BOARD MEETING Friday, June 27, 2008 **Zia Room - Library** 4:00 p.m.

### AMENDED AGENDA

A. Welcome	Larry Hanna
B. Adoption of Agenda	Larry Hanna
C. Approval of Minutes of May 15 & 28, 2008	Larry Hanna
D. President's Report	Steve McCleery
E. New Business	
1. Consideration of Audit Report	Dan Hardin
2. Monthly Expenditures Report	Dan Hardin
3. Monthly Revenue Report	Dan Hardin
4. Oil and Gas Revenue Report	Dan Hardin
5. Schedule of Investments	Dan Hardin
6. Consideration of Five Year Capital Plan	Dan Hardin
7. Consideration of Auction List	Charley Carroll
8. Consideration of Western Heritage Museum Advisory Board Member	Steve McCleery
9. Consideration of 2008/2009 Employee Compensation	Steve McCleery
10. Consideration of Competitive Compensation Stipend	Steve McCleery
11. Personnel Consideration - Director of Institutional Effectiveness	Steve McCleery
12. Personnel Consideration – Professor of English	John Gratton
13. Personnel Consideration – Professor of Biology	John Gratton
14. Personnel Consideration – Professor of Art	John Gratton
15. Personnel Consideration – Professor of Music	John Gratton
16. Personnel Consideration – Professor of History/Government	John Gratton
17. Personnel Consideration - Professor of Ford ASSET Automotive Tech	John Gratton
18. Personnel Consideration – Professor of PE/Athletic Trainer	John Gratton
19. Personnel Consideration – Instructional Technology Specialist	Jeff McCool
20. Personnel Consideration - Admission Specialist	Regina Organ
21. Personnel Consideration – Advanced Training Coordinator	August Fons
22. Closure of Open Meeting	Larry Hanna
23. Consideration of President's Contract	Larry Hanna
F. Public Comments	Larry Hanna
G. Announcement of Next Meeting	Larry Hanna
H. Adjournment	Larry Hanna

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G.	Announcement of Next Meeting	Larry Hanna
H	. Adjournment	Larry Hanna

### **BOARD MEETING**

### MAY 15, 2008

### **MINUTES**

The New Mexico Junior College Board met on Thursday, May 15, 2008, beginning at 2:00 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Larry Hanna, Chairman; Mr. Phillip Jones; Mr. Ron Black; Mrs. Yvonne Williams; and Mr. Guy Kesner. Not present: Ms. Patricia Chappelle and Mrs. Mary Lou Vinson.

Mr. Hanna called the meeting to order and welcomed visitors and guests present: Marie Wadsworth, Hobbs News Sun.

Consideration of Audit Report under New Business was tabled. Upon a motion by Mr. Jones, seconded by Mrs. Williams, the agenda was unanimously adopted, as amended.

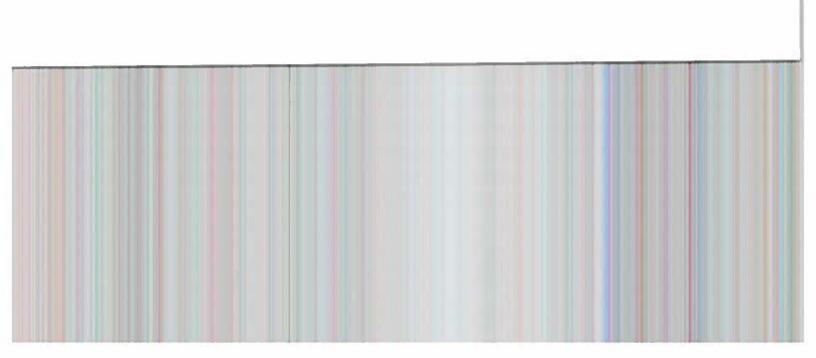
Upon a motion by Mr. Kesner, seconded by Mrs. Williams, the Board unanimously approved the minutes of April 18, 2008.

Under *President's Report*, Dr. McCleery reported on the HED meeting held in Albuquerque on May 14th.

Mr. Black moved the board go into closed session for the discussion of limited personnel matters under the provisions of section 10-15-1-H (2) of the New Mexico Statutes Annotated 1978. Mr. Jones seconded the motion. The roll call vote was as follows: Mr. Jones – yes; Mr. Black – yes; Mrs. Williams – yes; Mr. Kesner - yes; and Mr. Hanna - yes.

Upon re-convening in open meeting, Mr. Hanna stated that the matters discussed in the closed meeting were limited only to those specified in the motion for closure.

Under New Business, Dan Hardin presented the April financial reports and with a motion by Mr. Kesner, seconded by Mr. Black, the Board



unanimously approved the expenditures for April, 2008. Upon a motion by Mr. Kesner, seconded by Mr. Black, the Board unanimously approved the Fiscal Watch Reports.

Dr. McCleery presented a recommendation from the Employee Benefits & Welfare Committee to close the campus on the Wednesday before Thanksgiving, extending the Thanksgiving break from Wednesday through Friday. Upon a motion by Mr. Black, seconded by Mr. Jones, the Board unanimously approved the recommendation.

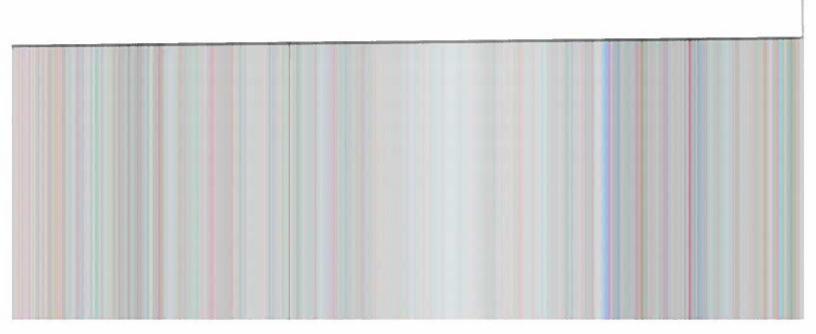
Dr. McCleery presented the 2008/2009 employee handbook for Board consideration. After some discussion and upon a motion by Mr. Kesner, seconded by Mrs. Williams, the Board unanimously approved the handbook changes.

Dr. McCleery presented a recommendation from the administration to adjust the overload and adjunct pay schedule and increase the allocated amount by \$200 per class taught. The Faculty Senate's recommendation requested that 60% of the allocated funds be used to increase the overload and summer pay for **full time** faculty and 40% of the funds be used to increase the pay for **adjunct** faculty. Upon a motion by Mr. Black, seconded by Mr. Jones, the Board unanimously approved the recommendation from the administration.

Josh Morgan presented Bid #1014 – Western Heritage Museum Site Improvements. The administration recommended acceptance of the bid submitted by Armstrong Construction Company in the amount of \$374,640, exclusive of gross receipts tax. Upon a motion by Mr. Jones, seconded by Mrs. Williams, the Board unanimously accepted the recommendation.

Mr. Morgan presented Request for Proposals #98 – Professional Legal Services. The administration recommended acceptance of the proposal of Maddox, Holloman & Kirksey, P.C. at the average hourly rate of \$181. Upon a motion by Mr. Kesner, seconded by Mr. Black, the Board unanimously accepted the recommendation.

Regina Organ recommended Mr. Jerry Voight for the Assistant Men's Basketball Coach position at an annual salary of \$25,259. Upon a motion by Mr. Jones, seconded by Mr. Black, the Board approved the employment of Mr. Voight, effective July 1, 2008. The vote was as follows: Mr. Jones –



yes; Mr. Hanna – yes; Mr. Black – yes; Mrs. Williams – yes; and Mr. Kesner – no.

Dr. Organ recommended Mr. Benjamin Finkbeiner for the Professor of Physical Education/Assistant Women's Basketball Coach position at a nine salary of \$36,573. Upon a motion by Mr. Kesner, seconded by Mrs. Williams, the Board approved the employment of Mr. Finkbeiner, effective August 11, 2008.

Mr. Hanna called for comments from the community. There being none, a work session was scheduled for May 28, 2008, beginning at 11:00 a.m., with a board meeting to follow at 1:30 pm.

Upon a motion by Mr. Kesner, seconded by Mr. Jones, the board meeting adjourned at 4:00 p.m.



### **BOARD MEETING**

### MAY 28, 2008

### **MINUTES**

The New Mexico Junior College Board met on Wednesday, May 28, 2008, beginning at 1:30 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Larry Hanna, Chairman; Mr. Phillip Jones; Mr. Ron Black; Mrs. Yvonne Williams; and Mr. Guy Kesner. Not present: Ms. Patricia Chappelle and Mrs. Mary Lou Vinson.

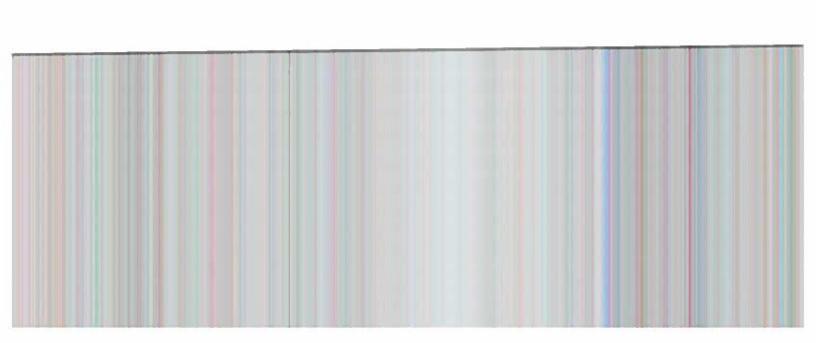
Mr. Hanna called the meeting to order and welcomed visitors and guests present: Marie Wadsworth, Hobbs News Sun.

Upon a motion by Mr. Jones, seconded by Mrs. Williams, the agenda was unanimously adopted, as presented.

Dr. McCleery presented different options for 2008/2009 Employee Compensation. After much discussion, Mr. Kesner made a motion to utilize the \$35,000 (previously approved) to bring support and maintenance employees to minimum salary range; apply the remaining funds to bring all employees to minimum; and then provide a salary increase for all employees, based on Public Sectors recommendation. Mr. Black seconded the motion and the motion carried unanimously.

The next regular board meeting was scheduled for June 19, 2008, beginning at 4:00 p.m.

Upon a motion by Mr. Kesner, seconded by Mrs. Williams, the board meeting adjourned.



Vice President for Finance

To:

New Mexico Junior College Board Members

From:

Dan Hardin

Date:

April 30, 2008

RE:

Audit

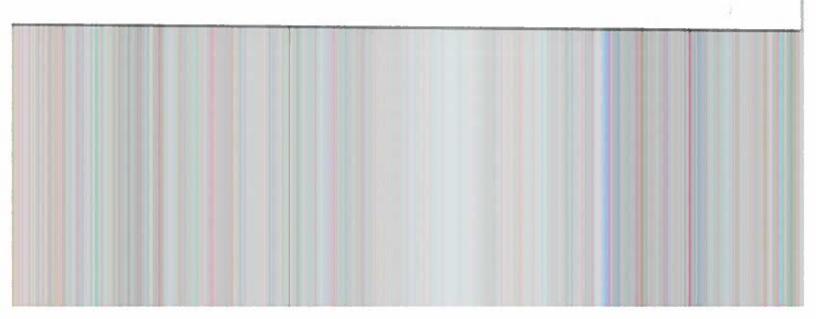
At the May Board meeting, you will be presented the audit report for the 2006/2007 fiscal year. Normally, the audit is presented to the Board in January, but there were several delays in getting the State Auditor to approve and release the audit. The auditors issued an unqualified opinion with no material weaknesses, which is the best the College can receive. There are some findings that we wanted you to be aware of before the meeting.

### 1) Capital Assets

During the audit the Business office informed the auditors of problems with the fixed asset module in Banner. This problem effected not only the fixed assets, but the depreciation schedule. Before the audit was over the College had already contracted an outside consultant for help with the fixed asset module in Banner. The consultant was on campus in December and worked with the Business Office staff and the inventory specialist to make changes and correct some problems we were experiencing with fixed assets. The College must keep two inventory listings. Inventory for depreciation and the audited financials start at \$5,000.00 the inventory for HED starts at \$1,000.00. We have addressed the issue and are hopeful that this finding will not appear in the 2007/2008 audit.

### 2) Preparation of Financial Statements

The finding states that the College does not prepare the financial statements and the related disclosures. We were surprised with this finding because in the contract with the auditors they are responsible for preparing the financials. But the point of this finding is that the auditors feel we should be capable of preparing the financials for the College. We have traveled to Eastern New Mexico University to see how they pull from Banner and prepare their



financials. Also, Amparo Salazar, staff accountant, has attended a GASB audit program to get additional training for financial statement preparation.

### 3) Employees not informed of College's guidelines for ethical business conduct

The auditors interviewed nine employees and two were not aware of the College's guidelines regarding business ethics as stated in the College's polices and procedures manual. The response is that the College will emphasis the College's guidelines regarding business ethics with each employee, and move the business ethics section to the front of the handbook.

### 4) Error in payment of wages

The condition found that an adjunct faculty was paid off of a special compensation twice. Please note that this was done in early fall 2006. There have been changes and additions in payroll personnel and procedures have been implemented to prevent double paying of special compensations.

### 5) Incorrect Tax withholding

The audit found that an employee had an incorrect amount withheld for state and federal taxes. The situation was that one employee had extra withholding taken out, but we did not have a W-4 to backup the extra amount withheld. The employee had requested the additional amount of withholding taken out of her paycheck several years ago, but there was no documentation. Before the 2008 calendar year Human Resources had everyone complete a new W-4. The new procedure is to update the W-4 annually.

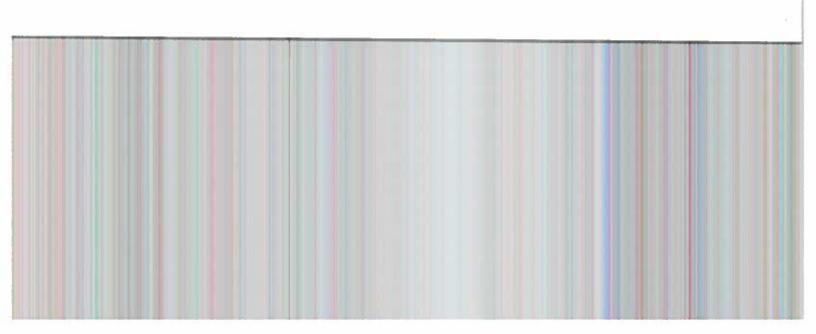
### 6) Taxes not withheld

The condition was that the one time compensation paid on December of 2006 did not have any taxes taken out. Employees signed a salary addendum that stated that taxes would be taken out, but state and federal taxes were not taken out. As stated above the person responsible for the payroll at this time is no longer with the College, current payroll personnel have been informed of this finding. The one time compensation in 2006 was a separate payroll the one time compensation to begin in April will be incorporated with the regular payroll and taxes will be withheld.

### 7) Overspending budgeted amounts

The finding states that spending exceeded the budget in total for both the unrestricted and restricted funds.

In the exit meeting with the auditors, there were only six findings, three months later we were informed of a seventh finding. I am very sorry for this finding, the institution did not go over the institutional budget, the error



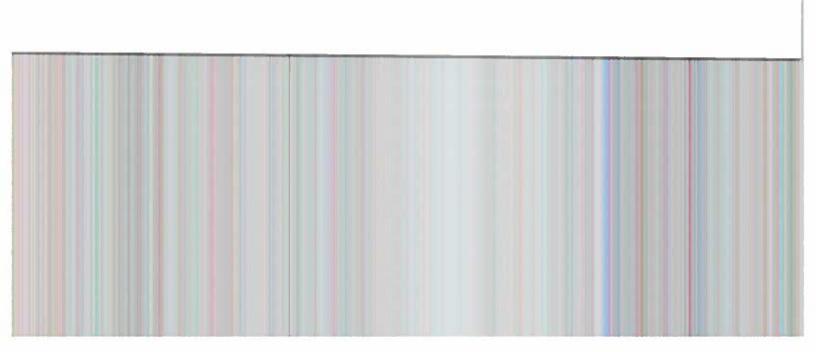
was in my translation of the NMJC internal budget to the HED budget. When we were informed of this finding we spent a lot of time researching the finding because we were not over budget in Banner for 2006/2007. There were three errors, first \$580,000.00 of the fringe benefits were not included in the Unrestricted Instruction and General HED budget. Next, in the Unrestricted Non Instruction and General I under estimated the amounts of the expenditures that would be spent for the two construction projects for May and June of 2007. Finally, I under estimated the amount of expenditures for federal pell and loan grants in May and June of 2007. The restricted pell and loan funds are drawdown funds and we do not set a specific budget for these expenditures.

To prevent this finding in the future, I will take extra steps to double check the HED budget to the Board approved budget. Also, I will not move the capital projects budget from one year to the next on the HED budget until after the end of the fiscal year.

It is very important that the Board have confidence in the financial information that is presented. I am responsible for this finding and will do everything possible to prevent this from happening again.

Respectfully submitted,

Dan Hardin



Vice President for Finance

To:

New Mexico Junior College Board Members

From:

Dan Hardin

Date:

June 6, 2008

RE:

Expenditure and Revenue Reports for May 2008

The total year-to-date funds expended and/or encumbered through the month of May is \$37,123,776.00. Last year at this time we had expended \$30,806,173.00, the main factor for this increase is the Workforce Training Center and Student Apartments construction projects.

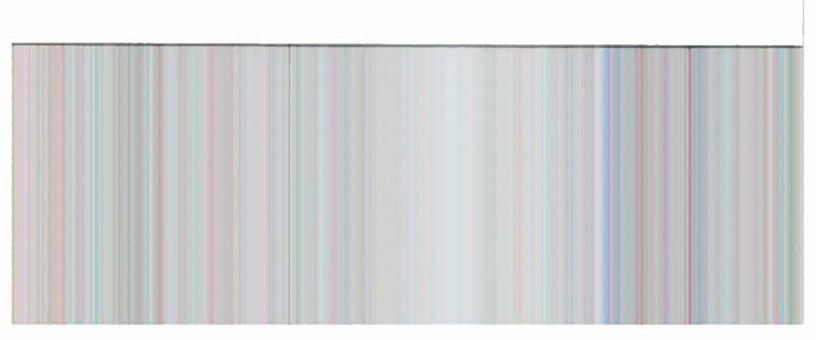
The total current unrestricted fund expenditures through May are \$19,452,259.00, which is 91% of the projected budget. Instruction has expended about 91 % of the budget through May. The expenditures in Instruction are more in line as a change was made this year expensing the faculty summer payrolls during the year. In the Internal Service departments we are showing a credit for the month. Each month we expense \$69,152.00 between Instruction, Academic Support, Student Services, Institutional Support, and Operations and Maintenance, the credit goes to the Computer Services department. In May the credit to Computer Services was more than the expenses in that department. The expense report indicates that the Auxiliary Enterprises departments are over their budget as of May. We anticipate that we will be receiving almost \$100,000.00 in refunds in June for the Bookstore for return of new textbooks. This will bring the expenses back below the budget for the year.

Restricted funds for the year are \$4,566,650.00. The Grants are doing a good job of staying on track with their spending and reporting. Financial Aid has been working closely with the Business Office to get all awards processed and to the students.

We are showing \$622,633.00 in expenditures during May in Plant Funds. Most of this is the encumbrance for the C. M. Burke dorm remodel project that is under way.

Total year-to-date expenditures through May 2008 are \$37,123,776.00.

Total Revenue through May 2008 is \$34,037,226.00. Unrestricted revenue is \$25,850,353.00. If you will look at Advalorem Property tax, currently we are below the budget by \$97,141.00. We are expecting a large distribution from the Lea County



Treasurer in June that will bring our year-to-date total over our projected budget.

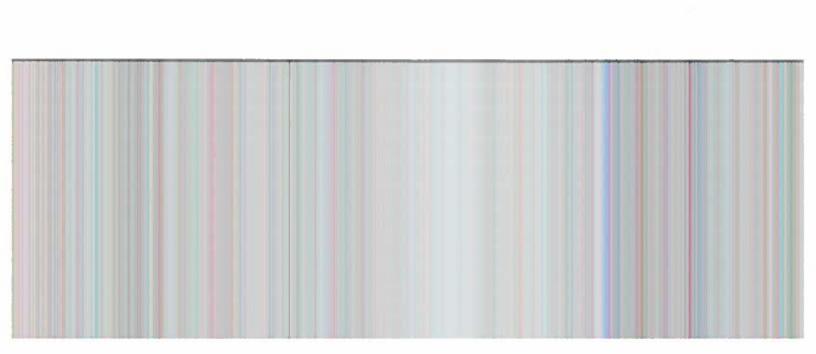
Restricted funds will be drawn down as much as possible by the end of June.

There were no funds drawn in for Plant Funds in May. The total revenue for the month of May was 2,093,929.00, with the year to date total at \$34,037,226.00.

Oil and gas revenue remains strong, as we received \$944,404.00 in May for the April allotment. Currently, the Oil and Gas revenue is over the budget by \$5,394,081.00, when we receive the revenue for the last two months of the fiscal year we could possibly be over the budget by \$7,000,000.00.

In May \$500,000.00 was drawn in from the LGIP investments leaving a remained balance of \$11,625,000.00, we have \$9,068,844.22 in designated capital projects.

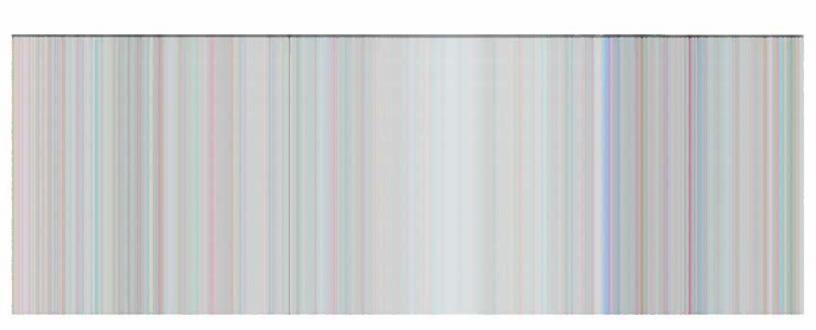
This concludes the Financial Report for May 2008.



### NEW MEXICO JUNIOR COLLEGE Expenditure Report May 2008

92% of Year Completed

		2006-07			2007	-08	
	Final	Year-to-Date Expended or	Percentage of Budget		Current Expended or	Year-to-date Expended or	Percentage of Budget
Fund	Budget	Encumbered	Expended	Budget	Encumbered	Encumbered	Expended
CURRENT UNRESTRICTED FUND							
Instruction and General:	7						
Instruction	7,753,336	C 40C F03	040/	7.000.000			
Academic Support		6,496,592	84% 88%	7,986,970	415,343	7,269,108	91%
Student Services	2,507,127 1,403,563	2,203,867 1,183,480	84%	2,381,824	116,159	2,116,117	89%
Institutional Support	3,658,739	2,525,807	69%	1,418,406 3,120,744	78,850	1,199,067	85%
Operation & Maintenance of Plant	2,842,419	2,675,259	94%	2,641,473	131,657 142,500	2,226,233 2,574,604	71% 97%
Subtotal - Instruction & General	18,165,184	15,085,005	83%	17,549,417	884,509	15,385,129	88%
Student Activities	201,846	191,687	95%	203.082	14.890	183,606	90%
Research	0	0	0%	0	24,050	103,000	0%
Public Service	0	0	0%	ō	ō	ō	0%
Internal Service Departments	517,749	483,517	93%	623,571	(9,181)	587,194	94%
Student Aid	540,613	488,213	90%	470,077	33,427	675,735	144%
Auxillary Enterprises	1,781,529	1,747,200	98%	1,637,994	64,686	1,699,570	104%
Athletics	792,571	825,345	104%	938,793	39,552	921,025	98%
Total Current Unrestricted Fund	21,999,492	18,820,967	86%	21,422,934	1,027,883	19,452,259	91%
CURRENT RESTRICTED FUND	1						
Grants	1,823,022	1,276,438	70%	2,085,560	105,168	1,267,806	61%
Student Aid	4,000,000	3,825,780	96%	4,000,000	27,076	3,298,844	82%
Total Current Restricted Fund	5,823,022	5,102,218	88%	6,085,560	132,244	4,566,650	75%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.			i				
Projects from Institutional Funds	7,890,054	2,945,376	37%	17,506,628	67,971	10,165,082	58%
Projects from State GOB Funds	3,431,272	3,396,438	99%	3,072,424	0	1,620,582	53%
Projects from State STB Funds	0	0	0%	1,820,000	492,224	812,224	45%
Projects from General Fund	735,262	320,772	44%	519,058	43,252	456,408	88%
Projects from Private Funds Projects from State ER&R	702,664	220,402	31%	465,801	19,186	50,571	11%
Projects from State ER&R  Projects from State BR&R	77,895	· 0	0%	143,311	0	0	0%
Projects from Auxiliary BR&R	370,303 16,943	0	0%	163,350	0	0	0%
Subtotal - Capital and BR&R	13,224,393	6,882,988	0% 52%	12,856 23,703,428	0 622,633	13,104,867	<u>0%</u> 55%
Debt Service						, ,	
Revenue Bonds	. 0	0	0%	0	0	0	0%
Total Plant Funds	13,224,393	6,882,988	52%	23,703,428	622,633	13,104,867	55%
GRAND TOTAL EXPENDITURES	41,046,907	30,806,173	75%	51,211,922	1,782,760	37,123,776	72%

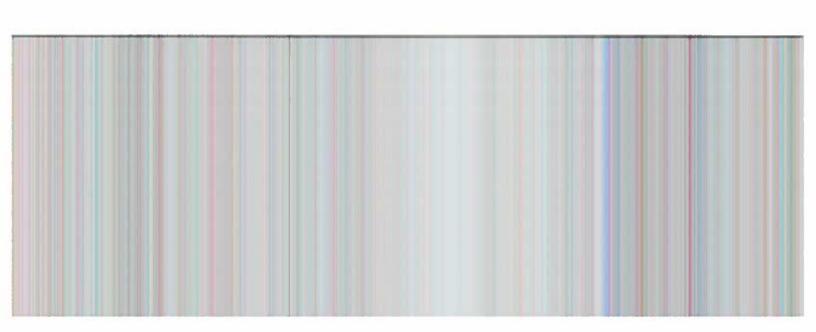


### NEW MEXICO JUNIOR COLLEGE Revenue Report May 2008

92% of Year Completed

2006-07 2007-08

		2000-07					
Fund	Final Budget	Year-to-date Revenue	Percentage of Budget Received	Budget	Current Revenue	Year-to-date Revenue	Percentage of Budget Received
CURRENT UNRESTRICTED FUND	}						
	1						
Instruction and General:			40004		50.004		
Tuition and Fees	2,647,425	2,725,170	103%	3,132,649	50,234	3,306,617	106%
State Appropriations	8,800,842	8,144,680	93%	7,990,100	525,941	8,899,009	111%
Advalorem Taxes - Oil and Gas	4,700,000	8,367,937	178% 90%	5,200,000 2,800,000	962,519 218,602	10,244,081	197% 97%
Advalorem Taxes - Property Interest Income	2,800,000 185,000	2,523,202 461,412	249%	285,000	28,544	2,702,859 458,370	161%
Other Revenues	225,050	203,469	90%	229,100	15,877	239,417	105%
Other Revenions	223,030	203,703	30%	229,100	13,077	235/417	20370
Subtotal - Instruction & General	19,358,317	22,425,870	116%	19,636,849	1,801,717	25,850,353	132%
Student Activities	110,000	108,783	99%	o	0	0	0%
Public Service	0	0	0%	ō	ō	ŏ	0%
Internal Service Departments	i	Ö	0%	Ö	Ö	Ö	0%
Auxiliary Enterprises	2,250,052	2,168,118	96%	2,240,048	73,695	2,077,425	93%
Athletics	39,100	35,475	91%	189,100	3,259	185,842	98%
Total Current Unrestricted	21,757,469	24,738,246	114%	22,065,997	1,878,671	28,113,620	127%
CURRENT RESTRICTED FUND	i						
				2011000	74 755		
Grants Student Aid	1,839,628 4,000,000	1,276,126 3,499,753	69% 87%	2,041,089 4,000,000	71,322 143,936	1,311,649 3,035,858	64%
Student Aid	4,000,000	3/477,733	6/70	4,000,000	143,930	3,033,030	76%
<b>Total Current Restricted</b>	5,839,628	4,775,879	82%	6,041,089	215,258	4,347,507	72%
PLANT FUNDS	1						
Capital Outlay / Bidg. Renewal & Repl.							
Projects from State GOB Funds	3,420,676	1,616,676	47%	1,840,485	0	1,576,099	86%
Projects from State STB Funds	0	0	0%	1,805,000	0	0	0%
Projects from General Fund	735,262	0	0%	519,058	0	0	0%
Projects from Private Funds	0	0	0%	0	0	0	0%
Interest Income	0	0	0%	0	0	0	0%
Total Plant Funds	4,155,938	1,616,676	39%	4,164,543	0	1,576,099	0%
GRAND TOTAL REVENUES	31,753,035	31,130,801	98%	32,271,629	2,093,929	34,037,226	105%

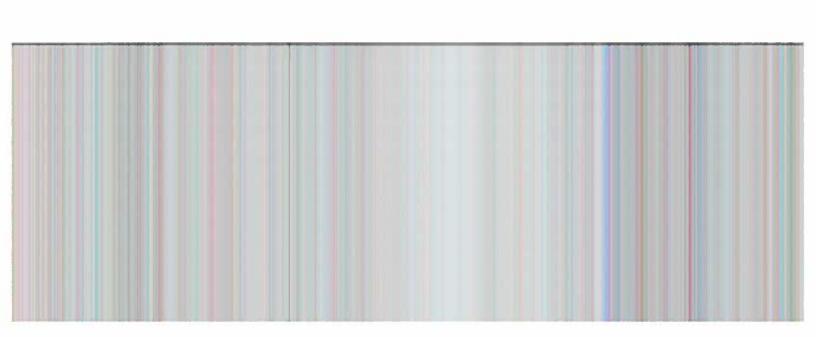


### NEW MEXICO JUNIOR COLLEGE Oil and Gas Revenue Report May 2008

92% of Year Completed

	19		OIL		GAS		COMBINE	
N Sales	lonth of Distribution	Price per BBL	Lea County BBLs sold	Price per MCF	Lea County MCF sold	Monthly Revenue	2006-07 Original Budget	Variance Over (Under) Budget
Actual	July	<b>\$</b> 58.72	2,961,614	\$7.64	16,869,487	696,569	350,000	346,569
Actual	August	\$62.00	2,625,997	\$7.72	16,326,501	688,684	350,000	338,684
Actual	September	\$70.49	2,871,683	\$7.46	17,021,482	791,803	350,000	441,803
Actual	October	\$69.64	2,856,842	\$7.09	17,070,809	758,237	350,000	408,237
Actual	November	\$73.07	2,865,746	\$7.17	16,476,858	772,642	350,000	422,642
Actual	December	\$87.24	2,950,244	\$8.67	16,138,751	858,487	350,000	508,487
Actual	January	\$88.39	3,005,566	\$9.46	16,372,587	918,418	350,000	568,418
Actual	February	\$90.53	2,834,463	\$7.81	16,407,788	930,221	350,000	580,221
Actual	March	\$92.38	2,724,182	\$9.51	14,661,007	897,719	350,000	547,719
Actual	April					944,404	350,000	594,404
Accrual	May				e ar an san samanananan ri esaar same 'annan same 'annan same 'nah-delle an	350,000	350,000	0
Accrual	June					ernam ernamination i entre en		0
					on Tax Revenue	8,607,184 1,636,897	3,850,000 1,000,000	4,757,184 636,897
	Total	Year-to-Dat	te Oil & Gas an	d Equipme	nt Tax Revenue	10,244,081	4,850,000	5,394,081

Source: New Mexico Taxation and Revenue Department



### NEW MEXICO JUNIOR COLLEGE Schedule of Investments May 2008

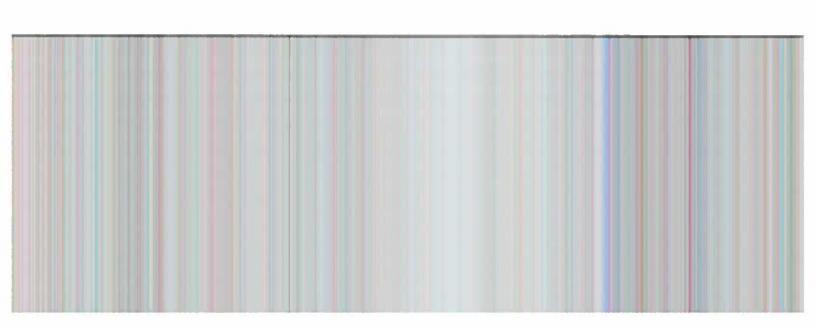
### 92% of Year Completed

25,000	N/A	N/A	N/A	7102-1348	2.59%	26,212
5,000					-	26,212

Summary of Current Mo	onth's Activity
Basinstan	12 125 000
Beginning amount	12,125,000
Plus: deposits	0
Less: withdrawals	(500,000)
Capital Projects	9,068,844
Reserves Invested	2,556,156
Total LGIP Investment	11,625,000

1.1 197	
Capital Projects	5/31/2008
Technology Upgrade	425,510.78
Workforce Training Center	30,635.90
High Tech Start Up	13,346.40
Vehicles	49,474.08
Drawings & Master Plan	12,805.63
Basebali Field	43,034.24
Rodeo Arena	149,633.45
Dormitory Landscape	1,622.23
Millen Fence/Landscape	139,747.89
JASI	191,909.41
Computer Equipment Rebates	12,324.85
Marketing West Texas ITV	49,932.06 50,000.00
Equestrian Center	450,000.00
Flooring Repair	4.783.53
Student Housing Construction	1,455,302.78
Classroom Furniture	0.00
Testing Center Remodel	1,450,000.00
Frame & Door Replacement	150,000.00
Campus Village Development Proi	21,475.47
Continuing Education	16,991.00
Landscaping	300,000.00
Facility Painting	24,910.92
Millen Drive Signalization	95,000.00
Electrical Upgrade	543,600.50
Campus Signage	38,120.00
Campus Paving	223,037.82
Roof Replacement	273,531.64
Interior Lighting-Energy Retrofit	103,859.62
WHM-Consultant	90,000.00
Workforce Training-Landscape	300,000.00
Old Dorms Renovation	708,828.66
CDL Truck Driving Program	43,262.14
Buik Fuel	3,857.93
Millen Dr. Sewer & Water	53,405.52
Board Room	25,000.00
Concrete Upgrade	43,228.66
Campus Construction	376,893.37
Oil & Gas Training Center	287,454.79
Workforce Training/Outreach	3,354.43
Infrastructure	19,444.33
Professional Writing/Publishing	60,000.00
Public Sector	30,606.53
Campus Security	100,000.00
Caster Bleachers Caster Old CHOF Remodel	100,000.00
Track/Arena Area Enhancement	300,000.00 75,000.00
Roadway Entrance-Rodeo/CDL	60,000.00
Lumens Software-Distance Learng	5.000.00
Welding Lab	50,000.00
Copier Replacement	12,917.66
Total	9,068,844.22
i ·	2,000,077.22

NOTE: Capital projects total does not include encumbered funds



Vice President for Finance

5317 Lovington Highway Hobbs, NM 88240

Phone: (505)492-2770 Fax: (505)492-2768

To:

New Mexico Junior College Board members

From:

Dan Hardin

RE:

Five year capital plan

Date:

June 18, 2008

Board members,

The Higher Education Department requires each College to submit a Board approved five year capital plan by July 1<sup>st</sup>. The five year capital plan for New Mexico Junior College being presented to you follows the College's strategic and master plans. Thirteen projects have been identified as priorities and are ranked with descriptions and estimated costs of the projects.

