

**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
Asheville-Buncombe	Sherri Davis	\$35,508	\$57,540	\$22,032	62.0%	9/1/2013	Promotion from Assistant Site Director of Madison Site (salary grade exempt 5) to Director of Madison Site (salary grade exempt 10).
Asheville-Buncombe	Marlene Anderson-Roden	\$4,043 **	\$5,391 **	\$1,348	33.3%	9/1/2013	Promotion - Instructor, Business Computer Technologies (9 month) to Associate Chair, Business Computer Technologies (12 month)
Asheville-Buncombe	Carolyn Lisa Johnson	\$4,585 **	\$6,113 **	\$1,528	33.3%	9/1/2013	Promotion - Instructor, English/ Communications (9 month) to Writing Center Coordinator (12 month).
Asheville-Buncombe	Ronald Layne	\$62,376	\$71,652	\$9,276	14.9%	9/1/2013	Promotion - Chair, Developmental Studies to Dean, Academic Success. Chairs are paid a stipend based on our faculty scale. Deans are paid on staff scale which for this position is E12
Asheville-Buncombe	Amanda McLoughlin	\$24,480	\$29,172	\$4,692	19.2%	9/1/2013	Promotion - Teacher Assistant, Early Childhood Education Center (salary grade N5) to Teacher, Early childhood Education Center (salary grade N7)
Asheville-Buncombe	Sue Olesiuk	\$70,296	\$80,004	\$9,708	13.8%	9/1/2013	Promotion - Dean, Academic Success to Executive Director of College Advancement
Brunswick CC	Nancy Hewett	\$32,000	\$37,500	\$5,500	17.2%	8/1/2013	Promoted from Administrative Assistant in Academic / Student Affairs (salary grade 7) to Curriculum Management Specialist (salary grade 9)
Caldwell CCTI	Laura Wollpert	\$35,119	\$47,608	\$12,489	35.6%	9/1/2013	Moved from staff position to faculty position. Put on instructional pay scale at Master's level.
Carteret CC	Julia Hamilton	\$20.53 hr	\$26.82 hr	\$6.29 hr	30.6%	8/1/2013	Changed from part-time instructional technologist to 10 month full-time faculty

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Carteret CC	John Green	\$46,390	\$55,500	\$9,110	19.6%	10/1/2013	John Green is being recommended for a promotion from Senior Information Technology Specialist to Network Administrator for Carteret Community College. John has been with the college since May of 1999 where he began his employment as a Information Technology Specialist. In 2005 he was promoted to Senior Information Technology Specialist. In the last year he has completed. CompTia Network+, CompTia Security+, Cisco CCENT, Cisco CCNA. John has assumed the sole responsibility for management of the infrastructure at Carteret Community College. This will include oversight of the Sans server, installation, configuration and administering the Windows, Netware and Linux network.
Central Carolina CC	Angie Stewart	\$27,600	\$40,800	\$13,200	47.8%	9/1/2013	Promoted from PT to FT in new position with greater responsibilities; salary in range of current employee (10% lower due to lesser degree).
Central Piedmont CC	Todd Henderson	\$33,473	\$44,145	\$10,672	31.9%	10/1/2013	Todd is currently an Information Systems Analyst II with Central Piedmont Community College. Being hired as an Infrastructure Security Analyst puts him in a different pay grade (\$39,067 - \$59,381/annual). This position is a higher-level position within ITS with completely different job duties that require a higher knowledge and skill set. The recommended salary is based off Todd's educational background (Associate of Applied Science in Information Systems/Network Management and a Bachelor of Science in Network Security), his industry certifications (CompTIA Security+ and Network+), and his extensive work experience in IT. The salary amount for this offer is consistent with what CPCC would offer an external candidate with similar education and experience.

