

**HUDSON COUNTY COMMUNITY COLLEGE**

**70 Sip Avenue  
Jersey City, NJ 07306**

**Regular Meeting – Board of Trustees**

**Tuesday, March 24, 2026**

**5:00 P.M.**

**Mary T. Norton Board Room and Via Zoom**

In-Person: Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, New Jersey

Members of the public may also use the following link and join the Zoom Meeting Webinar via Audio-only:

<https://zoom.us/j/97409869019?pwd=3SrSkkzf4JlXobqAUapl8eNZaYue86.1>

Passcode: 702541

Telephone: 1 929 205 6099

Webinar ID: 974 0986 9019

Passcode: 702541

Please note that members of the public who dial-in by telephone will not have the ability to speak during Comments from the Public and will be in listen mode only.

All microphones for public participants are muted except during the Comments from the Public portion of the meeting. If you wish to make comments and are attending via Zoom, please use the "Raise Hand" notification icon at the bottom of the screen. When you hear your name announced, you may address the Board. After the speaker's time ends, their microphone will be muted to allow others the opportunity to address the Board.

**AGENDA****I. CALL TO ORDER - FLAG SALUTE**

*Chair Peña*

**II. ROLL CALL AND RECOGNITION OF VISITORS****Trustees:**

*Edward DeFazio, Vice Chair*

*Frank Gargiulo*

*Stacy Gemma, Secretary/Treasurer*

*Roberta Kenny*

*Vincent Lombardo*

*Jeanette Peña, Chair*

*Christopher Reber, President (Ex Officio)*

*Joanne Rivera, Student Alumni Representative*

*Silvia Rodriguez*

*Lissa Santiago*

*Harold Stahl*

*Frances Teabout*

- III. COMMENTS FROM THE PUBLIC** *Chair Peña*
- IV. CLOSED SESSION** *(The Board of Trustees will determine whether there is a need to go into closed session at the beginning of the meeting. If there is such a determination, an announcement will be made as to where the session will be placed on the agenda.)*
- V. REPORTS**
1. *Student Government Association President's Report* *Ms. Khajamohideen*
  2. *All College Council Report* *Dr. Youssef*
  3. *President's Report* *Dr. Reber*
- VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS**
1. *Minutes of Previous Meetings*
  2. *Gifts, Grants, and Contracts*
- VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS** *Dr. Reber*
- VIII. PERSONNEL RECOMMENDATIONS** *Dr. Reber*
- IX. ACADEMIC AND STUDENT AFFAIRS RECOMMENDATIONS** *Dr. Reber*
- X. NEW BUSINESS** *Chair Peña*
- XI. ADJOURNMENT** *Chair Peña*

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**II. ROLL CALL**

**Trustees:**

- Edward DeFazio, Vice Chair \_\_\_\_\_
- Frank Gargiulo \_\_\_\_\_
- Stacy Gemma, Secretary/Treasurer \_\_\_\_\_
- Roberta Kenny \_\_\_\_\_
- Vincent Lombardo \_\_\_\_\_
- Jeanette Peña, Chair \_\_\_\_\_
- Christopher Reber, President, Ex Officio \_\_\_\_\_
- Joanne Rivera, Student Alumni Representative \_\_\_\_\_
- Silvia Rodriguez \_\_\_\_\_
- Lissa Santiago \_\_\_\_\_
- Harold Stahl \_\_\_\_\_
- Francis Teabout \_\_\_\_\_

*This meeting is called in conformance with the "Open Public Meetings Act." A notice of the meeting of the Board of Trustees was transmitted to all Board members; advertised in The Star Ledger and NJ.com; filed with each office of the Hudson County Municipal Clerks; posted on the College Website and on Public Bulletin Boards of Hudson County Community College at 70 Sip Avenue, Jersey City, New Jersey, and at the North Hudson Campus, Union City, New Jersey, stating the date, time and place of said meeting.*

**MEETING INTRODUCTION**

*This meeting is called in conformance with the Open Public Meetings Act. Members of the public will now have an opportunity to address the Board of Trustees. Comments of each person will be limited to five minutes, including all responses. A member of the public may not provide any portion of his/her five-minute allotment to any other member of the public. Please be aware that the purpose of the public portion of the meeting is for the public to express any ideas, concerns or issues they may have concerning Hudson County Community College. Questions raised to the Board during the public comment period may be referred to the appropriate administrative person(s) at the College for response at a later time.*

*Any public comments made to the Board, which the Board considers obscene, harassing, or meant to incite, will be prevented by the Board. The person making these remarks may be required to relinquish the remaining time allotted to speak and will be asked to leave the Board of Trustees meeting. Public comments or questions are open to any matters over which the Board has purview and jurisdiction.*

**HUDSON COUNTY COMMUNITY COLLEGE****BOARD OF TRUSTEES MEETING****Tuesday, March 24, 2026****III. COMMENTS FROM THE PUBLIC**

*If you are attending via Zoom Meeting Webinar and you wish to make comments, use the "Raise Hand" notification icon at the bottom of the screen. When you hear your name announced, you may address the Board. After the speaker's time ends, their microphone will be muted to allow others the opportunity to address the Board. Each virtual speaker will participate via audio-only.*