The administration is asking for your approval of the New Mexico Junior College five year capital plan.

Respectfully,

Our Hardin

Dan Hardin

	Cost of Project or Phase	Cost of Project or from Legislative Funding Phase (list % and describe funding)	Percentage to be funded from other sources (list % and describe funding)	New Squar	Denovicefice	Square Footage
chiller/cooling tower/electrical	\$ 5,500,000.00	90% GOB(3,500,000) 10% Oil & Gas mill levy STB(1,500,000) funds (\$500,000)	10% Oil & Gas mill levy funds (\$500 000)	Yes	No.	Adding 1000ss &
d floor of Pannell Library creating	69	2.540.000.00 43% GOB (1.090.000)	57% Oil & Gas mill levy	3 3	3 3	Theorem Bullion
Cowboy Hall of Fame area into	\$ 542.550.00	542 550 00 45% GOB (242 550)	55% Oil & Gas mill levy funds (\$300 000)	S 3	20 20 2	Auding 4005g it
nt, Concrete replacement, des	1	%0 %0	100% Oil & Gas mill levy funds (\$300,000)	S CN	8	Adding sou sq II
ux.	\$ 1,500,000.00	50% Gen Fund/STB	50% Oil & Gas mill levy funds (\$750,000)	Yes	2 0	Adding 3060 so #
Iditions	\$ 500,000.00	%0	100% Oil & Gas mill levy funds (\$500.000)	, Sex	, Aps	Adding 4000eg #
del of infrastructure	\$ 1,000,000.00	25% Gen Fund/STB	75% Oil & Gas mill levy funds (\$750,000)	Yes	Xes	Adding 10,000sg ft
uc.	\$ 8,000,000.00	8,000,000.00 50% GOB/GF/STB	50% Oil & Gas mill levy funds/ Private Funding	XeX XeX	C <sub>N</sub>	160 000 ea #
highway, left turn lanes, side	\$ 700,000.00	700,000.00 50% Gen Fund/STB	50% Oil & Gas mill levy funds (\$350.000)	Yes	Yes	No additional so ft
UK	\$ 3,200,000.00	75% Federal Grants	25% Oil & Gas mill levy funds (\$800,000)	Yes	2	No additional so ft
sion, & update of infrastructure	\$ 5,000,000.00	75% GOB/GF/STB	25% Oil & Gas mill levy funds (\$1,250,000)	Yes	Yes	Addina 15.000so ft
or and update of infrastructure	\$ 3,000,000.00	50% GOB/GF/STB	50% Oil & Gas mill levy funds (\$1,500,000)	No	Yes	No additional so ft
u.	\$ 6,000,000,000	%0	100% Rev Bonds/Oil & Gas mill levy funds (\$6,000,000)	Yes	o <sub>N</sub>	30.000 sa ft

June 19, 2008

New Mexico Junior College Board:

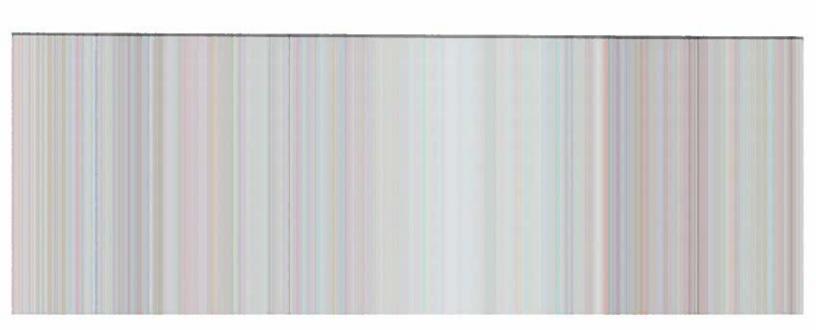
NMJC is requesting the following items be approved for removal off of NMJCs physical inventory. These items have no value and serve no purpose to the college.

After receiving board approval, we will request State approval for an auction to be held sometime in the latter part of July or first part of August, 2008.

Thank You,

Melinda Jacobo

Melinda Jacobo Inventory Control Specialist



### These items have no value or do not exist on NMJC's major inventory

Estimated Quantity	Description of Item(s)
100	CPU Units both Gateway and Apple
100	Computer Monitors
10	Zip Drive
2	Digital Mixer
10	TV/VCR Combo
10	Overhead Projector
100	Keyboards
50	Computer Speakers
Boxes	Floor tile
1	
1	Metal shop saw
	Office kit-one whole unit with door
<del></del>	Miscellaneous tools
5	Maple tables-4X5
3	Saw tables
2	Drill Press
1	Ban Saw
5	Sanders
1	Complete Shop Smith kit
	Miscellaneous art machines
2	Scaffolds
11	Aercore John Deere
1	Lawn Mower
	Weight lifting accessories
1	Treadmill
1	Stair Master
10	Exercise bikes
Rolls	Carpet
5	Old golf carts-parts
Several	Shelving units
	Cameras from dorms
5	Ceiling fans
5	Seats from vans
Several	Tires
Several	Miscellaneous chairs
Rolls	Roofing paper
4	Large Digital Printers
1	Alpha Server
1	Large paper cutter
3	Magazine shelf unit
Several	Printers
Several	Microscopes
10	Cash register boxes
2	Video Cameras
20	Desks
30	Miscellaneous carts
70	Folding tables
2	Large record players
Several	Cabinets
Several	Miscellaneous items-
	The state of the s





### Western Heritage Museum and Lea County Cowboy Hall of Fame

Where oil, water, and cowboys do mix!

June 5, 208

Dr. Steve McCleery New Mexico Junior College 5317 Lovington Highway Hobbs, NM 88240

Dear Dr. McCleery:

It is our pleasure to recommend Mr. Lance Caviness as a new member of the Western Heritage Museum Advisory Board.

Mr. Caviness comes not only as a highly respected professional in the banking community but also from a long established ranching family. As you are aware, he also has a lengthy association with New Mexico Junior College and is very interested in our efforts to create a successful museum complex for Southeastern New Mexico.

We hope you can take this before the next NMJC Board for approval at the June meeting as we are anxious to have Mr. Caviness on board.

Thank you for your continued support of the Complex and please feel free to attend any of our meetings and/or events as you have the opportunity.

Sincerely,

Charley L. & Muth Dr. Charley Smith

Western Heritage Museum Advisory Board

Calvin Smith

Executive Director

5317 Lovington Highway

Hobbs, New Mexico 88240

575-392-6730

# 2008-2009 Nursing and Automotive Increases

NAME	DEPT	<b>CURRENT SALARY</b>	DEGREE/CERTIFICATION	<b>CURRENT SALARY RANGE</b>	<b>NEW SALARY RANGE</b>	NEW SALARY DIFFERENCE	DIFFERENCE
Bushway, Marlena	NURSING	\$ 33,889.00	MSM	ВА	MA+30	\$ 41,929.00	\$ 8,040.00
Castle, Cecil	NURSING	\$ 35,890.00	AAS	ĄĄ	MA	\$ 42,222.00	\$ 6,332.00
Henning, Jill	NURSING	\$ 37,354.00	AAS	AA	MA	\$ 42,638.00	\$ 5,284.00
Murphy, Shelly	NURSING	\$ 43,301.00	MSM	MA	MA+30	\$ 45,360.00	\$ 2,059.00
Pearson, Adam	NURSING	\$ 38,218.00	BSN	A	MA+12	\$ 41,100.00	\$ 2,882.00
Read, Shawnna	NURSING	\$ 36,333.00	MSN, FNP	BA	MA+45	\$ 43,843.00	\$ 7,510.00
Smedley, Candida	NURSING	\$ 33,436.00	BSN	AA	MA+12	\$ 41,331.00	\$ 7,895.00
Stine, Misty	NURSING	\$ 39,693.00	MSN	MA	MA+30	\$ 44,452.00	\$ 4,759.00
Thompson, Delores	NURSING	\$ 46,901.00	MSN, FNP	MA+12	MA+45	\$ 54,186.00	\$ 7,285.00
Webb, Kim	NURSING	\$ 42,547.00	MSM	MA	MA+30	\$ 44,401.00	\$ 1,854.00
Chance, Cheryl	NURSING	\$ 37,058.00	AAS	AA	MA	\$ 44,629.00	44,629.00 \$ 7,571.00
							\$ 61,471.00
Gilcrease, Sam	AUTO	\$ 41,782.00	BA	BA	MA	\$ 52,569.00	\$ 10,787.00
Whicker, Randy	AUTO	\$ 58,518.00	EdD	PhD	PhD	\$ 61,739.00	\$ 3,221.00
Najera, Enrique	AUTO	\$ 33,458.00	AA	ВА	MA	\$ 36,932.00 \$ 3,474.00	\$ 3,474.00
				10.			\$ 17,482.00
						TOTAL COST	\$ 78,953.00

Page 1 of 8

										2,07.8												4		
						Recor	- Recommended					,				7						_		
Employee Name	Recommended Job Class	Curre	Current Salary	Salary Range		Minimum	Midpoint	3	Maximum	Ratio	\$ <min< th=""><th></th><th>7/1/08 T</th><th>Target C/R</th><th>Cost to Target C/R</th><th>A F</th><th>Flat % Approach</th><th>Sub</th><th>Sub Total Salary</th><th>Sub Total Increase</th><th>Final 2008- 2009 Salary</th><th>Nay P</th><th>Total Increase</th><th>Total %</th></min<>		7/1/08 T	Target C/R	Cost to Target C/R	A F	Flat % Approach	Sub	Sub Total Salary	Sub Total Increase	Final 2008- 2009 Salary	Nay P	Total Increase	Total %
					1			1				+	-			T		T				1		
Adams,Charles	WEB CT Administrator	69	49,967	50	40	45,564 \$	56,955	<b>⇔</b>	68,346	87.73%		_	10.46	90.00%	\$ 1293	64	2 498	••	50 465	> 408	n n	53 ARS	3 402	5 00
Adams,Kim	Personal Computer Specialist	45	36,702	37	69	$\rightarrow$		-	49,580	88.83%		_	8.03			-+	,		37 620	1		300.86	1 202	2 550.0
Aidaz, Guadalupe	Custodian	40	16,575	00	44	-		$\rightarrow$	24,228	82.10%		+	0.67				-	4	16 080			17 374	700	7 656 7
Alvarado, Maria	Custodial Crew Leader	64	19,835	4	40	-		-+	28,097	84.71%			4.64			50		<b>50</b>	20.331			20 716	204	4.02
Alves,Sylvia	Adminstrative Secretary	64	21,475	<del>2</del>	4	-		$\rightarrow$	31,014	83,09%			5.67	90.00%	\$ 1,785	60	22	60	22.119			22 504	1020	4 79%
Amador, Kelly	Administrative Assistant	49	28,270	26	49	25,191 \$		<b>∞</b>	37,787	89.78%		_	+	-		-			28.977	\$ 707		20 362	1 200	3 28 6
Anglin,Lynn	Mechanical Systems - Lead	4	35,165	29	٠.	-		ō \$	40,693	103.70%			-			<b>S</b>			36.044	\$ 879		36 429	1 264	3 50%
Appel, James	Groundskeeper	69	18,167	25	49	-		$\neg$	26,743	81.52%			0.92						18.621			19,006	200	A 62%
Autry,Elisa	Bookstore Clerk	٠,	19,800	ᆶ	4	-		-	28,799	82.50%									20,295		1	20,690	880	4 444
Baldwin, John	Professor - MA	49	52,092	4	4	39,290 \$		₹ <b>5</b>	58,935	106.07%		2	23.00			69		·	53.394	_		53 394 9	1 383	2.50%
Barbre,LaRae	Coordinator of Facility Scheduling	44	24,869	27	44	25,821 \$		- - -	38,732	77.05%	44	952 (	0.25			60		<b>69</b>	25.821			26 206	1.337	5.38%
Bascom,Charles	Custodial Supervisor	49	32,821	39	•	27,807 \$		66 69	41,710	94.43%			13.80			4		•	33,642			33.642	83	2.50%
Becker, Jeffery	Professor - MA	40	39,027	4	69	39,290	49,112	2	58,935	79.46%	47	263 1	1.00			•	393	•	-			40.004	977	2.50%
Berner, Victor	Professor - PHD	49	64,105	2	<b>6</b> A	50,294 \$	62,868	66 €≯	75,442	101.97%			32.00			50		69		_		65 708	1.603	2 50%
Berry,Philip	Head Rodeo Coach	49	43,859	48	49	43,369 \$		<u>-</u>	65,053	80.90%		CI1	+	86.00%	\$ 2,762	$\rightarrow$	1,316	64				45.175 <b>s</b>	1316	3.00%
Best, Mickey	Dean of Arts and Humanities	49	78,837	83	44	65,991 \$	82,488	æ ••	98,986	95.57%		-		-		-+	ij	63	$^{+}$			808.08	1.971	2.50%
Bickerton, Pam	Director of Bookstore Services	49	39,218	45	49	40,272 \$		Ö \$	60,408	77.91%	45	1,054 2	-	82.00%	\$ 1,007	-+	<del>ද</del> ්	·		1		40.675	1.457	3.71%
Bickerton,Scott	Groundskeeper	ć,	17,745	12	44	17,829 \$	22,286	ŏ	26,743	79.62%	٠,	22	0.12	-		-		49	-			18.574	829	4.67%
Black, James	Professor - MA	40	49,938	4	49	39,290 \$	49,112	2 \$	58,935	101.68%		=	17.00			4		50	$\rightarrow$	_		51 186	1.248	2.50%
Black,Patricia	Professor - BA	65	42,767	40	4	35,595		₩.	53,392	96.12%		_	10.00			40		69	-			43,836	1,069	2.50%
Blackwill,John	Professor - BA	49	38,680	8	49	35,595 \$	44,493	ω <b>•</b>	53,392	86.93%		ω	3.00			4		4	-			39,647	967	2.50%
Blandin, Terri	Administrative Secretary	44	29,400	<b>1</b> 8	44	20,676 \$	25,845	<b>69</b>	31,014	113.76%		2	2.03			4		49	-+			30,520	1.120	3.81%
Bushway, Marlena	Professor - MA+30	65	41,929	51	64	46,703 \$	58,379	69	70,055	71.82%	\$ 4	4,774 1	1.08			45	467	40	-+	C)1		47,170 \$	5,241	12.50%
Calderon, Francis	Shipping & Receiving/Department Clerk	49	24,577	24	€4	23,978 \$	29,972	ν **	35,966	82.00%		_	1.11			55		4	-			25.191	614	2.50%
Campos, Paul	Assistant Director - Law Enforcement Academ \$	50	47,666	4	49	39,290 \$	49,112	2 \$	58,935	97.05%		_	1.67			*		45	-	_		48,858	1,192	2.50%
Carroll, Charley	Director of Physical Plant	4.0	67,782	ස	45	62,811 \$	78,514	\$	94,216	86.33%		7	7.29	88.00%	\$ 1,310	40	2,711	40	-			70,493	2,711	4.00%
Cavitt, Tami	Professor - MA+36	40	53,903	52	44	47,871 \$	59,839	<b>44</b>	71,807	90.08%		ನ	13.50	-		55	3,234	49	$\rightarrow$			57,137	3,234	6.00%
Chavarria, Angela	Bookstore Clerk	64	19,666	35	64	19,199 \$	23,999	& G	28,799	81.94%		0	0.63			40		40	-+			20.543	877	4.46%
Clingman, Alice	Dean of Enrollment Management	49	57,291	56	44	52,841 \$		<u>-</u>	79,261	86.74%		0	0.71			69		49	-	_		58.723	1.432	2.50%
Connell, Linda	Professor - WA+36	69	55,960	52	55	47,871 \$		9	71,807	93.52%		17	17.00			69		5	+			57.359 \$	1.399	2.50%
Cook,Darryl	Professor - BA	49	41,782	40	67	35,595 \$		မာ	53,392	93.91%		8	8.00			44		*	-+			42,827	1.045	2.50%
Cook,Randy	Director of Transportation & Safety Training	69	41,601	ಕಿ	60	38,332 \$	47,915	\$5 \$5	57,498	86.82%		<b>1</b>	10.21	90.00% \$	1,522	40	2,080	4	-		1	43,681	2,080	5.00%
Cruce,Emma	Switchboard Operator/Mail Clerk/Cashier	69	24,861	8	69	20,676 \$	25,845	5	31,014	96.19%		ယ	3.46			49	·	40	-			-	1,007	4.05%
Cuellar, Adolfo	Security Personnel	69	23,888	22	64	22,266 \$	27,832	2 \$	33,398	85.83%		0	0.96			44	·	4.5	-	\$ 597	\$ 24	24,870 \$	982	4.11%
Cummings,Karen	Director Of Allied Health Fields	5	71,987	£	5	64,381 \$	80,476	6	96,572	89.45%		14	14.88	92.00% \$	2,051	44	4,319	*	-+	\$ 4,319	\$ 76		4,319	6.00%

Page 2 of 8

		_				Recomm	- Recommended		+	$\dashv$					┨						1	
Employee Name	Recommended Job Class	Cur	Current Salary	Salary Range	<u>*</u>	<b>Minimum</b>	Midpoint	Maximum		Ratio	\$ <min< th=""><th>7/1/08</th><th>Target C/R</th><th>Cost to Target C/R</th><th>_</th><th>Flat % Approach</th><th>Sub</th><th>Sub Total Salary</th><th>Sub Total Increase</th><th>Final 2008- 2009 Salary</th><th>Total</th><th>Total %</th></min<>	7/1/08	Target C/R	Cost to Target C/R	_	Flat % Approach	Sub	Sub Total Salary	Sub Total Increase	Final 2008- 2009 Salary	Total	Total %
Curry, Betty	Testing Center Coordinator	*	35,599	28	₩	26,467 \$	33,083	\$ 39,700	1	107.60%		34.58			٠, ا		59	36 <b>4</b> 89 <b>\$</b>	890	S 36 874	\$ 1275	1
Daricek, John	Security Personnel	4	24,464	21	44		27,832	4	$\dashv$	87.90%		0.96	-		69		•		610		^	1
Davis,Terri	Financial Aid Specialist	49	25,806	8	•		33,910	S	-	76.10% \$	1 322	ა 86	84.00%	1 356	-	<u>543</u>			1 265		^ 4	1
DeMoss,Carolyn	Custodian	40	18,092	∞	45	$\rightarrow$	20,190	٠,	1		-	0.79			-	+	9 4	+	450		•	1
Diaz,Susie	Custodian	44	19,326	8	4	$\rightarrow$	20,190	•	$\dashv$	95.72%		4.87				.	<b>69</b>	$\rightarrow$	483		200	4 400/
Dorado, Agustin (leaving 7-31)	Director of Institutional Effectiveness	40	64,339	දී	49	$\rightarrow$	72,908	69	$^{\dagger}$	88 25%					50 (	_		+	÷ 608		•	
Drennan, Elaine	Library Technician	40	25,088	28	63		33,083	45	$\dashv$	75.83% \$	1,379	9.80	90.00%	3.308		1.323	•	— <u>i</u>	2.702		\$ 3.087	7 12 30%
Duff, DeEtta	Adminstrative Assistant	٠,	33,146	26	44	25,191 \$	31,489	4	_	_		17.78			$\rightarrow$	-	60		829			
Dunn, Toni	Professor - MA	45	44,981	4	•	-	49,112	49	_	59%		3.00			69	_	69	$\rightarrow$	1.125		10	Ť
Edwards,Raquel	Administrative Secretary	40	21,994	≅	49	20,676 \$	25,845	•		0%		4.60			4	1	<b>69</b>	$\rightarrow$	550			
Emmerich, Patricia	Professor - PHD	69	56,713	2	49	50,294 \$	62,868	•	$\dashv$	90.21%		9.00			<b>69</b>		٠ ا	$\rightarrow$	1.418			
Flores, Fredrica (leaving 6-30)	Human Resources Payroll Clerk	€>	21,716	23	45	21,722 \$	27,153	\$ 32,584		\$8%	6		82.00%	\$ 543			65	+-			<b>n</b>	1
Flores,Jose	Programmer Analyst	49	52,337	46	S	41,279 \$	51,599	\$ 61,919		101.43%		16.92			$\rightarrow$	,		53,645	1,308			
Fons, August	Dean of Public Safety	49	66,896	60	69	58,326 \$	72,908	\$ 87,489	189 91.75%	75%		11.29	ĺ		49	-		+	1.672			
Fortner,Terry	Security Personnel	٠,	28,862	21	40	22,266 \$	27,832	٠,		103.70%		13.01			••	4	<b>64</b>	$\rightarrow$	722		<b>.</b>	
Fowler, Mark	Custodian	44	22,194	00	*	16,152 \$	20,190	\$ 24,228	228 109.93%	93%	_	9.49			•		5		555		•	
Galyean, Marcia	Administrative Assistant	49	32,766	26	49	25,191 \$	31,489	\$ 37,787		104.05%		16.90			40		50	$\rightarrow$	$\rightarrow$		•	1
Gann, Vicky	Library Technician	49	34,329	22	49	26,467 \$	33,083	\$ 39,700	700 103.77%	77%		13.09			45	,	\$	$\rightarrow$	-		•	1
Garcia, George	Programmer Analyst	49	45,618	6	49	41,279	51,599	\$ 61,919	)19 88.41%	11%		3.49			٠,		\$	46,758 \$	1,140		•	
Garcia, Jose	Professor - MA	40	49,340	4	49	39,290 \$	49,112	\$ 58,935	35 100.46%	46%		10.83			•		5	$\rightarrow$	1,234		•	
Gilcrease,Samuel	Professor - MA	69	52,569	4	69	39,290 \$	49,112	\$ 58,935	35 107.04%	04%		8.18			ća		50	53,883	$\rightarrow$		•	
Goad, Katherine	Professor - PHD	<b>\$</b>	59,976	ድ	4	50,294 \$	62,868	\$ 75,442	H2 95.40%	0%		16.00			•	,			$\rightarrow$		•	1
Gore,Kim	Switchboard Operator/Mail Clerk/Cashier	49	21,374	≅	45	20,676 \$	25,845	\$ 31,014	114 82.70%	%0%		2.38			49	-					•	1
Gorman,Pat	Dean of Counseling	40	72,978	జ	44	49,068 \$	61,335	\$ 73,602	_	18.98%		32.63			•			$\rightarrow$	-+-		4	1
Gratton, John	Vice President For Instruction	49	89,216	78	45	\$ 696,06	113,711	\$ 136,453	53 78.46%	5%	1,753	3.04	84.00%	\$ 4,548	$\rightarrow$	1,819		+	-+		•	1
Gratton, Peggy	Distance Learning Instructional Designer	69	43,611	చి	44	38,332 \$	47,915	\$ 57,498	98 91.02%	2%		1.92			٠,			-+	$\rightarrow$		•	
Guthrie,Robert	Professor - MA+12	40	52,794	48	49	43,369 \$	54,211	\$ 65,053	153 97.39%	9%		18.00			45			54,114 \$	1,320	\$ 54,114	•	
Guterrez, Jimmy	Custodian	69	17,663	00	40	16,152 \$	20,190	\$ 24,228	28 87.48%	8%		2.04			€9		•	18,105 \$			•	
Hall,Cory	Professor - MA	49	40,741	2	44	39,290 \$	49,112	\$ 58,935	35 82.95%	5%		2.38			49	•		41,760 \$	$\rightarrow$		<b>4</b> 0	
Hall, Linda	Director of Del Norte Fitness Center	40	34,570	8	69	35,595	44,493	\$ 53,392	92 77.70%	\$	1,025	2.88	82.00%	\$ 890	•	356 \$		$\rightarrow$	+		•	
Halladay,Terry	Professor - MA	59	48,332	4	4	39,290 \$	49,112	\$ 58,935	35 98.41%	1%	_	13.00				· ·			$\rightarrow$		•	1
Hancock, Beth	Executive Assistant	•	33,858	30	69	27,807 \$	34,758	\$ 41,710	10 97.41%	1%		13.90			4				-+			Ť
Hancock, Donald	Professor AA 12 months	49	45,150	AA12	40	38,696 \$	48,371	\$ 58,045	$\neg$	4%		 2.84			49	60		+	-			1
Hanson, Connie	Administrative Assistant	٠,	21,179	26	64	25,191 \$	31,489	\$ 37,787	87 67.26%	6%	4,012	4.67			5	504		$^{+}$	$\rightarrow$			
Hardin,Dan	Vice President For Finance	49	87,488	74	49	82,413 \$	103,017	\$ 123,620	_	3%	-	7.58	88.00%	\$ 3,167		-+	ļ	+	+			
Hargrove,Randy	General Maintenance Worker	45	28,791	25	•	24,577 \$	30,721	\$ 36,865	65 93.72%	2%		6.46			44	65		29,511 \$	$\rightarrow$	\$ 29,896		
Helms, Neida	Professor - MA	<b>*</b>	51,720	4	5	39,290 \$	49,112	\$ 58,935	35 105,31%	31%		16,00			45	-		53,013 \$	1,293	\$ 53,013	\$ 1,293	
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Employee Name	Recommended Job Class	Cume	Current Salary	Salary Range	-	Minimum	Midpoint		Maximum	Compa- Ratio	*	\$ <min< th=""><th>Svc Yrs 7/1/08</th><th>Target C/R</th><th>_</th><th>Cost to Target C/R</th><th>Flat % Approach</th><th>ach</th><th>Sub</th><th>Sub Total Salary</th><th>Sub Total</th><th>otal</th><th>Final 2008- 2009 Salary</th><th>- 1</th><th>Total Increase</th><th>Total %</th></min<>	Svc Yrs 7/1/08	Target C/R	_	Cost to Target C/R	Flat % Approach	ach	Sub	Sub Total Salary	Sub Total	otal	Final 2008- 2009 Salary	- 1	Total Increase	Total %
Henderson, Michael	Professor - BA	49	38,138	8	5	35,595	44.	44,493 \$	53,392	85.72%	t	1	4.		†		~	1	65	39.091	*	3	39.091	<u> </u>	953	2 50%
Henning, Jill	Professor - MA	49	42,638	4	44	39,290	\$ 49,	-		86.82%	1		4.00		1			•	69	-+-		-		20.	1066	2 500
Hemandez, Elizabeth	Administrative Support Assistant	4	20,217	12	55	17,829	\$ 22,	-		90.72%	1		0.29		T		••	•	69 (	-		-		107 \$	890	4 40%
Hemandez,Elizabeth P	Custodian	4	21,986	00	to.	16,152	\$ 20,	-		108.90%	1	1	8.46		1		<b>ن</b>	•	5	-+		550	22 921	21	935	A 25%
Hemandez, Melanie	Human Resources Technician	*	25,737	26	40	25,191	31,	31,489 \$		81.73%			338 38	84.00%	40	714	65	772	•	-		772	26.894	Ž	1.157	4 50%
Hemandez, Natalia	Administrative Support Assistant	40	19,127	ᇏ	49	20,676		-		74.01%	4	1,549	1.00				69	-	64	+		1549	21.061	65 15	1 934	10.11%
Hicks, Barbara	Adminstative Assistant	4	31,583	26	40	25,191	\$ 31,	31,489 \$	37,787	100.30%			14.18				<b>6</b>	•	64	-+		+	\$ 32.758	58	1.175	3.72%
Holladay, Kellyne	Dean of Math and Sciences	45	69,726	&	49	71,065	\$ 88,	88,831 \$	106,597	78.49%	41	1,339	17.84	94.00%	40	12,436	64	4,975	69	-		$\rightarrow$		표 •	6.313	9.05%
Holloman, Terry	Professor - BA	44	36,552	40	•	35,595		44,493 \$	53,392	82.15%			4.00	84.00%		(91)	•	-	64	-		914	37.466	56	914	2.50%
Howell, Christopher	Professor - MA+12	•	42,450	క్ష	40	49,068	\$ 61,	61,335 \$	73,602	69.21%	49	6,618	3.00	82.00%	40	1,227	•	<u>8</u>	4	-	65	-	\$ 50.049	\$ ·	7.599	17.90%
Huddleston, David	General Maintenance Foreman	55	41,893	42	40	37,397	\$ 46,	46,746 \$		89.62%			9.76		1		<b>ده</b>	-+	•	-		+		S .	1.047	2.50%
Huerta, Ophelia	Accounts Recievable Specialist/Head Cashier	44	28,455	26	69	21,722	\$ 27,	27,153 \$	32,584	104.79%			10.89				44	٠	4	-+		-+		<u>6</u>	1,096	3.85%
Hulsey, Dallas	Professor - PHD	44	48,693	2	44	50,294	\$ 62,	62,868 \$	75,442	77.45%	49	1,601	6.00	86.00%	69	3,772	49	1,509	4	51,803	43	3,110		©3 <b>\$</b>	3,110	6.39%
Jackson, Miesha	Professor - AA	49	32,597	36	49	32,247	\$ 40,309	309 \$	48,371	80.87%			2.00				44	•	44	$\rightarrow$	4	$\rightarrow$		12 \$	815	2.50%
Jackson, Stacey	Grants Coordinator	69	23,323	8	40	21,722	\$ 27,	27,153 \$	32,584	85.89%			1.00				•	•	4	23,906	-	$\rightarrow$		91	968	4.15%
Jacobo, Melinda (leaving 7-15)	Inventory Control Specialist	49	30,504	25	*	24,577	\$ 30,	30,721 \$	36,865	99.29%			8.11				49	1	4.4	31,267	44	-		552	1,148	3.76%
Jacobs, Johnny	Security Personnel	•	34,225	23	٠,	22,266	\$ 27,	27,832 \$	33,398	122.97%			23.24				4		<b>-</b>	$\rightarrow$	49	856 \$		ର କ	1,241	3.62%
Jenkins, Sharon	Director of Library Services	64	65,859	58	40	55,516	\$ 69,395	395 \$	83,274	94.91%			8.88				•	•	5	$\rightarrow$		-		ος •••	1,646	2.50%
Jett,David	Assistant Director PR & Marketing	44	42,896	4	40	39,290	\$ 49,112	112 \$	58,935	87.34%			2.58				4			-		$\rightarrow$		55 45	1,457	3.40%
Jordon, Jennifer	Executive Director - NMJC Foundation	49	49,599	51	4	46,703	\$ 58,379	379 \$	70,055	84.96%			4.49			2	4	•		-		-+		ਲ ••	1,240	2.50%
Journigan, Walter	Professor - PHD	40	53,775	2	49	50,294	\$ 62,868	968 \$	75,442	85.54%			2.50	88.00%	49	205	4	•		-		-		19 \$	1,344	2.50%
Juarez, Maria	Personal Computer Specialist	49	36,527	37	45	33,053	\$ 41,317	317 \$	49,580	88.41%			7.48		2 5		•	•	4.5	-+	55	913 \$		25	1,298	3.55%
Keranen, Joel	Professor - MA+24	45	46,117	49	49	44,453	\$ 55,566	566 <b>\$</b>	66,680	82.99%			4.00	94.00%	40	4,962	٠.	•	•	47,270	<u>~</u>	1,153 \$		70 \$	1,153	2.50%
King, Erin (was Rolan-Hill)	Professor - AA	44	33,362	36	49	32,247	\$ 40,309	\$ 600	48,371	82.77%			3.00				5		4	-	•	834 \$		-	834	2.50%
Knapp, Patricia	Records Administrator	49	36,893	ၾ	40	31,461	\$ 39,326	326 \$	47,191	93.81%			26.00	96.00%	49	<u>(63</u>	4		49	37,815	50	922	38,200	8	1,307	3.54%
Koger, Chandra	Coordinator of Learning Assistance Center/Tur	49	34,490	36	40	32,247	\$ 40,309	309 \$	48,371	85.56%			1.48				49	1	4	-	٠,	-		-	862	2.50%
Koger, Diane	Library Assistant	49	20,859	4	45	18,731	\$ 23,414	114 \$	28,097	89.09%			2.76				48	•	₩.	-	*	521 \$		-+	906	4.35%
Kunko, William	Director of Computer Information Systems	45	68,409	&	44	71,065	\$ 88,831	331 \$	106,597	77.01%	44	2,656	13.23	92.00%	<b>69</b>	10,660	•	4,264	44	75,329	6	6,920 \$		$\rightarrow$	6,920	10.12%
Lasater, Steven Darrick	Workforce Training Coordinator	64	42,436	8	64	35,595	\$ 44,493	193 \$	53,392	95.38%			0.25				5		55	43,497	<u>~</u>	1,061 \$		97 \$	1,061	2.50%
Latimer, Kimberly	Adminstrative Secretary	44	27,370	18	45	20,676	\$ 25,845	345 \$	31,004	105.90%			5.90	94.00%	69	(3,760)	45		5	-	60	£ 42		-	1,069	3.91%
Lewis, Patsy	Professor - BA	49	38,037	6	40	35,595	\$ 44,493	193 \$	53,392	85.49%			19.00	94.00%			*	2,663		-		-	1	$\rightarrow$	2,663	7.00%
Linville,Myra	General Maintenance Worker	4	29,109	25	44	24,577	\$ 30,721	721 \$	36,865	94.75%			1.96				49	-	45	29,837 \$		-+		-	1,113	3.82%
Lopez,Rosa	Custodian	40	17,166	00	45	16,152	\$ 20,190	90 \$	24,228	85.02%			2.00				64	•	49	-		-		- 1	814	4.74%
Loya,Luis	Custodian	40	22,559	œ	٠,	16,152	\$ 20,190	<u>9</u> 8	24,228	111.73%		_	10.38				5		•	-+		-		-+	949	4.21%
Madrid, Antonia	Custodian	64	18,510	œ	49	16,152	\$ 20,190	90 \$	24,228	91.68%		_	1.42				5		69	-		-		- 	848	4.58%
Mahan, Kathy	Graphic Designer	60	35,670	4	40	30,693	\$ 38,367	)67 <b>\$</b>	46,040	92.97%			14,58				44	•	Ì	36,562 \$		892 \$		47	1,277	3.58%
Marquez, Anna	Director of Financial Aid	•	47,703	55	<b>«</b> >	51,552	\$ 64,440	₩ \$	77,328	74.03%	40	3.849	2.58	82.00%	55	1,289	44	516 \$		52,067 \$	4	36 4		-+	4 364	9.15%

