

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Asheville-Buncombe Technical Community College	Martha Fisher	\$30,012	\$37,512	\$7,500	25.0%	2/1/2014	Promotion - From Administrative Assistant (Grade N 11) to Recruiter (Grade E 6)
Asheville-Buncombe Technical Community College	Julia Dennis	\$37,344	\$47,196	\$9,852	26.4%	2/1/2014	Promotion - From Specialist, Financial Aid (Grade N 12) to Associate Director, Financial Aid (Grade E 7)
Asheville-Buncombe Technical Community College	Claire Golcher	\$10 hr.	\$16 hr.	\$6 hr.	55.4%	2/1/2014	Promotion - Part-Time to Full-Time - will assume enhanced responsibilities in a full-time role, same position title (Assistant, Library). New annual pay to be \$32,448.
Asheville-Buncombe Technical Community College	Kathryn Hast	\$42,468	\$46,740	\$4,272	10.1%	2/1/2014	Promotion - From Coordinator, Adjunct Faculty (Grade E 7) to Coordinator, QEP (Grade E 8)
Asheville-Buncombe Technical Community College	Carolyn Rice	\$40,980	\$46,740	\$5,760	14.1%	2/1/2014	Promotion - new responsibilities to include serving as Secretary to the Board of Trustees, different position - Executive Assistant (Grade N 12) to Executive Administrative Assistant and Secretary to Board (Grade E 8)

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Central Piedmont Community College	Ojay Johnson	\$35,148	\$43,510	\$8,362	23.8%	2/1/2014	<p>Mr. Johnson is currently employed as an Academic Advisor, in our pay grade of "J". We would like to hire him for the position of Assistant Director Advising, which will result in a pay grade change from "J" to "L". The requested salary of \$43,510 is the minimum salary of the pay grade assigned to this position (Pay Grade L = \$43,510 - \$67,411).</p> <p>This new position includes supervisory responsibilities for 5 exempt level positions. He did not have supervisory responsibilities in his old role. Finally, Mr. Johnson will also have the new responsibilities of planning and evaluating advising services and policy development and implementing these for Student Success Services.</p>
Guilford Technical Community College	Leslie Turner	\$59,056	\$70,000	\$10,944	18.5%	2/1/2014	<p>Promotion from Instructor, Aviation Systems Technology to Coordinator/Instructor, National Aviation Consortium (NAC) Grant. L. Turner meets unique aviation experience requirements for this position. In addition to instructing, L. Turner will be coordinating customized trainings for the NAC Grant and Honda. L. Turner will be assuming management/administrative oversight of this significant grant &amp; key program resulting in increased job duties &amp; responsibilities. No numeric grade.</p>

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Guilford Technical Community College	Beverly Nipper	\$60,800	\$67,000	\$6,200	10.2%	2/1/2014	Promotion from Human Resources Generalist II to Assistant Director, Human Resources. B. Nipper will be assuming increased job duties/responsibilities: management/oversight of HR services; will plan, direct, supervise, and coordinate work activities of assigned HR staff relating to employment, benefits/compensation, labor relations, & employee relations. Will assume duties of HR Director during absences or as otherwise needed. B. Nipper meets broad-base HR experience requirements for this position. Position changes: from Grade 55 to Grade 56
Mayland CC	Rita Earley	\$72,564	\$83,148	\$10,584	14.6%	2/1/2014	Mrs. Earley recently added oversight of the Basic Skills Department along with her responsibilities as Associate Vice-President of Continuing Education/Workforce Development. She moves from a Grade 34 to 38.
Pitt Community College	Susan Marsh	\$19 hr.	\$22 hr.	\$3 hr.	14.4%	2/1/2014	Appointment to Full Time Annual Position from Part Time non-annual- Same position of Basic Skills 12 month instructor. The additional duties will be those associated with a full time position. Along with the obvious increase in course load, there will be various committee assignments related to Basic Skills, additional advising assignments and other projects as assigned throughout the year.  The new rate is in line with other similar positions, our salary structure, and in line with our recently completed salary study.

