enforcing policies and procedures, hiring, and auditing institutional classes. She will prepare course outlines, and schedules; organize and implement courses; advertise programs; evaluate and control programs in consonance with the NC Administrative Codes; manage the Bladen JobLink Center; and represents the college and serves as liaison with the community.

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

** Monthly rate of pay