New Mexico Junior College
2008-2009 Salary Schedule Compensation Recommendation #2
To minimum; Comp/Ratio; \$35,000 to support; 2.50% minimum increase

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						Recom	Recommended							1			4				٦			4	
Employee Name	Recommended Job Class	Curre	Current Salary	Salary Range		Minimum	Midpoint	Maximum		Compa- Ratio	\$ <min< th=""><th>Svc Yrs 7/1/08</th><th>Target C/R</th><th></th><th>Cost to arget C/R</th><th>Flat % Approach</th><th><u> </u></th><th>Sub Total Salary</th><th><u>ئە</u> ك</th><th>Sub Total Increase</th><th>22 27</th><th>Final 2008- 2009 Salary</th><th>To</th><th>Total Increase</th><th>Total % Increase</th></min<>	Svc Yrs 7/1/08	Target C/R		Cost to arget C/R	Flat % Approach	<u> </u>	Sub Total Salary	<u>ئە</u> ك	Sub Total Increase	22 27	Final 2008- 2009 Salary	To	Total Increase	Total % Increase
Marquez, Bernice	Administrative Assistant	<b>\$</b>	28,137	8	5	25,191 \$	31,489	5	37,787 8	89.35%		6,58		t			,	-	28.840	\$ 703	-	29 225	^	1088	3 87%
Marquez,Carol	Adminstrative Secretary	60	28,449	€	49	- +	25,845	40	$\dashv$	110.08%		18.99	94.00%	69	(4.866)	5	٠ دی		-+			29 545		1 096	3.85%
Martin, Adanna	Document Center Coordinator	45	31,499	<u>ω</u>	60	-	38,367	40	1	82.10%		6.83	86.00%				945		-		-	32,444	<b>10</b>	945	3.00%
McClain, Shanessa	Assistant Director of Financial Aid	٠,	31,504	4	40	-	45,606	45	7	-	\$ 4,981	T	82.00%	69	+	<b>.</b>	-	Į	-+	טח	$\rightarrow$	36.849	5	5345	16 97%
McCleery,Forrest	President	44	132,000	23	••	128,537 \$	160,671	40	-	-					-+		$\rightarrow$		$\rightarrow$		- +		1	1	0.00%
McClure,Jennifer	Admission Specialist	44	32,865	¥	65	30,693 \$	38,367	44		85.66%		2.59				\$	69		33.687	822	<b>69</b>	33.687	-	833	2 50%
McConal, Angela	Program Planner - Continuing Education	4	36,670	ၾ	4		40,309	5		90.97%		6.57		7		4	4		-+		-	37.587	40	917	2.50%
McCool, Jeffery	Dean of Training and Outreach	49	67,258	ಙ	•	61,279 \$	76,599	40		87.81%		13.88	92.00%	55	3,213		4 035			4	-+	71.293	<u>ده</u>	4.035	6.00%
McCorvey, Shelby	Professor - AA	64	35,387	မ္တ	•	-	40,309	44	7	87.79%		7.00			-		-		36,449 \$		-	36,449		1.062	3.00%
McCreesh, Maria	Professor - BA	49	32,720	4	40	35,595 \$	44,493	65	1	-	\$ 2,875		82.00%	60	89		356 48		-		-	35.951	٠	3.231	9.87%
McDonald, Jackie	Registrar Assistant	49	31,014	29	40	$\rightarrow$	33,910	40	1	4			92.00%	60	(592)		-		$\rightarrow$		-	32 174	"	1 180	3.74%
McGill,Shyla	Professor - MA+12	45	47,405	8	64	43,369 \$	54,211	4		87.45%		4.33				۷.	•		$\rightarrow$	_	-+	48,590	5	1,185	2.50%
Medrano, Jorge	Security Personnel	4	23,357	21	69	22,266 \$	27,832	44	33,398 B	83.92%		1.04				\$	•		-		-+	24,326	*	969	4.15%
Mendoza, Virginia	Administrative Secretary	49	27,929	18	49	20,676 \$	25,845	49	-	108.06%		8.58	94.00%	•	(4,333)	4.0	·		$\rightarrow$		-+	29,012	*	1,083	3.88%
Miller, Kathleen	Human Resources Generalist	••	40,404	8	••	35,595 \$	44,493	4	-	90.81%		10.44				5	•		-		-	41,414	•	1,010	2.50%
Miller, Richard	Director of Learning Communities/Retention	40	41,049	జ్ఞ	••	31,461 \$	39,326	S	47,191 10	104.38%		3.13				55	•		-+		-	42,075	•	1,026	2.50%
Miller, Susan	Adminstrative Secretary	٠,	22,164	≅	69	20,676 \$	25,845	44		85.76%		0.29				65	45		-		-	23.103	5	939	4.24%
Miller, Winona	Executive Assistant	49	35,970	ಆ	45	27,807 \$	34,758	44	41,710 10	103.49%		18.01				*	•		-		-	37.254	*	1,284	3.57%
Mladinic,Peter	Professor - MA+24	40	53,302	49	49	44,453 \$	55,566	45	66,680 9	95.93%		18.00				5	•		-	_	-+	54,635	1	1,333	2.50%
Morgan, Joshua	Purchasing Coordinator	4	37,013	36	49	32,247 \$	40,309	40	48,371 9	91.82%		2.11			44		•		37,938 \$		$\rightarrow$	37,938		925	2.50%
Morrill, Billy	Director Administrative Services	••	62,165	58	44	55,516 \$	69,395	40	83,274 8	89.58%		7.62			55		•			_	$\rightarrow$	63,719		1,554	2.50%
Morris, Richard	Professor - MA	69	71,369	4	49	39,290 \$	49,112	40	58,935 14	145.32%		23.00			45	-	•		-		$\rightarrow$	73,153		1,784	2.50%
Murphy, Shelly	Professor - MA+30	60	45,360	51	49	46,703 \$	58,379	64	70,055 7	77.70% \$	1,343	11.00	92.00%	69	7,006 \$		2,802 \$		49,506	4,146	49	49,506	*	4,146	9.14%
Najera, Enrique	Professor - MA	69	36,932	44	45	39,290 \$	49,112	49	58,935 7.	75.20% \$	2,358	0.36			45		•		39,290 \$	2,358	40	39,290		2,358	6.38%
Necaise, Charles	Security Personnel	40	28,301	21	40	22,266 \$	27,832	٠,	33,398 10	101.69%	0.3	11.92			60		-		29,009 \$		44	29,394		1,093	3.86%
Neu,Roene	Professor - MA+36	45	47,035	52	44	47,871 \$	59,839	4	71,807 7	78.60% \$	836	3.00	94.00%	44	8,377 \$		957 \$		48,828 \$	_	5	48,828		1,793	3.81%
Newell, Mary Ann	Coordinator of Assessment and Quality Improv \$	45	40,320	&	49	43,369 \$	54,211	64	65,053 7	74.38% \$	3,049	1.07	82.00%	40	1,084	•	434 \$		43,802 \$	3,482	40	43,802	*	3,482	8.64%
Newman,Lynda	Professor - MA	45	45,553	4	45	39,290 \$	49,112	45	58,935 9	92.75%		9.00			49		•		46,692 \$	1,139	40	46,692	*	1,139	2.50%
Nymeyer,Earl	Professor - MA+30	4	46,829	5	4	46,703 \$	58,379	45	70,055 8	80.22%		1.00			64		49		48,000 \$		4	48,000	*	1,171	2.50%
Organ,Regina	Vice President For Student Services	49	88,830	72	45	78,442 \$	98,053	44	17,663 9	90.59%		9.68			49		49		91,051 \$	2,221	49	$\rightarrow$	40	2,221	2.50%
Ortega, Refugio	General Maintenance Worker	49	25,592	25	60	24,577 \$	30,721	44	36,865 8	83.30%		1.48			55		· •\$		-+		-			1,025	4.00%
Ortiz, Maria	Database/Server Specialist	44	39,624	37	69	33,053 \$	41,317	44	49,580 9:	95.90%		14.63			50		•		-	3	-	-+		1,376	3.47%
Osomio, Graciela	Administrative Assistant	49	26,883	26	45	25,191 \$	31,489	44	37,787 8:	85.37%		2.92	92.00%	65	1,415		50		-		-	27,940	**	1,057	3.93%
Owens, Amanda	Groundskeeper - Imgation Specialist	49	19,622	ಕ	69	19,679 \$	24,599	4		79.77% \$	57	4.03	84.00%		28 24		394 \$		-		-	20,595	•	973	4.96%
Pena, Joe	General Maintenance Worker	₩.	26,739	25	4	24,577 \$	30,721	45		87.04%		1.88			40		•		27,407 \$	668	-	27,792	*	1,053	3.94%
Phillips,LaRae	Counselor	44	51,558	<b>&amp;</b>	45	38,332 \$	47,915	*	57,498 10	107.60%		9.42			40		64		52,847 \$	_	4	-	*	1,289	2.50%
Phillips, Naomi	Assistant Director of Corrections Academy Tra	55	43,514	44	ده	39,290 \$	49,112	÷	58,935 8	88.60%		3.33			40		•		44,602 \$	1,088	49	44,602	*	1,088	2.50%

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						Recom	- Recommended					-			1	$\exists$	-				┥			_	
Employee Name	Recommended Job Class	Curre	Current Salary	Salary Range		Minimum	Midpoint	Maximum		Compa- Ratio	\$ <min< th=""><th></th><th>7/1/08 Ta</th><th>Target C/R</th><th>Cost to Target C/R</th><th></th><th>Flat % Approach</th><th></th><th>Sub Total Salary</th><th>Sub Total</th><th></th><th>Final 2008- 2009 Salary</th><th>Incre</th><th>ncrease h</th><th>Total % Increase</th></min<>		7/1/08 Ta	Target C/R	Cost to Target C/R		Flat % Approach		Sub Total Salary	Sub Total		Final 2008- 2009 Salary	Incre	ncrease h	Total % Increase
Polson, Chris	Associate Dean of Students	60	48,954	g,	<u>.</u>	51.552 \$	64,440	"	77.328	75.97%	2	2.598	200	82.00%	\$ 1289	۲	516	^	52067	\$ 3113	4	52067	^	3112	76% A
Porter, Robin	Professor - AA	••	33,362	ၾ	69	- +	40.309	5	7	4			4	+		. es	.	-	+	\$ 834	e (	24 105	4	834	3 500
Pounds, Sheryl	Human Resources and Payroll Specialist	*	33 131	3	69	-	38,367	<b>49</b>	1	86.35%		- 4	4 00			٠,			+		+	33 959	-	828	2.50%
Puentez, Emestina	Custodian	69	18,901	œ	40	-	20,190	45	1	93.62%		(D	5.08		****	••		40	-+	\$ 473	$\rightarrow$	19.759		25 25	4.54%
Rascon, Ysabella	Custodian	40	20,358	00	49	-	20,190	49		100.83%			2.91			40		4	-		-+	21,252		894	4.39%
Rash, William (leaving 7-31)	Warehouse/Fleet Maintenance Worker	4	31,395	23	60	22,822 \$	28,528	49		110.05%		_	14.79			40		4		\$ 785	-	32,565	*	1.170	3.73%
Rendon, Glenna	Custodian	69	20,186		69	16,152 \$	20,190	45		99.98%			6.94			4		•			-+	21.076	5	88	4.41%
Rhodes,Robert	Vice President for Training and Outreach	49	88,875	74	44	82,413 \$	103,017	44	1	86.27%			1.96	-		65	.	•	-+	2	-	91,097	•	2,222	2.50%
Rice, John	Professor - MA+45	49	52,444	క్ష	•	49,068 \$	61,335	49	_	85.50%		<b>6</b>	-	88.00%	\$ 1,531	-	2,622		$\rightarrow$		-	55.066		2622	5.00%
Richardson, Sonya	Professor - MA	44	46,936	4	٠,	39,290 \$	49,112	•		95.57%		.0	9.00			$\rightarrow$		$\rightarrow$	$\rightarrow$		-	48,109	•	1.173	2.50%
Rios, Jesus	Carpenter - Lead	4	34,035	23	60	$\rightarrow$	33,910	44	$\neg$	100.37%			0.00			69		50	-		-	35.271		1.236	3.63%
Rivas, Maria	Custodian	40	19,848	00	44	16,152 \$	20,190	40		98.31%		N	2.85			4		60	-+		$\rightarrow$	20,729	•	82	4.44%
Rivera, Rosa	Custodian	••	16,335	œ	64	16,152 \$	20,190	45	24,228 8	80.91%			0.33			45		44	-		æ •••	17,128	*	793	4.86%
Robledo, Emilia	Accounts Payable Clerk	44	29,153	24	44	23,978 \$	29,972	44	35,966 9	97.27%		<del></del>	13.99			49		49	-		-+	30,267	4	1,114	3.82%
Rodriguez,Kari	Administrative Secretary	44	20,887	18	49	20,676 \$	25,845	4		80.82%			0.25			45		45	$\rightarrow$		-	21,794	•	907	4.34%
Rutledge, Michael	Director of Instructional Technology	49	51,880	50	44	45,564 \$	56,955	44	68,346	91.09%		N	2.84	82.00%	\$ (6,474)	<i>\$</i>		•	-	_	-	53,177		1,297	2.50%
Sadeghmohaddam, Gholamreza	Professor - MA+45	49	55,477	53	49	49,068 \$	61,335	45	73,602	90.45%		_	10.00			45		55	-		-	56,864		1,387	2.50%
Salazar, Amparo	Accountant (Controller)	40	51,613	55	49	45,564 \$	56,955	45		90.62%		7	7.25			44		45	$\rightarrow$		-	52,903		1,290	2.50%
Sanchez, Diamantina	Cashier/Data Entry Assistant	49	19,279	74	69	18,731 \$	23,414	49		82.34%		0	0.50			69		4	$\rightarrow$		-	20,146		867	4.50%
Sanchez,Geneva	Custodian	49	16,963	00	45	16,152 \$	20,190	٠,	24,228 8	84.02%		_	1.32			49		4	-+		-	17,772	•	809	4.77%
Sanders, Drew	Professor - MA	40	46,880	4	49	39,290 \$	49,112	40	58,935	95.45%		_	1.00			45		٠,		\$ 1,172	₹3 <b>\$</b> 5	48,052	**	1,172	2.50%
Sanderson, Patricia	Library Technician	44	24,598	28	69	26,467 \$	33,083	44	39,700 7	74.35%	<b>\$</b>	1,869 7	7.91	88.00%	\$ 2,647	5	1,059	•		\$ 2,927	-+	27,910		3,312	13.47%
Sauceda, Steve	Workforce Training Coordinator	69	41,289	40	49	35,595 \$	44,493	•	53,392 9	92.80%			1.48		1	••		40	-	\$ 1,032	₹ <b>3</b>	42,321	*	1,032	2.50%
Saucer, Kristine	Counselor	49	41,240	43	45	38,332 \$	47,915	40	57,498 8	86.07%		_	1.44		888	55		40	-	\$ 1,031	<u>ت</u>	42,271		1,031	2.50%
Schmitz, Charlotte	Professor - MA	64	42,849	4	49	39,290 \$	49,112	44	58,935 8	87.25%		Ch Ch	5.00			<b>ب</b>		49	43,920	\$ 1,071	-i 64	43,920	•	1,071	2.50%
Seed,Lisa	Director of Lea County Cowboy Hall of FameN	49	46,981	46	45	41,279 \$	51,599	€9	61,919 9	91.05%		_	10.70			40		•	48,156	\$ 1,175	- +	48,156	*	1,175	2.50%
Sema, Veronica	Financial Aid Specialist	45	24,577	29	en	27,128 \$	33,910	49	40,693 7	72.48%	\$ 2,	2,551 1	1.69	82.00%	\$ 678	\$	271	40	-+	\$ 2,823	نٽ جه	27,785	**	3,208	13.05%
Shields, Jerrett	Executive Assistant to the President	45	53,651	47	40	42,311 \$	52,889	44	63,467 1	101.44%		24	24.78			49		4	-+	\$ 1,341	<u>-</u>	$\rightarrow$	40	1,341	2.50%
Shook, Angila	Professor - BA	45	41,377	40	44	35,595 \$	44,493	49	53,392 9	93.00%		7	7.00			49		60	- +	\$ 1,034	-	42,411	*	1,034	2.50%
Simpson, Joshua	Professor - BA	47	32,237	40	45	35,595 \$	44,493	40	53,392 7	72.45%	ယ	3,358 1	1.00			ده	356	69	-	\$ 3,714	~	35,951	**	3,714	11.52%
Smedley, Candida	Professor - MA+12	44	41,331	48	49	43,369 \$	54,211	45	65,053 7	76.24%	<b>\$</b>	2,038 1	1.00			49	42	49	-		-	43,802		2,471	5.98%
Smith, Calvin	Executive Director - Western Heritage Museum	50	70,000	ಚ	49	51,552 \$	64,440	69	77,328 1	108.63%		_	1.05			40		65			$\rightarrow$	71,750		1,750	2.50%
Springer, Donna	Executive Assistant	44	35,283	38	45	27,807 \$	34,758	44	-	101.51%		=	17.92			64		40	-		$\rightarrow$	36,550		1,267	3.59%
Steinhaus, Richard	Professor - MA	69	44,348	4	69	39,290 \$	49,112	49	58,935	90.30%	8	Sı.	5.00			64		40	$\rightarrow$	_	-+	45,457		1,18	2.50%
Stine, Misty	Professor - MA+30	40	44,452	51	69	46,703 \$	58,379	49	70,055 7	76.14%	\$ 2	2,251 1	1.00			49	467	•	$\rightarrow$	\$ 2,718		47,170	45	2,718	6.12%
Sudduth,Rhonda	Database/Server Specialist	44	40,421	37	69	33,053 \$	41,317	49	49,580 9	97.83%		2	2.00			69		60	$\rightarrow$	\$ 1,011	-	-	**	1,011	2.50%
Sudduth, Royce	Electrician - Lead Journeyman	4	38,807	쎯	49	33,880 \$	42,350	64	50,819 9	91.64%		1	1.68			49		69	39,777	\$ 970	9	40,162	••	1,355	3.49%

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						: R	BCOMIT	Recommended			•			:		,			:				$\dashv$		$\dashv$		$\dashv$	
Employee Name	Recommended Job Class	Curre	Current Salary	Salary Range		Minimum		Midpoint	3	Maximum	Ratio	*	\$ <min< th=""><th>7/1/08</th><th>Target C/R</th><th></th><th>Cost to arget C/R</th><th>Appi Fi</th><th>Flat % Approach</th><th>~ £</th><th>Sub Total Salary</th><th>Incr</th><th>Sub Total Increase</th><th>Final 2008- 2009 Salary</th><th></th><th>Total Increase</th><th></th><th>Total %</th></min<>	7/1/08	Target C/R		Cost to arget C/R	Appi Fi	Flat % Approach	~ £	Sub Total Salary	Incr	Sub Total Increase	Final 2008- 2009 Salary		Total Increase		Total %
Summers,Barbara	Administrative Assistant	\$	32,411	26	ς,	25,191	<u>-</u>	31,489	<u>©</u> ••	37,787	102.93%	7	4	5.90				~	,	<u>ب</u>	33.221	(۵	810 \$	<u>بر</u>	33.606	1	1.195	3.69%
Taylor, Susie	Custodian	49	19,697	œ	جي جي	16,152		20,190	$\rightarrow$	24,228	97.56%	_		3.83 33				•	٠	·	20.189		$\rightarrow$	22	-	ŀ	877	4.45%
Thomas, Glen	Coordinator of Intramurals/Student Activities	49	37,565	ಷ	40	28,502	-+	35,627	$\rightarrow$	42,753	105.44%			3.80		1		· •		<b>د</b>	38,504	€9 .		ا پ	$\rightarrow$		939	2.50%
Thompson, Delores	Professor - MA+45	•	54,186	జ	4	49,068	ص جه	61,335	ن ده	73,602	88.34%			3.00		1		•	,	8	55,541	4	<del></del> [-	55	$\rightarrow$		1355	2.50%
Titus,Rebecca	Divisional Academic Coordinator/Professor - P	٠,	48,156	47	دی	42,311	<b>∽</b>	52,889	œ <b>↔</b>	63,467	91.05%			3.70		1		•		4	49,360	<b>S</b>		46	$\rightarrow$		1,204	2.50%
Townsend,Stephen	Professor - PHD	*	56,099	2	49	50,294	4	62,868	۵۵ چه	75,442	89.23%			9.00	90.00%	4	(920)	•		4	57,501	₩.		57	$\rightarrow$		1.402	2.50%
Van Der Sterre, Carl	Groundskeeper	٠	20,623	12	69	17,829	<b>⊕</b>	22,286	<b>∞</b>	26,743	92.54%			0.38				4		4	21,139	*	$\rightarrow$	22	+		516	2.50%
Vardeman, Vicki	Director of PR & Marketing	4	51,092	57	49	54,162	69	67,702	₽ <b>\$</b>	81,242	75.47%	•	3,070	2.93	82.00%	٠٠	1,354	50	<u>5</u> 2	49	54,703	69	$\rightarrow$	<u>ي</u> يو	+-		3.611	7.07%
Vick, Maria	Professor - BA	69	43,360	40	49	35,595	44	44,493	ω ••	53,392	97.45%			12.00				49		49	44,444	₩.	$\rightarrow$	4.			1,084	2.50%
Vigil, Oscar	Coordinator of Network Systems	69	48,454	47	49	42,311	<b>∽</b>	52,889	\$	63,467	91.61%			8.55 55				69	,	4	49,665	₩.	$\rightarrow$	49	$\rightarrow$		1211	2.50%
Voight,James	Professor - MA	٠,	50,008	4	4	39,290		49,112	2 4	58,935	101.82%			2.00				4	,	49	51,258	₩.	$\rightarrow$	51	$\rightarrow$		1,250	2.50%
Ward,Donna	Administrative Secretary	49	25,000	18	45	20,676	65 <del>45</del>	25,845	<b>σ</b>	31,014	96.73%			0.42				63		49	25,625	49		26,	+		1,010	4.04%
Ward, Mary	Dean of Careers and Technology	49	66,896	ස	••	62,811	<u>1</u>	78,514	\$	94,216	85.20%			4.98				*		49	68,568	49	1,672 \$	68,568	$\rightarrow$		1,672	2.50%
Wamer,Martha	Custodian	٠,	20,099	<b>c</b>	4	16,152	2	20,190	0	24,228	99.55%			2.21				•		49	20,601	4	502 \$	20,	$\rightarrow$		887	4.42%
Waters, Susan	Professor - MA+12	4	41,730	48	41	43,369	<b>45</b>	54,211	<u>-</u>	65,053	76.98%	49	1,639	5.00	84.00%	40	2,168	•	1301	45	44,670	٠	2,940 \$	4	$\rightarrow$		2,940	7.04%
Weaver, Margaret	Coordinator of Technical Services (Librarian)	40	45,316	4	40	39,290	<b>4</b>	49,112	2 \$	58,935	92.27%			1.78				٠.		45	46,449	4	$\rightarrow$	<b>4</b> 6,			1,133	2.50%
Webb,Kimberly	Professor - MA+30	49	44,401	51	٠.	46,703	ω <b>49</b>	58,379	9	70,055	76.06%	45	2,302	3.00	84.00%	49	2,335	•	934	•	47,638	•	$\rightarrow$	47,			3,237	7.29%
West,Cheri	Library Technician	49	24,421	28	4	26,467	7	33,083	ن جه	39,700	73.82%	٠,	2,046	7.86	88.00%	45	2,647	44	1,059	•	27,525	↔	3,104 \$	27,910	-		3,489	14.29%
Whicker, Timothy	Professor - PHD	40	61,739	ድ	69	50,294	49	62,868	\$	75,442	98.20%			14.00				\$		45	63,282	€9	-+	63,282	282		1,543	2.50%
Whitley, Cloyd	Custodian	69	20,843	00	4	16,152	2 \$	20,190	0 \$	24,228	103.24%			6.75				44		55	21,364	€9	521 \$	21,749	749 \$		906	4.35%
Wier, Amanda	Videographer/Writer PR & Marketing	4	28,575	3	49	27,807	\$	34,758	69	41,710	82.21%			0.00				•		40	29,289	49	714 \$	29,674	574 \$		1,099	3.85%
Wong, Ruth	Professor - MA	ć,	42,320	4	69	39,290	**	49,112	2 \$	58,935	86.17%			1.00				٠,		40	43,378	٠,	1,058 \$	43,378	378		1,058	2.50%
Wong, Yau-Sun	Professor - PHD	4	54,019	\$	69	50,294	<b>69</b>	62,868	σ <sub>0</sub>	75,442	85.92%			4.00				4		49	55,369	4	1,350 \$	55,369	369 \$		1,350	2.50%
Worth, Donald	Director of Athletics	40	70,000	57	69	54,162	2 \$	67,702	2	81,242	103.39%			0.75				\$		49	71,750	*	1,750 \$	71,750	750 \$		1,750	2.50%
Youngblood, Homer	Professor - BA	49	42,552	8	69	35,595	49	44,493	ω •••	53,392	95.64%			8.00				55		٠,	43,616	5	1,064 \$	43,616	316 \$		1,064	2.50%
Youngblood, Patricia	Professor - MA	69	45,586	4	49	39,290	<b>⇔</b>	49,112	ν ••	58,935	92.82%			6.00				44		40	46,726	4	3,140 \$	46,726	726 \$		1,140	2.50%
Youngblood, Wenona	Library Assistant	40	19,640	4	64	18,731	45	23,414	*	28,097	83.88%			0.95				₩.		٠,	20,131	↔	491 \$	20,516	-		876	4.46%
Zambrelli, Cynthia	Counselor	49	46,448	<b>4</b> 3	€9	38,332	₩	47,915	5	57,498	96.94%			5.91				≪	,	40	47,609	€9	1,161 \$	47,609	ĕ ••		1,161	2.50%
Zaragoza,Lupe	Custodian	60	23,332	00	4	16,152	€	20,190	٠ چ	24,228	115.56%			12.95				45		45	23,915	49	583 \$	24,300	8		968	4.15%
Zuniga,Ismael	General Maintenance Worker	60	21,895	25	65	24,577	\$	30,721	<u>→</u>	36,865	71.27%	40	2,682	1.08	82.00%	49	614	*	246	45	24,823	64	2,928 \$	25,208	208	3,313	<b>3</b>	15.13%
																									40	331,462	162	
Chris Howell \$4534 for increase to MA	Chris Howell \$4534 for increase to MA+45 & Rebecca Titus \$2200 for Master's included in raise to minimum	in raise	to minimu	3								\$ 7	76,139					60	61,883			\$ 22	297,197		-			
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Employee Name	Recommended Job Class	Cum	Current Salary	Salary		Minimum	Midpoint	Maximum			\$ <min< th=""><th>Svc Yrs 7/1/08</th><th>Target C/R</th><th>Cost to Target C/R</th><th>App F</th><th>Flat % Approach</th><th>န္</th><th>Sub Total Salary</th><th>Sub Total Increase</th><th>Final 2008- 2009 Salary</th><th>Total  </th><th>Total % Increase</th></min<>	Svc Yrs 7/1/08	Target C/R	Cost to Target C/R	App F	Flat % Approach	န္	Sub Total Salary	Sub Total Increase	Final 2008- 2009 Salary	Total	Total % Increase
NEW HIRES		220					i			-					Ī							i
		-20																				
Wall, Jeffery	Professor - PHD	49	52,074	2	•	50,294 \$	62,868	8 \$ 75,442	142 82.83%	83%		0.00	82.00%	\$ (522)	<u>.</u>	,	40	52,074				
Kirby, Brian	Professor - MA	49	41,961	4	•	39,290 \$		45	_	<b>44</b> %		0.00					•	$\rightarrow$	•			
Voight, Jerry	Assistant Mens Basketball Coach	٠,	25,259	24	45			45	1	84.28%		0.00			٠,		·n	$\rightarrow$	-			
Finkbeiner,Benjamin	Professor - MA	50	39,919	44	40	$\rightarrow$		49		28%		0.00			4	,		$\rightarrow$				
Schmidt, Kayla	Professor - MA	4	40,092	44	69	$\rightarrow$		60	$\neg$	53%		0.00			49		4	$\rightarrow$				
Kenison, Dale	Professor - PhD	45	54,207	2	40	50,294 \$	62,868	8 \$ 75,442	142 86.22%	22%		0.00	ļ		60		4	$\rightarrow$	-			
Nichols,Sam	Professor - MA+45	حب	59,041	ස	49	49,068 \$		٠,	$\dashv$	26%		0.00			4		4	$\rightarrow$	•			
Barron, Jesse	Instructional Technology Specialist	49	40,000	<b>4</b> 0	44	35,595 \$		4	$\neg$	90%		0.00			49		49					
Kaufman, Dustin	Professor - MA+24	٠,	45,636	49	44	44,453 \$		49	$\neg$	13%		0.00			6		4					
Davis, Telana	Admission Specialist	€9	33,344	34	45	30,693 \$		4		86.91%		0.00			4		40					
Hardin, Sandy	Housing Coordinator	49	32,798	31	44	28,502 \$	35,627	7 \$ 42,753	753 92.06%	%		0.00			•		45		385			
Johns, Randy	Plumber - Lead Journeyman	4	29,000	27	4	25,821 \$	32,276	6 \$ 38,732	732 89.85%	35%		0.00			49		••	$\rightarrow$			-	
VACANT POSITIONS																						
Owens, Wiley Glenn	Groundskeeper - Pest Control & Spray Specia	₹.	21,853	20	49	21,722 \$	27,153	3 \$ 32,584	80.48%	% \$8					4		49	21,853	-			
Pearson,Adam	Professor - MA+12	40	41,100	48	69	43,369 \$	54,211	1 \$ 65,053	)53 75.81%	\$1%	2,269				45		49	43,369 \$	\$ 2,269			
Powell, Nancy	Education and Events Coordinator WHM	49	35,283	32	49	30,693 \$	38,367	7 \$ 46,040	91.96%	%					5		٠,	35,283 \$				
Pritchett, Jo Ann	Grounds Supervisor	44	27,496	30	49	27,807 \$	34,758	8 \$ 41,710		79.11% \$	311				55		<b>59</b>	27,807 \$	\$ 311			
Read,Shawnna	Professor - MA+45	44	43,843	జ	49	49,068 \$	61,335	5 \$ 73,602	02 71.48%	\$ %81	5,225		82.00%	\$ 1,227			44	49,068 \$	\$ 5,225			
Gressett, Christie	Executive Assistant	65	36,061	ಆ	49	27,807 \$	34,758	8 \$ 41,710		103.75%					40		<b>ب</b>	36,061 \$				
Gonzalez, Mary	Administrative Secretary	•	23,615	<b>7</b>	40	20,676 \$	25,845	5 \$ 31,014	)14 91.37%	37%					40	,	40	23,615 \$				
Vacant (Gerogie Navarro)	Administrative Secretary	40	20,246	<b>a</b>	40	20,676   \$	25,845	5 \$ 31,014	78.34%	34%	430		80.00%	•	44	•	49	20,676 \$	\$ 430			
Vacant 10	Custodian	4	20,000	00	49	16,152 \$	20,190	0 \$ 24,228	28 99.06%	%8					44		€^	20,000 \$				
Vacant 11	Custodian	49	20,000	<b>c</b>	49	16,152 \$	20,190	0 \$ 24,228	28 99.06%	6%					€9	,	<del>4</del> 3	20,000 \$				
Vacant 12	General Maintenance Worker	49	24,577	25	€9	24,577 \$	30,721	1 \$ 36,865	80.00%	%00					49		49	24,577 \$				
Vacant 13	Groundskeeper	49	17,829	12	4	17,829 \$	22,286	6 \$ 26,743	43 80.00%	%0%					•	,	٠,	17,829 \$				
Vacant 15 (New Auto)	Professor - MA	•	45,000	2	49	39,290 \$		44	$\neg$	<u>ن</u> د					55		40	-+				
Vacant 16	Professor · MA	•	39,290	4	49	39,290 \$	49,112	2 \$ 58,935	35 80.00%	%0%					60		44	39,290 \$				
Vacant 3	Administrative Support Assistant	٠,	18,276	12	40	17,829 \$	22,286	6 \$ 26,743	43 82.01%	)1%					49		٠,	18,276 \$				
Vacant 7 (New)	Advanced Training Coordinator - Public Safety	₹ ••	45,000	4	45	39,290 \$	49,112	2 \$ 58,935	91.63%	33%					40		45	45,000 \$	,			
Vacant 9	Custodian	45	20,000	∞	5	16,152 \$	20,190	0 \$ 24,228	28 99.06%	%	L				49	.	5	20,000 \$	-			

Page 8 of 8

New Mexico Junior College
2008-2009 Salary Schedule Compensation Recommendation #2
To minimum; Comp/Ratio; \$35,000 to support; 2.50% minimum increase

			80.00	100000	- Recol	- Recommended -		•	20	,		33		NS: 31 - 3		_	-	100000000000000000000000000000000000000		-
Employee Name	Recommended Job Class	Current Salary Salary Range	y Salary Range		Minimum	Midpoint	Maximum	Ratio	\$ <min< th=""><th>711</th><th>7/1/08 Ta</th><th>Target C/R</th><th>Cost to Target C/R</th><th>Approach</th><th>Sub Total Salary</th><th></th><th>Sub Total Increase</th><th>Final 2008- 2009 Salary</th><th>Total</th><th>Total %</th></min<>	711	7/1/08 Ta	Target C/R	Cost to Target C/R	Approach	Sub Total Salary		Sub Total Increase	Final 2008- 2009 Salary	Total	Total %
Vacant(Sandy Hardin)	Administrative Secretary	\$ 28,710	18	8	20,676	\$ 25,845	\$ 31,014							*	\$ 28	3,710 \$	,			
Vacant 1	Museum Curator	\$ 50,000	45	4	40,272	\$ 50,340	49							••	<b>\$</b>	),000 \$				
Vacant	Human Resources Payroll Clerk	\$ 21,253	20	49	21,722	\$ 27,153	\$ 32,584	78.27%	4	469				<b>ده</b>	<b>69</b> N	1,722 \$	469			
Vacant (CDL Trainer)	Professor AA 12 months	\$ 43,305	AA12	40	38,696 \$	\$ 48,371	\$ 58,045	-		0	0.00			•	\$ A	43,305 \$				
																49	9,474			
											L									
															Grand Total	<b>₩</b>	\$ 340,936			