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Pitt Community College	Rita Mallett	\$19 hr.	\$23 hr.	\$4 hr.	20.3%	2/18/2014	<p>Appointment to Full Time Annual Position from Part Time non-annual - Same position of Basic Skills 12 month instructor. The additional duties will be those associated with a full time position. Along with the obvious increase in course load, there will be various committee assignments related to Basic Skills, additional advising assignments and other projects as assigned throughout the year.</p> <p>The new rate is in line with other similar positions, our salary structure, and in line with our recently completed salary study.</p>
Robeson Community College	Glenda Durden	\$36,469	\$41,786	\$5,317	14.6%	2/1/2014	<p>Mrs. Durden applied for an externally posted position and was selected for the job. Mrs. Durden was in a clerical position (level 2). Her new position is a technical position (level 3) that includes orientations, database training, updating subject guides and bibliographic instructions.</p>
Robeson Community College	Tammy Chavis	\$45,396	\$51,360	\$5,964	13.1%	2/1/2014	<p>Mrs. Chavis completed her Masters degree program in August 2013. She is working at a level equitable to a masters level. She coordinates all ABE instructors and has been assigned as a lead instructor, similar to duties as a department chair on the curriculum side. This increase will bring her salary to be equitable to others being paid at Masters pay.</p>

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Southeastern CC	Marietta A. Sellers	\$36,792	\$47,472	\$10,680	29.0%	2/1/2014	<p>Marietta (Meg) Sellers' salary increase is due to a promotion from an Administrative Assistant, a non-exempt position, to Student Engagement Coordinator, an exempt position in the Student Affairs area. Ms. Sellers has worked for the college for over 10 years with her current position since 2007. She has a Bachelor's degree in Business Administration Management and Organizational Development from Mount Olive College. In her new professional role as Student Engagement Coordinator she will be responsible for coordinating the development of student engagement activities that are aligned with the institution's educational goals. She will be supervising the college's student government association and all college clubs/student organizations. She will be responsible for student leadership development and ensuring that the college environment aligns with student needs as well as available resources permit. As part of this work Ms. Sellers will be responsible for coordinating the student activities budget. Ms. Sellers will supervise college facilities related to student activities to ensure they are safe and properly cared for through issuing maintenance requests. This change in position is a significant increase in responsibility for Ms. Sellers requiring a higher level of education, more interaction with students and individuals across the college and more budgetary responsibility.</p>

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Southwestern CC	Lindsey McGregory	\$8 hr.	\$9 hr.	\$1 hr.	12.5%	2/1/2014	This employee is a Student Tutor and as they obtain degrees or certification, they are allowed to perform a "higher level" of tutoring. They can now tutor in areas they couldn't before. This increase is on a pay scale for these tutors as they obtain their degrees.
Southwestern CC	Joshua R. Wilkey	\$8 hr.	\$10 hr.	\$2 hr.	18.8%	2/1/2014	This employee is a Student Tutor and as they obtain degrees or certification, they are allowed to perform a "higher level" of tutoring. They can now tutor in areas they couldn't before. This increase is on a pay scale for these tutors as they obtain their degrees.
Wake Tech	Allyson Naylor	\$26,220	\$37,860	\$11,640	44.4%	2/1/2014	Promotion. Ms. Sanders is receiving a promotion from Admissions Information Specialist to Advisor. Her increased duties include assessing prospective student admission data such as COMPASS, SAT and ACT scores and reviewing transcripts from high school, postsecondary institutions and other relative documentation as needed in order to determine acceptance of applicants, initiating post-orientation contact with students in order to inform and prepare them for selection of program and courses, and discussing admissions policies and procedures, answering specific inquiries, maintaining contact with students, and assisting with student development activities.

