

**South Piedmont Community College**  
**RFP 76-20240819**  
**Presidential Search Firm**  
**Addendum 1-Questions Answered**

What is the salary for this position?

*A: The salary for the position is determined by South Piedmont's full-time equivalent (FTE) student calculation and is set by the North Carolina Community College System in a tiered ranking (Tiers 1-3). South Piedmont is a Tier 2 institution with a state salary of \$172,317 set for the President. This includes a 3% salary increase as of July 2024. Additional local supplement and vehicle allowance may be determined by the SPCC Board of Trustees.*

Is there a relocation budget/package for the candidate?

*A. Yes, to be determined.*

Will air fare and car rental expenses, hotel accommodations be provided for interviews of potential candidates?

*A. Yes, to be determined.*

What are the benefits the Community College offers? 401K? PTO? Paid Holidays? Medical? Dental/vision?

*A. South Piedmont Community College employees receive 12 paid holidays per calendar year. Annual leave and sick leave are accrued monthly, and annual leave earnings increase with longevity. Earned leave rolls over into the next calendar year. Employees are required to contribute a percentage of their monthly earnings to the North Carolina Retirement System's pension plan. Supplemental NC 401(K) and NC 457 plans are available. Employees may select a health insurance plan from the North Carolina State Health Plan. Supplemental insurance plans (dental, vision, etc.) are also available.*

Will initial interviews be via zoom? Will there be multiple in person interviews?

*A. Yes, initial interviews will be conducted via Zoom and in-person interviews of top candidates.*

Will SPCC be open to considering candidates from firms that have a proven track record in successful executive searches, or is there a strict requirement for experience specifically in community college presidential searches?

*A. All proposals will be given due consideration.*

Are signatures relating to the proposal required to be 'wet'?

*A. No, there is no requirement for proposal signatures.*