### New Mexico Junior College 2008-2009 Salary Range and Compensation #1 To minimum; Comp/Ratio; 3.0% minimum increase

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Turking Many					],	Recommended			-1	-6	2 × × × ×	T.	Cost to		-		
Employee Name	Recommended Job Class	Cum	Current Salary	Salary Range	Minim	Midpoint	Maximum	Compa- Ratio		\$ <min< th=""><th>7/1/08</th><th>CIR</th><th>Target C/R</th><th>Approach</th><th></th><th>New Salary</th><th></th></min<>	7/1/08	CIR	Target C/R	Approach		New Salary	
Adams, Charles	WE8 CT Administrator	^	49 967	3	* 15 561	• 60 OSA	-	$^{\dagger\dagger}$	+	П	\$	22.740	1 4		$\dashv$		+
Adams,Kim	Personal Computer Specialist	<b>1</b> 2	36,702	3 8	\$ 33.053	\$ 41.317	\$ 49.580	1	+	1	80.46	90,00%	\$ 1,293	2	2,498 \$	52,465	+
Aldaz, Guadalupe	Custodian	45	16,575	œ S	\$ 16.152	\$ 20.190	<b>5</b> 4	8 82 10%		-	0.03					37,803	+
Alvarado, Maria	Custodial Crew Leader	4	19,835	4	\$ 18,731	\$ 23,414	5	1		1	4.64			^ •		270,71	
Alves, Sylvia	Adminstrative Secretary	45	21,475	≈	\$ 20,676	\$ 25.845	•	1	+	_	5.67	9000%	\$ 1785	^ 4	*	20,430	
Amador, Kelly	Administrative Assistant	••	28,270	8	\$ 25,191	\$ 31,489	٠.	1	+	1	÷ 5	2000	\$ 1,700 ARO	7	4	20,119	1
Anglin, Lynn	Mechanical Systems - Lead	••	35,165	29	\$ 27,128	\$ 33,910	60	7	+	1	4.60	94.00.70		^ =		36,730	+
Appel, James	Groundskeeper	65	18,167	73	\$ 17.829	\$ 22.286	·	7	-	1	9 8					18 713	
Autry, Elisa	Bookstore Clerk	••	19,800	<u>ನ</u> :	\$ 19,199	\$ 23,999	4	1	1	1	163				•	20,712	
Baldwin, John	Professor - MA	••	52,092	4	\$ 39,290	\$ 49,112	40	T		1	23.00			^ 4	0 6	53.655	1
Barbre,LaRae	Coordinator of Facility Scheduling	50	24,869	27	\$ 25,821	\$ 32,276	40	1	5	952	0.25			^ 4		25,821	
Bascom, Charles	Custodial Supervisor	40	32,821	용	\$ 27,807	\$ 34.758	٠.	7	+	Ş	13.80			•	4	20,62	
Becker, Jeffery	Professor - MA	44	39,027	4	\$ 39,290	\$ 49 112	<b>65</b>	7		263	1 8				2	30,000	
Berner, Victor	Professor - PHD	44	64,105	2	\$ 50,294	\$ 62,868		1	4	100	3000				•	66,000	2
Berry, Philip	Head Rodeo Coach	*	43,859	\$	\$ 43,369	\$ 54.211	••	1	+	1	5 89	86 OS%	\$ 2762		1 1 1	45 175	2 -
Best, Mickey	Dean of Arts and Humanities	45	78,837	ස	\$ 65,991	\$ 82,488	<b>60</b>	Ť	+	-	18.87	00.0070	- 10	7	4	21,00	2
Bickerton, Pam	Director of Bookstore Services	•	39,218	₽	\$ 40,272	\$ 50,340	49		4	1054	2.95	82.00%	\$ 1.007	ın e	403	40 675	
Bickerton, Scott	Groundskeeper	*	17,745	2	\$ 17,829	\$ 22,286	40		60	20.4	0.12			64		17.829	,
Black, James	Professor - MA	*	49,938	2	\$ 39,290	\$ 49,112	**			_	17.00			40	•	51.436	, l
Black, Patricia	Professor - BA	44	42,767	6	\$ 35,595	\$ 44,493	\$ 53,392				10.00			5	· •	44.050	ر. دا دو
Blackwill, John	Professor - BA	•	38,680	8	\$ 35,595	\$ 44,493	41				3.00			4	٠	39,840	ر بي
bianom, i em	Administrative Secretary	44	29,400	<u></u>	\$ 20,676	\$ 25,845	\$ 31,014	113.76%			2.03			•	•	30,282	
Celderon Erancia	Professor - MA+30	•	41,929	뜨	\$ 46,703	\$ 58,379	44		•	4,774	1.00			*	467 \$	47,170	40
Campoe Paul	Assistant Director   Day Enforcement Ass	•	110,07	14	20,976	718'87		T	ŀ	L	=			44	45	25,314	40
Carroll.Charley	Director of Physical Plant		67 783	2 2	\$ 59,290	49,112				L	1.67		-		40	49,096	-
Cavitt.Tami	Professor - MA+36		53.002	3 8	€ 47 B74	6 50,074	•	1	-	+	67.7	00.00%	1,310	2	2,711 \$	70,493	
Chavarria, Angela	Bookstore Clerk	<b>,</b>	19.666	<u> </u>	\$ 19199	\$ 23,000	\$ 28.700	1		-	13.50	94.00%	\$ 2,345	.ω.	3,234	57,137	
Clingman, Alice	Dean of Enrollment Management	•	57.291	83	\$ 52.841	\$ 66.051	9	RG 74%	+	-	0.03			~		20,256	
Connell,Linda	Professor - MA+36	44	55,960	ខ	\$ 47.871	\$ 59.839	٠,	1	+	ļ	1700			1		57,010	2 4
Cook, Darryl	Professor - BA	*	41,782	8	\$ 35,595	\$ 44,493	45		+	-	8				·	43 035	0 4
Cook,Randy	Director of Transportation & Safety Traini	*	41,601	43	\$ 38,332	\$ 47,915	\$ 57,498				10.21	90.00%	\$ 1,522	\$ 20	2.080	43.681	5
Cruce, Emina	Switchboard Operator/Mail Clerk/Cashier		24,861	8	\$ 20,676	\$ 25,845	\$ 31,014				3.46			*	•	25,607	40
Cummings Karen	Director Of Allical Upolity Civila		23,888	2 2	\$ 22,266	\$ 27,832	\$ 33,398				0.96			5	•	24,605	40
Curry Rothy	Testing Control Coordinates	•	71,987	2	04,381	\$ 80,476	\$ 96,572		-		14.88	92.00%	\$ 2,051	4	4,319 \$	76,306	45
Dancek John	Security Personnel		24 464	3 6	20,46/	37,083	\$ 39,700	T.		-	34.58				40	36,667	40
Davis, Tem	Financial Aid Specialist	<b>10</b>	25,806	2 !	\$ 27 128	\$ 33.040	4 40 602	T		3	0.90	0000				25,198	44
DeMoss,Carolyn	Custodian	•	18.092	œ ζ	\$ 16 152	\$ 20,190	\$ 24 228	T		1,322	0.00	64.00%	1,356		943	27,671	41
Diaz,Susie	Custodian	50	19.326	20 1	\$ 16 152	\$ 20,100	24 228	1	+	-	0.73					10,033	
Dorado Agustin (leaving 7-31)	Director of Institutional Effectiveness	5	64.339	g 4	58.326	20,190	\$ 87 4RQ	İ	t	+	4.0/				• 44	19,906	41
Drennan, Elaine	Library Technician	5	25.088	22 5	\$ 26.467	\$ 33.083	\$ 30,700	1	1	270	+	+			3	607,00	
Duff, DeEtta	Adminstrative Assistant	*	33 146	26	\$ 25.191	\$ 31 480	\$ 37,797			1,3/9	+	90.00%	3,308	1,2	1,323	27,790	4
Dunn, Toni	Professor - MA		14081	2 4	20 20 3	* A0 119	6 69 036		+		3 7.70				41	34,140	44
Edwards,Raquel	Administrative Secretary	•	21 994	≅ 1	\$ 20.676	\$ 25,845	\$ 31,014	Ť	+	1	3.0	-				46,330	41
Emmerich, Patricia	Professor - PHD	5	56.713	2	50,00	60,040	\$ 75,440		1	+	9 8					22,654	1
Flores, Fredrica (leaving 6-30)	Human Resources Payroll Clerk	5	21.716	3 5	\$ 21,722	\$ 27 153	20,594		•	n	9.00	+	7			56,414	4
Flores Jose	Programmer Analyst	*	53 227	8 0	21,722	21,133	9 32,304	T	4	6	1	82.00%	543		41	21,722	
Inica nose	Flugrammer Arialyst	-	32,337	8	\$ 41,2/9	5 51,599	\$ 61,919	101.43%		3	16.92					-	2

### New Mexico Junior College 2008-2009 Salary Range and Compensation #1 To minimum; Comp/Ratio; 3.0% minimum increase

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6/23/2008

### New Mexico Junior College 2008-2009 Salary Range and Compensation #1 To minimum; Comp/Ratio; 3.0% minimum increase

Rhodes, Robert	Rendon Glenna	Rash, William (leaving 7-31)	Rascon, Ysabella	Puentez, Emestina	ounds,Sheryl	Order Robin	Poleon Chris	nilline Naomi	Phillins I aRae	Pena Joe	Owens Amanda	Osomio Graciela	Ortiz Maria	Ortega.Refugio	Oman Renina	Number Fad	Newerl, Mary Ann	Neu, Koene	Necaise, Charles	Vajera, Enrique	Murphy, Shelly	Morris,Richard	Morrill, Billy	Worgan, Joshua	Mladinic, Peter	Willer, Winona	Miller Susan	Miller Richard	Wendoza, Virginia	Medrano, Jorge	McGill,Shyla	VcDonald, Jackie	McCreesh, Maria	McCorvey, Shelby	AcCool, Jeffery	McConal, Angela	Acclure, Jennifer	McCleery, Forrest	McClain, Shanessa	Martin Adanna	Marquez, Bernice	Marquez,Anna	Mahan, Kathy	Madrid, Antonia	Loya,Luis	Lopez,Rosa	Linville,Myra	lewis, Patsy
Vice President for Training and Outreach	Custodian	Warehouse/Fleet Maintenance Worker	Custodian	Custodian	Human Resources and Payroll Specialist	Professor - AA	Associate Dean of Students Academ	Assistant Disaster of Compations Academ	Councilly transported transport	General Maintenance Worker	Groundskeeper - Impation Specialist	Administrative Assistant	Datahase/Server Specialist	General Maintenance Worker	Vice President For Childrent Consider	Professor MA-20	Coordinator of Assessment and Quality in	Professor - MA+36	Security Personnel	Professor - MA	Professor - MA+30	Professor - MA	Director Administrative Services	Purchasing Coordinator	Professor - MA+24	Executive Assistant	Administrative Secretary	Director of Learning Communities/Detect	Administrative Secretary	Security Personnel	Professor - MA+12	Registrar Assistant	Professor - BA	Professor - AA	Dean of Training and Outreach	Program Planner - Continuing Education	Admission Specialist	President	Assistant Director of Financial Aid	Document Center Coordinator	Administrative Assistant	Director of Financial Aid	Graphic Designer	Custodian	Custodian	Custodian	General Maintenance Worker	Professor - BA
										•	1	•								•	•	•	•	5		•	1		-	-	-	*	*	*	*	•		<u>ده</u> .	•	•	"	•	•	•	•	*	•	
88.875	20 186	31 395	20,358	18,901	33,302	30 363	40,074	43 544	51 558	26 720	19.622	36,027	30,00	25 502	90,029	40,000	40,320	47,035	28,301	36,932	45,360	71,369	62,165	37,013	53 302	35,970	33 164	40,404	27,929	23,357	47,405	31,014	32,720	35,387	67,258	36,670	32,865	132,000	31.504	21 499	28,137	47,703	35,670	18,510	22,559	17,166	29,109	38.037
74	» ¦	3	00	00	28	3 0	1	†	3 6	+	5 6	Ť	1	35 5	+	+	t	1			51		1	+	1	1	100	+								7		7	$^{\dagger}$	2 5	+	1	34		8	П	-	8 8
in 4	2 1	٠,	ه. =	ده د	به در دي در	9 44 3 U	1 G	• • • •	4 e	A 4	A 4	A 4	n 4	, e	4		24	4	<b>\$</b> 2	en cu	\$ 4	44 (1)	<b>55</b>	به مه د د	n .	<b>1</b>	3 6	n 40	67	\$ 2	•• ••	<b>64</b>	<b>44</b> (3)	44	<b>59</b>	44 (3)	45 ·	\$ 1 13	5A 4	A 44	20	60	<b>49</b>	<b>*</b>	٠,	46	40	10 4 (a) N
82.413	16 150	22 822	16,152	16.152	30 693	200,002	39,290	200,002	28 227	0,010	19.679	25,020	2062	24 577	46,703	39,290	43,369	47,871	22,266	39,290	46,703	39,290	55.516	32,247	44 453	27 807	20,401	35,595	20,676	22,266	43,369	27,128	35,595	32,247	61,279	32,247	30,693	128.537	36.485	20,070	25,191	51,552	30,693	16,152	16,152	16,152	24,577	35.595
13:5	20 10	28	20	20	30,8	94	49	4	A7.	20 1	2 2	4 4	41 00	3 9	00,	49,	2	\$ 59	\$ 27,	\$ 49	\$ 58,	\$ 49	\$	40	55	32 6	٠ د د	2 2	\$ 25	\$ 27	\$ 54	<b>\$</b> 33	*	\$ 40	\$ 76	\$ 40	38	\$ 160	45	2 2	٠ د	2	\$ 38	\$ 20	\$ 20	<b>\$</b>	33	2 4 3 4
103.017	20,020	28.528 \$	20,190 \$	20.190 \$	38 367	04,440	45,112	47,010	47 04E &	774	24 500 4	180 4	41 217	30,721	00,3/9	49,112	54,211 \$	59,839	27,832 \$	49,112 \$	58,379 \$	49,112 \$	69.395	40.309	55.566	34 758 \$	37.020	44,493	25,845 \$	27,832 \$	54,211 \$	33,910 \$	44,493 \$	40,309 \$	76,599 \$	40,309 \$	38,367 \$	160.671	45 606 \$	25,845	31,489	64,440 \$	38,367	20,190 \$	20,190 \$	20,190 \$	30,721	44.493
123.620	24 228	34 233	24,228	24.228	46.07	11,320	27,300	00,490	30,000	20 000	20,707	37 797	40 580	36.865	10,055	30,935	65,053	71,807	33,398	58,935	70,055	58,935	83.274	48.371	66.680	41 710	24,191	53,392	31,014	33,398	65,053	40,693	53,392	48,371	91,918	48,371	46,040	192.805	54 797	31,014	37,787	77,328	46,040	24,228	24,228	24,228	36,865	53 392
86 27%	00 000	110 05%	100.83%	93.62%	96.11.70	75.97%	88.60%	%U0.701	407 500	07.11.61	70.7792	95.30%	05.00%	20.09%	872.08	92.75%	74.38%	78.60%	101.69%	75.20%	77.70%	145.32%	89.58%	91.82%	95 93%	103 40%	02 760	90.81%	108.06%	83.92%	87.45%	91.46%	73.54%	87.79%	87.81%	90.97%	85.66%	82 16%	20 D892	110.08%	89.35%	74.03%	92.97%	91.68%	111.73%	85.02%	94.75%	85 49%
T						9667 6		t	T	9 3/	1			T	Ī		\$ 3,049	\$ 836		\$ 2,358	\$ 1,343		1		1		1					- 1	\$ 2,875					- 11	* 4 021	1		\$ 3,849						1
0.94	20.0	14 70	291	508	3.00		T	9.42	1.00	T	T	303	14.53	1 48	2.5	9.00						23.00	7.62	211	18.00	18.01	3,73	10.44	8.58	1.04	4.33			7.00	13.88	6.57	2.59		20.00	18.99	6.58		14.58	1.42	10.38	2.00	1.96	19 00
1				1		82.00%	-	-		97,00.60	+	+				-	-	94.00%	2		92.00%	0		1			-		94.00%		-	-	82.00%	+	8 92.00%			+	20000	+	-	82.00%	00	-	00		4	24.00%
+	+	+	+	+	+	3%	+	+	-	+	8 8	-	+	+		+	+-	0% \$		-	\$	+	+	+	+	+	+		\$		-	0%	-	-	\$	-	+	+	9 9	+	+-	0%		-	4	-	2	+
						1,289				904	102,1	1 201	L			L	1,084	8,377			7,006							400	(4,473)			(747)	890		3,213			216	013	-		1,289						\$ (760'C) &
	1	^ *	5	1		-	-				•	•	•	~	-	44	*	44	*	*	45	40	5		•	^ ~			40	•	*	40	•	5		•		4	^ *	•	4	4	40	٠.	40	*		
		0 4				516	-			344	201				41	1	434 \$	957 \$	•	•	2,802						٠		•	•	•	•	356	5	4.035			900	2 4	1	•	516 \$	•	•	٠	•		2 . 2 .
24	30	3 5	20 3	2 2	2 2	52	4	2	27	2	2 2	3 2	20	2 2	48	46	43	48	28	38	49	3	2 5	2 5	2 2	37 22	2 2	41	28	24	48	3	35	36	71	37	22	00	36	29	28	52	36	19	23	17		
20,792	20,307	227	20,969 \$	10 468	34,363	52,067 \$	44,819 \$	33,105	2/,541 5	20,0/3	27,009	40,613	20,300	91,495	48,234 \$	46,920 \$	43,802 \$	48,828 \$	29,150 \$	39,290 \$	49.506	73.510 \$	64 030	28 123	54 901	27,029	42,280 \$	41,616 \$	28,767 \$	24,058 \$	48,827 \$	31 944 \$	35 951 \$	36 449 \$	71 293	37 770 \$	33.851	00,043	-	29,302 \$	28,981 \$	52,067 \$	36,740 \$	19.065	23.236	17.681 \$	29.982	26,191
3 666	266	2 -	611	567	7,001	3,113	1,305	1,54/	802	200	806	1,189	8	2,665	1,405	1,367	3,482	1,793	849	2,358	4.146	2.141	1 285	1 110	1,079	1 070	1,231	1,212	838	701	1,422	930	3.231	1.062	4.035	1.100	286	0,040	5 245	853	844	4,364	1,070	555	677	515	873	3 627
3.00%	3.00%	3 0.0	3,00%	300	3.00%	6.36%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	8.64%	3.81%	3.00%	6.38%	9.14%	3.00%	2000	3 Mg.	3 000%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	9.87%	3.00%	6.00%	3.00%	300%	10.57 %	3.00%	3.00%	3.00%			3.00%	3.00%	1	3.00%	1

## New Mexico Junior College 2008-2009 Salary Range and Compensation #1 To minimum; Comp/Ratio; 3.0% minimum increase 52,444 53 \$ 49,068 \$ 61,335 \$ 73,602 85,50%

Rice, John Richardson, Sonya Rios, Jesus	Professor - MA+45 \$ Professor - MA Carpenter - Lead \$	52,444 46,936 34,035		23 4 83	\$ 49,068 \$ 39,290 \$ 27,128 \$	61,335 49,112 33,910	\$ 73,602 \$ 58,935 \$ 40,693		3 % %		9.00		88.00%		,55 20 40 40	2,622	0 0 0	55,066 48,344 35,056	~ ~ ~	\$ 2,622 \$ 1,408 \$ 1,021
Rivas, Maria	Custodian	19,848		00 5	\$ 16,152	20,190	\$ 24,228	1	% %		2.85	G 2			u u		N 44	35,056	in 61	<b></b>
Rivera, Rosa	Custodian \$	16,335		œ	\$ 16,152	20,190	\$ 24,228		% 3	1	0.33	ದಕ					<b>5</b>	16,825	n 4	"
Robledo, Emilia	Accounts Payable Clerk \$	29,153		24 :	\$ 23,978 \$	29,972	\$ 35,966	П	96		13.99	98			40 1		40 0	30,028	4	\$ 875
Rodnguez, Kan	Administrative Secretary \$	20,887	T	3 6	\$ 20,676	25,845	\$ 31,004		96		0.25	Н			45		40	21,514	44	\$ 627
Rutledge, Michael		51,880	1	8	\$ 45,564	56,955	\$ 68,346		%		2.84		82.00%	\$ (6,733)	733) \$		4	53,436	40	\$ 1,556
Sadeghmohaddam, Gholamreza Salazar Amnam		55,477	+	5 E	\$ 49,068	61,335	\$ 73,602	T	38		10.00	8			45		4	57,141	40	\$ 1,664
Sanchez Diamantina	Cashior/Data Entry Assistant	10,70	T	8	40,304	30,955	00,340	T	35		7.25				41		•	53,161	•	\$ 1,548
Sanchez Geneva	Custodian Custodian	18,279	+	× 4	\$ 18.731 16.153	23,414	\$ 28,097	T	38		0.50	. 0					•	19,857	40	\$ 578
Sanders, Drew	Professor - MA	46.880	+	•	39 290 9	49 112	\$ 58 935	T	2 %		1.52	5 ~						17,472	. 41	\$ 509
Sanderson, Patricia	Library Technician	24 598	Ť	2 1	e 26 467	33,083	30,700	1	-		T	+	Š		•	050		48,286		\$ 1,406
Sauceda.Steve	Workforns Training Coordinator	41 2	+	5 0	25,505	33,063	53,700		1	\$ 1,869			88.00%	\$ 2,6	2,647 \$	1,059	- 41	27,525	, 45	\$ 2,927
Saucer Kristine	Counselor Condition 4	41,209	1	3 6	28 223	44,493	\$ 53,392	1	; %		1.48	. 00			41			42,528	•	\$ 1,239
Schmitz, Charlotte	Professor - MA	42,849	1	2 4	39 290	49,310	\$ 58 935	1	E %		5.00	5 4			, ,			42,477	1 44	\$ 1,237
Seed, Lisa	Director of Lea County Cowboy Hall of Fa \$	46.981	+	<del>6</del>	\$ 41.279	51 599	\$ 61,919	9 91 05%	R 9		10.70	3 6					•	44, 134		1,265
Sema, Veronica	Financial Aid Specialist	24,577	7	28	\$ 27,128	33,910	\$ 40.693	1	1	\$ 2.551		+	82 DO%	20	678	271	•	27 400	~ =	20402
Shields Jerrett	Executive Assistant to the President \$	53,651		47	\$ 42,311	52,889	\$ 63,467					+				. !	2	55 261	9	\$ 1,020
Shook, Angila	Professor - BA \$	41,377		8	\$ 35,595 \$	44,493	\$ 53,392	7	%		7.00	0			45			42.618	10	
Simpson, Joshua	Professor - BA \$	32,237		40	\$ 35,595 \$	44,493	\$ 53,392			\$ 3,358		0			40	356	40	35,951	4	\$ 3,714
Smith Cabrin	Professor - MA+12	41,331	t	48	43,369 \$	54,211	\$ 65,053	t	-	\$ 2,038		0			- 40	434	*	43,802	40	\$ 2,471
Sounder Donna	Executive Assistant	35 383	1	3 8	\$ 37,332 ¥	34,440	9 11,320	Ť	3%		1.05	3 0					44	72,100	41	\$ 2,100
Steinhaus, Richard	Professor - WA	44.348	+	<b>4</b>	39,290	49 112	58 935	90.30%	8 9		500	> ×			^ •		^ •	30,341	~ ~	1,058
Stine, Misty	Professor - WA+30 \$	44,452		1	\$ 46,703 \$	58,379	\$ 70,055	1	1	\$ 2.251	1	0 0			10 4	467	v 4	47 170		\$ 2718
Sudduth Rhonda	Database/Server Specialist \$	40,421		7	\$ 33,053 \$	41,317	\$ 49,580	7				0		3	45	.	55	41.634	50	\$ 1.213
Sudduth,Royce	Electrician - Lead Journeyman \$	38,807		60	\$ 33,880 \$	42,350	\$ 50,819		%		1.68	00			40		٠.,	39,971	4	\$ 1,164
Summers, Barbara	Administrative Assistant \$	32,411		26	\$ 25,191 \$	31,489	\$ 37,787		25		5.90	0			41	1	4	33,383	40	\$ 972
Thomas Clar	Custodian	19,697	1		16,152 \$	20,190	\$ 24,228		96		3.83	3			65	į	44	20,288	40	4
Thomas, Glen	Coordinator of Intramurals/Student Activit \$	37,565	t	,	28,502 \$	35,627	\$ 42,753	t	%		3.80	-			-		40	38,692	41	*
Titus Dahama	Printessor - WA+43	54,180	1	1 0	49,068	61,335	3 /3.602	+	38		3.00	-			•		•	55,812	40	\$ 1,626
Townsend Stanhan	Divisional Academic Coordinator Floress \$	50,130	+		60 201	620,20	5 63,46/	T	\$ %		3.70	1	+		64		44	49,601	40	49
Van Der Sterre Carl	Gmundskeener	20,023	13 4	3 4	17 ROG 4	22,000	26742	+	8 8		9.9	+	90.00%	\$ (1,201)	oil a			5/,/82		
Vardeman Vicki	Director of PR & Marketing \$	51.092	1	7	54 162 \$	67.702	\$ 81.242	75.47%	4	\$ 3.070	293	+	82 ON%	\$ 1354	Ž.	£43	•	247,12	^ 4	2611
Vick Maria	Professor - BA \$	43,360		0	35,595	44,493	\$ 53,392		_	- 1		+	-	- 1	60		<b>S</b>	44.661	5	\$ 1.301
Vigil Oscar	Coordinator of Network Systems \$	48,454		7	42,311 \$	52,889	\$ 63,467		%		8.55	5			49		4	49,908	40	\$ 1,454
Voght, James	Professor - MA \$	50,008		40	39,290 \$	49,112	\$ 58,935		30		2.00	0			45		*	51,508	40	\$ 1,500
Ward,Donna	Administrative Secretary \$	25,000		45	20,676 \$	25.845	\$ 31,014		*		0.42	2			•		44	25,750	44	\$ 750
ward, wary	Dean of Careers and Technology \$	66,896	1	44	62,811 \$	78,514	\$ 94,216		%		4.98	œ			40		ć,	68,903	44	\$ 2,007
Waters Susan	Professor MA-12	44 730	t	9 44	16,152 \$	20,190	\$ 24,228	1	_		1	+	+		•		44	20,702	44	\$ 603
Winguer Manager	Condington of Tachelod Continue II then &	91,730	T		43,309	24,211	50,053	T		5 1,639		-	84.00%	\$ 2,168	6	1,301	-	44,670	4	\$ 2,940
Wahh Kimbadu	Displayer - MA-20	45,316	1		\$ 062.65	49,112	\$ 58,935	1				+			45		64	46,675	40	\$ 1,359
West Cheri	Figressor - MA+30	44,401	+		46,/03	58,379	\$ 70.055	T	*			-	+		35	934	40	47,638	*	\$ 3,237
West, Unen	Library Lechnician \$	24,421		- 65	26,467 \$	33,083	\$ 39,700			2,046		-	88.00%	\$ 2,647	47 \$	1,059	40	27,525	40	\$ 3,104
whicker, I mony	Professor - PHU \$	61,739	1	-	50,294	62,868	\$ 75,442	T	*	6	14.00	0			45		45	63,591	45	\$ 1,852
Windey, Cloyd	Custodian	20,843	t	4	16,152 \$	20,190	\$ 24,228	1	*		6.75				4	,	45	21,468	40	\$ 625
Wier,Amanda	Vinter PK & Marketing	28,575	t		27,807 \$	34,758	\$ 41,710	T	%		0.00	0			•		44	29,432	45	\$ 857
Wong, Kuth		42,320	t		39,290 \$	49,112	\$ 58,935	1	%		1.00				•		44	43,590	*	\$ 1,270
Wong, Yau-Sun	Professor - PHD \$	54,019		5	50,294 \$	62,868	\$ 75,442	T	%		4.00		L		50		44	55,640	**	\$ 1,621
Worth Donald	Director of Athletics \$	70,000	00 57	-	54,162	67,702	\$ 81,242		%		0.75	8					•	72 100	<b>10</b>	\$ 2,100

New Mexico Junior College

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Employee Name	Recommended Job Class	Curre	Current Salary	1					Z C	Compa- Ratio	\$<	Svc Yrs 7/1/08	Target C/R	Cost to Target C/R	_	Flat % Approach	Sub Total Salary	incr Sub	Sub Total T	Total %	Before Support	Final 2008- 2009 Salary	Total	Total %
				Salary Range		Minimum	Midpoint	Maximum	ā	-			1		+				_					
Adams Chadas															+			1	+	1				
Adams Kin	**CO CI Administrator	-	49,967	8	**	45,564 \$	56,955	45	68,346 87.73%	73%		10.46	90.00%	\$ 1	1,293 \$	2,498	\$ 52,465	<b>4</b> 7	2,498	5.00% \$	52,465 \$	\$ 52,465	\$ 2,498	5.00%
Adails, Nin	Personal Computer Specialist	47	36,702	37	40	33,053 \$	41,317	47	49,580 88.83%	23%		8.03 203			•••			_	1101		37 803		\$ 1 496	1050
Aldaz, Guadalupe	Custodian	••	16,575	00	٠.	16,152 \$		5		Ş.	-	0.87							101		-	ļ	1,000	4,00%
Alvarado, Maria	Custodial Crew Leader	50	19,835	74	П	$\rightarrow$	4			7. E	+	4 2						•	497	3.00%	11,912		882	5.32%
Alves, Sylvia	Adminstrative Secretary	-	21 475	<del>=</del>		-+		•		Q 3	1	r 3	3		-			-	g	3.00%	20,430	20,815	980	4.94%
Amador, Kelly	Administrative Assistant		28 270	38		-	1	•	1	70 20 20	-	3 2.07	97.00.08		_	94		+	54	3.00% \$	22,119	22,504	\$ 1,029	4.79%
Anglin, Lynn	Mechanical Systems - Lead	•	35 165	8 8		+	1	ŀ		640	-	78.1	94.00%	4	452			45	948	3.00% \$	29,118	\$ 29,503	\$ 1,233	4.36%
Appel, James	Groundskeeper	7	18 187	3 2		-	1		1	10%	-	4.60					\$ 36,220	45	1,055	3.00% \$	36,220 \$	36,605	\$ 1,440	4.09%
Autry, Elisa	Rookstom Clark	Ť	10,107			+-		-		2%		0.92			••		\$ 18,712	2 4	545	3.00% \$	18,712 \$	19,097	\$ 930	5.12%
Bakhwin John	Designation Creation		19,800	ᆄ		19,199 \$		47	28,799 82.50%	%0%		1.63			40	1	\$ 20,394	5	594	3.00% \$	20,394 \$		\$ 979	4.94%
Rathra LaDan	Professor of Physical Education	64	52,092	4	45	39,290 \$	49,112	\$ 58,935	1.	106.07%		23.00			••		\$ 53,655	-	1,563		53,655		\$ 1,563	3.00%
Bascom Charles	Coordinator of Facility Scheduling	6	24,869	27		25,821 \$	32,276	40	38,732 77.0	77.05% \$	952	0.25			40		\$ 25,821	5	952	3.83% \$	25,821		\$ 1,337	5.36%
Becker, Jeffery	Professor of Physical Education Application		32,821	8	1	+		*		13%		13.80			40		\$ 33,806	64	985	3.00% \$	$\overline{}$		\$ 985	3.00%
Berner, Victor	Professor of Chamista Astronomy		39,027	1		+-		"	T	79.46% \$	263	1.00			*	398	\$ 40,199	49	1,172	3.00% \$	40,199 \$	40,199	\$ 1,172	3.00%
Berry, Philip	Head Roden Cnach	•	\$ 50 S	\$	1	+		61	Τ.	101.97%		32.00			40		\$ 66,028	•	1,923	3.00% \$	66,028 \$	66,028	\$ 1,923	3.00%
Best, Mickey	Dean of Arts and Humanities	Ť	20,00	đ		+		-	1	30%		5.89	86.00%	2	2,762 \$	1,316	\$ 45,175	44	1,316	3.00% \$	45,175 \$	\$ 45,175	\$ 1,316	3.00%
Bickerton, Pam	Director of Bookstons Services	1	30,00	£ 8		-			T	-		18.87			+	1	\$ 81,202	2 \$	2,365	3.00% \$	81,202 \$	81,202	\$ 2,365	3.00%
Bickerton,Scott	Groundskeeper	-	17.745	3 8	•	17 820		•		+	1,054	28.5	82.00%		1,007	403		1	1,457		-	\$ 40,675	\$ 1,457	3.71%
Black, James	Professor of Physical Education/Head Golf Coor	_	49 936	E F		+		•		A002	\$	21.0			- 41			44	618		18,363 \$	\$ 18,748	\$ 1,003	5.66%
Black, Patricia	Professor of Office Technology		42.767	8		35.505. \$		* 53.303	202 06 128	26.00		3 8			. 41			+-	1,498		+		\$ 1,498	3.00%
Blackwill, John	Professor of Physical Education/Head Wormen's		38 680	5	1	+	CON NA	•	+	200		3 8						+	1,263		_		5 1,283	3.00%
Blandin, Terri	Administrative Secretary		29 400	<b>5</b>		-		•		700		3 8						+	1,160		+		\$ 1,160	3.00%
Bushway, Marlena	Professor of Nursing	5	41 929	<u> </u>		-		•	1	+	177	3 8						-	T		-		\$ 1,267	4.31%
Calderon, Francis	Shipping & Receiving/Department Clerk		24 577	2		-		•		4	4,1,14	8				46/		+	1		+		\$ 5,241	12.50%
Campos Paul	Advanced Training Coordinator - Public Safety		47 888	:		_		T		60					-			+	737		25,314 \$	25,314	\$ 737	3.00%
Carroll, Charley	Director of Physical Plant	•	67 783	3 1		_				25		1.67		П	+			+-	1,430	3.00% \$	49,096 \$	\$ 49,096	\$ 1,430	3.00%
Cavitt, Tami	Professor of Spanish FSI		67,702	3 8	0	+		-		3%	L	7.29	88.00%		1,310 \$	2,711	\$ 70,493	49	2,711	4.00% \$	70,493 \$	\$ 70,493	\$ 2,711	4.00%
Chavama, Angela	Bookston Clark	• •	20,900	2		+		41	T	88	L	13.50	94.00%	<b>4</b>	2,345 \$	3,234	\$ 57,137	\$	3,234	6.00% \$	57,137 \$	\$ 57,137	\$ 3,234	6.00%
Clingman, Alice	Dean of Fordiment Management	•	19,000	ទី		-		44		8	L	0.63			40		\$ 20,256	44	590	3.00% \$	20,256 \$	\$ 20,641	\$ 975	4.96%
Connell Linda	Professor of English		167'10	8		+		41	1	4%		0.71			50		\$ 59,010	45	1,719	3.00% \$	59,010 \$	\$ 59,010	\$ 1,719	3.00%
Cook, Darryl	Professor of Computer Information Systems	•	30,300	2		+			T	2%		17.00			50		\$ 57,639	45	1,679	3.00% \$	57,639 \$	\$ 57,639	\$ 1,679	3.00%
Cook,Randy	Director of Transportation & Safety Transport	•	11,702	å	1	+	44,493		1	13/2	-	8.00			***		\$ 43,035	49	1,253	3.00% \$	43,035 \$	\$ 43,035	\$ 1,253	3.00%
Cruce,Emma	Switchboard Operator/Mail Clark Carbios	1	2 41 90	à å	1	-	47,915			2%		10.21	90.00%	-	1,522 \$	2,080	\$ 43,681	5	2,080	5.00% \$	43,681	\$ 43,681	\$ 2,080	5.00%
Cuellar, Adolfo	Security Personnel	•	23 000	2 6	3	+-	25,845	41	1	9%		3.46			40		\$ 25,607	7 \$	746	3.00% \$	25,607	\$ 25,992	\$ 1,131	4.55%
Cummings,Karen	Director Of Allied Health Fields	•	74 000	2 2		$\overline{}$	27,832	41		3%		0.96			41		\$ 24,605	45	717	3.00% \$	24,605	\$ 24,990	\$ 1,102	4.61%
Curry, Betty	Testing Center Coordinator	1	35 500	8 9		+	074,00	•		9		14.88	92.00%	6s	2,051 \$	4,319	\$ 76,306	41	4,319	6.00% \$	76,306 \$	\$ 76,306	\$ 4,319	6.00%
10 m	0		20,000	8	F	20,907	33,083	39,700	700 107.60%	8,0	L	34.58			55		\$ 36,867	7 \$	1,068	3.00% \$	36,667 \$	37,052	\$ 1,453	4.08%
																								I