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

Alamance Community College  Approved by President Ralls on Thursday, December 12, 2013.	Lakeisha M. Vance	\$4,874 **	\$5,945 **	\$1,071 **	22.0%	1/1/2014	<p>The Department Head position for Computer Information Technology was vacated on July 1, 2013, after the retirement of long-term incumbent. The position was first advertised for an August 1, 2013, start date. Given the low number of applicants, an interim Department Head was appointed for the fall semester (the department's senior faculty member who is planning to retire June 1, 2014).</p> <p>After recruiting for the position a second time, Lakeisha Vance has been selected as the top candidate. Her new monthly salary of \$5,945 (result of her promotion to department head) is based on Market Demand 2, Master's degree, and 10+ years of experience per the College's Faculty Monthly Salary Scale.</p>
Brunswick Community College  Approved by President Ralls on Thursday, December 12, 2013.	Elisa Wood	\$24,960	\$29,960	\$5,000	20.0%	1/1/2014	<p>Promoted from Coordinator for Accounting and Donor Relations to Program Coordinator for Accounting and Donor Relations. Duties added: events coordination, and collateral material design.</p>

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Cape Fear Community College  Approved by President Ralls on Thursday, December 12, 2013.	Teresa Criser	\$28,056	\$33,300	\$5,244	18.7%	1/1/2014	Teresa Criser has been recommended for a promotion to Administrative Assistant for the Vice President of Institutional Effectiveness from the position of Record Retention Assistant in Continuing Education. Ms. Criser has worked at CFCC for seven years in Continuing Education. She has worked as both a secretary and a record assistant. Ms. Criser has a Bachelor's degree. She is familiar with the college software and processes and has received good evaluations over the years. This promotion will take Ms. Criser from a CFCC salary level of 10 to level 18 position.
Cape Fear Community College  Approved by President Ralls on Thursday, December 12, 2013.	Joel Clem	\$36,888	\$47,820	\$10,932	29.6%	1/1/2014	Joe Clem is being recommended for promotion to Nautical Science/Marine Engines Instructor from the position of Vocational Instructional Technician. He has worked at Cape Fear Community College for five years. He has taught marine engines this summer for the MT program and did an excellent job in the shop and classroom. He is a graduate of the marine technology associate degree program, has his captain's license, understands our unique culture and importance of a hands-on approach in all of our classes. He has extensive varied experience at CFCC and is familiar with many of the institution specific processes, i.e.: teaching expectations, requisitions, etc. Mr. Clem is expected to complete his Bachelor's degree in the Spring of 2014. This promotion will take Mr. Clem from a Technician level position to a position of a regular faculty member.



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Central Carolina Community College  Approved by President Ralls on Thursday, December 12, 2013.	Jill Simpson	\$10 hr.	\$12 hr.	\$2	20.0%	1/1/2014	Equity increase due to change in responsibilities. The employee currently works approximately 18 hours per week and is expected to continue employment at the same number of hours per week.  Her original role was to audit existing employee files for accuracy and assist with completing them.  Now, she will help create files, complete new paperwork, developed a tracking document for employee files, and will be assisting with prof. development planning in the new year, including possible data entry in Blackboard.
Central Carolina Community College  Approved by President Ralls on Friday, December 20, 2013.	Regina Minter	\$3,835 **	\$4,767 **	\$932	24.3%	1/13/2014	Promoted from adjunct to FT instructor/Culinary Program Lead. Employee was an adjunct curriculum instructor and had been responsible for teaching selected courses. She will now be responsible for advising, serving on committees, etc. The culinary instructor also will be overseeing the café operations. The proposed new rate is comparable to the rates being paid to other instructors in their programs.

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Central Carolina Community College  Approved by President Ralls on Friday, December 20, 2013.	Gary Blankenship	\$16 hr.	\$28 hr.	\$12	74.2%	1/1/2014	Promoted from adjunct to FT instructor. Employee was an adjunct curriculum instructor and had been responsible for teaching selected courses. In addition he will now be responsible for advising, serving on committees, etc. His contact hours are increasing from 9 hours to 21 hours (approx. 21hrs per week to 40hrs per week). The proposed new rate is comparable to the rates being paid to other instructors in their programs.
Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Linda Patel	\$36,379	\$43,510	\$7,131	19.6%	1/1/2014	Ms. Patel was previously a Financial Aid Specialist grade J and will take the position of Program Coordinator-First Year Experience in Grade L. This new position will require additional oversight of day-to-day operations and responsibility for the First Year Experience program in Financial Aid. The minimum salary of Grade L is \$43,510. A 19.6% increase is required to bring her to the minimum salary of the new grade.
Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Meredith Stutts	\$38,611	\$43,510	\$4,899	12.7%	1/1/2014	Ms. Stutts was previously a Financial Aid Specialist grade J and will take the position of Program Coordinator-Pell and Return to Title IV in Grade L. This new position will require additional oversight of day-to-day operations and responsibility for the Pell and Return to Title IV program in Financial Aid. The minimum salary of Grade L is \$43,510. A 12.69% increase is required to bring her to the minimum salary of the new grade.