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Craven CC	Zomar Peter	\$50,832	\$57,048	\$6,216	12.2%	9/23/2013	Currently serves as the Coordinator for the Career and Transfer Center. Promotion to Executive Director of Enrollment & Retention. She will supervise all student services personnel and oversee intake, advising and registration--along with other significant duties. This requested salary is the minimum salary for this position as determined by our salary and classification procedures and salary plan. Her promotion will take her up 4 levels in our classification plan.
Edgecombe CC	Jennifer Garris	\$3,553 **	\$5,420 **	\$1,867	52.5%	10/1/2013	Promotion from Datatel Administrator (level 8) to Administrative Computer Systems Support Manager (level 13). Increased duties include managing and supporting web advisor, document imaging, online incident reporting system, mass emergency notification system, bookstore POS system informer data reporting system as well as end user support for all of these.
Gaston College	Todd Baney	\$79,211	\$89,628	\$10,417	13.2%	12/1/2013	Increase in duties - Assume responsibilities of all the marketing and public relations aspects of the College including the planning, developing, implementing, coordinating, and monitoring programs for the College's marketing, internal and external public relations activities and communication functions, including the development and implementation of support materials and services. Additionally, will work closely with Student Services in the administration of Title IX including acting as deputy reviewer of student-related cases. Change in job title from: Director - Human Resources and Safety to: Chief Administrative Officer. Change in grade due to expanded responsibilities from Grade 19 to Grade 21.
Guilford TCC	Darrin Douglas	\$12.50 hr	\$14.62 hr	\$2.12	17.0%	8/14/2013	Promoted from Computer Lab Assistant part time (76hrs a month) to Computer Lab Technician full time (40hrs a week) at a salary grade of 51.

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Mitchell CC	Camille Reese	\$89,239	\$99,086	\$9,847	11.0%	7/1/2013	Equity increase based on recently completed compensation study by Carolina HR using comparable positions at surrounding community colleges. The increase is only bringing the individual up to the minimum of the pay grade assigned to the position, Vice President for Instruction.
Nash CC	Nathan Mizell	\$46,476	\$65,472	\$18,996	40.9%	7/1/2013	PROMOTION - Mr. Mizzell was promoted from Director, Basic Law Enforcement Training (BLET-Cond Ed) to Department Chair, Public and Human Services (Curriculum). This position is responsible for supervising and evaluating personnel performance within the department, preparing class schedules, managing department budget allocations, establishing department objectives and evaluating outcomes; assessing the department and formulating recommendations to College Administration; is responsible for matters of internal control, including equipment inventory, supplies, approval of classroom textbooks used, travel, staff development training; maintaining knowledge of Department of Corrections (DOC) and NCCCS regulations regarding inmate education in correctional settings. This department includes Criminal Justice, Cosmetology and Early Childhood Education.

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Nash CC	Ken White	\$40,032	\$49,032	\$9,000	22.5%	7/1/2013	Promotion from Learning Center Instructor (Literacy) to Curriculum Specialist. This position is responsible for Herbiculture course development and instruction which will be a value-added feature for the Culinary program; provides physical education instruction; developing and maintaining course outline that includes measurable student learning objectives and expected student outcomes; assess on a regular basis the success rate of students in each class taught; safeguard and keep accurate inventory of instructional and office equipment and report any irregularities to the department chair; participates in on-going curriculum review and formal evaluation and implements necessary changes for improvement; maintains a safe instructional environment within current regulations.
Nash CC	Cheryl Baines	\$43,092	\$53,076	\$9,984	23.2%	7/1/2013	Promotion from Departmental Secretary to Manager, Conference Center. This position is responsible for all operations of the Brown Auditorium/Business and Industry Center and Myrtle Carter Henry Amphitheater including special event planning and scheduling, event set-up and take-down, supervising conference center staff; scheduling and securing security personnel; is knowledgeable of all safety regulations; meets with service area industry to secure lease agreements for conferences and other forum needs; evaluates facility usage and implements strategies to meet lease needs. NOTE: Mrs. Baines salary is split 75% state funds and 25% non-state funds.

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Nash CC	Lisa Cooper	\$55,872	\$66,480	\$10,608	19.0%	7/1/2013	Promotion from Director, FOCUS (Nash Community College's SACS QEP first year experience program) to Department Chair, Humanities and Social Sciences. This position continues to be responsible for the FOCUS program as well as supervising and evaluating personnel performance within the department, preparing class schedules, managing department budget allocations, establishing department objectives and evaluating outcomes; assessing the department and formulating recommendations to College Administration; is responsible for matters of internal control, including equipment inventory, supplies, approval of classroom textbooks used, travel, staff development training and ensuring the SACS Quality Enhancement Plan is maintained, monitored and implemented.
Rockingham CC	Dawn Michelle Oliver	\$29,376	\$40,008	\$10,632	36.2%	9/1/2013	Ms. Oliver was promoted from Library Assistant to Technical Services Librarian effective September 1, 2013. Her former position required an Associate's Degree while her new position requires a Master's Degree. She moved from a Level 5 non-exempt position to a Level 14 exempt position on the college's salary scale. Her new position requires a significant amount of experience, education, and duties as compared to her former position.
South Piedmont CC	Kim Bateman	\$44,028	\$49,032	\$5,004	11.4%	8/1/2013	Promotion - from Computer Information Technology Faculty to Department Chair of Computer & Industrial Technologies
South Piedmont CC	Carl Bishop	\$43,536	\$48,540	\$5,004	11.5%	8/1/2013	Promotion - from Communication Faculty to Department Chair of Art, Communication, and Social Sciences
South Piedmont CC	Tammy Frailly	\$45,396	\$50,400	\$5,004	11.0%	8/1/2013	Promotion - from English Faculty to Department Chair of English
South Piedmont CC	Mark Little	\$43,536	\$48,540	\$5,004	11.5%	8/1/2013	Promotion - from Director of Academic Support Centers to Department Chair of Business & Public Service Technologies