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Employee Name	Recommended Job Class	Сите	Current Salary						Compa- Ratio		S A S	Svc Yrs 7/1/08	Target C/R	Cost to Target C/R	$\rightarrow$	Flat %		Sub Total Salary	Sub Total Increase	Total %		Before Support	Final 2008- 2009 Salary	Total	Total %	8 2
				Salary	Minimum	3	Midpoint	Maximum	ä		1	1			-		$\rightarrow$			1						
Daricek, John	Security Personnel	•	24,464	≥ ,	<b>5</b>	22,266 \$	27.832	2 \$ 33.399	398 87 90%	*	1	8			1		╬	26 40		Т		-		T	Γ	
Davis, Tem	Financial Aid Specialist	•	25,806	8		$\rightarrow$		**		\$	1,322	3.86 86	84.00%	-	35		23	27 671	1 2005	7 220	# 8 # 4	27 67	\$ 29,060	•		197
DeMoss,Carolyn	Custodian	47	18,092	00	<b>*</b>	16,152 \$		**		-	1	0.79		1	$\rightarrow$		-+	10 635	1.	1	2	$\rightarrow$	1	•		6,77,0
Diaz, Susie	Custodian	44	19,326			-		5	1	<b>%</b>		4.87					+	10,000	500	1	• •	-	020'El		T	5.13%
Dorado, Agustin (leaving 7-31)	Director of Institutional Effectiveness	•	64,339	8		$\rightarrow$			7	5%	+	- 1					•	036 33		1		-				4.99%
Drennan, Elaine	Library Technician	45	25,088	22		$\rightarrow$			+	3	1 770	8	00.000		-			00,209		1		06,269		T		3.00%
Duff,DeEtta	Adminstrative Assistant	47	33,146	86		$\rightarrow$		n .	$^{+}$	+	T	17.79	90.00.70	1	0,000	1	3	21,190				+				12.30%
Dunn, Toni	Professor of Business/Office Technology	••	14.981	2		-+		7	+	8 8	_	38.70					+	34 140		1		-	34,525	**		4.16%
Edwards,Raquel	Administrative Secretary	*	21,994	<b>æ</b>		_			+	2 3	+	2 8						40,330		1		+-				3.00%
Emmerich, Patricia	Professor of Government/History	*	56.713	22		-		2	+	Ř S	1	3 8	-					400,22		+		+		-		4.75%
Flores, Fredrica	Inventory Control Specialist	47	25.582	23					+	200	+	9.8	S MAC	•	1 158	1		26,414		+	. 4	$\overline{}$		•		3.00%
Flores, Jose	Programmer Analyst	**	52,337	8	4	-+		*	+	38	-	16.92					4	53 007		1		20,343		• •		507
Fons, August	Dean of Public Safety	**	66,896	8		$\rightarrow$		*	1	5%	+	11.29					•	SR 903	2007	3.00%		-				3.00%
Fortner, Terry	Security Personnel	•	28,862	21	\$ 2	22,266 \$		•	1	98	-	13.01						29.728		1	2 4	29 728	20,500	100,2	1	3 6 6
rower, mark	Custodian	40	22,194	œ	40	16,152 \$	20,190	0 \$ 24,228	228 109.93%	3%		9.49			••		50	22,860			× .	-		10		7
Calyean, Marcia	Administrative Assistant	*	32,766	×	<b>\$</b>	25,191 \$		47		5%		16.90			40		5	33,749			¥ .	$\rightarrow$		•	1	1 2
Carn, Vicky	Library Technician	40	34,329	22	<b>**</b>	26,467 \$	33,083	3 \$ 39,700	700 103.77%	7%		13.09			55		40	35,359	_			-		,		2
Camin lan	Programmer Analyst	*	45,618	ਨ	4	41,279 \$	51,599	9 \$ 61,919	919 88.41%	1%		3.49			50		50	46,987		1	% *	$\rightarrow$		*		3 00%
Cilmano Cannol	Professor of Sociology	_	49,340	#		39,290 \$	49,112	2 \$ 58,935	935 100.46%	5%		10.83			40		••	50,820	\$ 1,480			-		50		3.00%
Cond Catholine	Professor of Automotive Technology - GM-ASEF	40	52,569	2	<b>ω</b>	39,290 \$	49,112	2 \$ 58,935	335 107.04%	%		8.18			50		45	54,146	\$ 1,577	1		$\rightarrow$		"		300%
Coad, Namerine	Professor of Biology	40	59,976	£	5	50,294 \$	62,868	8 \$ 75,442	142 95.40%	0%		16.00			45		-	61,775	\$ 1,799	7		-+		•	1	3.00%
Cone, Name	Switchboard Operator/Mail Clerk/Cashier	**	21,374	ಹ	2	20,676 \$	25,845	5 \$ 31,014	314 82.70%	0%		2.38		9 7	40		_	22,015			¥	-				80%
Control labor	Dean of Counseling	40	72,978	ස	4	49,068 \$	61,335	5 \$ 73,602	302 118.98%	8%		32.63			47		44	75,167	\$ 2,189			$\rightarrow$		5	702	3.00%
Gratton Bengu	VICE President For Instruction	45	89,216	28	9	90,969 \$	113,711	1 \$ 136,453	153 78.46%	5%	1,753	3.04	84.00%	47	4,548 \$	<del></del>	,819 \$	92,788	\$ 3,572	2 4.00%	*	$\rightarrow$		•		4.00%
Cuthria Bohart	Distance Learning instructional Designer	44	43,611	ಪ		38,332 \$	47,915	5 \$ 57,498	198 91.02%	2%		1.92			•		••	44,919	\$ 1,308		*	-		•		3.00%
Gutierraz Jimmy	Custodia	-	52,794	\$		43,369 \$	54,211	1 \$ 65,053	97.39%	3%		18.00			40	ľ	••	54,378	\$ 1,584	4 3.00%	*	54,378 \$		*		3.00%
Hall.Cory	Professor Physical Education Manda Maria		500	· 00		+		40		8%		2.04			50	. 8	45	18,193	\$ 530	0 3.00%	\$	18,193 \$		*		5.18%
Hall, Linda	Director of Del North Efficient Contor		16,79	\$		+		-		+		2.38			47		**	41,963	\$ 1,222	2 3.00%	\$	41,963	41,963	\$ 1,222		3.00%
Halladay, Terry	Professor of Automotive Technology	~ 4	AR 227	<b>a</b>		+	44,493		1	9	1,025	2.88	82.00%	40	890	(1)	356	35,951	\$ 1,381	1 3.99%	*	35,951	35,951	\$ 1,381		3.99%
Hancock Beth	Executive Assistant	•	33 95,0 24,0 25,0 26,0 26,0 26,0 26,0 26,0 26,0 26,0 26	3 1		+	211,89		1	3		13.00			41		•	49,782	\$ 1,450	0 3.00%	**	49,782 \$	49,782	\$ 1,450		3.00%
Hancock, Donald	CDL Trainer	n 1	45 150	A 8	2 6	+	49 274	• •		K 9	+	13.90			- 21	1.	55	34,874	ı		8	34,874 \$	35,259	\$ 1,401		4.14%
Hanson, Connie	Administrative Assistant	•	24 170	3 3		-			+	+		2.0			40		47	46,505	\$ 1,355	5 3.00%	*	46,505 \$	46,505	\$ 1,355		3.00%
Hardin, Dan	Vice President For Finance	•	97 499	2 8		+			+	, N	4,012	4.67			+-		+	25,695		1.	*	25,695 \$	26,080	\$ 4,901		23.14%
Hargrove Randy	General Maintenance Worker	10	26 26	3 3	2 9	24 577 4	20,501	• •	T	3	+	2.58	88.00%	64	3,167	3,500	+	90,988	\$ 3,500		%	90,988 \$	90,988	\$ 3,500		4.00%
Helms, Neida	Professor of Physical Education/Head Cheerlean		51 720	4		39 290	49 113	9 58 035	+	% %		0.40			-		1	29,655			*	+		•		4.34%
Henderson, Michael	Professor of CIS/CAD/AVHS	50	38.138	8	1	-+	44 402	^ '	700 CO	ž	-	0.00	-				-	27,27			3	+-		\$ 1,552		3.00%
					I	- 1-		ŀ	t	-	-	-		ľ				207,66	1,145		3.00%	39,202 ¥	39.282	\$ 1,144		3.00%

# New Mexico Junior College 2008-2009 Salary Compensation Recommendation #3 To minimum; Comp/Ratio; \$35,000 to support; 3.0% minimum increase

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						-							-			-								
Employee Name	Recommended Job Class	Current Salary	Salary						Compa- Ratio	\$ <min< th=""><th>Svc Yra 7/1/08</th><th>Yrs Target C/R</th><th></th><th>Cost to Target C/R</th><th>Flat % Approach</th><th></th><th>Sub Total Salary</th><th>Sub Total</th><th>lotal %</th><th>Before Support</th><th>ort Final 2008-</th><th></th><th>Total</th><th>Total %</th></min<>	Svc Yra 7/1/08	Yrs Target C/R		Cost to Target C/R	Flat % Approach		Sub Total Salary	Sub Total	lotal %	Before Support	ort Final 2008-		Total	Total %
				Range	Minimum	5	Midpoint	Maximum			+	+				-						-		
Henning,Jill	Professor of ACT ACDHith, OCC, AH	"	42,638	-	<b>د</b> 38	39,290 \$	49,112	\$ 58.935	5 86.82%	+	48	+	ł			+	_		T		T	-		
Hemandez, Elizabeth	Administrative Support Assistant		20,217	4		$\rightarrow$	22.286	"		1	0.20		1			+			T			43,917	8/7/1	3.00%
Hemandez, Elizabeth P	Custodian		21,986	4		$\rightarrow$	20.190		1		9 6	1	+	1			20,029	200		•		\$ 602'12	992	4.90%
Hemandez, Welanie	HR/Payroll Technician		26.231	-		25 191 \$	31 480	2	1		3 0.40	+	-				22,046	000		-	4	23,031 \$	1,045	4.75%
Hemandez, Natalia	Administrative Support Assistant		19.127	-		20.676 \$	25 845	•	1	•	1 540	04.00.70	7.7			1	-			6	- 61	27,403 \$	1,172	4.47%
Hicks, Barbara	Adminstative Assistant		31 583	4			31 480	2 4		•			+			-	+	_			-	21,061 \$	1,934	10.11%
Hotladay, Kellyne	Dean of Math and Sciences		69.726	4	4	-	88 831	106.507	7 79 40%	-	1 220 47 04	+	+	+		-	-	П		41	54	32,915 \$	1,332	4.22%
Holloman, Terry	Professor of Reading/Writing/Transitional Studie	57	36.552	1		-	44 493	•	1		1	+	£ 3	12,430		¢ 0/8,4	-			"	-	-	6,313	9.05%
Howell, Christopher	Professor of Business/Office Technology	*	42.450	4		49.068 \$	61 335	9	1	20	200	-	+	1 202			-		T	l	•	37,649 \$	1,097	3.00%
Huddleston, David	General Maintenance Foreman		41.893	4		37 707	46.746	1	1			6,00.20	9	1,22,1		100	+-			1	•	50,049	7,599	17.90%
Huerta, Ophelia	Accounts Recievable Specialis/Head Cashier		29 455	4		-	27 153	9	1	1	9.70	1	+				+-			-	-	43,150 \$	1,257	3.00%
Hutsey, Dallas	Professor of English		48.693	+			62,868	-+	77 45%	•	501	+	É	373		$\rightarrow$	-				• •	-	1,239	4.35%
Jackson Miesha	Professor of Barbering/Cosmetology		32,597	-		$^{-}$	40.309					00.0078	+	211,6	•	1,505						-	3,110	6.39%
Jackson, Stacey	Grants Coordinator		23,323	_		$\rightarrow$	27,153	"	_	+	1.00		+		,		24 023	700	3 000 5	*		37 YOU	276	3.00%
Jacobo, Melinda (leaving 7-15)	Inventory Control Specialist	*	30,504	25	\$ 24,	24,577 \$	30,721	*	1		811		+		10		-		+	1	1	-+-	1,000	4.00%
Jacobs, Johnny	Security Personnel	*	34,225	21	\$ 22	22,266 \$	27,832	*	$\neg$		23.24	4	+			,	-		1		•	35,637 e	1 440	W.07's
Jenkins, Sharon	Director of Library Services	*	65,859	æ	\$	$\rightarrow$	69,395	40	$\neg$		8.88		+				-		1	1	1	-	1 078	2000
Jett David	Assistant Director PR & Marketing	41	42,896	4	\$ 39,	39,290 \$	49,112	*	5 87.34%		2.58					4			1		-	44 568	1 1	3 000
Jordon, Jennifer	Executive Director - NMJC Foundation	4	49,599	51	\$ 46,	46,703 \$	58,379	*			4.49		-			4	-		1				1 499	2000
Journigan, Walter	Professor of Psychology	44	53,775	\$2	\$ 50,	50,294 \$	62,868	*			2.50	88.00%	\$ <del>2</del>	<u>2</u>		-	-		1		1	-	t FFS P	3.000
Juanez, Maria	Personal Computer Specialist	45	36,527	37	<b>\$</b> 33,	33,053 \$	41,317	40			7.48	-	4		**	•			1	•	5	$\rightarrow$	1491	4.05%
Neranen, Joe	Professor of Physics/Mathematics	*	46,117	<b>\$</b>	\$ 44,	44,453 \$	55,566	\$ 66,680	82.99%		4.00	94.00%	<b>∞</b>	4,732	*					**	•••	$\rightarrow$	1.384	3.00%
rung, con (was Rolan-Hill)	Professor of Cosmetology	**	33,362	8	\$ 32,	32,247 \$	40,309	\$ 48,371	82.77%		3.00				*	•	-		1	*	٠٠	-	1.001	3.00%
rudpo, raucia	Records Administrator	40	36,893	용	<b>\$</b> 31,	31,461 \$	39,326	\$ 47,191	93.81%		26.00	0 96.00%	38		*	5	-+	\$ 1,107		4	•	-	1,492	4.04%
Noger, Channid	Coordinator of Learning Assistance Center/Tutor	64	34,490	용	\$ 32,	32,247 \$	40,309	\$ 48,371	85.56%		1.48				*	•	35,525	\$ 1,035			**	-+	1,035	3.00%
Kunko William	Library Assistant		20,859	₩		18,731 \$	23,414	\$ 28,097	89.09%		2.76	0,		0 0	*	40	-	\$ 626			•	-+	1,011	4.85%
Deader Change Conich	Director of Computer Information Systems		68,409	1		71,065 \$	88,831	\$ 106,597	77.01%	\$ 2,6	2,656 13.23	3 92.00%	<b>≫</b>	10,660	\$ 4	4,264 \$	75,329	\$ 6,920		40	50	-	6,920	10.12%
Losaid, Signal Dallick	Workforce Training Coordinator		42,436	1	\$ 35	35,595	44,493	\$ 53,392	95.38%		0.25	5			45	•	43,709	\$ 1,273		50	57		1,273	3.00%
Laurier, Nimberry	Adminstrative Secretary	**	27,370	<b>ಹ</b>	\$ 20,	20,676 \$	25,845	\$ 31,004	105.90%		5.90	94.00%	38		40	· \$	28,191			*	**	-	1,206	4.41%
Lewis, Palsy	Professor of Transitional Studies: Writing	*	38,037	_	s 35,	35,595 \$	44,493	\$ 53,392	2 85.49%		19.00	-	₹		\$ 2	2,663 \$	_	2		47	55	-	2,663	7.00%
Cirvine, myra	General Maintenance Worker	45	29,109	83	\$ 24	24,577 \$	30,721	\$ 36,865	94.75%		1.96	0,			57	•	-	\$ 873		*	*	mark.	1,258	4.32%
Lopez Rosa	Custodian	*	17,166	00	\$ 16.	16,152 \$	20,190	\$ 24,228	85.02%		2.00		-		\$	40	$\rightarrow$		$\exists$	<b>55</b>	*	-	98	5.24%
Loya,Luis	Custodian	**	22,559	00	\$ 16,	16,152 \$	20,190	\$ 24,228	111.73%		10.38	8	+		45	· ••	$\rightarrow$		7	٠.	50	-+		4.71%
Madro, Antonia	Custodian	50	18,510	00	\$ 16,152	-	20,190	\$ 24,228	91.68%				+		•	-	$\rightarrow$		7		50		1.062	5.08%
manan, namy	Graphic Designer	60				, 12C			t		1.42	-				•				44		-	940 23	
marquez,Anna	Ulrector of Financial Aid	<b>\$</b>	35,670	쓮	\$ 30,	-	38,367	\$ 46,040		ı	1.42	8 ~	+		50	s s	$\rightarrow$			es es	67		1,455	4.08%
		l	35,670 47,703			-	38,367 64,440			<b>به</b> پ	1.42 14.56 3,849 2.58	8 82.00%	هر م	1,289		\$ \$ \$ \$		\$ 1,070		u u	50 60	The second second second	1,455	9.15%

# New Mexico Junior College 2008-2009 Salary Compensation Recommendation #3 To minimum; Comp/Ratio; \$35,000 to support; 3.0% minimum increase

				7						2000	-	2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -							1				1
Employee Name	Recommended Job Class	Current Salary	Hary .						Compa- Ratio	\$ <min< th=""><th>Svc Yrs 7/1/08</th><th>Target C/R</th><th>_</th><th>Cost to Target C/R</th><th>Flat % Approach</th><th>Sub Total Salary</th><th>Sub Total</th><th>Total %</th><th>_</th><th>Before Support</th><th>Final 2008- 2009 Salary</th><th>Total</th><th>Total %</th></min<>	Svc Yrs 7/1/08	Target C/R	_	Cost to Target C/R	Flat % Approach	Sub Total Salary	Sub Total	Total %	_	Before Support	Final 2008- 2009 Salary	Total	Total %
			ت م ت	Salary	Minimum	Midpoint	-	Maximum					1	_				+	1			+	+
Marquez,Carol	Adminstrative Secretary	\$ 28	28,449	≅ .	20,676	"	25.845 <b>\$</b>	31.014	110.08%		18 08	ON NO	+	+				$\top$	_	_		T	Γ
Martin, Adanna	Document Center Coordinator	<b>\$</b>		-		50	$\rightarrow$	$\top$	80 10%		20 20	25 CO. 25	+	1 100	o.ic		T	1		-			
McClain, Shanessa	Assistant Director of Financial Aid	<b>မာ</b> မာ	7	-	36.485	'n	$\rightarrow$	54 797	20 20 20 20 20 20 20 20 20 20 20 20 20 2		1	2000	1	+	3 2	-	T		_	+-		-	
McCleary,Forrest	President		1	4	128 537	•	+	39,12	03.00.0	4 4,301	Ť	02.00%	•	\$ 716	305	36,849	•	5,345 16.97%	38	36,849	\$ 36,849	9 \$ 5,345	16.97%
McClure,Jennifer	Admission Specialist		1	1	202.00	^	+	192,000	02.1079		23.79	Ì	1				61	. 0.00%	Ş.		40	·	0.00%
McConal,Angela	Program Planner - Continuing Education			-	30,030	•	-	40,040	00.00%		2.59	ľ	+	41			47	t	\$	33,851	\$ 33,851	**	986 3.00%
McCool, Jeffery	Dean of Training and Outreach		$\top$	4	61 970	•	+	040	07 0487		0.5/		1					T	98	37,770	\$ 37,770	**	1,100 3.00%
McCorvey, Shelby	Professor of Cosmetology			4	20 247	•	-	+	9710.10		13.88	92.00%	4	3,213 \$	4,035		45		98	+-	\$ 71,293	3 \$ 4,035	35 6.00%
McCreesh, Maria	Professor of Cosmetology		T	+	36 404	•	-		20 E J. 10	1			t	+		1	-		3	36,449	\$ 36,449	40	1,062 3.00%
McDonald, Jackie	Registrar Assistant		1	4	97 199	•	33040	+	04 450	C.10'7 +	1	62,00%	-	90 44	8			t		+	\$ 35,951	1 \$ 3,231	31 9.87%
McGill,Shyla	Professor of Mathematics			4	43.369	10	-	R5 053	87 4594		4 23	97.00.36	1	•				1		+		47	
Medrano, Jorge	Security Personnel		1	4	22.266		_	1	83 92%		2 8		†				• •	1		+	0	-	
Mendoza, Virginia	Administrative Secretary		1	4	20.676		$\rightarrow$	31 014	09.06%		8 5	O AVE	Ť				•	1		+		•	
Miller, Kathleen	Human Resources Generalist	\$ 40			35,595	40	-+	+	90.81%		104	0.000	1			4 20,707	"	1 212 2 200	9 4	-			
Miller, Richard	Director of Learning Communities/Retention	\$ 41,049		35	31,461	*	-+		104.38%		313		1				7	1 221 3 0000				1	T
Miller, Susan	Adminstrative Secretary	\$ 22	22,164 18	&	20,676	40	25,845 \$	7	85.76%		0.29		1	<b>10</b>			7	7		22 820	22,24	•	
Miller, Winona	Executive Assistant	\$ 35,	35,970 3	30 \$	27,807	**	34,758 \$		103.49%		18.01	1	1	50			1	7		$\rightarrow$			
Mladinic, Peter	Professor of English	\$ 53,302	302 49	9	44,453	*	55,566 \$	Ŧ	95.93%		18.00		1	50				1	9	_		•	1
Morgan, Joshua	Purchasing Coordinator	\$ 37,013	013 36	6	32,247	*	40,309 \$		91.82%		211		1					T				•	40 3 000 W
woria, Buly	Director Administrative Services	\$ 62,165	58	49	55,516	40	69,395 \$	83,274	89.58%		7.62		1	•			47					9	1
woms, wonard	Professor of Physical Education/Assistant Rodo	\$ 71,369	369 44	•	39,290	55	49,112 \$		145.32%		23.00		1	50			67	1		_		1	
Mulphy, Shelly	Professor of Nursing	\$ 45,360	360 51	••	46,703	40	58,379 \$	70,055	77.70%	\$ 1,343	11.00	92.00%	*	7,006 \$	2,802		••	7					1
Nagera, Emque	Professor of High School Automotive Technolog	\$ 36,932	932 44	•	39,290	*	49,112 \$	58,935	75.20%	\$ 2,358	0.36			••			••			_			
New Paris	Security Personnel	\$ 28,301	301 21	40	22,266	••	27,832 \$	33,398	101.69%		11.92			57			•	7		_		1	
New August	Professor of Geology	_	335 52	20	47,871	49	59,839 \$	71,807	78.60%	\$ 836	3.00	94.00%	••	8,377 \$	957	\$ 48,828	47			_		••	
Nowana Landa	Coordinator of Assessment and Quality Improve		320 48	49	43,369	•	54,211 \$	65,053	74.38%	\$ 3,049	1.07	82.00%	٠,	1,084	434		40			-		55	
Nomeno End	Professor of Reading/Education			*	39,290	45	49,112 \$	58,935	92.75%		9.00			•			47			-		•	
Oman Darina	Professor of Weiging		51	50	46,703	49	58,379 \$	70,055	80.22%		1.00			••		\$ 48,234	40	1,405 3.00%	98 45	$\rightarrow$	\$ 48,234	•	
Organ, regula	Vice President For Student Services	1		\$	78,442	40	98,053	117,663	90.59%	0.00	9.68			50		\$ 91,495	47			$\rightarrow$		-	
Oriega, Nelugio	General Maintenance Worker			40	24,577	40	30,721 \$	36,865	83.30%		1.48			40		\$ 26,360	"			-		•	
Cuz, maila	Uatabase/Server Specialist	\$ 39,624	524 37	5	33,053	44	41,317 \$	49,580	95.90%		14.63			47	-		-			-			
Usomio, Graciela	Administrative Assistant	\$ 26,883	383 26	69	25,191	40	31,489 \$		85.37%		2.92	92.00%	40	1,281				1		_		•	1
Owens, Amanda	Groundskeeper - Irrigation Specialist	\$ 19,622	16	65 65	19,679	45	24,599 \$		79.77%	\$ 57	7	84.00%	"	-	394			1	_	_			T
Pena,Joa	General Maintenance Worker	\$ 26,739	739 25	55 <b>\$</b> 5	24,577	*	30,721 \$		87.04%				1	-		-	n	1		_		•	
Philips, LaRae	Counselor	\$ 51,558		ω •••	38,332	•	_	1	107.60%		9.42		1	10				1					T
Phillips, Naomi	Assistant Director of Corrections Academy Train	•			39,290	*	_	1	88.60%		32	1	1					1		$\overline{}$			
Polson, Chris	Associate Dean of Students	40	10	-	51,552	"	$\rightarrow$	1	75 97%	2508	T	2000	+	-+-	100			T		-			
		1	Ì	1		ľ	•	t	10.01	ì	Г	07.00.70	٦	₹ 607'1	010	100/2c	*	J, 113 b.36%	5	52,067	\$ 52,067	7 \$ 3,113	13 6.36%

# New Mexico Junior College 2008-2009 Salary Compensation Recommendation #3 To minimum; Comp/Ratio; \$35,000 to support; 3.0% minimum increase

Employee Name	Recommended Job Class	Current Salary	2					Compa- Ratio	\$ <nin< th=""><th>Svc Yrs</th><th>Target C/R</th><th>Cost to</th><th>Flat %</th><th>Sub Total</th><th>Sub Total</th><th>Total %</th><th>D C</th><th></th><th>Total</th><th>Total %</th></nin<>	Svc Yrs	Target C/R	Cost to	Flat %	Sub Total	Sub Total	Total %	D C		Total	Total %
								******					ADDIDAG	Valen		3	T COMPANY	3000 Calany		_
			Salary	-	Minimum	Midpoint	Maximum						;							
Porter,Robin	Professor of Cosmetology	\$ 33,362	$\rightarrow$	5	32,247 \$	40.309	\$ 48 371	82.77%		38						┰				
	Human Resources and Payroll Specialist	\$ 33,131				38,367	ı	86.35%	1	48 8					•	+			-	T
Puentez, Ernestina	Custodian		7		_	20.190		236282		20.00					•		- 64	- 41	40	
	Custodian		$\neg$		-	20,190		100.83%		29.00				9 19,468	•	$\dagger$	• 64	• •	• • • • • • • • • • • • • • • • • • • •	
Rash, William (leaving 7-31)	Warehouse/Fleet Maintenance Worker	\$ 31,395	23	•	22,822 \$	28,5 <b>28</b>				14.70					1	$\dagger$	•	•	•	
	Custodian	\$ 20,186		- 1		20,190		7		694				\$ 20,707	^ "	Ť	*	• •	• •	
Rhodes, Robert	Vice President for Training and Outreach	\$ 88,875			-+	103,017		86.27%	1	9 5			•		•	T	•		•	-
Rice, John	Professor of Speech/Theatre	\$ 52,444			$\rightarrow$	61,335		85.50%		9 5	29000	4 4 524			•		•	• •	41	T
Richardson, Sonya	Professor of English					49.112		O. 5.78		000	00:0076	1,551	2,022		•	$\top$	- 4	•	•	
Rios, Jesus	Carpenter - Lead		$\neg$		_	33910		100 37%		9 8					•	Ť	-		•	
Rivas, Maria	Custodian		$\dashv$			20 190	$\perp$	2000		3 00			•		• •		-	-	44	
Rivera, Rosa	Custodian				$\rightarrow$	20.190		80.91%		0 22					• •	1	- 4	44	**	
Robledo, Emilia	Accounts Payable Clerk					29.972		97.27%	1	38					•	+	•	. 4	- 44	
	Administrative Secretary	\$ 20,887		ı	-	25,845		80.82%		0.25			in 4	\$ 21.514	\$ 677 679	3,00%	^	•	•	
	Director of Instructional Technology	\$ 51,880	50	\$	45,564 \$		\$ 68,346	91.09%		2.84	82.00%	i	•				K # 53 436	E 4 52 /26	•	1
am, Gnolamireza	Professor of Welding	\$ 55,477	7 53	55	49,068 \$	61,335	\$ 73,602	90.45%		10.00					547	7		•	_	
	Accountant (Controller)	\$ 51,613	50	55	45,564 \$	56,955	\$ 68,346	90.62%		7.25			•		•		•	•	9	3.00%
	CasherData Entry Assistant	\$ 19,279	14	44	18,731 \$	23,414	\$ 28,097	82.34%		0.50			•	\$ 19,857	\$ 578		*	•	•	
Sanders Draw	Custogram		$\top$		16,152 \$	20,190	\$ 24,228	84.02%		1.32			•		55	7	*	••	••	1
ri i	Library Tookside		$\top$		-	49,112	\$ 58,935	95.45%		1.00			\$	\$ 48,286	~		•	•	<u>~</u>	
	Workform Training Conditioning		1	1	+-	_		74.35%	\$ 1,869	9 7.91	88.00%	\$ 2,647	\$ 1,059	\$ 27,525	\$ 2,927	11.90%	*	•	•	_
	Counselor	GOZ'14 6	$\top$		$\overline{}$	_		92.80%		1.48			•	\$ 42,528	\$ 1,239	3.00%	<b>\$</b> 42,528	8 \$ 42,528	8 \$ 1,239	3.00%
tte	Professor of Mathematics	\$ 40,240	2 6	* 4	-	_		80.07%		14			45	\$ 42,477	\$ 1,237		<b>\$</b> 42,477	7 \$ 42,477	7 \$ 1,237	3.00%
	Director of Lea County Cowhoy Hall of Fame AVI	•			-	49,112		8,427.19		5.00				\$ 44,134	\$ 1,285	3.00%	<b>\$</b> 44,134	44,134	4 \$ 1,285	3.00%
Sema, Veronica	Financial Aid Specialist	9	8 8	İ	27 129 6	_		4C0.18		1.					45	3.00%	\$ 48,390	0 \$ 48,390	_	9 3.00%
Shields, Jernett E	Executive Assistant to the President		$\dashv$		_	52,889	\$ 63,467	101 44%	2,351	24.78	82.00%	8/9	\$ 271		. 67	1.	• •	• ••	•	
	Professor of Computer Information Systems	\$ 41,377			$\rightarrow$		- 1	93,00%		78				4 JORGE	~ 4	+	•	• •	•	T
	Professor of Physcial Education/Assistant Men's	\$ 32,237	7 40	<b>ده</b>	35,595 \$	$\rightarrow$		72.45%	\$ 3,358				356		\$ 171.	11 520.0	^ 4	• •	• •	
dida	Professor of Nursing	\$ 41,331	1 48	*	43,369 \$	_	\$ 65,053	76.24%	- 1	T					7	$\top$		•	•	1
	Executive Director - Western Heritage Museum	\$ 70,000	0 55	<b>46</b>	51,552 \$			108.63%		T					•	1	^ *	•	•	
	Executive Assistant	\$ 35,283	3 30	\$ 2	27,807 \$	-	\$ 41,710	101.51%		17.92					100	$\top$		^ •	•	
tichard	Professor of Psychology/Sociology	\$ 44,348	44	<b>\$</b>	39,290 \$	_	\$ 58,935	90.30%		5.00			100		•	$\top$	^	•	•	
	Professor of Nursing	\$ 44,452	2 51	<b>25</b>	46,703 \$			76.14%	\$ 2,251				\$ 467		*	$\top$	^ *	^ •	•	
B	Database/Server Specialist	\$ 40,421		<b>47</b>	$\rightarrow$	_		97.83%		$\neg$					• •	Ť	• •	•	•	
Sudduth,Royce E	Electrician - Lead Journeyman		$\top$		$\rightarrow$	$\rightarrow$	-	91.64%		22 5					• •	T	• •	•	• 41	
Summers, Barbara A	Administrative Assistant	\$ 32,411	$\exists$		$\rightarrow$			100 03e		9 8					-	T		-	44	
		1	ı		Н	⊢		BLCS 701		0,90			,	33,383	972	3.00%	33 383	33.768		7 4.19%

### DRAFT CONFIDENTIAL

# New Mexico Junior College 2008-2009 Salary Compensation Recommendation #3 To minimum; Comp/Ratio; \$35,000 to support; 3.0% minimum increase