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Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Mary Davis	\$37,574	\$43,510	\$5,936	15.8%	1/1/2014	Ms. Davis was previously an Administrative Assistant II grade H and will take the position of Program Coordinator- Imaging Systems in Grade L. This position will require additional oversight of day-to-day operations and responsibility for Imaging Systems in Financial Aid. The minimum salary of Grade L is \$43,510. A 15.8% increase is required to bring her to the minimum salary of the new grade.
Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Jordan Dalto	\$37,106	\$43,510	\$6,404	17.3%	1/1/2014	Mr. Dalto was previously a Financial Aid Specialist grade J and will take the position of Program Coordinator-Grants/Federal Work Study/Scholarships-Veterans Affairs in Grade L. This position will require additional oversight of day-to-day operations and responsibility for Grants/Federal Work Study/Scholarships-Veterans Affairs program in Financial Aid. The minimum salary of Grade L is \$43,510. A 17.26% increase is required to bring him to the minimum salary of the new grade.
Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Adam Penninger	\$36,379	\$43,510	\$7,131	19.6%	1/1/2014	Mr. Penninger was previously a Financial Aid Specialist grade J and will take the position of Program Coordinator-SAP/Default/Literacy- Veterans Affairs in Grade L. This position will require additional oversight of day-to-day operations and responsibility for the SAP/Default/Literacy- Veterans Affairs program in Financial Aid. The minimum salary of Grade L is \$43,510. A 19.6% increase is required to bring him to the minimum salary of the new grade.

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Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Charles Tilman	\$35,148	\$43,510	\$8,362	23.8%	1/1/2014	Mr. Tilman was previously a Financial Aid Specialist grade J and will take the position of Campus Coordinator in Grade L. This position will require additional oversight of day-to-day operations and responsibility for the entire campus in Financial Aid and Veterans Affairs. The minimum salary of Grade L is \$43,510. A 23.79% increase is required to bring him to the minimum salary of the new grade.
Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Erin Phillips	\$36,379	\$43,510	\$7,131	19.6%	1/1/2014	Ms. Phillips was previously a Financial Aid Specialist grade J and will take the position of Campus Coordinator in Grade L. This position will require additional oversight of day-to-day operations and responsibility for the entire campus in Financial Aid and Veterans Affairs. The minimum salary of Grade L is \$43,510. A 19.6% increase is required to bring him to the minimum salary of the new grade.
Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Ezell Ellington	\$38,611	\$43,510	\$4,899	12.7%	1/1/2014	Mr. Ellington was previously a Financial Aid Specialist grade J and will take the position of Campus Coordinator in Grade L. This position will require additional oversight of day-to-day operations and responsibility for the entire campus in Financial Aid and Veterans Affairs. The minimum salary of grade L is \$43,510. A 12.69% increase is required to bring him to the minimum salary of the new grade.

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Central Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Rocky Coleman	\$36,379	\$43,510	\$7,131	19.6%	1/1/2014	Mr. Coleman was previously a Financial Aid Specialist grade J and will take the position of Campus Coordinator in Grade L. This position will require additional oversight of day-to-day operations and responsibility for the entire campus in Financial Aid and Veterans Affairs. The minimum salary of Grade L is \$43,510. A 19.6% increase is required to bring him to the minimum salary of the new grade.
Coastal Carolina Community College  Approved by President Ralls on Friday, December 20, 2013.	Dr. Joseph Hewitt	\$6,228 **	\$7,091 **	\$863	13.9%	1/1/2014	Dr. Hewitt submitted his resignation for the purpose of retirement. We have advertised nationally, and received very few applications. The majority refused an interview when informed of the \$6,200/month salary being offered. The top candidate required a minimum of \$9,000/month. Several others stated a minimum of \$8,400/month. Dr. Hewitt has offered to change his retirement plans and continue as Department Head of Dental Programs contingent upon a salary of \$7,091. It is our opinion that this amount is well below market value for a dentist, especially one with Dr. Hewitt's educational experience.