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South Piedmont CC	David Wheeler	\$43,536	\$48,540	\$5,004	11.5%	8/1/2013	Promotion - from Biology Faculty to Department Chair of Science
South Piedmont CC	Nadine Burckhalter	\$34,813	\$46,812	\$11,999	34.5%	7/1/2013	Promotion - from Systems Analyst Level II to Colleague Systems Administrator
South Piedmont CC	Marci Jackson	\$39,000	\$44,004	\$5,004	12.8%	7/1/2013	Promotion - from Institutional Data Coordinator to Institutional Research & Effectiveness Coordinator
South Piedmont CC	Ginger McLain	\$31,176	\$35,196	\$4,020	12.9%	7/1/2013	Promotion - from Resource Development Technician to Advancement Operations Coordinator
South Piedmont CC	Jennifer Ricketts	\$42,000	\$52,956	\$10,956	26.1%	10/1/2013	Promotion - from Purchasing & Equipment Coordinator to Director of Financial Services
Southwestern CC	Johnathan Dean	\$44,004	\$60,000	\$15,996	36.4%	8/1/2013	Promotion from Institutional Research Analyst (Professional Support Staff) to Director of Institutional Research and Planning (Program Administration classification.)
Southwestern CC	Iradell Curtis Dowdle	\$53,592	\$62,000	\$8,408	15.7%	7/1/2013	Promotion from Director of Public Safety Training (reporting to Dean of Career Programs) to Dean of (new division) Dean of Public Safety Training (College Administration classification.)
Southwestern CC	Lisa Fisher	\$31,344	\$37,500	\$6,156	19.6%	7/1/2013	Promotion from Graphic Artist (Technical Support Staff- Non-exempt) to Coordinator of Graphic Design and Advertising (Professional Support Staff - Exempt.)
Southwestern CC	Toni Jones	\$30,876	\$37,500	\$6,624	21.5%	7/1/2013	Reallocation of position of Human Resources Specialist to higher level classification from Technical Support Staff (Non-exempt) to Professional Support Staff (Exempt) to recognize higher level duties including selection and implementation of an applicant tracking system and a new employee onboarding solution.

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Southwestern CC	Derek Jones	\$18 hr	\$22 hr	\$4 hr	22.2%	10/1/2013	(Hourly rate increase) Part time instructor adding responsibilities of part-time In-Service Law Enforcement Training. Works approximately 80hrs a month.
Surry CC	Aaron Holt	\$25,008	\$37,272	\$12,264	49.0%	10/1/2013	Promotion from HR Administrative Assistant to HR Generalist.
Surry CC	Melonie Weathers	\$39,936	\$50,172	\$10,236	25.6%	10/1/2013	Promotion from HR Generalist to HR Director.
Surry CC	Kirk Killon	\$60,720	\$73,008	\$12,288	20.2%	9/1/2013	Promoted from Director of Emergency Medical Programs to Division Chair of Center for Public Safety. This promotion is a move from Director to Divisional Chair.
Vance Granville CC	George Henderson	\$5,182	\$6,600	\$1,418	27.4%	9/23/2013	The promotion for George Henderson from Dean of Warren Campus to Dean of Students represents a significant change in position level within the organization. The Dean of Warren Campus position directly supervises three full-time employees whereas the Dean of Students position directly supervises thirteen full-time employees. The new Dean of Students position is a combination of the former Dean of Student Development and Dean of Academic and Career Pathways positions into one position with oversight over both divisions. The Dean of Students will oversee the following areas: counseling and student support services; basic skills; joint high school programs; QEP; career services/work-based learning; financial aid; accountability and auditing; registrar; admissions and records; student activities and athletics; and WIA. Mr. Henderson has been with VGCC since November 1998 and holds a Master of Arts degree in Education.
Wake Tech	Fonshee Richardson	\$32,460	\$38,580	\$6,120	18.9%	10/1/2013	Status Change. Ms. Fonshee is taking on additional job responsibilities including the supervision of six support staff which will include 4 Financial Aid Information Assistants, 1 Office Assistants, and 1 Receptionist