Page 6 of 7

														_			_			_		_			Control Special
Employee Name	Recommended Job Class	Сител	Current Salary							Compa- Ratio	\$4	Svc Yrs 7/1/08	rs Target C/R	$\overline{}$	Cost to Target C/R	Flat % Approach		Sub Total Salary	Sub Total Increase	lnc %	Before Support		Final 2008- 2009 Salary	Total	Total %
				Salary	¥	Minimum	Midpoint	-	Maximum			1	1	+			+					-			
Taylor, Susie	Custodian	5	19,697	۵,	-	16.152	*	20 190	24 229	97.56%		3 83	+	+			+	-		Т		-	-		
Thomas, Glen	Coordinator of Inframurals/Student Activities	**	37,565	<u>ب</u>		28.502		-	42753	105 44%		2 2 2 2 2 2 2		+			1	_		1		-			4.95%
Thompson, Delores	Professor of Nursing	•	\$ .	ස		49.068		-	73 600	Selection of		3 00		-			$\perp$	-	\$ 1,127		•	38,692	38,692 \$		3.00%
Titus,Rebecca	Divisional Academic Coordinator/Professor - Pu	5	25 26 27 28	47		42311		-	63 467	91 05%		3 70	-	+			+	+-		T		+	+		3.00%
Townsend, Stephen	Professor of Government/History	•		æ		50 294		62,888 \$	75.442	89 23%		0.70	+	+				$\overline{}$		Т	44	-	49,601 \$		3.00%
Van Der Sterre, Carl	Groundskeeper	47	20,623	ಸ :		17.829		22 286 \$	26.743	20 54 60 20 54 60		0.00	97,0076	3,			-	-		T	40	+	57,782 \$	_	3.00%
Vardeman, Vicki	Director of PR & Marketing		51.092	<b>S</b>		54 162	1	67 700	81 242	75.4794			+	4	-		+	-			50	+	21,242 \$	619	3.00%
Vick, Maria	Professor of Cosmetology		43 380	8		36.5		4 402 4	242,10	07 4604	9 3,070	1	82.00%	2	1,354		542	-			45		54,703 \$	3,611	7.07%
Vigil,Oscar	Coordinator of Network Systems	· ·	49 454	5 3		49 311		53 990 A	63,467	01.4379		00.51		+			95	+-		3.00%	44	44,661 \$	44,661 \$	1,301	3.00%
Voight, James	Professor of Physical Education/Head Man's Bu-	_	50,000	2		200		1	60 03F	WC0 1/0	1	0.55	+	+		41	1	49,908	1,454	3.00%	40	49,908 \$	49,908 \$	1,454	3.00%
Ward,Donna	Administrative Secretary		25,000	<b>1</b>		20,526		35 945 A	34 044	ACT 30		2.60	+	+			$\perp$	+-			**	51,508 \$	51,508 \$	1,500	3.00%
Ward, Mary	Dean of Careers and Technology	*	66 66 66 66 66	22 3		62,811		78.514 \$	01.015	25 208	1	24.0		+			1	-			40	+	26,135 \$		4.54%
Warner Martha	Custodian	*	20,099	œ		16 152	\$	-+	24 228	90.55%	Ť	2 4 20 20 20 20 20 20 20 20 20 20 20 20 20	+	+			4	+		1			+	2	3.00%
Waters, Susan	Professor of English		41,730	\$	i	43,369		_	65,053	76.98%	\$ 1.639	1	84 00%	,	2168	1 201	2 4	-					-		4.92%
Weaver, Margaret	Coordinator of Technical Services (Librarian)	40	45,316	2	5	39,290		$\rightarrow$	58,935	92.27%			+	4	-		_	46 675 £	1 350	3 7000	*	42.675	-	Н	7.04%
Webb, Kimberly	Professor of Nursing	*	44,401	5	45	46,703	<b>\$</b> 5	58,379 \$	70,055	76.06%	\$ 2,302		84.00%	<i>x</i>	2,335		93 <u>4</u>	$\rightarrow$			'	47 638 \$	47 639 \$	1	7 70%
West,Cheri	Library Technician	*	24,421	28	44	26,467	<b>44</b> 3	33,083 \$	39,700	73.82%		7	+	+	-	_	-	_		1		_	_		1.03%
Whicker, Timothy	Professor of Automotive Technology/Ford	•	61,739	Æ	44	50,294	<b>\$</b>	62,868 \$	75,442	98.20%			+	4	$\rightarrow$		-	-				F3 501	N 501 0	1 953	7 AMA
white, cloyd	Custodian	40	20,843	œ	*	16,152	\$ 2	20,190 \$	24,228	103.24%		6.75				•	50	$\rightarrow$							7 BEST 10
War, Amanda	Videographer/Writer PR & Marketing	45	28,575	೫	44	27,807	<b>\$</b>	34,758 \$	41,710	82.21%		0.00		-		•				3.00%	•	$\rightarrow$	-		7.50 V
Trong, rupi	Professor of Education/Transitional Studies: Re	*	42,320	4	**	39,290	2	49,112 \$	58,935	86.17%		1.00				•	-	-	_			$\rightarrow$	-+		3.00%
Worth Donald	Professor of Music		54,019	\$	45	50,294	<b>44</b>	62,868 \$	75,442	85.92%		4.00				•	••	55,640 \$			3		$\rightarrow$		3.00%
Younghood Homes	Director of Americs		70,000	57		54,162	6	67,702 \$	81,242	103.39%		0.75				\$	47	72,100 \$		3.00%	*	$\rightarrow$	$\rightarrow$		3.00%
Voingelbood Dataio	TORSSOI OF EMI-BYA-VHS		42,552	8	45	35,595	\$	44,493 \$	53,392	95.64%		8.00				•	••	43,829 \$		3.00%	40		$\rightarrow$		3.00%
Younghlood Wences	Troissor of Machematics		45,586	2		39,290		49,112 \$	58,935	92.82%		6.00		1 43		•	40	46,954 \$		3.00%	*		-+		3.00%
Zambrelli Cynthia	Counsely ASSIGNA		19,840	=		18,731		+	28,097	83.88%		0.95		-		\$	45	20,229 \$	589	3.00%	**	20,229 \$	20,614 \$		4.96%
Zaragoza Lupe	Chebolian		5,448	2		38,332		+	57,498	96.94%		5.91				*	40	47,841 \$	1,393	3.00%	**	47,841 \$	47,841 \$	_	3.00%
Zuniga, Ismael	General Maintenance Worker		23,332	3 ∝		16,152		+	24,228	115.56%		12.95				*	47	24,032 \$	700	3.00%	**	24,032 \$	24,417 \$		4.65%
Johns, Randy	Maintenance - Mochanical Cuclome		20,050	3 5		24,5//		+	36,865	71.27%	\$ 2,682	1	82.00%	20	614	<i>δ</i> .	246	24,823 \$	2,928	13.37%	47	24,823 \$	25,208 \$		15.13%
Hardin, Sandy	Housing Coordinator		20,000	2 2		25,621		+	38,732	89.85%		0.00	82.00%	*			55	29,870 \$	870	3.00%	**	29,870 \$	30,255 \$		4.33%
	- Maria Committee	•	32,798	5		200,82	est cu	35,627 \$	42,753	92.06%		0.00	82.00%			5	41	33,782 \$	984	3.00%	40	33,782 \$	34,167 \$		4.17%
			1					+					t	+			+						an an	يوا	
Chris Howell \$4534 for increase to MA+	Chris Howell \$4534 for increase to MA+45 & Rebecca Titus \$2200 for Master's included in raise to minimum	raise to r	nin mun		1			+				2		+			+								
							3	+			4 70,130	8	1	+			+								
								+				+	1	+			+					+			
			L	L										Н								-			

# New Mexico Junior College 2008-2009 Salary Compensation Recommendation #3 To minimum; Comp/Raţio; \$35,000 to support; 3.0% minimum increase

Page 7 or

Vacant 11 Vacant Vacant 1 /acant (CDL Trainer) Vacant 7 (New) Vacant 3 Vacant 12 Vacant 16 Vacant 10 Vacant (Gerogie Navarro) Sonzalez, Mary facant(Sandy Hardin) VACANT POSITIONS facant 15 (New Auto) facant 13 Barron, Jesse iressett,Christie Avens, Wiley Glenn avis, Telana (aufman, Dustir lichols,Sam Schmidt, Kayla /oight,Jerry Curby, Brian Wall, Jeffery **NEW HIRES** ead,Shawnna inkbeiner, Benjamin itchett, Jo Ann owelf, Nancy earson, Adam enison, Dale Employee Name Human Resources Payroll Clerk Museum Curator Administrative Secretary Asst Director Law Enforcement Academy Administrative Support Assistant Professor - MA Education and Events Coordinator WHM Professor AA 12 months Professor - MA Groundskeeper Administrative Secretary Administrative Secretary Executive Assistant Professor - MA+45 Grounds Supervisor Professor - MA+12 Groundskeeper - Pest Control & Spray Specialis \$ Instructional Technology Specialist Professor of Biology Professor of Biology Professor of Physical Education/Athletic Trainer \$ Professor of Physical Education/Assistant Wornd \$ Assistant Mens Basketball Coach Professor of English Seneral Maintenance Worker Custodian Custodian Professor of Art Professor of Music Admission Specialist Recommended Job Class **Current Salary** 50,000 28,710 24,577 21,253 39,290 45,000 20,000 20,246 23,615 43,843 40,092 20,000 17,829 20,000 36,061 45,636 54,207 39,919 18,276 25,259 40,000 59,041 Salary Range œ # ਛ 2 12 4 # 25 00 8 ᄚ 8 జ 8 않 ሂ 4 24 \$ \$ 39,290 \$ 21,722 \$ 49,068 40,272 \$ 17,829 21,722 \$ 20,676 \$ 39,290 \$ 39,290 \$ 24,577 \$ 16,152 \$ 20,676 \$ 27,807 \$ 27,807 50,294 \$ 23,978 38,696 16,152 \$ 16,152 \$ 20,676 \$ 43,369 \$ 44,453 35,595 49,068 \$ 39,290 \$ 39,290 \$ 39,290 \$ 50,294 17,829 \$ 30,693 8 Midpoint 34,758 \$ 49,112 \$ 27,153 \$ 25,845 \$ 20,190 \$ 49,112 \$ 22,286 \$ 30,721 \$ 20,190 \$ 20,190 \$ 25,845 \$ 54,211 \$ 44,493 \$ 61,335 50,340 \$ 49,112 \$ 49,112 \$ 25,845 34,758 27,153 62,868 \$ 49,112 \$ 22,286 \$ 38,367 55,566 62,868 \$ **Maximum** 36,865 31,014 41,710 46,040 65,053 24,228 31,014 41,710 32,584 60,408 31,014 24,228 58,935 26,743 58,935 53,392 58,935 32,584 58,935 26,743 24,228 73,602 75,442 58,935 46,046 73,602 35,966 58,935 75,442 91.63% 80.00% 99.06% 80.00% 78.34% 91.37% 103.75% 82.01% 80.00% 99.06% 81.63% 84.28% 99.06% 91.96% 80.48% 89.90% 96.26% 86.22% 78.27% 99.32% 111.09% 71.48% 79.11% 75.81% 81.28% 85.44% 82.83% 0.00% Compa-Ratio 5,225 2,269 311 **4**69 33 Svc Yrs 7/1/08 0.00 0.00 0.00 0.00 9 0.00 000 99 8 Target C/R 80.00% 82.00% 82.00% 47 Cost to Target C/R 1,237 (522) Approach Flat % Grand Total Sub Total Salary 24,577 \$ 20,000 40,000 59,041 \$ 36,061 \$ 21,853 27,807 \$ 45,636 \$ 54,207 40,092 \$ 39,919 \$ 52,074 \$ 28,710 45,000 \$ 17,829 \$ 20,676 | \$ 23,615 | \$ 49,068 \$ 35,283 \$ 33,344 \$ 25,259 \$ 41,961 20,000 \$ 18,276 \$ 39,290 \$ 20,000 Sub Total Increase 375,402 8,704 2,269 5,225 3 69 8 #DIV/0! Total % 11.92% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 5.52% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 1.13% 0.00% 0.00% 0.00% 0.00% Before Support Increase Final 2008-2009 Salary Total Increase Total %

# 2008-2009 Salary Schedule and Compensation Recommendation #3

- Bring all employees to minimum of Public Sector recommended salary ranges \$76,139
- Use Public Sector recommended formula to increase Comp Ratio \$61,883
- Apply \$35,000 set aside for support and maintenance staff (90 @ \$385.00)
- Balance of funds (\$170,378) divided to provide a minimum of 3.0% increase to all employees

# NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being	recommended for employment as follows: Date 6/18/08
Candidate's name Larry P. San	derson
Position title	utional Effectiveness
New position ⊠ Existing posi	ition Classification Faculty Professional Other
Is candidate related to another NM	IJC employee?
Effective date of employment 7-	-1-08 Standard contract length
Funding source Institutional Fund	ds
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to appr	higheredjobs.com roximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$58,326 to \$7  Account number(s) with respective	Prorated salary   966,100   Prorated salary   yes   no e % allocation(s)   11000 1032 61301 131
Recommended and approved by:	
Supervisor	Dean/Director Clerk W/W
Vice President Selection Committee Members:	Steve McCleery- President
	Regina Organ- Vice President for Student Services
	John Gratton- Vice President for Instruction
	Dan Hardin- Vice President for Finance
Comments:	Bill Kunko- Director of Computer Services
Mr. Larry Sanderson, with a Maste	r's degree and twenty-one years of experience meets and/or exceeds the minimum requirements
for this position.	
*Pending background check.	

#### ABBREVIATED RESUME

#### **Position**

Director of Institutional Effectiveness

#### Personal Data

Name: Larry P. Sanderson

#### **Education**

M.S., Purdue University, West Lafayette, IN, 1995

Major: Management

B.A., Michigan State University, East Lansing, MI, 1973

Major: Political Science

#### Professional Experience

University of New Mexico, Gallup, NM Director of Community Affairs/Interim Director of Business Operations	01/05 to Present
Business Affairs, Ltd., Management & Executive Leadership Consultant	02/03 to 02/05
College of the Southwest, Hobbs, NM Assistant Professor of Business	09/95 to 05/05
Soaring Society of America Inc., Hobbs, NM	04/84 to 02/03

#### **Professional Affiliations**

Higher Learning Commission, AQIP Reviewer

Member and President-Elect, Gallup Chamber of Commerce Board of Directors

Former Director and President, Board of Directors of Gallup Public Radio KGLP

Former member Lea County Economic Development Board of Directors

Former member Hobbs Industrial Air Park Board of Directors (City Council Appointment)

Federation Aeronautique Intermationale (Lausanne, Switzerland)

Former President, Business Development Committee

Responsible for directing development of new international business ventures and strategic partnership on behalf of the FAI.

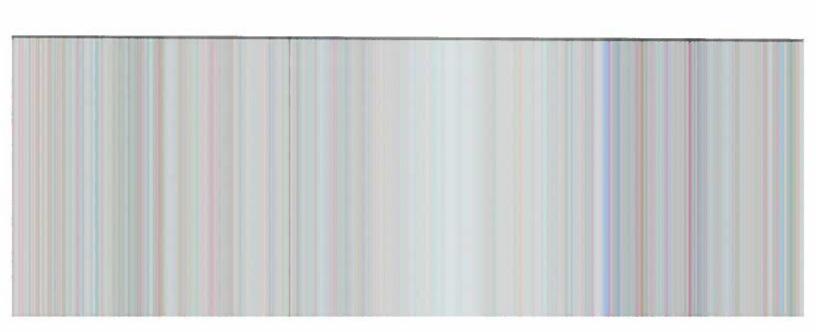
International Gliding Commission (Lausanne, Switzerland)

Elected Secretary of the Commission, which is composed of 35 member countries.

Currently serving as a member of the Business Development Committee.

European Union, Joint Aviation Authority (JAA)

Active member of the Joint Aviation Regulation- (JAR-22) inter-authority committee.





# New Mexico Junior College Career Opportunities

Position Announcement • May 2008

Position Title: Director of Institutional Effectiveness

**Position Description:** The Director of Institutional Effectiveness reports directly to the President. The duties and responsibilities shall be, but are not limited to, the following: (1) design, develop and pilot new student information and tracking system; (2) assist in the tracking of institutional Title V grant; (3) coordinate an ongoing five-year strategic plan; (4) maintain student, institutional and environmental information for college long and short-term planning; (5) conduct student and institutional research; (6) design and conduct studies related to student and institutional mission and outcomes; (7) coordinate data submitted to external agencies including the New Mexico Commission of Higher Education; (8) coordinate student and institutional assessment plans; (9) maintain an updated institutional file system containing documents, manuals, and proposals of historic and current interests for institutional projects; (10) participate in a process of continual personal and professional improvement; (11) actively participate in the institutional goals and objectives designed to support the mission of the college; (12) serve on college committees as assigned; and, (13) nothing contained herein shall limit the President in assigning the employee to various college activities for which he/she would be qualified in order to meet the needs of the college.

**Qualifications:** Master's degree in a discipline which requires applied research and analysis such as business, management, social science, statistics, or management information systems is preferred. Bachelor's degree required. All degrees must be from a regionally accredited institution. Candidates should possess demonstrated knowledge of statistical analysis and computer applications (word processing, spreadsheets, database management systems, statistical packages and presentation software) to support research activities; be able to collect, interpret, and report in written and oral form demographic, quantitative, and archival information. A minimum of three years service in higher education or public school administration is preferred. A background in higher education planning, analysis, or institutional assessment is desirable.

**Salary/Benefits:** This is a full-time professional position with a starting salary of \$58,326 to \$72,908. Salary will be commensurate with experience and education. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. To ensure consideration, all application materials must be received as soon as possible.

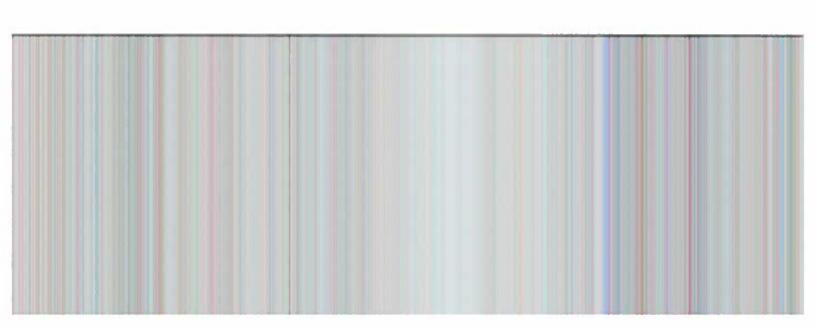
**To Apply:** Submit NMJC application form, letter of application (cover letter), resume, unofficial transcripts (official transcripts required prior to employment), and provide eight (8) personal references with current addresses and phone numbers to:

Human Resources New Mexico Junior College 1 Thunderbird Circle Hobbs, NM 88240

New Mexico Junior College is an Equal Opportunity, Affirmative Action Employer and does not discriminate against any applicant for employment because of race, color, religion, sex, sexual orientation, national origin, age, disability, or veteran status. Qualified applicants are encouraged to apply.

#### "Equal Opportunity Education and Employment"

1 Thunderbird Circle, Hobbs, NM, 88240 • Phone: (575) 492-2793 • Fax: (575) 492-2796 • Toll Free: 1-800-657-6260 • E-mail: mehernandez@nmjc.edu



#### APPLICANT LIST

#### **Position:** Director of Institutional Effectiveness

Applicant	<u>Interview</u>	<u>Offer</u>	Remarks
Vasquez, Yvette M.	No	No	
Newell, MaryAnn	No	No	
Wolf, Douglas P.	No	No	
Sanderson, Larry P.	Yes	Yes	Start Date: Pending Board approval.
Portillo, David I.	No	No	
Mitchell, Kerrie L.	Yes	No	
King, Chris M.	No	No	
Flores, Jose B.	No	No	

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# NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being r	ecommended for employment as follows: Date 6/9/08
Candidate's name Brian F. Kirby	
Position title Professor of English	1
☐New position ☒ Existing position	on Classification
Is candidate related to another NMJ	C employee?
Effective date of employment 8-1	1-08* Standard contract length
Funding source Institutional Funds	
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to approx	higheredjobs.com timately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$39,290 to \$49  Account number(s) with respective 9	Recommended annual salary \$41,961 Prorated salary yes no % allocation(s) 11000 2121 61101 101
Recommended and approved by:	
Supervisor .	MW.34
hh 1 Saratta	Such lels w/w
Vice Resident	President
-	Mickey D. Best- Dean of Arts and Humanities
-	Dallas Hulsey- Professor of English
	Linda Connell- Professor of English
Comments: Mr. Brian Kirby, with	a M.A. in English and more than twelve years applicable experience, meets and/or exceeds the
minimum requirements for this pos	ition.
*Pending background check.	
	rev. 6-28-01

#### ABBREVIATED RESUME

#### **Position**

Professor of English

#### Personal Data

Name: Brian F. Kirby

#### Education

M.A., New Mexico State University, Las Cruces, NM, 1998

Major: English

B.A., New Mexico State University, Las Cruces, NM, 1992

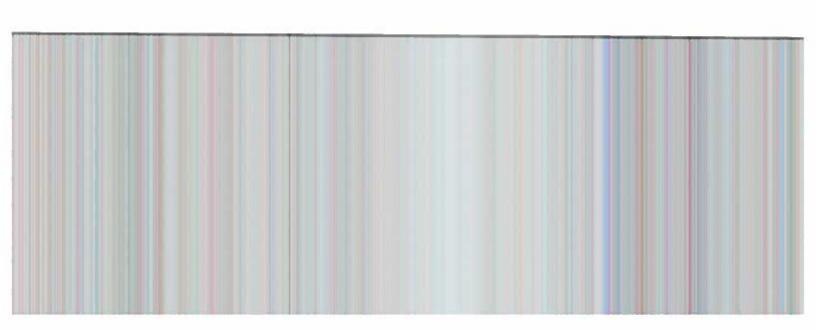
Major: Philosophy

#### **Professional Experience**

Dona Ana Community College, Las Cruces, NM Adjunct Instructor/Assistant Professor	2002 to Present
New Mexico State University, Las Cruces, NM Adjunct Instructor/Graduate Teaching Assistant	1997 to Present
Central New Mexico Community College, Albuquerque, NM Adjunct Instructor	2005, 2007
University of El Paso, El Paso, TX Adjunct Instructor	2006
University of New Mexico, Albuquerque, NM Adjunct Instructor	2004-2005
University of Nevada, Las Vegas, NV Adjunct Instructor	2003-2004
New Mexico State University, Las Cruces, NM Admission Counselor	2000
New Mexico State University, Las Cruces, NM Academic Advisor/ Administrative Assistant-NMSU Men's Basketball Team	1996-1999

#### <u>Awards</u>

Winner, Frank Waters Fiction Lectureship as Judged by Richard Russo





# New Mexico Junior College Career Opportunities

#### **Position Announcement • February 2008**

Position Title: Professor of English

**Position Description:** The Professor of English reports to the Dean of Arts and Humanities. Duties and responsibilities shall be, but are not limited to the following: (1) teach classes (day and/or evening/s), as enrollment requires. Depending upon qualifications, course section assignments may come from any of the following: English Fundamentals for Specialized Programs, Composition and Rhetoric, Composition and Literature, Report Writing for Technicians, Creative Writing, Types of Literature (American, British, World, Special Topics, etc.); (2) teach (day and/or evening/s), on the institution's ITV (interactive/instructional television) system, as enrollment requires; (3) teach online courses after training as enrollment requires; (4) serve on college committees, as assigned; (5) serve as an advisor to assigned students; (6) post and maintain approved office hours per week; (7) attend orientation and other in-service meetings/workshops, as scheduled; (8) maintain accurate student records; (9) be involved in the general recruitment of students for the institution and English program; (10) assume other professional responsibilities associated with the position of professor; (11) participate in a process of continual personal and professional improvement; (12) actively participate in the institutional goals and objectives designed to support the mission of the college; (13) serve on college committees as assigned; and, (14) nothing contained herein shall limit the president in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

**Qualifications:** A Master's degree in English from a regionally accredited institution or a Master's degree in a related field, with at least 18 graduate hours in English from a regionally accredited institution required. Must be committed to excellence in instruction and willing to work with other full-time divisional instructors and staff. NOTE: **Computer proficiency is required**.

**Salary/Benefits:** Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine-month position. The successful candidate may have the option of teaching during the Summer I and II terms. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. Position starts August 11, 2008. Interviews will be conducted by a selection committee and will commence upon receipt of completed application by qualified candidates. To ensure consideration, all application materials must be received as soon as possible.

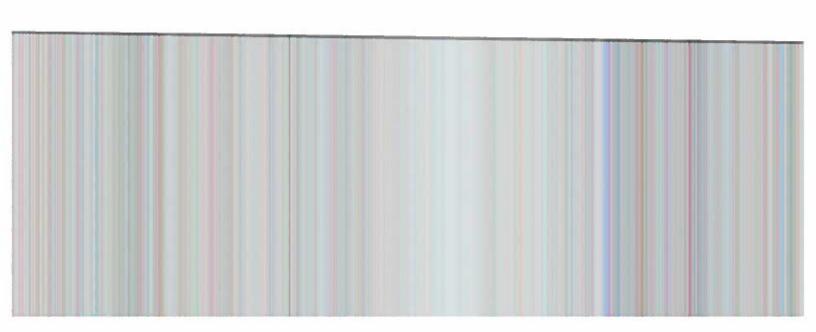
**To Apply:** NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and eight references with current addresses and phone numbers to:

Human Resources New Mexico Junior College 1 Thunderbird Circle Hobbs, NM 88240

New Mexico Junior College is an Equal Opportunity, Affirmative Action Employer and does not discriminate against any applicant for employment because of race, color, religion, sex, sexual orientation, national origin, age, disability, or veteran status. Qualified applicants are encouraged to apply.

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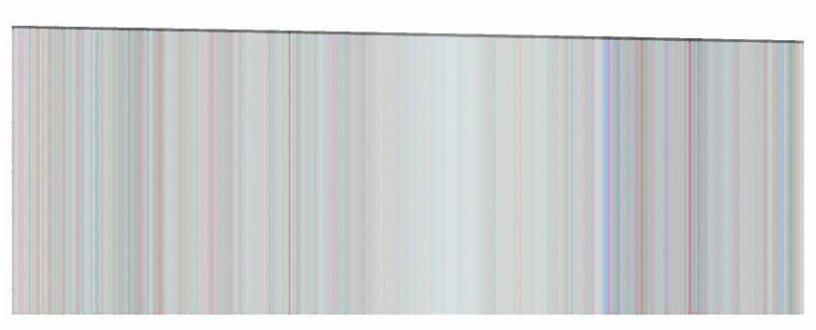
l Thunderbird Circle, Hobbs, NM, 88240 • Phone: (575) 492-2793 • Fax: (575) 492-2796 • Toll Free: 1-800-657-6260 • E-mail: mehernandez@nmjc edu



#### APPLICANT LIST

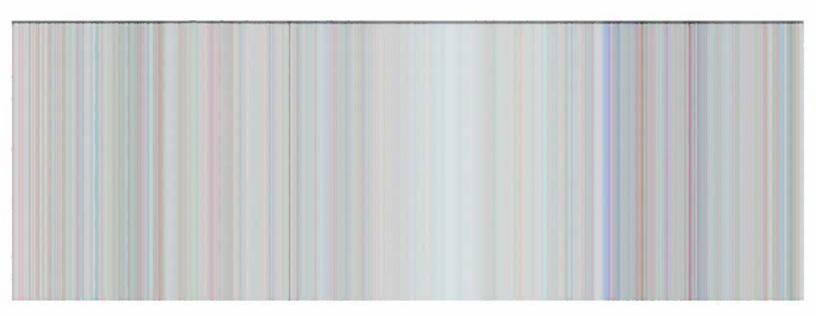
**Position:** Professor of English

Applicant	Interview	Offer	<u>Remarks</u>
Fox, Michelle A.	No	No	
Sweet, Linda V.	No	No	
Rodriguez, Helena A.	No	No	
Zappia, Susan A.	No	No	Incomplete application materials.
Capps, Josh D.	No	No	Incomplete application materials.
Martin, Hannah E.	No	No	Incomplete application materials.
Parke, Michelle K.	No	No	
Rowland, Leo E.	No	No	
Simpson, Melissa F.	No	No	
Sitzer, Kelly D.	No	No	
Skogen, Adam R.	No	No	Incomplete application materials.
Medina, Elizabeth D.	No	No	
Park, Douglas F.	Yes	No	
Bohn, Heidi I.	No	No	
Kroos, Dana E.	Yes	No	
Kirby, Brian F.	Yes	Yes	Start Date: Pending Board approval.
Conrad, David C.	No	No	
Cellucci, Vincent A.	No	No	
Rudolph, Aaron L.	No	No	
Arvizu, Josette J.	No	No	



**Position:** Professor of English

<b>Applicant</b>	<u>Interview</u>	Offer	Remarks
Arnold, Dana J.	No	No	Incomplete application materials.
Jamison, Kathryn A.	No	No	Withdrew application



#### NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is bein	g recommended for employment as follows: Date 6/9/08
Candidate's name Dale C. Ker	nison
Position title Professor of Biol	ogy
New position ⊠ Existing pos	sition Classification
Is candidate related to another NA	AJC employee?  yes no If so, to whom
Effective date of employment _8	Standard contract length
Funding source Institutional Fun	ds
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to app	1 higheredjobs.com prozimately 51 colleges in a S-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$50,294 to \$6  Account number(s) with respective	62,868 Recommended annual salary \$54, 207 Prorated salary yes no e % allocation(s) 11000 2831 61101 101
Recommended and approved by	Dean/Director 4 a
Vice Projection	SUCCEUS President
Selection Committee Members:	Katherine Goad – Professor of Biology
	Kelly Holladay – Dean of Math & Sciences
	Brenda Pierce - Prof of Anatomy/Physiology/Microbiology
Comments: Dr. Kenison, with a F	Ph.D and fifteen years applicable experience, meets and/or exceeds the minimum requirements for
this position.	
	rev. 6-28-01

#### ABBREVIATED RESUME

#### **Position**

Professor of Biology

#### Personal Data

Name: Dale C. Kenison

#### Education

Ph. D., Texas A&M University, College Station, TX, 1987 Major: Animal Nutrition and Growth

M.S., Texas A&M University, College Station, TX, 1983 Major: Ruminant Nutrition

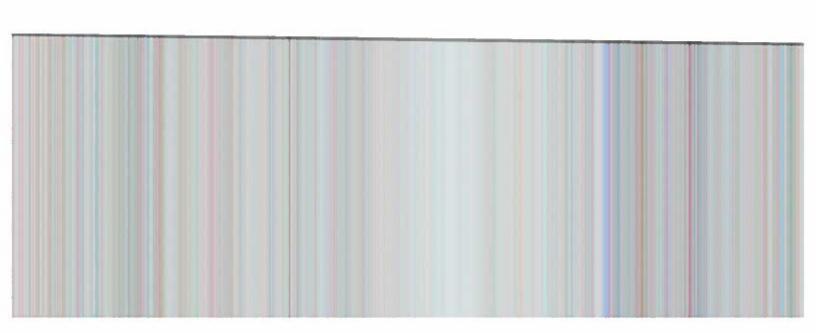
B.S., Cornell University, Ithaca, NY, 1979
Major: Animal Science and Husbandry

#### Professional Experience

University of Kansas, Lawrence, KS Lecturer	01/08 to Present
US Lawns of Johnson City, Overland Park, KS President/Owner	10/01 to 12/07
Invert Pharma R&D, Beaucoze, France Project Manager	07/00 to 08/01
Ivy Animal Health, Overland Park, KS Senior Project Manger	10/94 to 06/00
Mallinckrodt Veterinary, Inc., Mundelein, IL Research Scientist	08/88 to 10/94

#### **Professional Affiliations**

American Registry of Professional Animal Scientists American College of Animal Nutrition American Society of Animal Science American Dairy Science Association





# New Mexico Junior College Career Opportunities

#### Position Announcement - February 2008

**Position Title:** Professor of Biology (2 positions)

**Position Description:** The Professor of Biology reports to the Dean of Math and Sciences. Duties and responsibilities shall be, but are not limited to, the following: (1) teach Biology and/or related courses per fall and per spring semesters (day and/or evening/s and/or online), as enrollment requires; (2) serve on college committees as assigned; (3) serve as an advisor to assigned students; (4) post and maintain approved office hours per week; (5) attend orientation meetings and other in-service meetings/workshops, as scheduled; (6) maintain accurate student records; (7) involve oneself in the general recruitment of students for the institution; (8) assume other professional responsibilities associated with the position of Professor of Biology; (9) participate in a process of continual personal and professional improvement; (10) actively participate in the institutional goals and objectives designed to support the mission of the college; and (11) nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

**Qualifications:** A Master's degree in Biology or a related field required. All degrees must be from a regionally accredited institution. Successful community college teaching experience is desired. Must be committed to excellence in instruction and willing to work with other full-time divisional instructors and staff. NOTE: **Computer proficiency is required.** 

**Salary/Benefits:** Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I and II terms for additional compensation. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. To ensure consideration, all application materials must be received as soon as possible.

**To Apply:** Submit NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and eight references with current addresses and phone numbers to:

Human Resources New Mexico Junier College 1 Thunderbird Circle Hobbs, NM 88240

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"Equal Opportunity Education and Employment"

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#### APPLICANT LIST

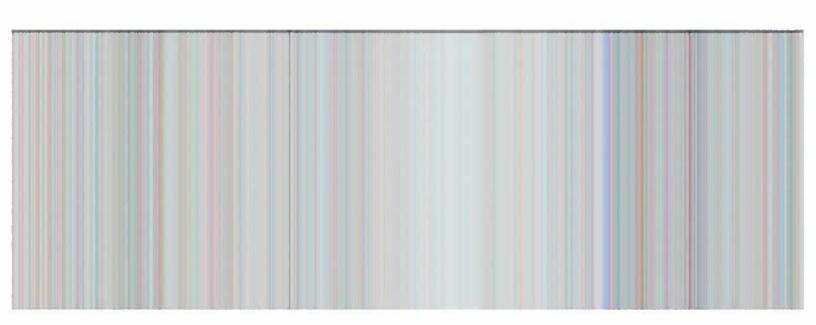
**Position:** Professor of Biology

Applicant	Interview	<u>Offer</u>	Remarks
Krekula, Nathan L.	No	No	Incomplete application materials.
Taulman, James F.	No	No	
Salehi, Faiz	No	No	Incomplete application materials.
Jemison, Jessica A.	No	No	Incomplete application materials.
Norton, Jerry	No	No	
Kagima, David	No	No	Incomplete application materials.
Kumar, Naveen	No	No	Incomplete application materials.
Pena, Laura A.	No	No	Did not meet minimum requirements.
Nicholas, Sam	Yes	Yes	Start Date: August 11, 2008
Kenison, Dale C.	Yes	Yes	Start Date: Pending Board approval.
Heinle, Thomas M.	Yes	No	
Canute, Michael L.	No	No	

Page 1

# NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

Candidate's name Dustin T. Kaufman
Position title Professor of Art
New position ⊠ Existing position Classification ⊠ Faculty □ Professional □ Other
Is candidate related to another NMJC employee?
Effective date of employment 8-11-08* Standard contract length 12 mos. 9 mos. other
Funding source Institutional Funds
Paid advertising beyond *standard higheredjobs.com (*Standard: The Hobbs News-Sun, Direct Mail to approximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$44,453 to \$55,566 Recommended annual salary \$45,636 Prorated salary \$\square\$ yes \$\square\$ no
Account number(s) with respective % allocation(s) 11000 2322 61101 101
Supervisor Vice Projectent  President  President
Selection Committee Members: Mickey D. Best- Dean of Arts and Humanities
Lynda Newman- Professor of Education/TS: Reading
Michael Henderson- Professor of Architecture/Drafting Technology
Comments: Mr. Dustin Kaufman, with a M.F.A. in Art and five years applicable experience, meets and/or exceeds the minimum
requirements for this position.
*Pending background check.