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Coastal Carolina Community College  Approved by President Ralls on Friday, December 20, 2013.	Dr. Chad Reese, DMD	\$31 hr.	\$55 hr.	\$24	78.6%	1/13/2014	<p>This change is being requested for retention, equity, and an increase in duties. Dr. Reese agreed one year ago to work in our clinic for \$30.79 per hour. At the time, it was a temporary arrangement to help the college keep the clinic open. Since his initial employment, additional duties include dental charting, writing prescriptions for antibiotics, premedications, as well as reading and prescribing x-rays. Dr. Reese will also continue with his original duty of providing anesthesia.</p> <p>In a survey provided by the Dental Department Chair of Fayetteville Technical Community College, hourly rates for adjunct dentists included \$75/hour at Wayne CC, \$67.50/hour at Wake Tech., \$60.15/hour at Cape Fear CC, and \$60.00/hour at Central Carolina CC. Several local dentists have been contacted and are asking for well above \$55.00/hour. Dr. Reese has agreed to work for \$55.00/hour if the State Board approves. It is our opinion that this amount is well below market value for an adjunct dentist.</p>

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
College of The Albemarle  Approved by President Ralls on Thursday, December 12, 2013.	Susan Gentry	\$62,304	\$80,121	\$17,817	28.6%	1/1/2014	<p>Promotion - Susan is currently employed as the Controller; however, the President has selected Susan to serve as the Vice President, Business &amp; Administrative Services, effective Jan. 1, 2014.</p> <p>Additional duties as Vice President - Directs the development, planning, implementation, and administration of goals and objectives as well as policies and procedures regarding college business, administrative services and related activities; approve new or modified systems, policies and procedures; oversees and coordinates the activities and operations of college business services including business and fiscal activities, support services, printing and bookstore operations, and management information systems; evaluate and ensure that operations meet the goals and objectives of the college; and establish and monitor program evaluation systems and procedures. Directs the development and administration of the comprehensive college budget; direct the forecast of funds needed for staffing, equipment, materials and supplies; monitor and approve expenditures; implement mid-year adjustments; and oversees the coordination of all actions associated with capital projects.</p> <p>Salary Grading - current level 15 = new level 18</p> <p>Qualifications - she met the requirements for the Vice Pres. position based on the requirements of being our Controller (master's degree &amp; CPA)</p>

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Craven Community College  Approved by President Ralls on Thursday, December 12, 2013.	Sarah Whitford	\$30,000	\$43,500	\$13,500	45.0%	1/1/2014	Promotion from senior administrative assistant to Career/Transfer Center Coordinator. This position is 6 levels higher than her current position. In her new role, she will ensure coordination of college-wide Career and Transfer Center activities and programs; including center budget oversight and internships/co-ops; advise, direct, refer, evaluate and assist students in career/technical programs and liberal arts by providing information and assessment resources; maintain statistical data and prepare reports; develop and implement methods of evaluation for career and transfer activities; coordinate and publicize the visits of baccalaureate institutions, businesses, industries, and armed services representatives to campus, and teach academic success skills (ACA) courses; and maintain the center's library of resources and assessment materials. According to our salary plan, we increase the salary by 7% or to the minimum of the new positions level (whichever is higher). The minimum of this new position is \$43,500. Sarah completed a Master's degree recently as well.
Craven Community College  Approved by President Ralls on Friday, December 20, 2013.	Gregory Neal Register	\$30,504	\$38,004	\$7,500	24.6%	1/1/2014	Mr. Register is being promoted from Receiving Assistant to Information Systems Specialist. He is moving from a level 69 position to a level 74 position. The minimum starting salary for this \$38,004. Neal has an Associate degree in Networking and will serve in various capacities in our information systems department.



