

COLLEGE OF MICRONESIA-FSM
BOARD OF REGENTS

TELECONFERENCE MINUTES
APRIL 5, 2011

CALL TO ORDER

Chairman Kasio Mida called the teleconference meeting to order at 10:30 a.m.

A quorum was present with Regent Lyndon Cornelius calling in from Kosrae, Regent Mary Figir calling in from Yap, and Regents Churchill Edward and Kasio Mida present in the president's conference room at the national campus. Regent Graceful Enlet was out of country. Also present in the conference room were Ringlen Ringlen, Interim President; Danny Dumantay, Comptroller; Rencelly Nelson, Director of Human Resources, Stephen Finnen, legal counsel; and Norma Edwin, Executive Assistant to the President and meeting recorder.

FUNDING FOR SALARY CONVERSION

The Comptroller reported that the Interim President had submitted to the Finance Committee a request of \$79,000 from fund balance for the conversion to the new salary schedule. The following is the committee's analysis of worksheets and detailed breakdown of the \$79,000 which were provided by the consultant: 1) the structural adjustments of \$68,188 per annum was divided into two - \$46,689 for positions less than target percentile and \$21,499 for positions greater than the target percentile; and 2) the cost of structural adjustment for the 9-month period, January 1, 2011, to September 30, 2011, is \$51,141. In addition, 3 positions still need to be reviewed and included, 18 employees have already reached the maximum level of the new pay schedule; and 17 employees are recommended to be laid off.

The committee is recommending that funding of the structural adjustments of \$51,141 be provided by the current budget by the respective campuses/offices/programs. Based on budget analysis, campuses, offices, and programs have sufficient budget to fund the structural adjustments.

After getting clarification on the analysis, the Board requested an explanation of how the adjustments were made at the next meeting.

PRESIDENTIAL SEARCH

A draft timeline for the presidential search was presented with a target of identifying a new president by December. This timeline can be moved up if the Board so

decides. Following the teleconference, the Chair, Regent Edward and few staff from the college will meet to determine the composition of the search committee. The Chair will share the results with the Board.

MODIFICATIONS TO LAYOFF POLICY

The Director of Human Resources began with background information. The streamlining committee requested a legal workshop to understand the policies and procedures concerning the layoff process and other relevant information to implement the process properly. During the workshop Section XIV Termination was reviewed and the committee proposed modifications to subsection 6. Layoff. During the policy development process, Personnel Committee made several changes to the proposed modifications and also offered changes to other parts of Section XIV. Cabinet wanted more time to review the other changes but acknowledged the time sensitivity of getting approval to changes in the layoff policy and therefore recommended only subsection 6 Layoff for the Board's consideration at this time.

The legal counsel spoke of the important of approving the changes for implementation of the layoff. The current policy has language that is no longer applicable. The new language provides clear guidelines; ranks work performance over seniority when considering the order of layoff; puts the burden of applying to vacant positions on the employee; puts a limit on what can be grieved; and changes the notification timeline.

Regent Cornelius inquired about the difference between regular employees and employees and the use of both in the policy. For consistency, since it does not affect the meaning, the word regular was deleted. **Regent Cornelius move and Regent Edward seconded that the modifications to the layoff policy in Section XIV of the Personnel Policy and Procedure Manual be approved for immediate implementation. The motion passed unanimously.**

ADJOURNMENT

There being no other business the Chair thanked Regents Figir and Cornelius for calling in and all for their participation in the meeting and adjourned the meeting. The meeting adjourned at 11:25 a.m.