#### ABBREVIATED RESUME

#### **Position**

Professor of Art

#### Personal Data

Name: Dustin T. Kaufman

#### **Education**

M.F.A., University of Kentucky, Lexington, KY, 2003 Major: Art Studio

B.F.A., Pittsburg State University, Pittsburg, KS, 2000 Major: Art

A.A., Coffeyville Community College, Coffeyville, KS, 1996

#### **Professional Experience**

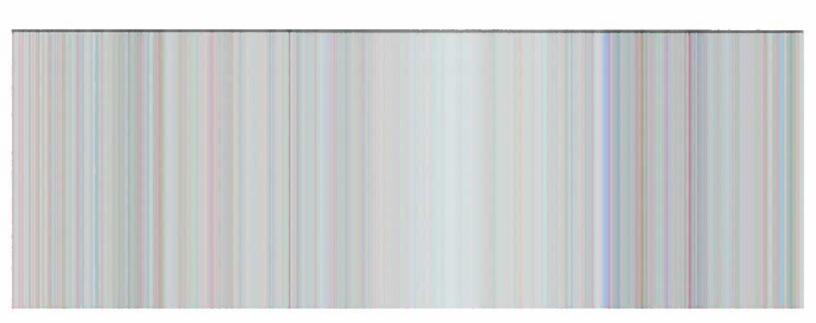
Elizabethtown Community College, Elizabethtown, KY Adjunct Professor Morrison Gallery Director	2004- Present 02/04 to 10/07
University of Kentucky, Lexington, KY Teaching Assistant Metal Arts Shop/Foundry Technician	2001-2002 2000
Pittsburg State University, Pittsburg, KS Summer Teaching Assistantship (non stipend)	1999

#### **Awards and Honors**

E.V and Frances Baxster Scholarship, Pittsburg State University, 1999
Merze Elaine Warner Memorial Art Scholarship, Coffeyville Community College
First Place Sculptor category, Southeast Community College, 1996
Honorable Mention Placement, Southeast Kansas Community College Art Competition, 1996
Excellence Award, Southeast Kansas Community College Art Competition, 1995

#### **Invited Lectures**

Lecture on recent work, The Morrison Gallery, Elizabethtown Community College, 2004 Lecture on recent work, University of Kentucky, 2000-2002 Lecture on recent work, The Feyette Gallery, Pittsburg, KS, 1999





# New Mexico Junior College Career Opportunities

#### Position Announcement • February 2008

Position Title: Professor of Art

**Position Description:** The Professor of Art reports to the Dean of Arts and Humanities. Duties and responsibilities shall be, but are not limited to, the following: 1) Teach courses in both the fall and the spring semesters. As enrollment requires in Art, the classes may be day, evening, or on-line. Such courses could be, but not limited to, the following: Art Appreciation, Drawing, Painting, Ceramics, and 2D Design; with additional opportunities to teach Art History, PASTEL, 3D Design, and Sculpture; 2) Serve on college committees as assigned; 3) Serve as advisor to assigned students; 4) Assume other professional responsibilities associated with the position of professor including recruitment, student assessment, and fostering a healthy spirit of cooperation with a variety of community and related organizations; 5) Participate in a process of continual personal and professional improvement; 6) Actively participate in the institutional goals and objectives designed to support the mission of the college; and, 7) Nothing contained herein shall limit the president in assigning the employee to any of the various college activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College.

**Qualifications:** A Masters in Art, Fine Arts, or closely related field is required. All degrees must be from a regionally accredited institution. College level teaching experience is preferred. Must be committed to excellence in instruction and willing to work with other full-time and adjunct divisional instructors and staff. NOTE: <u>Computer proficiency is required.</u>

**Salary/Benefits:** Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I & II terms. Standard NMJC benefits apply.

Application Deadline: Open until filled.

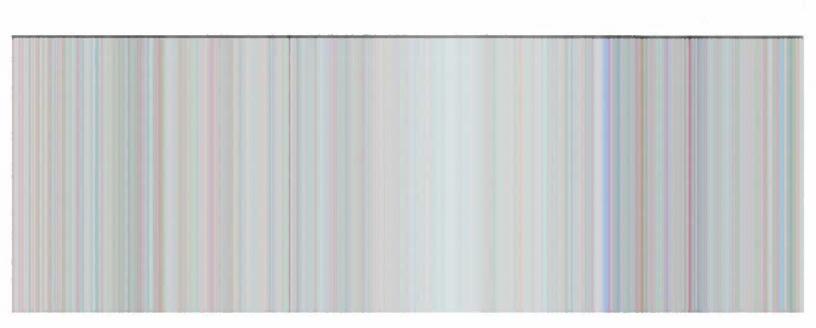
**To Apply:** Submit NMJC application form, letter of application (cover letter), resume, unofficial transcripts (official transcripts required prior to employment), a portfolio including 20 examples of your work on slides or saved on a disc and 10-20 examples of your students' work on slides or disc (if available), self-addressed stamped envelope (to return the slides), and eight references with current addresses and telephone numbers to:

Numan Resources
New Mexico Junior College
1 Thunderbird Circle
Hobbs, NM 88240

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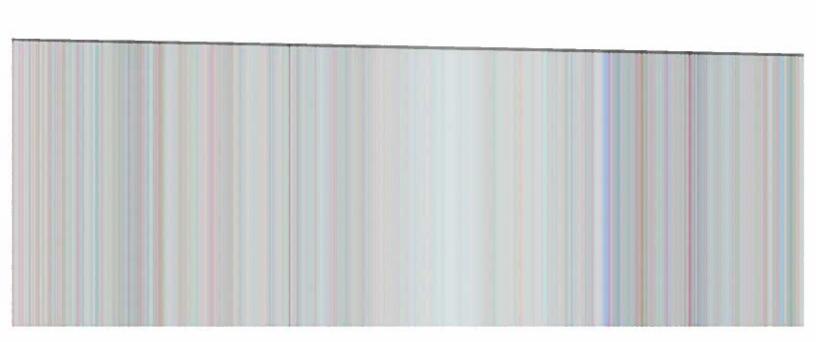
1 Thunderbird Circle, Hobbs, NM, 88240 • Phone: (575) 492-2793• Fax: (575) 492-2796• Toll Free: 1-800-657-6260 • E-mail: mhernandez@nmjc.edu



#### APPLICANT LIST

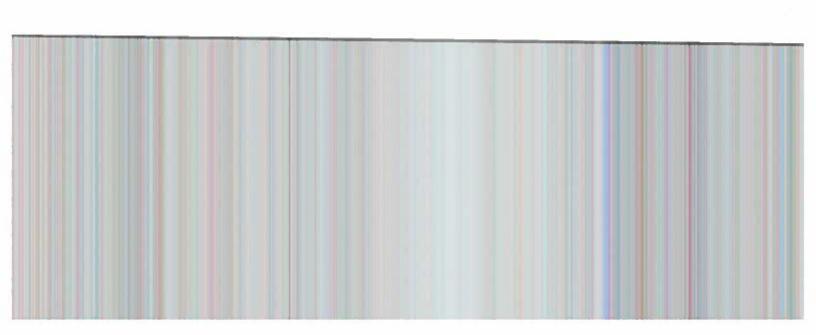
Position: Professor of Art

Applicant	<u>Interview</u>	<u>Offer</u>	Remarks
Schock, Paul A.	No	No	Incomplete application materials.
Cook, David A.	No	No	Incomplete application materials.
Kaufman, Dustin T.	Yes	Yes	Start Date: Pending Board approval.
Kristie, Jennifer E.	No	No	
Jabbur, Mike S.	No	No	Incomplete application materials.
Victor, Thomas C.	No	No	Did not meet minimum requirement.
Gregory, Blair J.	No	No	Incomplete application materials.
Eckert, Andrea L.	No	No	
Burns, Michael E.	No	No	
Baxter-Simonic, Lenda M.	No	No	
Hardman-Weeda, Vallene R.	No	No	
Bogus, David S.	No	No	
Fuerst, Ann H.	No	No	
Biondo, Susannah M.	No	No	
Muldowney, Ryan M.	No	No	Incomplete application materials.
Kroos, Dana E.	No	No	
Montroy, Joseph W.	No	No	Incomplete application materials.
Wild, Ally C.	No	No	
Fuller, Matt D.	No	No	
Venderley, Mark J.	Yes	No	



#### **Position:** Professor of Art

Applicant	Interview	<u>Offer</u>	Remarks
Turley, Andrew M.	No	No	
Dunlap, Presley L.	No	No	
Sherrill, Laura L.	No	No	
Leimer, Jesse L.	No	No	
Pfarr, Theresa F.	No	No	
Perez, Jeannette	No	No	
Garrard, Brian S.	No	No	
Pearce, Gary L.	No	No	Incomplete application materials.
Chou, Wang-Ling	No	No	
Bolton, Karen A.	No	No	Incomplete application materials.
Harvey, Wesley E.	No	No	
Machnee, Melissa K.	No	No	
Brock, David A.	No	No	
Evans, Edward R.	No	No	
Kaczan, Bozena J.	No	No	Incomplete application materials.
Ledgerwood, Tyson R.	No	No	· ····································



# NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being recommended for employment as follows: Date $\frac{6/10/08}{}$
Candidate's name
Position title Professor of Music
New position ⊠ Existing position Classification ⊠ Faculty □ Professional □ Other
Is candidate related to another NMJC employee?
Effective date of employment 8-11-08 Standard contract length 12 mos. 29 mos. other
Funding source Institutional Funds
Paid advertising beyond *standard higheredjobs.com (*Standard: The Hobbs News-Sun, Direct Mail to approximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$50,294 to \$62,868 Recommended annual salary \$52,074 Prorated salary \$\square\$ no Account number(s) with respective % allocation(s) 11000 2222 61101 101
Recommended and approved by:  Supervisor  Vice President  Dean/Director  President  President
Selection Committee Members: Mickey D. Best- Dean of Arts and Humanities
Lynda Newman- Professor of Education/Transitional Studies
Susan Water- Professor of English
Yau-Sun Wong- Professor of Music
Comments: Dr. Jeffery Wall, with a seven years applicable experience, meets and/or exceeds the minimum
equirements for this position.
rev. 6-28-01

#### ABBREVIATED RESUME

#### **Position**

Professor of Music

#### Personal Data

Name: Jeffery B. Wall

#### Education

D.M.A., University of South Carolina, Columbia, SC, 2007 Major: Music Performance

M.M., University of Tennessee, Knoxville, TN, 2005 Major: Choral Conducting

B.M., Texas Tech University, Lubbock, TX, 1999

Major: Music Education Emphasis: Vocal/Choral

#### Professional Experience

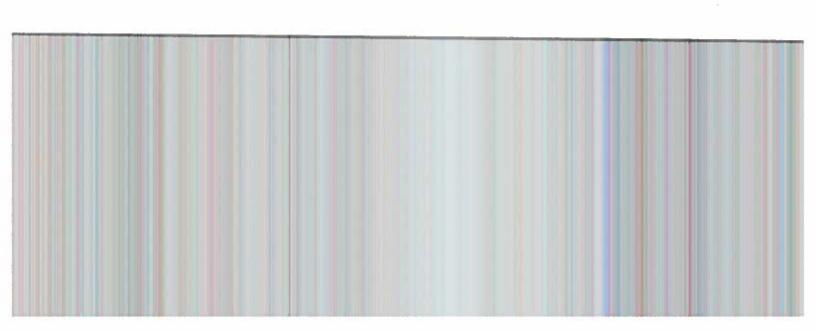
First Baptist Church, Irmo, SC Director of Church Music Ministry	10/07 to Present
University of South Carolina, Columbia, SC Graduate Teaching Assistant/Director of Carolers	8/05 to 5/07
University of Tennessee, Knoxville, TN Graduate Teaching Assistant	8/03 to 5/05

Valley Grove Baptist Church, Knoxville, TN Minister of Music

10/03 to 5/05

#### Organizations/Awards

College Music Society, 2006-present
American Choral Directors Association, 2000-present
President of American Choral Directors Association U.T. Student Chapter, 2004-2005
Edward H. Hamilton Scholarship-U.T., 2003-2005
Tennessee Music Educators Association, 2003-2005
Texas Music Educators Association, 1999-2003
J. Ray and Pauline Dickey Scholarship-T.T.U., 1995-1999
Golden Key National Honor Society, 1998
Alumni Association Academic Scholarship-T.T.U., 1995





# New Mexico Junior College Career Opportuniti

Position Announcement • February 2008 (revised)

Position Title: Professor of Music

Position Description: The Professor of Music reports to the Dean of Arts and Humanities. Duties and responsibilities shall be, but are not limited to, the following: 1) Teach courses in both the fall and the spring semesters. As enrollment requires in Music, the classes may be day, evening, or on-line. Depending upon qualifications, course section assignments may come from any of the following: Music Theory, Music Appreciation, Voice (up to Voice 4), Chorale and Show Choir and Private Voice; 2) Assume responsibility of directing musical performances; 3) Serve as a sponsor for student groups as assigned; 4) Serve on college committees as assigned; 5) Serve as advisor to assigned students; 6) Assume other professional responsibilities associated with the position of professor including recruitment, student assessment, and fostering a healthy spirit of cooperation with a variety of community and related organizations; 7) Participate in a process of continual personal and professional improvement; 8) Actively participate in the institutional goals and objectives designed to support the mission of the college; and, 9) Nothing contained herein shall limit the president in assigning the employee to any of the various college activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College.

Qualifications: A Masters in Music is required. All degrees must be from a regionally accredited institution. College level teaching experience is preferred. Must be committed to excellence in instruction and willing to work with other full-time and adjunct divisional instructors and staff. NOTE: Computer proficiency is required.

Salary/Benefits: Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I & II terms. Standard NMJC benefits apply.

Application Deadline: Open until filled.

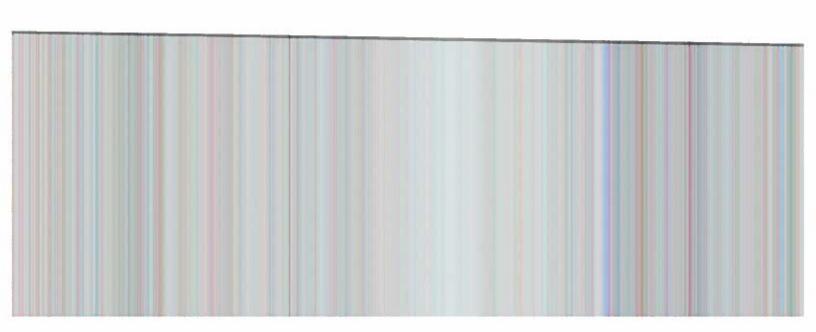
To Apply: Submit NMJC application form, letter of application (cover letter), resume, unofficial transcripts (official transcripts required prior to employment), and eight references with current addresses and telephone numbers to:

> Ruman Resources Now Mexico Junior College 5317 Levington Highway Hobbs, NM 88248

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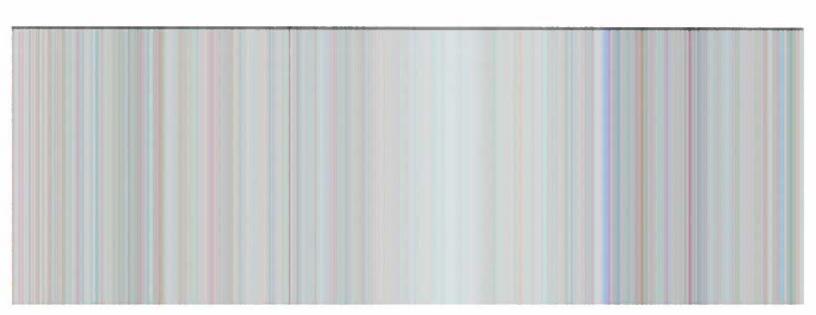


#### APPLICANT LIST

#### **Position:** Professor of Music

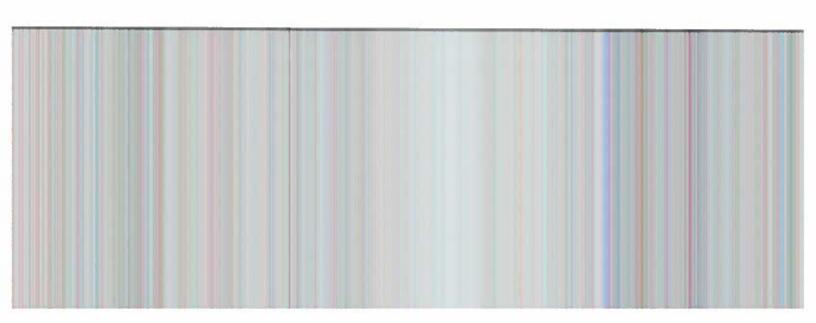
Applicant	<u>Interview</u>	Offer	Remarks
Gola, Emilia	No	No	Incomplete application materials.
Wall, Jeffery B.	Yes	Yes	Start Date: Pending Board approval.
Yi, Chung-han	No	No	
Morton, Betty	No	No	
Jones, Clyde F.	No	No	Did not meet minimum requirements.
Teets, Sean C.	No	No	Withdrew application.
Kelley, Maurice E.	No	No	
McKee, Marcy D.	No	No	
Lin, Chin-Ming A.	No	No	
Oh, Seungeun	No	No	Incomplete application materials.
Rosenberg, Jacob	No	No	Incomplete application materials.
Patman, Rebecca G.	Yes	No	
Ayotte, Benjamin M.	No	No	
Golden, Pennye L.	No	No	
Pinckney, Delano L.	No	No	Incomplete application materials.
Badea, Ana	No	No	Incomplete application materials.
Maben, Elizabeth B.	No	No	Incomplete application materials.
Villarreal, Ramiro T.	No	No	
Bodam, Christopher L.	No	No	Incomplete application materials.
James, Walsh E.	No	No	Incomplete application materials.

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# NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being recommended for employment as follows:  Date 6/20/08
Candidate's name Ernest A. Rockwell
Position title Professor of History/Government
New position ☐ Existing position Classification ☐ Faculty ☐ Professional ☐ Other
Is candidate related to another NMJC employee?
Effective date of employment 8-11-08* Standard contract length 12 mos. 9 mos. other
Funding source Institutional Funds
Paid advertising beyond *standard higheredjobs.com (*Standard: The Hobbs News-Sun, Direct Mail to approximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$46,703 to \$58,379 Recommended annual salary \$48,029 Prorated salary \$\square\$ yes \$\square\$ no Account number(s) with respective % allocation(s) \$\frac{11000}{2851} \frac{61101}{61101} \frac{101}{101}
Recommended and approved by:    College   College   College     Supervisor   Dean/Director   Dean/Director     Vice President   President   President   President   College   President
Patricia Emmerich- Professor of History/Government
Steven Townsend- Professor of History/Government
Comments: Mr. Ernest Rockwell with a M.A in History and more than five years applicable experience, meets and/or exceeds
the minimum requirements for this position.
*Pending background check.



#### ABBREVIATED RESUME

#### **Position**

Professor of History/Government

#### **Personal Data**

Name: Ernest A. Rockwell

#### Education

M.A., University of Central Missouri, Warrensburg, MO, 1995

Major: History

B.A., University of Central Missouri, Warrensburg, MO, 1993

Major: History

Minor: Political Science

Corvinus University of Budapest, Budapest, Hungary

 Pioneer member of international exchange program between University of Central Missouri and Corvinus University (Spring semester 1993)

#### **Professional Experience**

University of Wisconsin, Madison, WI Senior Teaching Assistant

01/06 to 5/08

Memorial Library, University of Wisconsin, Madison, WI Archival Assistant

10/04 to 08/05

United States Army, Fort Campbell, KY Human Intelligence Collector

03/00 to 07/03

#### **Academic Service**

1997- Assisted in the overhaul of the Student Cable Network: developed new programming, assessed software and hardware needs for the studio, served on *ad hoc* committee, designed home page, facilitated cooperation between Union Operations and the Student Cable Network, etc.

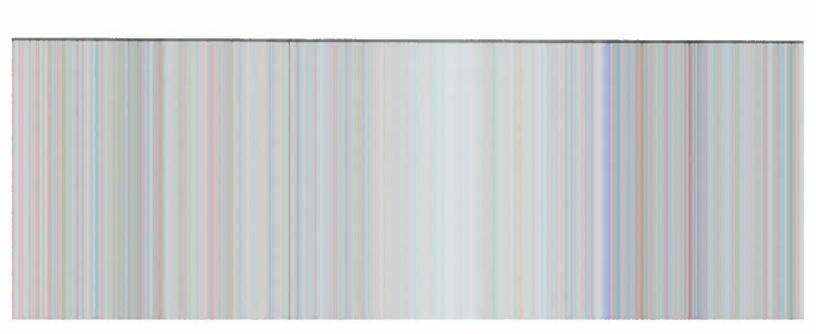
1996- Created and organized "Decision '96," a political forum which brought the state political party chairpersons of Missouri from the Republican, Democrat, Libertarian, and Reform parties to the University of Central Missouri campus

1996- Planned and coordinated the *Thunderchief: Native Visions* musical performance and "Native Americans in Higher Education" lecture at the University of Central Missouri University Union by Francis Steindorf, a prominent member of the Ho-Chunk Nation

#### Awards

Teaching Assistant of the Year, Integrated Liberal Studies Program, University of Wisconsin, 2007-2008

Certificate of Appreciation from the Muslim Students' Association, University of Wisconsin, 2006 Foreign Language and Area Studies Fellowship (Summer 2005) Intensive Hindi, South Asia Summer Language Institute, University of Wisconsin, 2005





## New Mexico Junior College Career Opportunities

#### **Position Announcement • April 2008**

Position Title: Professor of History/Government

**Position Description:** The Professor of History/Government reports to the Dean of Math and Sciences. Duties and responsibilities shall be, but are not limited to, the following: (1) teach History and Government and/ or related courses per fall and spring semesters (day and/or evening/s and/or online), as enrollment requires; (2) serve on college committees as assigned; (3) serve as an advisor to assigned students; (4) post and maintain approved office hours per week; (5) attend orientation meetings and other in-service meetings/workshops, as scheduled; (6) maintain accurate student records; (7) involve oneself in the general recruitment of students for the institution; (8) assume other professional responsibilities associated with the position of Professor of History/ Government; (9) participate in a process of continual personal and professional improvement; (10) actively participate in the institutional goals and objectives designed to support the mission of the college; and, (11) nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

**Qualifications:** A Master's degree in History, Government or a related field required. All degrees must be from a regionally accredited institution. Successful community college teaching experience is desired. Must be committed to excellence in instruction and willing to work with other full-time divisional instructors and staff. NOTE: Computer proficiency is required.

**Salary/Benefits:** Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I and II terms for additional compensation. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. To ensure consideration, all application materials must be received as soon as possible. Position starts 2008 Fall semester with faculty reporting August 11, 2008.

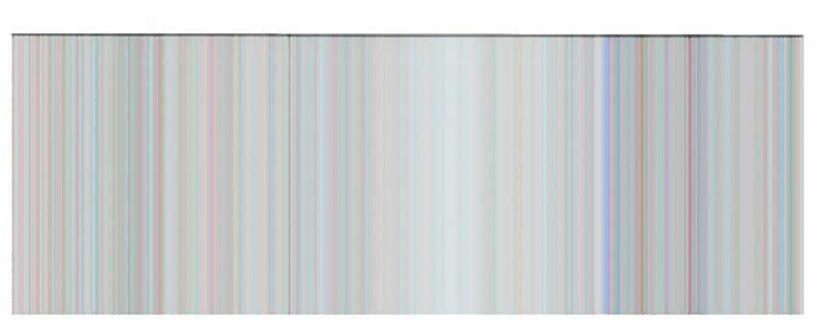
**To Apply:** Submit NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and eight references with current addresses and phone numbers to:

Human Resources New Mexice Junier College 1 Thunderbird Circle Hobbs, NM 88240

New Mexico Junior College is an Equal Opportunity, Affirmative Action Employer and does not discriminate against any applicant for employment because of race, color, religion, sex, sexual orientation, national origin, age, disability, or veteran status. Qualified applicants are encouraged to apply.

#### "Equal Opportunity Education and Employment"

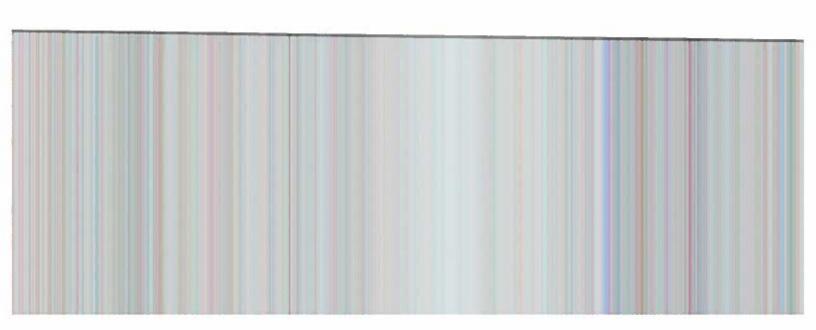
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#### APPLICANT LIST

**Position:** Professor of History

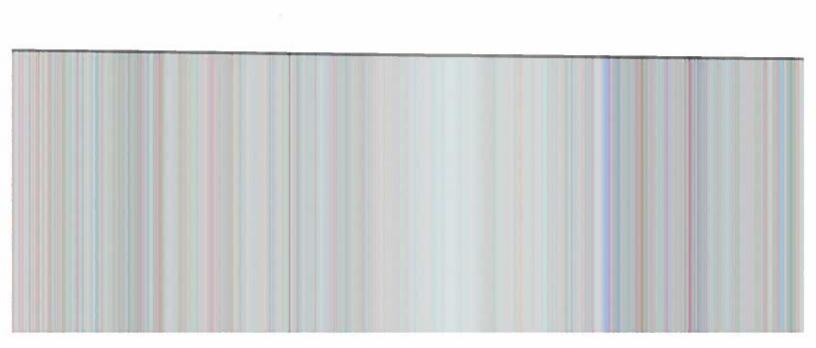
Applicant	<u>Interview</u>	<u>Offer</u>	Remarks
Campbell, Joseph E.	No	No	
Lawson, April D.	No	No	
Portillo, David I.	No	No	
Taylor, Michael J. C.	Yes	No	
Skaggs, Jonathan H.	No	No	
Winters, Frank W.	No	No	
Houchens, Gregory J.	No	No	
Swann, John D.	No	No	
Gaudet, Chad R.	No	No	Incomplete application materials.
Navran, Darius A.	Yes	No	
Winfrey, Jr., Robert H.	No	No	
Walton, Randell A.	Yes	No	
Rockwell, Ernest A.	Yes	Yes	Start Date: Pending Board approval.
Uppal, Anip	No	No	
Tucker, Michael J.	No	No	Incomplete application materials.
Brew, Paul J.	No	No	
Baker, Paul W.	No	No	
Nymeyer, Earl R.	No	No	
Weiss, Katrina S.	No	No	
Weeks, Mark D.	No	No	



#### APPLICANT LIST

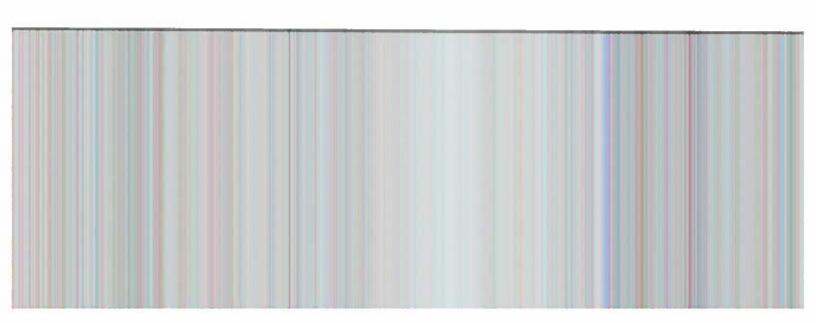
**Position:** Professor of History

<u>Applicant</u>	<u>Interview</u>	<u>Offer</u>	Remarks
Liveakos, George M.	No	No	
Mintz, Micah S.	No	No	



# NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration

The following candidate is being recommended for employment as follows:  Date 6/18/08		
Candidate's name Timothy W.	Roberts	
Position title Professor of Ford ASSET Automotive Technology Program		
New position ⊠ Existing position Classification ⊠ Faculty □ Professional □ Other		
Is candidate related to another NMJC employee?		
Effective date of employment 8-11-08* Standard contract length 12 mos. 9 mos. other		
Funding source Institutional Fund	ls	
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to app	higheredjobs.com roximately S1 colleges in a S-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)	
Posted salary range _\$39,290 to \$4  Account number(s) with respective  Recommended and approved by	% allocation(s) 11000 2582 61101 102	
Supervisor  Supervisor  Vice Progdent  Supervisor  Supervisor  Supervisor  Supervisor  Supervisor  Supervisor  Supervisor  Supervisor	Dean/Director SUCCULLY President	
Selection Committee Members:	Terry Halladay- Professor of Automotive Technology	
	Timothy Whicker- Professor of Automotive Tech/Ford	
	Sam Gilcrease- Professor of Automotive Tech/GM-ASEP	
	Mary Jane Ward- Dean of Careers & Technology	
Comments:	John Gratton- Vice President for Instruction	
Mr. Timothy Dohoute with single		
Mr. Timothy Roberts, with nineteen years of experience meets and/or exceeds the minimum requirements for this position.		
*Pending background check.		



#### ABBREVIATED RESUME

#### **Position**

Professor of Ford ASSET Automotive Technology Program

#### Personal Data

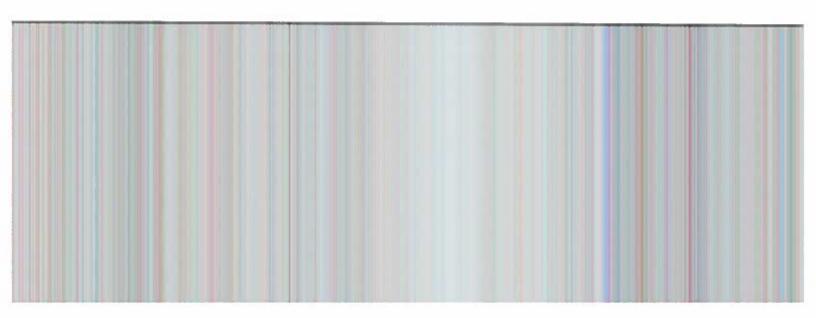
Name: Timothy W. Roberts

#### **Certificates**

Ford Motor Company Service Technician Specialty Training, Senior Master Technician, 2008 National Institute for Automotive Service Excellence, Master Automobile Technician, 2007 National Institute for Automotive Service Excellence, Advanced Level Specialist, 2005 Ford Motor Company Service Technician Specialty Training, Engine Master Technician, 2005

#### **Professional Experience**

Sewell Ford, Odessa, TX Senior Master Ford Technician	09/06 to Present
Golding Motors, San Saba, TX Master Ford Technician	10/05 to 09/06
Texas Youth Authority, San Sabe, TX Correction Officer	09/05 to 10/05
Golding Motors, San Sabe, TX Master Ford Technician	06/05 to 09/05
Norman Motors, Brady, TX Master Ford Technician	09/04 to 06/05
L-3 Ventex, Fort Hood, TX Mechanic	07/03 to 09/04
Llano Ford Motor, Llano, TX Master Ford Tech	12/02 to 07/03
Hal Horton Ford, Lampasas, TX Master Ford Tech	07/02 to 12/02
Llano Ford Motor, Llano, TX Master Auto Tech	03/02 to 07/02
Major Automotive, Goldthwaite, TX Master Auto Tech	01/01 to 02/02





## New Mexico Junior College Career Opportunities

#### Position Announcement - April 2008 (revised)

Position Title: Professor of Ford ASSET Automotive Technology Program

Position Description: This position reports to the Dean of Careers & Technology and is responsible for teaching Automotive Technology in one of the post-secondary programs at New Mexico Junior College. Duties and responsibilities shall be, but are not limited to, the following: (1) Teaching appropriate Ford automotive courses; (2) Supervise students off-campus during the cooperative work experiences; (3) Travel as required; (4) Achieve and maintain annual required training to meet instructor training standards and to achieve a high level of competency as a teacher; (5) Demonstrate growth in the knowledge of his/her subject areas and in the ability to direct the learning process; (6) Teach basic computer operations to automotive students; (7) Assist in coordinating advisory committee meetings; (8) Assist in coordinating and maintaining NATEF certification of the program; (9) Work for the general improvement of the instructional programs at the college; (10) Participate in college service through standing and ad hoc committees; (11) Post and maintain supervisor approved office hours per week; (12) Participate in a process of continual personal and professional improvement; (13) Actively participate in the institutional goals and objectives designed to support the mission of the college; (14) Serve on college committees as assigned; and, (15) Nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College.

Qualifications: Candidates with extensive automotive certifications and experience will be considered. All degrees must be from a regionally accredited institution. Candidates should be ASE certified OR become ASE Master certified and L1 certified within a specified time frame. Automotive teaching experience and/or technical service experience in a dealership desired. Ford Motor Company experience preferred. Current training history required. Candidate must be willing to pursue a professional development plan, which will include technical updating as well as other professional development activities. Note: Basic computer proficiency is preferred (i.e. Microsoft Office).

**Salary/Benefits:** Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. To ensure consideration, all application materials must be received as soon as possible.