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Fayetteville Technical Community College  Approved by President Ralls on Thursday, December 12, 2013.	Debra Fulton	\$30,874	\$35,177	\$4,303	13.9%	1/1/2014	Through the interview of applicants to fill the position of Assessment Retention Specialist, Enrollment Management, grade 22, Debra Fulton was promoted from a Customer Service Technician, grade 16, to this position effective Jan 1, 2014. Her new position requires less direction/supervision, interpreting and applying policy, and problem solving involving conflict.
Gaston College  Approved by President Ralls on Tuesday, November 26, 2013	Leslie Berryhill	\$42,685	\$63,381	\$20,696	48.5%	12/1/2013	*Promotion from FT-Temp Textile Microscopy Spec (Grade 10 - hiring range \$39,898-\$42,685; grade range \$39,898 - \$58,476) to FT-Perm Senior Microscopist/ Materials Engineer (Grade 16 - hiring range \$59,092-\$63,381; grade range \$59,092 - \$87,680).  The additional duties include developing procedures and protocols, supervising technicians, budgeting, supply and equipment ordering, and scheduling. The position qualifications include higher level of education, knowledge of the field, and years experience.

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Guilford Technical Community College  Approved by President Ralls on Thursday, December 12, 2013.	Sherry Beck	\$18,720	\$27,789	\$9,069	48.4%	1/1/2014	Moving from temporary* Admissions Technician to regular Admissions Technician resulting in increased job duties & responsibilities: student interaction, working to correct information for state reports, working with ITS to resolve duplicate record issues (a complicated task), process incoming transcripts, handle issues with imaging, administer communications management to students, maintain the CFNC system.  *NOTE: Temp positions are not on the regular pay schedule and often paid less

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James Sprunt Community College	Lynn Davis	\$42,252	\$54,928	\$12,676	30.0%	12/15/2013	Ms. Lynn Davis, Director of Small Business Center, has assumed the additional duties and responsibilities to provide supervisory oversight for the continued development of the Diesel Mechanic Program at James Sprunt Community College. Additional duties to meet this requirement include serving as primary liaison between Murphy-Brown, Butterball, Precision Hydraulics, and other Duplin County Businesses with a fleet of diesel operated trucks; responsibility for client consultation; monitoring ongoing design and development; as well as delivery and outcome assessment of this program. This will not result in a change in position title as this is a temporary assumption of additional duties for Ms. Davis; therefore, this request is for a temporary salary increase of 30% which will be paid through Customized Training funds. Ms. Davis will perform these additional duties and responsibilities until the Diesel Mechanic Program is fully implemented to include staffing of instructors and monitoring initial training to ensure expectations are being met; therefore an end date for this salary increase is unknown at this time.
							<b>DECLINED</b> - letter sent to president 12/16/2013 with reasoning why the increase was not approved.

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(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
McDowell Tech Community College  Approved by President Ralls on Thursday, December 12, 2013.	Ramona DeAngelus	\$28,872	\$45,035	\$16,163	56.0%	1/1/2014	<p>We have hired Ramona DeAngelus who was formerly in the position of Assistant to Student Services with a salary of \$28,872 per year in our new Continuing Education Registrar Position. Mrs. DeAngelus's new position will require a much higher level of responsibility than her prior position. We have placed her on our salary plan with seven years of experience at a salary of \$45,035.</p> <p>We realize that this increase is in excess of the limit of 10%, however with the added level of responsibility we believe the salary is justified and consistent with other positions of responsibility on our institutional salary plan.</p>
Pitt Community College  Approved by President Ralls on Tuesday, November 26, 2013	Ashleigh B. Walker	\$4,237 **	\$5,004 **	\$767	18.1%	12/1/2013	<p>Promotion from 9 month Instructor Health Information Tech. (HIT) to 12 month Department Chair, Health Information Tech. Position level moving to Chair, HIT, with additional supervisory responsibilities over HIT department and responsibilities for overall administration of program. Position also responsible for interaction with and management of clinical partnerships.</p>

