

**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
Brunswick CC	Velva Jenkins	\$79,000	\$92,500	\$13,500	17.1%	11/1/2013	Promoted from AVP EWD to VP Cont Ed/EWD - cumulative increase of 17.1%. Initial 13.9% increase approved on 8/16/2013 memo - additional increase due to salary study after previous VP's retirement effective 7/1/2013
Brunswick CC	Bo Watkins	\$33,280	\$37,440	\$4,160	12.5%	10/7/2013	Promoted from PC Tech/Evening Facilitator to Communications Administration/IT.
Central Carolina	Daisha Gaines	\$3,750 **	\$4,584 **	\$834 **	22.2%	11/1/2013	Promotion from Coordinator to Associate Director with increased HR responsibility.
Central Carolina	Hillary Heckler	\$2,267 **	\$2,500 **	\$233 **	10.3%	11/1/2013	Classroom duties added to Farm Mgmt. duties
Central Carolina	Kim Browning	\$5,483 **	\$6,200 **	\$717 **	13.1%	11/1/2013	Equity increase. She is currently a 12 month department chair and will be remaining in a 12 month position. This increase is needed to provide equity with other department chairs.
Central Carolina	Michelle Bodily	\$2,800 **	\$3,700 **	\$900 **	32.1%	11/1/2013	Promotion from Specialist to Coordinator with responsibility for SACS compliance
Central Carolina	Pam Byrd	\$10 hr	\$13 hr	\$3 hr	30.0%	11/1/2013	Equity increase and an increase from a 30 hour per week part-time position to a 40 hour per week full time position.

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Central Carolina	Robert Powell	\$5,483 **	\$6,200 **	\$717 **	13.1%	11/1/2013	Equity increase. He is currently a 12 month department chair and will be remaining in a 12 month position. This increase is needed to provide equity with other department chairs.
Coastal Carolina CC	Laura Payne	\$61,668	\$73,836	\$12,168	19.7%	11/1/2013	The raise is due to both a promotion and an increase in duties. We have reorganized the administrative structure of Continuing Education. The former position of Vice President for Institutional Effectiveness and Continuing Education has been restructured and Ms. Payne is assuming the CE supervisory and administrative functions while maintaining many of her Director duties. Her position title will change from Director of Human Services to Division Chair for Continuing Education. She will report to the VP for Instruction and Information Resources.

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Craven Community College	Jennifer Erlitz	\$25,332	\$31,032	\$5,700	22.5%	11/1/2013	Promotion from WorkForce Development Administrative Assistant to Workforce Development Data Coordinator. This position is 3 levels higher than her current position. In her new role, she will maintain the CE CCL and creation of section offerings for the unit, maintain contracts and monthly payroll, and collect, analyze, and interpret data related to WFD. She will develop reports and oversee the registration processes, as well as oversee grading of course offerings. She will also advise WFD students. According to our salary plan, we increase the salary by 7% or to the minimum of the new positions level (whichever is higher).
Guilford Technical Community College	Bettina Morrison	\$780 **	\$1,033 **	\$253 **	32.4%	11/1/2013	Moving from temporary PT receptionist/temp positions are not graded to regular PT Information Assistant/Grade 49 which will result in increased job duties
Guilford Technical Community College	Fonzer Clemons	\$4,848 **	\$5,667 **	\$819 **	16.9%	11/1/2013	Promotion from Network Systems Supervisor/Grade 55 to ITS Operations Director/Grade 57 which will result in significant increased job duties and responsibilities

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Guilford Technical Community College	Patrick Holyfield	\$2,875 **	\$3,271 **	\$395 **	13.8%	11/1/2013	Promotion from Coordinator, Assessment Center/Grade 52 to Assistant Director, Admissions /Grade 53 which will result in increased job duties & responsibilities
Pitt Community College	Khalid A. Abdelfattah	\$41,040	\$58,000	\$16,960	41.3%	11/1/2013	Promotion from Application Programmer / Analyst to Senior Application Programmer / Analyst. He will be in a comparable pay grade to Senior Systems Administrator. As the sole Senior Application Programmer / Analyst at Pitt Community College Mr. Abdelfattah will have supervisory and project management responsibilities that the position of Application Programmer / Analyst does not. This position also requires the utilization of complex programming languages such as Microsoft .NET, C++ and Java to develop and customize software. The Senior Application Programmer / Analyst position requires a Bachelors Degree compared to an Associates Degree. Mr. Abdelfattah holds a Masters Degree in Software Engineering from East Carolina University.

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Wake Tech	Barbara Lyczkowski	\$31,860	\$39,420	\$7,560	23.7%	11/1/2013	Promotion. Ms. Lyczkowski is being promoted from Secretary to Assistant to the Dean. Some of her increased responsibilities include assisting with analysis of data workload trends, FTE and enrollment trends, and budgetary trends, maintaining and reports on the division budget and assisting in planning our marketing outreach.

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Under the authority granted to him by the State Board, President Ralls approved the following requests

Central Piedmont Community College	Talvin Johnson	\$33,473	\$39,067	\$5,594	16.7%	10/1/2013	Mr. Johnson is currently a Systems Analyst II and will be moving to a Coordinator, Campus Technology position. His new position is classified in Grad K. In order to compensate Mr. Johnson fairly, and bring him to the entry level of his new salary grade, a 16.71 % increase is recommended. This will change his salary to \$39,067, which is the entry salary for Grade K.
Cape Fear CC	Kathy Hughes	\$32,292	\$42,288	\$9,996	31.0%	10/1/2013	Kathy Hughes is being recommended for a promotion from Secretary Public Health & Safety in Continuing Education (non-exempt) to the position of Senior Registrar -Graduation Specialist (exempt) in the Student Services Area. Ms. Hughes has worked at CFCC for the last eleven years in both the Registrar's office and Continuing Education. She has a Bachelor's degree, in Industrial Technology/ Management from ECU, an Associate Degree in Computer Engineering Technology, and an A+ Computer certification all earned while working full-time at CFCC. In her new professional role Ms. hughes will be involved with all the functions of the graduation process from application, to ordering diplomas, to ensuring that all the graduates of the College meet or exceed the minimum standards and requirement set forth by SACS, NCCCS, and CFCC.

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Cape Fear CC	Jeffrey Miles	\$32,856	\$40,356	\$7,500	22.8%	10/1/2013	Jeff Miles is being recommended for a upgrade from Human Resources Technician (non-exempt) to the position of Human Resources Generalist (exempt). Jeff has been with CFCC for a total of eight year all in Human Resources. During this time he has completed his Associate Degree in Business and a Bachelor's Degree in Business and Marketing from UNC-W. His new professional responsibility will include Administration of the College's applicant tracking software (People Admin), implementation of electronic leave processing, recruiting and interviewing applicants, screening applications, serving on search committees, and handling employee discipline issues.
Vance-Granville Community College	Lauren Elliott	\$2,019 **	\$2,334 **	\$315 **	15.6%	10/1/2013	The promotion for Lauren Elliott from Receptionist to Accounting Technician represents a significant change in position level within the organization. Lauren was a work study student in the business office then worked part-time in the business office for five months prior to being hired full-time as Receptionist. She has an Associate degree in Office Administration from VGCC. Please note the salaries listed are monthly.

*Or last pay period in FY 2012-13

** Monthly rate of pay