

COM-FSM BOARD OF REGENTS
Actions & Directives
4-5 December 2025

1. The Board of Regents hereby approved the minutes of the **4 & 5 December 2025** Board meeting in Yap.
2. The Board of Regents hereby approved the 10% salary increase for all College employees within the Master Pay Scale. The increase will be retroacted to 1 October 2025.
3. The Board of Regents hereby approved the following FY2026 Operations Budget
 - i. Consolidated FY2026 Operations Budget of \$12.6 million
 - ii. Auxiliary Budget
 - Dining Hall: \$131,491.00
 - Bookstore: \$131,491.00
4. The Board hereby approved the FSM-FMI FY2027 Budget of \$934,999.00.
5. The Board hereby approved the increase of the Board of Regents Budget FY2027 from \$120,000.00 to \$150,000.00
6. The Board of Regents hereby approved the following **Chapter 1** (Board of Regents) Policies.
 - i. **Board Policy No. 1310 – Board Meeting**
 - ii. **Board Policy No. 1311 – Notice of Meetings and Agenda**
7. The Board of Regents hereby approved the following **Chapter 3** (Instructional Affairs) Board Policies.
 - i. **Board Policy No. 3114 – Repeats**
 - ii. **Board Policy No. 3115 – Incompletes**
 - iii. **Board Policy No. 3301 – Class Size**
8. The Board of Regents hereby approved the following **Chapter 4** (Student Services) Board Policies.
 - i. **Board Policy No. 4903 – Student Complaint**
 - ii. **Board Policy No. 4904 – Chewing Betel Nut**
 - iii. **Board Policy No. 4905 – Alcohol**
 - iv. **Board Policy No. 4906 – Illicit Drugs**
9. The Board of Regents hereby approved and deferred the following **Chapter 6** (Human Resources) Board Policies.
 - i. **Board Policy No. 6005 – Positions and Classes of Positions**
 - ii. **Board Policy No. 6006 – Kinds of Positions and Appointments**
 - iii. **Board Policy No. 6008 – Employment Contract**
 - iv. **Board Policy No. 6010 – Leave (Annual Leave (deferred))**
 - v. **Board Policy No. 6011 – Optional Benefits**
 - vi. **Board Policy No. 6014 – Institutional Benefits**

Note: BP No. 6010 (Annual Leave section) is deferred to April 2026 to reflect the changes laid out in #3 of the “Action Items”.

10. The Board of Regents hereby approved and deferred the following **Chapter 7** (Maintenance) Board Policies
 - i. **Board Policy No. 7001 – Facilities Operation and Maintenance Fund (deferred to April 2026)**
 - ii. **Board Policy No. 7007– FSM-China Friendship Sports Center**

11. The Board of Regents hereby approved the following **Chapter 8** (Information Technology) Board Policy
 - i. **Board Policy No. 8000 – Technology Fee**

9. The Board of Regents hereby approved the modification of the following program:
 - i. **Associate of Arts in Micronesian Studies**

10. The Board of Regents have tentatively scheduled the next Board meeting in Pohnpei the second week of April 2026.

Action Items:

1. The Board of Regents directed the SLT, through the President & CEO, to discuss and provide additional details and justification for the proposed "Emergency Travel Change". The result of the discussion will be presented to the Board at the April 2026 meeting.
2. The Board of Regents directed the VPIS, through the President & CEO, to return **Board Policy No. 7001 (Facilities Operation & Maintenance Fund)** to the relevant committee(s) for further review. The said policy is to be presented again at the April 2026 Board meeting.
3. The Board of Regents directed the HR Director, through the President & CEO, to update HR records to reflect that annual leave carry-over is capped at 320 hours. The maximum number of hours to be paid out is now set at 240 hours. There will be no leave taken prior to resignation.
4. The Board of Regents directed the Comptroller, through the President & CEO, to present the **\$16.6 million budget** to the FSM Congress, including justification for how it meets the College's financial needs.
5. The Board of Regents directed the VPIS, through the President & CEO, to continue oversight and coordination of the FY2024 audit to ensure completion by January 2026, including all outstanding requirements related to the management letter and Corrective Action Plan (CAP), and to coordinate with the FSM National Government and Ernst & Young auditors to initiate the next audit cycle at the earliest possible date in 2026 with the objective of completing the audit prior to the June 30 deadline.
6. The Board of Regents directed the VPIS, through the President & CEO, to evaluate and pursue cost-effective options to establish or strengthen the College's internal audit function, including consideration of contractual or professional service arrangements in lieu of hiring a full-time Internal Auditor, and to provide recommendations to the Board.
7. The Board of Regents endorsed the proposed resolution titled "Students Unpaid Tuition" and directed the VPIS, through the President & CEO, to prepare background documentation to support the resolution and to plan for its implementation effective Fall 2026, allowing adequate time for required policy amendments and a smooth transition for the College community.