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Pitt Community College  Approved by President Ralls on Tuesday, November 26, 2013	Michael Mayo, Jr.	\$9 hr.	\$19 hr.	\$10	111.1%	12/1/2013	<p>Employee promoted from part-time temporary PC Tech to full-time annual PC Tech. The part-time position does not require a degree or any experience. These positions are often filled by student workers and have frequently been used as Co-op work experience. The full-time position requires an Associates Degree, and typically, more relevant experience.</p> <p>The position has technical decision making responsibilities. Unique to this position, they are also responsible for working with Health Sciences Faculty and Staff in the simulation labs. These inherently are much more technical in nature and require requisite knowledge of the equipment.</p>
Pitt Community College  Approved by President Ralls on Tuesday, November 26, 2013	Victoria Davis	\$12 hr.	\$14 hr.	\$2	16.7%	12/1/2013	<p>Employee promoted from 9 month part-time Secretary in the Science Department - \$12hr to 12 month part-time (annual) Secretary - \$14hr annual salary. Same position, just moved to PT Annual. To move to an annual position the employee had to complete 3 years of relevant work experience in her position.</p> <p>The position was compared to another departmental secretary with similar qualifications and it was decided to move her to a comparable salary.</p>

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Rowan-Cabarrus Community College  Approved by President Ralls on Thursday, January 2, 2014.	Barbara Meidl	\$36,402	\$45,814	\$9,412	25.9%	1/1/2014	Ms. Meidl successfully posted for an open position that is substantially higher in responsibility and grade than her prior position. Her prior position of Foundation Assistant was a B23 non-exempt position that provided administrative support to the Foundation Director. Her new position as the Student Activities Coordinator is a C41 exempt position that coordinates student activities, including clubs such as the Student Government Association, community involvement, and supervision of
Sandhills Community College  Approved by President Ralls on Friday, December 20, 2013.	Twana McKnight	\$43,584	\$50,004	\$6,420	14.7%	1/1/2014	Promotion to Director of the Hoke Center, previous title was Basic Skills Retention Specialist. She will be responsible for the oversight of the Hoke County campus including facilities, internal and external relations, security, and coordination with curriculum and con-ed functions. Promotion based on experience, training, and successful service at Sandhills CC.
Sandhills Community College	Joseph Brown - previous request - approved 8/13	\$42,504	\$48,506	\$6,002	14.1%	7/1/2013	Promotion to Director of Finance, previous title was Associate Director of Finance. He will assume primary responsibility for all Foundation Accounting, reports and financial statement preparations. (Received approval August 2013.)
Approved by President Ralls on Friday, December 20, 2013.	Joseph Brown		\$53,508	\$5,002	10.3%	1/1/2014	Additional increase requested due to restructure of the Business Office. He is being promoted to Director of Finance and Student Accounts and will be assuming management responsibilities of our AR/CR Department, Foundation and construction accounting. Promotion based on experience, training, and successful service at Sandhills CC.

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Sandhills Community College  Approved by President Ralls on Friday, December 20, 2013.	Elizabeth Thomas	\$75,900	\$85,908	\$10,008	13.2%	1/1/2014	Promotion to Chief Finance Officer, previous title was Controller. She will be responsible for oversight of Business Office and Finance to include AR/CR, Payroll, Accounts Payable, Purchasing, Budgeting and Financial Reporting. Promotion based on experience, training, and successful service at Sandhills CC.
Sandhills Community College  Approved by President Ralls on Friday, December 20, 2013.	Brenda Jackson	\$82,944	\$110,000	\$27,056	32.6%	1/1/2014	Promotion to Vice President of Business & Administrative Services, previous position was Associate VP of Business & Administrative Services. She will be responsible for oversight of all Business and Administrative functions to include Business Office and Finance, Information Services, Human Resources, Audiovisual and Theater, Athletics, Maintenance and Facilities, and Security. Promotion based on experience, training, and successful service at Sandhills CC.

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
South Piedmont Community College  Approved by President Ralls on Thursday, December 12, 2013.	Michelle Brock	\$71,916	\$94,008	\$22,092	30.7%	1/1/2014	<p>Promotion - from Assistant Vice President of Finance and Administrative Services to Vice President of Finance and Administrative Services and CFO</p> <p>Michelle Brock is being promoted as part of succession planning. She exceeded 10 years experience, holds a Master's degree, has audit and financial experience as well as supervisory experience, and has acted as CFO in the absence of our current CFO. The President approved and the BOT was notified last night. She will begin serving in this capacity the first of January.</p> <p>Additional duties for Brock as VP/CFO: Responsible for four directorates - Finance; HR, Payroll, &amp; Organizational Development; Facilities and Security; and IT Supervises a division of around 45 personnel Responsible for all financial planning, construction safety and security, and HR functions</p>



