



## Arkansas Division of Higher Education

423 Main Street, Suite 400 • Little Rock, Arkansas • 72201-3818 • (501) 371-2000 • Fax (501) 371-2001

Johnny Key  
Secretary

Maria Markham, Ph.D.  
Director

June 1, 2022

The Honorable David Wallace, Chair  
The Honorable David Hillman, Chair  
Arkansas Legislative Council – Personnel Subcommittee  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Wallace and Representative Hillman:

Pursuant to Arkansas Code Annotated 21-5-1409 (c) (1) (B), I am requesting your review of a salary adjustment of more than two percent (2%) provided for all classified employees at North Arkansas College (NAC) for Fiscal Year 2022-23 due to a request of a two and a half percent (2.5%) COLA for all classified, non-classified and faculty employees. A letter from NAC is attached to provide details and justification regarding this request.

Should you require additional information, please let me know and I will be happy to provide.

Thank you for your consideration of this matter.

Sincerely,

A handwritten signature in black ink that reads "Maria Markham".

Maria Markham, Ph. D.  
Director



May 23, 2022

Arkansas Department of Education  
Division of Higher Education  
Attention: Dr. Maria Markham, Director  
423 Main Street, Suite 400  
Little Rock, AR 72201

Dear Dr. Markham:

In response to your memorandum of April 25, North Arkansas College requests review and approval to provide up to 2.5% in planned Cost of Living Adjustments (COLA) during FY 2023 for all Northark classified employees as authorized by the College's Board of Trustees on April 14, 2022. This plan includes a 1.5% increase for all full-time College staff effective July 1, and an additional increase of up to 1% for all full-time staff effective January 1, 2023.

The Northark Board of Trustees unanimously approved this COLA Plan for FY 2023 in an effort to mitigate the impact on College employees of rapidly rising inflation as indicated by Bureau of Labor Statistics data, and to protect the College's ability to attract and retain qualified staff. North Arkansas College has sufficient financial resources to provide this 2.5% COLA during FY 2023.

Please let me know if any additional information or action is required.

Sincerely,

A handwritten signature in blue ink that reads 'Rick L. Massengale'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Dr. Rick L. Massengale  
President

**From:** [Richard Stipe](#)  
**To:** [Chandra Robinson \(ADHE\)](#)  
**Cc:** [Kris Greening](#)  
**Subject:** RE: Northark Forms for COLA approval  
**Date:** Wednesday, May 25, 2022 9:32:17 AM

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Northark COLA expected/estimated/budgeted salary costs for FY 2022-23:

E&G & Auxiliary

Faculty	\$ 67,826
Classified	\$ 22,937
<u>Non-Classified</u>	<u>\$ 50,560</u>
Sub Total E&G	\$141,323

Provisional

Classified	\$ 3,938
<u>Non-Classified</u>	<u>\$ 28,066</u>
Sub Total Prov	\$ 32,004

**TOTAL** **\$173,327**

Let me know if you need this in a different format or anything.

Thanks  
Richard

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**From:** Chandra Robinson (ADHE) <Chandra.Robinson@adhe.edu>  
**Sent:** Wednesday, May 25, 2022 8:47 AM  
**To:** Richard Stipe <richard.stipe@northark.edu>  
**Cc:** Kris Greening <kgreening@northark.edu>  
**Subject:** Re: Northark Forms for COLA approval

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Stop and think before replying, clicking a link, or opening attachments.**

Thanks Richard!

Also, please provide the cost of implementing the 2.5% COLA increase. Additionally, please provide a breakdown for classified, non-classified and faculty.

Chandra