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Wake Tech	Sally Campbell	\$35,580	\$39,420	\$3,840	10.8%	10/1/2013	Promotion. Ms. Campbell is being promoted from Records Assistant I to Records Assistant II with additional duties including acting as back-up to the Coordinator of Student Records, preparing error reports, data checking, and entry correction as they relate to the FTE reports from the Registrar and Assistant Registrar, and coordinating all aspects of graduation cap and gown distribution.
Wake Tech	Laura Bethea	\$46,380	\$54,300	\$7,920	17.1%	10/1/2013	Promotion. Ms. Bethea is being promoted from Advisor to Manager, Career Development. Some of her new elevated responsibilities include supervising the day-to-day operations of the career development unit of the Career and Employment Resources division, including career counseling, career planning and job search skill development, designing and implementing new programs, which provide career information to curriculum students, and supervising, training, and evaluating career development staff, graduate students, and practicum students.

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Under the authority granted to him by the State Board, President Ralls approved the following requests on							
Caldwell CCTI	Kim Hinton	\$4,330 **	\$4,784 **	\$455	10.5%	7/1/2013	Position change - promote from Director, ABE/GED Programs to Director, Adult Education. Increase in number of subordinates and responsibilities. Responsible for all aspects of College and Career Readiness and Basic Skills programs.
Davidson CC	Rose McDaniel	\$74,040	\$82,410	\$8,370	11.3%	9/1/2013	Promoted from Associate Dean (level 14) to Dean of HWPS (level 16) which increases salary scale level and responsibilities.
Mayland CC	Shannon Atkins	\$49,932	\$58,872	\$8,940	17.9%	7/1/2013	Based upon salary study, faculty in same pay grade level were being paid more.
Mayland CC	Amanda Buchanan	\$33,792	\$39,924	\$6,132	18.1%	7/1/2013	Employee promoted from Accounts Receivable Technician (pay grade 12) to Accounting Coordinator (pay grade 18) and made less than one of her subordinates.
Mayland CC	Penny Butler	\$40,512	\$46,716	\$6,204	15.3%	7/1/2013	Based upon salary study, faculty in same pay grade level were being paid more.
Mayland CC	Linda McCurry	\$41,484	\$46,716	\$5,232	12.6%	7/1/2013	Based upon salary study, faculty in same pay grade level were being paid more.
Mayland CC	Michelle Musich	\$48,000	\$53,148	\$5,148	10.7%	7/1/2013	Employee promoted from Counselor in SOAR Program (pay grade 21) to Dean of Student Services (pay grade 24) and made less than one of her subordinates.
Randolph CC	Jennifer Macy	\$45,580	\$52,030	\$6,450	14.2%	8/13/2013	Filled vacancy internally. This was a new position with a different job description and complete different job duties. Employee was Writing Across the Curriculum Specialist and moved into the Director of SACS, QEP, & Assessment/Instructor position.

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Randolph CC	Matthew Cox	\$31,200	\$35,004	\$3,804	12.2%	8/19/2013	Filled vacancy internally. This was a new position with a different job description and complete different job duties. It went from a level 9 to a level 10 on our salary scale. Employee was the Payroll Technician (for PT payroll) and moved into the Payroll Specialist.
Randolph CC	Bryle Hatch	\$34,008	\$43,008	\$9,000	26.5%	7/1/2013	Filled vacancy internally. This was a new position with a different job description and complete different job duties. It went from a level 11 to a level 12 on our salary scale. He also kept the coordination of HRD along with Con Ed. Therefore, we eliminated a position. Employee was the Coordinator/Instructor of Employability Success and moved into the Coordinator of Workforce Development.
Western Piedmont CC	Jessica Epley	\$32,016	\$36,840	\$4,824	15.1%	9/1/2013	Promotion from Administrative Assistant for Student Development to Student Development Coordinator / Assistant Executive Director of the Foundation. Pay rate determined by the WPCC Salary Plan based on knowledge, qualifications, experience, and supervision ratings.

*Or last pay period in FY 2012-13

** Monthly rate of pay