



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uluga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
Fax: (692) 625-7203
Email: bor.regents@cmi.edu

COLLEGE OF THE MARSHALL ISLANDS

BOARD RESOLUTION - No. 2020 - 012

“A RESOLUTION TO APPROVE THE NEW HARDSHIP DIFFERENTIAL ALLOWANCE POLICY”

RESOLVED, the College of the Marshall Islands’ Finance, Risk and Assessment Committee approved new **Hardship Differential Allowance policy**.

FURTHER RESOLVED, that the Board’s consideration and approval of new “Hardship Differential Allowance” policy.

5.3.18 Hardship Differential Allowance

Purpose

A Hardship Differential recognizes the need to attract and retain the best employees to serve the needs of students of the college and the community in the outer islands through the CMI Distance Education Centers.

Policy

A Hardship Differential of 20%¹ of base salary shall be applied to professional and faculty positions in Distance Education Centers located outside of Majuro.

Scope

All full-time faculty and professional positions. This policy does not apply to adjunct, special contract and part-time hires.

Application

Positions covered under this policy established in Distance Education Centers in the outer islands should include a hardship differential allowance in the position budget.

The Hardship Differential will only apply to the primary position held by the employee and does not apply to acting at higher level positions and/or extra responsibility assigned to a position holder.

Definitions

Base Salary-current salary placement level of the employee excluding allowances.

¹ Based on PSC Regulations of the RMI September, 2008, Schedule Six- Ebeye Differentials



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Authority

Approval of funding for new positions is vested with the Board of Regents as part of the budget approval process (ref. 5.3.1 Position establishment). Grant funded positions are approved as part of the grant approval process.

NOW, THEREFORE, BE IT RESOLVED:

That the recommended 'Hardship Differential Allowance' policy is adopted.

I, **Kathryn Relang**, Chair of the Board of Regents of the College of the Marshall Islands, do hereby certify that the above is a true and correct copy of a resolution adopted at the meeting of the Board of Regents of the College of the Marshall Islands on Oct. 6, 2020 at which a quorum was present and voted.

Kathryn Relang

Chair, Board of Regents
College of the Marshall Islands



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