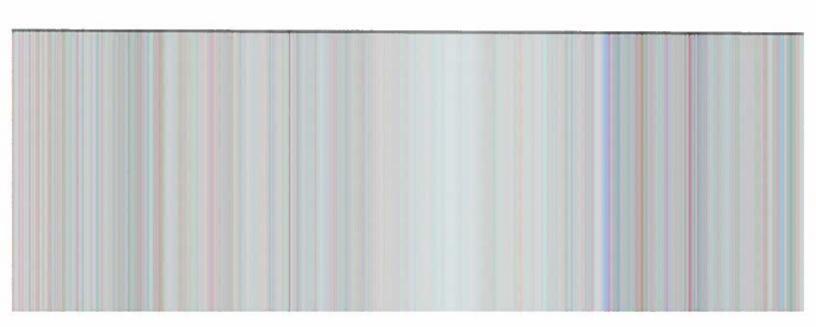
**To Apply:** Submit NMJC application form, letter of application (cover letter), resume, unofficial transcripts (official transcripts required prior to employment), and eight references with current telephone numbers and addresses to:

Human Resources New Mexico Junior College 1 Thunderbird Eircle Hobbs, NM 88240

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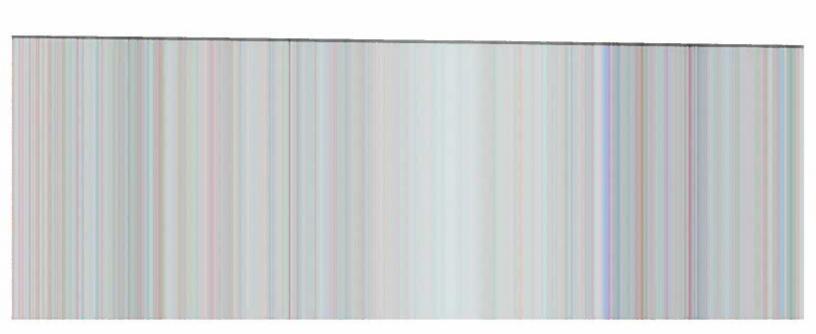


**Position:** Professor of Ford ASSET Automotive Technology Program

<u>Applicant</u>	<u>Interview</u>	<u>Offer</u>	Remarks
Deere, Andrew G.	No	No	Incomplete application materials.
Saucedo, Miguel F.	No	No	Incomplete application materials.
Salazar, Robert R.	No	No	
van der Sterre, Carl	No	No	Incomplete application materials.
Broshous, Steve	No	No	Incomplete application materials.
Soto, Ernie G.	No	No	Incomplete application materials.
Robinson, Phil	No	No	Incomplete application materials.
Daniel, John A.	No	No	
Shalkowski, Jr., Edward	No	No	
Roberts, Timothy W.	Yes	Yes	Start Date: Pending Board approval.
Archer, Donald C.	No	No	Withdrew application.
Dixon, Matthew C.	No	No	Incomplete application materials.

Page 1

The following candidate is being	g recommended for employment as follows: Date 6/10/08	
Candidate's name Kayla A. Sc	hmidt	
Position title Professor of Phys	sical Education/Athletic Trainer	
☐New position ☒ Existing pos	ition Classification	
Is candidate related to another NM	AJC employee?  yes no If so, to whom	
Effective date of employment _8	Standard contract length 12 mos. 9 mos. other	
Funding source Institutional Fun	ds	
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to app	higheredjobs.com prozimately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)	
Posted salary range \$39,290 to \$4  Account number(s) with respective Recommended and approved by	e % allocation(s) 11000 2821 61101 101	
Supervisor Vice President  Supervisor	President	
Selection Committee Members:	Don Worth- Director of Athletics	
	Kelly Holladay- Dean of Math & Sciences	
John Baldwin- Professor of PE		
Keith Blackwill- Professor of PE/Head Women's CC/In & Outdoor Track Coach		
Comments: Cory Hall- Professor of PE/Head Men's Baseball Coach		
	Jimmy Voight- Professor of PE/Head Men's Basketball Coach	
Ms. Kayla Schmidt, with a Master minimum requirements for this pos	's in Athletic Training and more than four years applicable experience meets and/or exceeds the	
The state of this pot	rev. 6-28-0]	
	101.0-20-01	



#### **Position**

Professor of Physical Education/Athletic Trainer

#### Personal Data

Name: Kayla A. Schmidt

#### **Education**

Master's of Athletic Training, Texas Tech University Health Sciences Center, Lubbock, TX, 2008

B.S., Pacific University, Forest Grove, OR, 2006

Major: Exercise Science Emphasis: Sports Medicine

#### **Professional Experience**

Covenant Sports Medicine, Lubbock, TX Independent Outreach Contractor

Spring 2008

Monterey High School, Lubbock, TX TTUHSC Clinical Education Experience

Spring/Fall 2007

Texas Tech University, Lubbock, TX TTUHSC Clinical Education Experience

Fall 2006

Pacific University, Forest Grove, OR Athletic Training Student Intern

2004-2006

#### **Certificates**

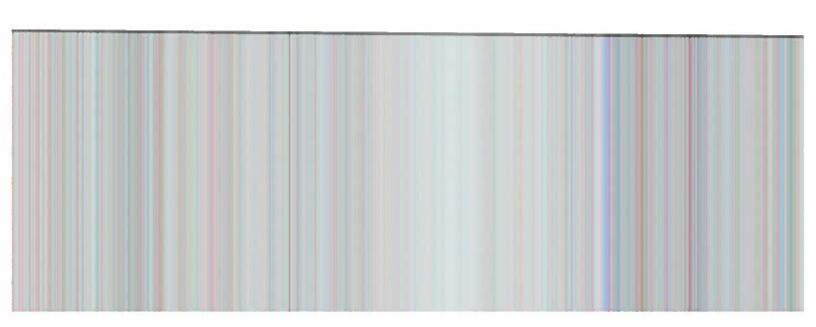
Certified Athletic Trainer, April 2008-present Temporary Licensed Athletic Trainer of Texas, January 2008-present American Heart Association CPR and AED Certification, 2006-2008 American Red Cross Standard First Aid Certification, 2008-2011

### **Extracurricular Activities**

National Athletic Trainers' Association Member of District 6, June 2007-present Athletic Training Student Association Member, TTUHSC, 2006-2007
-ATSA Secretary, 2007-2008

Special Olympics Golf Tournament Volunteer, 2007
Athletic Training Volunteer at Buffalo Springs Triathlon, 2006
Athletic Training Club, Pacific University, 2004-2006

Exercise Science Club, Pacific University, 2004-2006





Position Announcement • April 2008

Position Title: Professor of P.E./Athletic Trainer

Position Description: The Professor of P.E./Athletic Trainer shall be responsible to the Director of Athletics and Dean of Math and Sciences. The duties and responsibilities of the Professor of P.E./Athletic Trainer shall be, but not limited to, the following: 1) To recruit student athletic trainers; 2) To oversee and manage the athletic training room; 3) To monitor and oversee the student trainers; 4) To provide academic counseling and advisement for all training programs; 5) To prepare all budgets for athletic training program; 6) To arrange the schedule of all student trainers; 7) To supervise student athletes; 8) To assume all other responsibilities that may arise related to the training program; 9) To coordinate the maintenance and upkeep of the training room; 10) When needed, to promote and raise money for the training program; 11) To manage the athletic equipment; 12) To arrange for all athletic physicals; 13) To keep accurate records of all training room activity; 14) To organize and supervise the athletic drug screening; 15) To provide for all rehabilitation of student athletes; 16) To coordinate medical treatment by physicians and initiate all insurance claims; 17) To ensure all medical records are on file; 18) To maintain current certification of athletic trainer; 19) To coordinate and host all visiting trainers and their needs. General duties and responsibilities of Professor: 1) Serve on college committees as assigned; 2) Serve as an advisor to assigned students; 3) Post and maintain approved office hours per week; 4) Attend orientation meetings and other in-service meetings/workshops, as scheduled; 5) Maintain accurate student records; 6) Involve oneself in the general recruitment of students for the institution; 7) Assume other professional responsibilities associated with the position of Professor of Physical Education; 8) participate in a process of continual personal and professional improvement; 9) actively participate in the institutional goals and objectives designed to support the mission of the college; and 10) nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College. Qualifications: A Master's degree and NATABOC certification is required. All degrees must be from a regionally accredited institution. College level teaching experience is preferred. Must be committed to excellence in instruction and willing to work with other full-time and adjunct divisional instructors and staff. NOTE: Computer proficiency is required.

**Salary/Benefits:** Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I & II terms. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. To ensure consideration, all application materials must be received as soon as possible. Position starts 2008 Fall semester with faculty reporting August 11, 2008. **To Apply:** Submit NMJC application form, letter of application (cover letter), resume, unofficial transcripts (official transcripts required prior to employment), and eight references with current addresses and telephone numbers to:

Numan Resources
New Mexico Junior College
1 Thunderbird Circle
Hobbs, NM 88240

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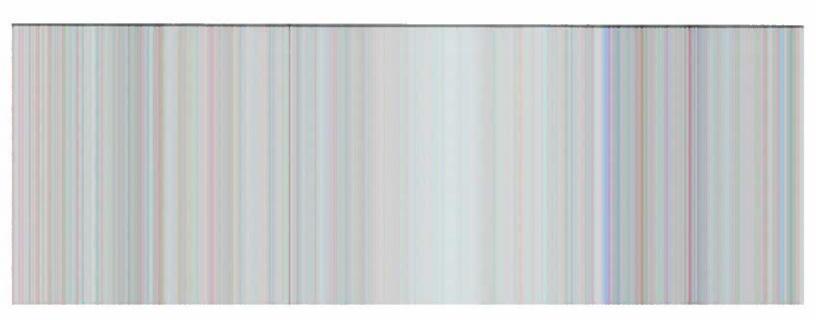
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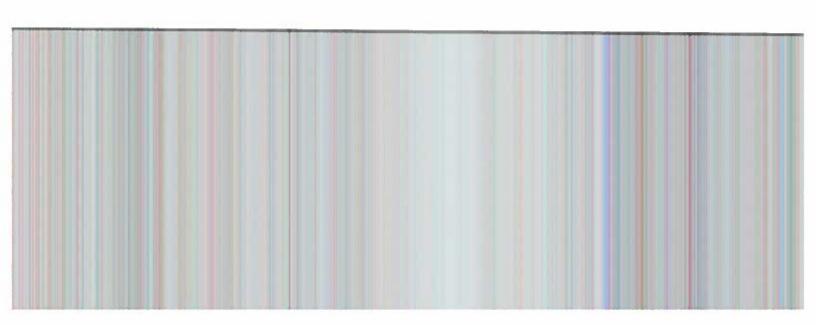
**<u>Position:</u>** Professor of Physical Education/Athletic Trainer

Applicant	<u>Interview</u>	<u>Offer</u>	Remarks
Schmidt, Kayla A.	Yes	Yes	Start date: Pending Board approval.
Adams, Jenna R.	Yes	No	Complete
Azzun, Emmanuel M.	No	No	Complete

Page 1



The following candidate is being	recommended for employment as follows: Date 6/	0/08
Candidate's name		
Position title Instructional Tec	hnology Specialist	
□New position ⊠ Existing posi	tion Classification	Other
Is candidate related to another NM	JC employee?  yes no If so, to whom	
Effective date of employment 7	1-08 Standard contract length 🛛 12 mos. [	9 mos.  other
Funding source Institutional Fund	ds	
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to app	higheredjobs.com roximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbo	ck TX Workforce Development Website)
Posted salary range \$35,595 to \$4  Account number(s) with respective Recommended and approved by	% allocation(s) 11000 2905 61301 104	Prorated salary  yes  no
Supervisor	Dean/Director Coll	14/40
Vice President	President	111
Selection Committee Members:	Jeff McCool- Dean of Training & Outreach	O V
	Michael Rutledge- Director of Instructional Technology	
	Peggy Gratton- Distance Learning Instructional Designer	
	Bill Kunko- Director of Computer Information Systems	
Comments:	Charles Adams- WebCT Administrator	
	Christie Gressett- Enrollment & Financial Services Coordinator	
Mr. Jesse Barron, with nine years	applicable experience, meets and/or exceeds the minimum require	ments for this position.
		rev. 6-28-01



## **Position**

Instructional Technology Specialist

## Personal Data

Name: Jesse Barron

## **Certificates**

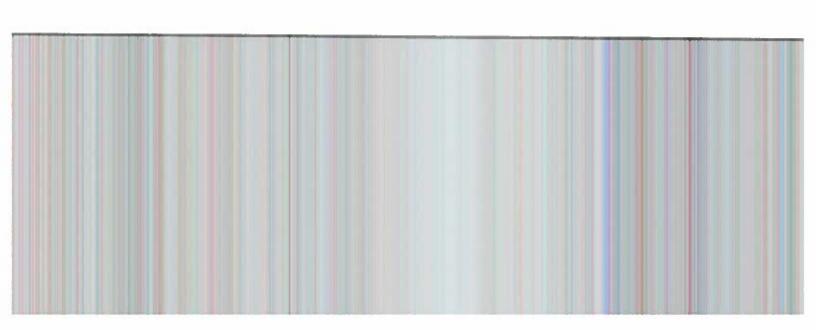
Certificate in Telecommunications, New Mexico Junior College, Hobbs, NM, 2003

### **Professional Experience**

DCP Midstream, Hobbs, NM Plant Operator/ Utility III	12/07 to Present
Fanatics Haircut, Hobbs, NM Co-Owner	09/07 to Present
A-1 Pro Steam, Hobbs, NM Part-Time Janitorial Services	12/06 to 01/08
Leaco Rural Telephone, Hobbs, NM Lead I/R Technician	05/03 to 10/07
New Mexico Junior College, Hobbs, NM Part-Time Tutor	08/02 to 05/03
Mississippi Potash Mines, Hobbs, NM Belt Crew	10/01 to 08/02
Sonic Drive-In, Hobbs, NM Manager	05/95 to 10/01

## **Awards**

Outstanding Performance and Dedication Award, Leaco, 2004 Employee of the Month, Leaco, February 2005 Employee of the Year, Leaco, 2005 Motivation and Desire Award, Leaco, 2006





Position Announcement • May 2008 (revised)

Position Title: Instructional Technology Specialist

Position Description: This position reports to the Director of Instructional Technology. Duties and responsibilities shall be, but are not limited to, the following: 1) Regularly test and troubleshoot functioning of video conferencing and iTV systems; 2) Provide faculty and monitor training for the technical usage of the iTV, video conferencing, Smart Classroom systems, and other distance learning related technologies; 3) Maintain iTV and video conference classrooms; 4) Support the delivery of iTV classes; 5) Schedule and coordinated video conferences involving NMJC; 6) Provide after hours support for distance learning technologies; 7) Support the NMJC Video Network, including but not limited to the connections to area high schools for the purpose of video conferencing; 8) Document iTV issues and failures; 9) Provide support for the day-to-day operations of the iTV system; 10) Maintain and track video conferencing and iTV related inventory and ensure proper working order of all equipment; 11) Arrange technical setup for video conference meetings; 12) Installation /moving portable video conference systems; 13) Coordinate with internal and external customers to schedule video conferences; 14) Ensure that scheduled video conference connections are established; 15) Create and modify user documentation; 16) Answer basic level video conference equipment / systems related questions; 17) Ability to troubleshoot issues over the phone; 18) Any other duties assigned by the Director or Dean to further the mission of the Distance Learning Department or New Mexico Junior College; 19) Participate in a process of continual personal and professional improvement; 20) Actively participate in the institutional goals and objectives designed to support the mission of the college; 21) Serve on college committees as assigned; and, 22) Nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior college.

**Qualifications:** Associate degree in a technology related field preferred, but will consider experience in the areas of video conferencing and/or computer networking in lieu of a degree. All degrees must be from a regionally accredited institution. Training and/or knowledge in maintaining and using classroom technology to fully support the wide range of ever-changing multimedia technologies available for classroom (including data projectors, control panels, etc.) and distance learning instruction. Demonstrated knowledge of instructional technology. Demonstrated abilities in the following areas — Microsoft Desktop, Microsoft Office, Microsoft Server, Systems administration in a domain environment, WebCT or other distance learning platform, networking, and videoconferencing (including H.323 and H.320 networks). AMX or Crestron controls programming is preferred. Strong skills in building and maintaining good working relationships with faculty and staff are required. Quickly troubleshoot and repair or replace distance learning equipment. Work independently with minimal supervision. Ability to read and translate technical documentation into user-friendly documentation. Ability and willingness to support as well as to collaborate with others. Effective verbal and written communication competence. Valid driver's license is required. Frequent travel throughout the county is required. Must be committed to excellence and promoting success through learning.

**Salary/Benefits:** This is a twelve-month position. Salary range is \$35,595 to \$44,493. The salary and benefits are competitive and commensurate with experience and qualifications.

**Application Deadline:** Open until filled. To ensure consideration, all application materials must be received as soon as possible.

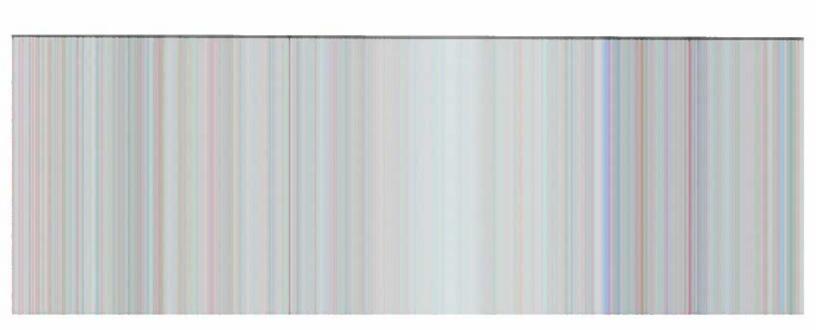
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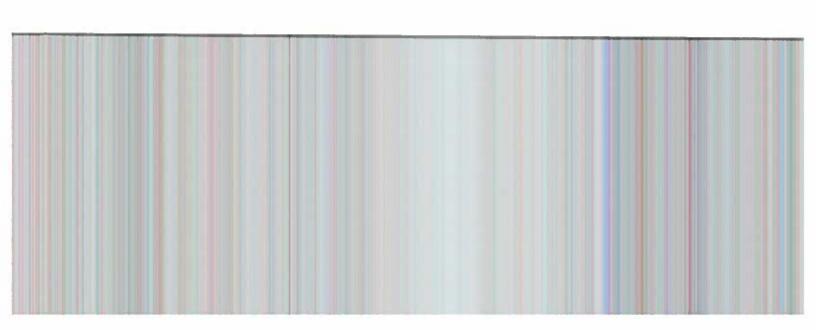
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**<u>Position:</u>** Instructional Technology Specialist

<b>Applicant</b>	<u>Interview</u>	<u>Offer</u>	Remarks
Barron, Jesse	Yes	Yes	Start Date: Pending Board approval.
Bickerton, Scott P.	Yes	No	

Page 1



The following candidate is being r	recommended for employment as follows: Date 6/10/08
Candidate's name Telana L. Dav	is
Position title Admission Speciali	st
	on Classification Faculty Professional Other
Is candidate related to another NMJ	C employee?  yes no If so, to whom
Effective date of employment 7-1	-08 Standard contract length 🛛 12 mos. 🔲 9 mos. 🔲 other
Funding source Institutional Funds	
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to approx	higheredjobs.com  kimately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range \$30,693 to \$38  Account number(s) with respective 9  Recommended and approved by:	Recommended annual salary \$33,344 Prorated salary yes no % allocation(s) 11000 3042 61301 125
Supervisor Vice President Organ	Dean/Director President
Selection Committee Members:	Michele Clingman- Dean of Enrollment Management
<u>(</u>	Connie Hanson- Administrative Assistant- Dean of Enrollment Management
J	ennifer McClure- Admission Specialist
	Kristine Saucer- Counselor
Comments: Ms. Telana Davis, with	a Bachelor's degree and six years applicable experience, meets and/or exceeds the minimum
requirements for this position.	
	rev. 6-28-01

## **Position**

Admission Specialist

## Personal Data

Name: Telana L. Davis

## Education

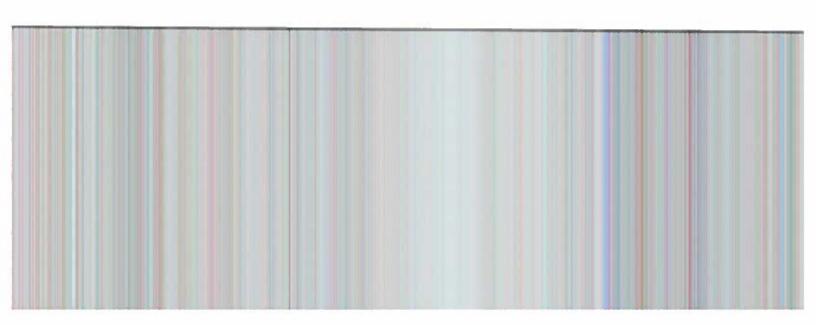
B.A.S., College of the Southwest, Hobbs, NM, 2007 Major: Human Relations

Minor: Psychology

A.A., New Mexico Junior College, Hobbs, NM, 1997

## **Professional Experience**

Pecos Valley Practice Management- Zia Family Healthcare, Hobbs, NM Office Manager	4/06 to Present
State of New Mexico, Hobbs, NM Secretary III	12/04 to 4/06
Hobbs Public Schools- Coronado Elementary, Hobbs, NM Computer Lab Manager	3/04 to 12/04
State of New Mexico, Hobbs, NM Clerk IV	4/01 to 3/04
Covenant Medical Center, Hobbs, NM Billing/Collections Specialist	8/00 to 4/01
State of New Mexico, Hobbs, NM Clerk IV	7/99 to 8/00
Hastings Entertainment, Hobbs, NM Guest Service Manager	12/96 to 7/99





**Position Announcement • March 2008** 

Position Title: Admission Specialist

Position Description: The position reports to the Dean of Enrollment Management or his/her designee. Duties and responsibilities shall be, but are not limited to, the following: 1) Maintain responsibility for all aspects of student recruiting, including general office, budget, database management, and some supervisory responsibility; (2) Develop and implement student recruiting strategies; (3) Develop and maintain a strong network of contacts to help identify prospective students; (4) Assist in the development of recruiting materials, such as a hard copy and/or electronic brochures, promoting NMJC's programs and its opportunities; (5) Organize presentations for schools and job/college fairs regarding the institution, programs, and any known employment/training opportunity; (6) Confer with college personnel to learn about NMJC's programs and related job/training opportunities in order to target and motivate prospective students; (7) Maintain general knowledge of competitive practices in various program disciplines, including compensation, qualifications, and recommended recruiting strategies; (8) Identify/ develop and utilize internet online recruiting resources to help prospective students; (9) Coordinate with faculty in on- and off- campus recruiting events and activities; (10) Forward prospective student information to appropriate faculty members for additional contact; (11) Coordinate recruiting efforts with appropriate staff in various departments across campus; (12) Travel as assigned to meet recruiting needs; (13) Participate in a process of continual personal and professional improvement; (14) Actively participate in the institutional goals and objectives designed to support the mission of the college; (15) Serve on college committees as assigned; and 14) Nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College

**Qualifications:** Bachelor's degree required. All degrees must be from a regionally accredited institution. Excellent verbal and written skills. Skilled at making presentations to groups; strong desire to work with prospective college students. Prior college experience in recruiting or admission preferred. Must maintain a valid driver's license and be able to travel. NOTE: <u>Computer proficiency is required.</u>

**Salary/Benefits:** This is a twelve-month professional position. Salary range is \$30,693 to \$38,367. The salary and benefits are commensurate with experience and qualifications.

**Application Deadline:** Open until filled. To ensure consideration, all application materials must be received as soon as possible.

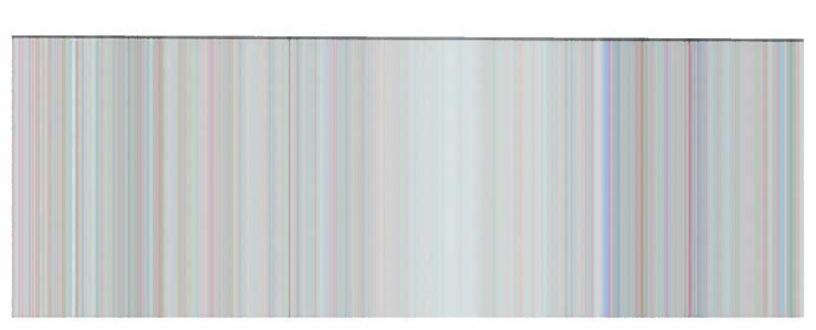
**To Apply:** Submit NMJC application form, letter of application (cover letter), resume, unofficial transcripts, and eight (8) personal references with current phone numbers and addresses:

Human Resources New Mexico Junior College 5317 Lovington Highway Hobbs, NM 88240

New Mexico Junior College is an Equal Opportunity, Affirmative Action Employer and does not discriminate against any applicant for employment because of race, color, religion, sex, sexual orientation, national origin, age, disability, or veteran status. Qualified applicants are encouraged to apply.

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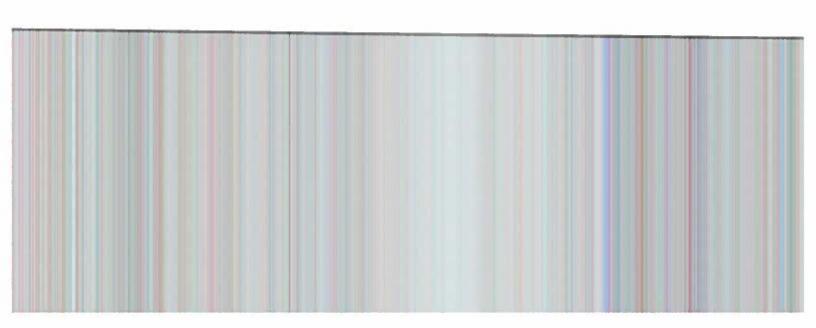
5317 Lovington Highway, Hobbs, NM, 88240 • Phone: (505) 492-2793 • Fax: (505) 492-2796 • Toll Free: 1-800-657-6260 • E-mail: mehernandez@nmjc.edu



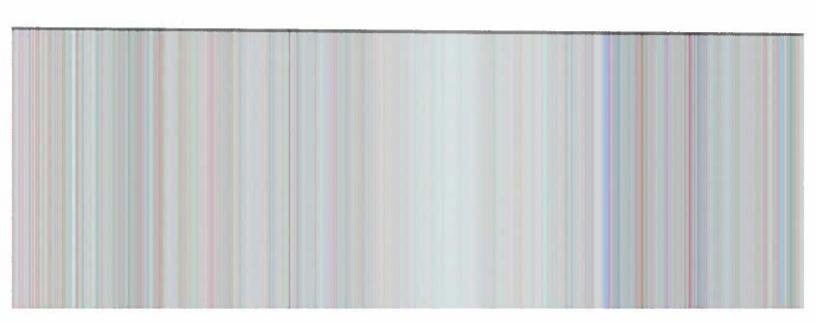
## **Position:** Admission Specialist

Applicant	Interview	<u>Offer</u>	Remarks
Pena, Laura A.	No	No	
Hernandez, Ahida	No	No	
Barker, Kinsey R.	Yes	No	
Russell, Sheila N.	No	No	
Harrison, Paula I.	No	No	Incomplete application materials.
Davis, Telana L.	Yes	Yes	Start Date: Pending Board approval.
Markham, Desiree N.	Yes	No	
Young, Victor D.	No	No	Incomplete application materials.

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The following candidate is being	recommended for employment as follows: Date 6/24/2008
Candidate's name Paul J. Camp	oos
Position title Advanced Tr	aining Coordinator
New position ☐ Existing posi	tion Classification Faculty Professional Other
Is candidate related to another NM	JC employee?  yes no If so, to whom
Effective date of employment 7-	1-08 Standard contract length
Funding source _ Institutional Fun	ds
Paid advertising beyond *standard (*Standard: The Hobbs News-Sun, Direct Mail to appr	None None State region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)
Posted salary range _\$39,290 to \$4	9,112 Recommended annual salary \$47,666 Prorated salary yes no
Account number(s) with respective	% allocation(s) 11000 2045 61301 102 100%
Recommended and approved by:  Supervisor	Dean/Director McCloury
Vice President	President
Selection Committee Members:	Dr. August Fons - Dean of Public Safety
	Becca Titus – Divisional Academic Coordinator/Professsor
	Naomi Phillips – Assistant Director Corrections Academy
Comments: Mr. Campos meets an	d/or exceeds the minimum requirements for this position.
	rev. 6-28-0]



#### **Position**

**Advanced Training Coordinator** 

## Personal Data

Name: Paul J. Campos

#### Education

High School Diploma, Lovington High School, Lovington, NM

### **Professional Experience**

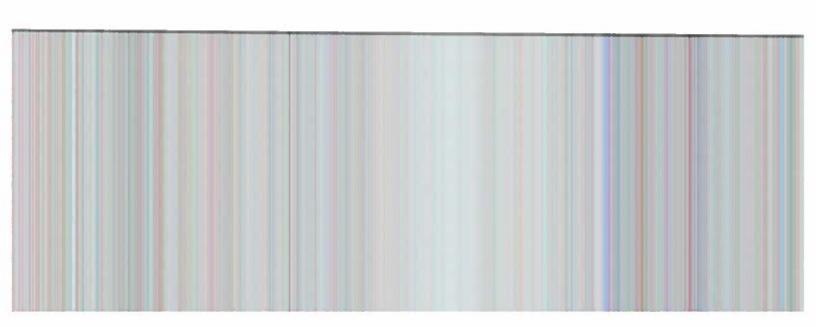
New Mexico Junior College, Hobbs, NM Assistant Director – Law Enforcement Academy/Public Safety	8/06 to Present
Lea County Sheriff's Department, Lovington, NM Sergeant – Patrol Division	2/00 to 10/06
Lovington Police Department, Lovington, NM Patrolman	7/99 to 2/00
Hobbs Police Department, Hobbs, NM Sergeant – Patrol Division	1/86 to 5/99
American National Insurance Insurance Agent	6/05 to 6/06

#### **Advanced Specialized Training and Awards**

NM Police Officer Law Enforcement Academy – Police Officer Certification
NM Department of Public Safety Training and Recruiting Division – First Line Supervision
Federal Bureau of Investigation Law Enforcement Training School
Caliber Press Inc. – Street Survival Seminar
US Department of Energy Central Training Academy – Instructor Certification Program
Life Saving Commendation – Hobbs Police Department
Honor Guard Appointments: Hobbs Police Department, Lea County Sheriff's Department
SWAT Team Leader Appointment: Lea County Sheriff's Department

#### Professional Organizations

Option, Inc., Former Member Fraternal Order of Police, Former Member Juvenile Community Corrections, Board Member





Position Announcement - June 2008

Position Title: Advanced Training Coordinator

Position Description: This position reports to the Dean of Public Safety. Duties and responsibilities shall be, but are not limited to, the following: 1) Establish, direct, control, and coordinate an ongoing schedule of both law enforcement and corrections advanced training as required for continuous state certification. This shall include working with the New Mexico Department of Public Safety and the New Mexico Department of Corrections; 2) Maintain an excellent working knowledge of state mandated advanced training requirements for law enforcement and corrections officers; 3) Work with various agencies (law enforcement & corrections) to determine advanced training needs; 4) Establish and maintain a current and viable database of advanced training instructors from statewide agencies; 5) Establish contacts and working relationships with advanced training contract vendors; 6) Coordinate and make recommendations to the divisional dean regarding instructional and operating budget for the advanced training component; 7) Responsible for appointment of advanced training faculty/instructors as appropriate for corrections and law enforcement officers; 8) Maintain current required documentation for advanced training to include relevant curriculums, certifications, accreditations, training dates, student completions, etc; 9) As required and/or necessary, teach on campus and/or off campus, train/teach in academy environments, and/or day/evening/internet criminal justice academic classes; 10) Recruit, teach, and supervise students as necessary; 11) Establish rapport and work with the public safety community in all phases of the various basic and advanced training programs; Will be responsible for the recruitment and supervision of instructors; 12) To continually update, develop, and perform assessments of all advanced training curriculum and syllabi in the public safety academic programs; 13) Ensure appropriate assessment procedures are followed in all advanced training courses; 14) Assist the divisional dean in planning short and long range strategies to promote and market the growth and continued development of the public safety program(s); 15) Achieve and maintain a high level of competency as a teacher of students, demonstrating growth in the knowledge of his/her particular subject matter field(s) and in the ability to direct and coordinate the learning process; 16) Participate in a process of continual personal and professional improvements; 17) Actively participate in the institutional goals and objectives designed to support the mission of the college; 18) Serve on college committees as assigned; and, 19) Nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior college.

**Qualifications:** Candidates with extensive criminal justice (law enforcement and/or corrections) certifications and work experience [10+ years] will be considered. In addition to the work experience and certifications, an accredited institutional Associate degree or higher in a criminal justice related field is preferred although not specifically required. Strong skills are required in building and maintaining positive and effective working relationships with numerous outside educational and criminal justice agencies. Demonstrated ability to plan, schedule and manage multiple training assignments while supporting and collaborating with outside trainers/agencies and students. Demonstrated excellence in verbal and written communication. Work independently with minimal supervision. Teaching and/or applicable knowledge of New Mexico mandated advanced training requirements for law enforcement and correction officers is very desirable. A valid driver's license is required and travel throughout the state is periodically required. Candidates must possess demonstrated knowledge of Microsoft Office computer applications.

**Salary/Benefits:** This is a twelve-month professional position with a salary range of \$39,290 - \$49,112 depending upon education and experience. Standard NMJC benefits apply.

**Application Deadline:** Open until filled. To ensure consideration, all application materials must be received as soon as possible.

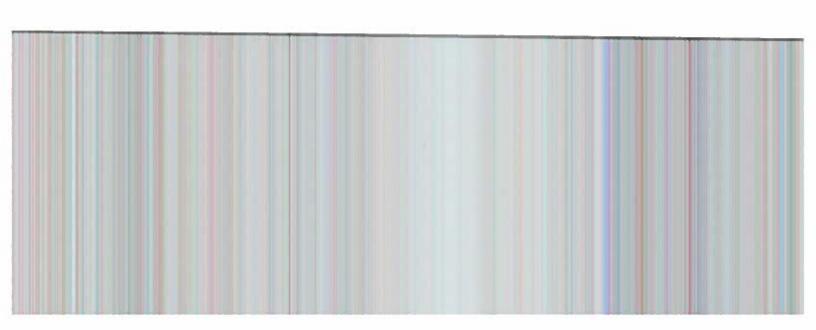
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Hobbs, NM 88240

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**Position:** Advanced Training Coordinator

<u>Applicant</u>	<u>Interview</u>	<u>Offer</u>	Remarks
Campos, Paul J.	Yes	Yes	Start date: Pending Board approval.

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