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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
South Piedmont Community College  Approved by President Ralls on Friday, December 20, 2013.	Carl Bishop	\$48,540	\$66,792	\$18,252	37.6%	12/1/2013	<p>Promotion - from Department Chair of Art, Communication, and Social Sciences to Dean of Arts &amp; Sciences</p> <p>Carl Bishop was interviewed for the vacant Dean position November 12 and the search team determined him to be the best candidate for the job. He exceeded four years of full-time teaching experience and two years of programmatic supervision, and holds a Master's degree. The President approved and the BOT was notified December 10, 2013. He began serving in this capacity the first of December.</p> <p>Additional duties for Bishop as Dean: Responsible for Arts &amp; Sciences and program development and supervision of Early College liaisons in Anson and Union Counties Supervises four department chairs, around 27 full-time faculty and 70 adjuncts Calendar offerings Acts for the VP of Academic Affairs in her absence</p>
Southwestern Community College  Approved by President Ralls on Tuesday, November 26, 2013	Ramola Clyanne Hyde	\$26,880	\$35,808	\$8,928	33.2%	12/1/2013	<p>Promotion from Records Technician (non-exempt office support position) to Financial Aid Counselor (Exempt Professional position)</p>

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Vance-Granville Community College  Approved by President Ralls on Friday, December 20, 2013.	Jeffrey Allen	\$3,381 **	\$4,265 **	\$884	26.1%	1/1/2014	The promotion for Jeffrey Allen from Coordinator/Instructor for Basic Skills at the Franklin Campus to Director of Leadership and Professional Development represents a significant change in position level within the organization. Jeffrey has a Master's degree in Curriculum and Instruction. He has been with VGCC for a year and one-half. The Director of Leadership and Professional Development will plan, direct, deliver, and evaluate innovative programs and approaches to developing, training, and engaging all College employees. The salaries listed are monthly.
Vance-Granville Community College  Approved by President Ralls on Friday, December 20, 2013.	Lori Forsythe	\$2,990 **	\$4,330 **	\$1,340	44.8%	1/1/2014	The promotion for Lori Forsythe from Testing Center Coordinator to Instructor for Office Administration/Computer Education represents a significant change in position level within the organization from a staff position to faculty which requires this increase in salary. Lori has been with VGCC for 20 years and has a Master's degree in Vocational Education - Information Technologies. The salaries listed are monthly.

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

**Attachment PER 1  
(Revised 1/13/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Wake Tech Community College  Approved by President Ralls on Thursday, January 2, 2014.	Freida Sanders	\$36,420	\$44,100	\$7,680	21.1%	1/1/2014	Promotion. Ms. Sanders is receiving a promotion from a Biology Lab Technician to a Safety Specialist I. She is moving from a Technical/ Paraprofessional to a Professional position with more decision making and discretion. Ms. Sanders will be responsible for developing and implementing programs to maintain compliance with the hazard communication standard and confined spaces program. She will also provide leadership and accountability for the College's laboratory safety program as the Chemical Hygiene Officer.
Wake Tech Community College  Approved by President Ralls on Thursday, January 2, 2014.	Connie Zimmerman	\$29,220	\$38,460	\$9,240	31.6%	1/1/2014	Promotion. Ms. Zimmerman has received a promotion from Secretary to Assistant to Dean. Her new responsibilities include maintaining the budget for the Computer and Engineering Technologies Division, supervising two divisional secretaries, maintaining and processes all travel for the division, and preparing agendas as requested and taking minutes at Department Head and Division meetings.
Wake Tech Community College  Approved by President Ralls on Thursday, January 2, 2014.	Roslyn Bethea	\$35,100	\$48,660	\$13,560	38.6%	1/1/2014	Additional Duties. Ms. Bethea has assumed additional duties including coordinating and developing existing programs provided by third-party vendors, collaborating with Records and Registration to make sure all course files meet audit requirements, creating and managing relationships with community agencies, and managing invoices and payments to and from 3rd party vendors for courses taken.

\*Or last pay period in FY 2012-13

\*\* Monthly rate of pay