I. Call to order: 3:30 p.m.

II. Chairman’s Remarks and Preliminary Matters

A. Present

1. BOR members: Fermin Atalig, Teresa Taitano, Vince Seman, Abelina Cing-Cabrera.
2. NMC Staff and Faculty: President, Vice President, Barb Nubile, Vince Merfalen.

B. Agenda was reviewed and approved

III. Recruitment and Retention of critical positions

A. Critical shortages exist for the positions of Nursing Instructor and Education Instructor.

1. President: Hard to fill positions are caused by our low salaries and the resulting lack of competitiveness on the job market.
2. The President is requesting to apply the salary indicated in the new NMC salary plan.
3. Budget projections and impact have been considered. Lapse funds are available and will cover the difference between the current salary and the proposed.
4. Regent Cabrera asked how many nurse instructors we need to be hire. There will be 3 vacancies at the start of the fall semester. If we cannot increase the salary of our Director of Nursing, the position will also be vacant.
5. 6 students will graduate from the nursing program this year. All graduating students need to take the NCLEX exam. NMC offers a NCLEX prep course during the summer semester. The NCLEX success rate is 62%; which is low according to national standards. Curriculum adjustments are being evaluated which will give focus to the NCLEX requirements.
6. No job placements have been made for the graduating students. The President will work on establishing a placement program. Other suggestions are an MOU with CHC and legislative support.
7. 25 to 30 students are in the pre-nursing program.

B. The School of Education, newly accredited for a 4-year bachelor’s program is also experiencing difficulty in recruiting instructors.

a. Full Accreditation for BA Programs mean that terminal degrees are required.

b. Our salaries are not competitive at the Ph.D. level.

c. 2 instructor positions need to be filled.

C. Chair: If we implement this proposal we will have 2 pay scales at the college…What is the effect on the others? K. Ramon: Expect some complaint, but, we must looking at the greater needs of the institution.

D. Vince Riley, President of Faculty Senate

1. Faculty has expectation of new salary scale… some have stayed on but not for long.
2. Regent Vince Seman wants a more permanent fix, not a band aid solution.

E. Option – lift the Step 8 limit.

1. Regent Cabrera agrees; (for both Nursing and School of Education); let others justify if they want the same.
2. Vince Seman: If we waive Step 8 limit, how do we fund it? A. Santos: lapses of appropriation and, if necessary, with tuition revenue.

F. **Motion:** (Vince Seman) to lift the Step 8 limit (for faculty only) and give President flexibility to apply this to recruitment.

G. **Discussion:**
   1. Promotions is calculated at current salary plus two steps at the new pay level
   2. Lateral moves have no impact on salary
   3. Mr. Ramon is happy with the proposal; it will be very helpful in recruitment efforts.
   4. Management Council reviewed the situation and proposed solution and concurs.

H. **Motion Carried Unanimously**

IV. Adjourned: 4:30pm