Northern Marianas College  
BOARD OF REGENTS  

Minutes of the Special Meeting  
BOR Conference Room  
15 June 2000

I. CALL TO ORDER: 3:05 p.m.

II. PRESENT:

A. BOR Members: Acting Chairman Fermin M. Atalig, Regent Seman, Regent Kimberlyn King, Regent Teresa Taitano, Regent Abelina Cing-Cabrera and Regent Manuel A. Sablan.

B. NMC Faculty, Staff, and Students: President Jack Sablan, Jesse C. Borja, Esq. (Legal Counsel), Alvaro Santos, Bruce Johnson, Fred Hill and Vince Merfalen (recorder).

III. Chairman’s Remarks and Preliminary Matters:

Proposed agenda was reviewed and approved with the addition of an executive session.

IV. Compensation Plan:

A. Regent Seman presented the proposed Compensation Plan and financial impact study.

1. Regent Seman recommends approval the proposed Compensation Plan subject to legislative approval of approximately $200K budget increase.

2. ABE, Part-time and associate degree instructor’s salaries still need work and not recommended for approval in the current version of the proposal.

3. Faculty representatives must be given every opportunity to provide input.

4. Changes to the current compensation plan impose long-term increase in the budget. Future years’ budget have not yet been adjusted. Source of funding for future years must be identified.
5. All pending WGI must first be restored.

6. **Motion:** to approve the proposed Compensation Plan except for the portion on ABE, part-time (adjunct), and AA degree instructors’ salaries.

7. **Motion Carried Unanimously**

V. **Certificate Programs:** Computer Programming and Network Technology

A. Dr. Fred Hill submitted and explained a concept paper and proposal.

B. Regent Cing-Cabrera recommends approval.

1. **Motion:** to approve the proposed Certificate Programs in Computer Programming and Network Technology.

2. **Motion Carried Unanimously**

VI. **Miscellaneous:**

A. President is still working on setting up a meeting between the BOR and the NMC Foundation Board. Foundation Chair has been contacted; no date set yet.

B. Regent Sablan expressed a concern about salaries in certain fields. The government cap on salaries make it difficult with NMC to compete for quality applicants in areas such as computer technology and safety. He encourages everyone to lobby with the legislature to help improve our situation. Local citizens are getting trained but do not return home because they get better salaries elsewhere.

C. NMC should start training safety inspectors for OSHA.

D. Regent Seman shares his vision to train local citizens for a world-wide marketplace. Train local citizens and deploy them globally where they will earn incomes that returns to the CNMI.

VII. **Executive Session:** Upon returning to regular session, from the executive session, the President entered into the minutes: Update on the Oden Case.

**Adjourn:** 4:30 p.m.