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

*Tuesday, March 24, 2026*

**IV. CLOSED SESSION**

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**V. REPORTS**

1. *Student Government Association President's Report (R. Khajamohideen)*
2. *All College Council Chair's Report (B. Youssef)*
3. *President's Report (C. Reber)*

*Presentation of Newly Tenured Faculty*

*Christopher Cody, Assistant Professor of History*

*Raffi Manjikian, Assistant Professor of Chemistry*

*Sonja Rodiger-Radovic,, Assistant Professor of English as a Second Language*

*Saliha Yagoubi, Assistant Professor of English as a Second Language*

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS**

**1. MINUTES OF PREVIOUS MEETING**

*The Minutes of the Regular Meeting of February 24, 2026 are herewith submitted to the Board of Trustees for approval. (Page 9)*

Recommendation:

*It is the recommendation of the President that the Board of Trustees approve the Minutes of the Regular Meeting of February 24, 2026.*

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve Item VI., Regular Monthly Reports and Recommendations.

**INTRODUCED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**DATE:** March 24, 2026

- DeFazio, Edward \_\_\_\_\_
- Gargiulo, Frank \_\_\_\_\_
- Gemma, Stacy \_\_\_\_\_
- Kenny, Roberta \_\_\_\_\_
- Lombardo, Vincent \_\_\_\_\_
- Rodriguez, Silvia \_\_\_\_\_
- Stahl, Harold \_\_\_\_\_
- Santiago, Lissa \_\_\_\_\_
- Teabout, Frances \_\_\_\_\_
- Peña, Jeanette, Chair \_\_\_\_\_

\_\_\_\_\_ Aye      \_\_\_\_\_ Nay

**HUDSON COUNTY COMMUNITY COLLEGE**

**Regular Meeting – Board of Trustees**  
**Tuesday, February 24, 2026**  
**5:00 P.M., Via Zoom**

**MINUTES**

**PRESENT:** *Edward DeFazio (Vice Chair); Frank Gargiulo; Stacy Gemma (Secretary/Treasurer); Roberta Kenny; Vincent Lombardo; Jeanette Peña (Chair); Christopher Reber; Joanne Rivera (Alumni Representative); Silvia Rodriguez; Frances Teabout; Lissa Santiago, and Harold Stahl.*

*Counsel to the Board: Kevin M. Cuddihy, Esq., for Scarinci and Hollenbeck*

**ABSENT:** *Vincent Lombardo*

**I. CALL TO ORDER - FLAG SALUTE**

**II. ROLL CALL**

**III. COMMENTS FROM THE PUBLIC - None**

**IV. CLOSED SESSION - None**

**V. REPORTS**

**1. Student Government Association President's Report**

*Student Government Association President Rifaya Dubash Khajamohideen offered the following report.*

Hello, everyone. My name is Rifaya Dubash Khajamohideen, and I'm the Student Government Association (SGA) President for this academic year. It is my honor to submit this monthly report on behalf of our students.

This month has shown what Hudson County Community College students can accomplish, from advocating on Capitol Hill to representing our college at national conferences.

Last week, I joined 115 other community college students and more than 1,000 community college presidents and trustees in Washington, D.C. for the Association of Community College Trustees (ACCT) National Legislative Summit, in partnership with New Jersey Council of County Colleges (NJCCC).

I had the privilege of representing HCCC alongside President Dr. Chris Reber, SGA Senator Pius P. Cor Jesu, and Student Alumni Representatives Joanne Rivera, Lisa Fernandez and Keisha Taylor.

The summit brings together community college leaders and student advocates from across the country to meet with federal lawmakers and discuss policies that affect students. We met with Senator Cory Booker, Congressman Robert Menendez, and Congresswoman LaMonica McIver.

During these meetings, we shared the experiences of our students and discussed the challenges many of them face. A major focus was protecting and strengthening the Pell Grant program.

Representing HCCC at this national platform was a meaningful experience. It reinforced that student voices matter and that change can happen when leaders listen to the people most affected.

The HCCC Model United Nations Club attended the Harvard National Model United Nations 2026 conference under the guidance of Advisor Joseph Caniglia. The delegation included Neivi Nunez, Yadhira Moranchel, Matias Faundez, Pallav Verma, and Kaysan Deodat, who represented the country of Chile after six weeks of preparation.

As one of the few community colleges present, our students participated in debates, drafted resolutions, and worked with students from other colleges. Their preparation and focus reflect the support and guidance they receive at the College.

Campus organizations continue to provide opportunities for students to get involved. The Animal Wellness Club will host a movie night; Latin Society will present *Beyond the Stereotype: A Dominican Independence Night*; and the Student Programming Board will start their spring semester kickoff at the North Hudson campus.

In collaboration with the Offices of Student Life and Leadership and Institutional Engagement and Excellence, SGA will host a student roundtable luncheon. Additionally, the American Chemical Society and the Society of Physics Students are collaborating on the Weather Balloon Project and planning a botanical garden trip with the Art Club.

In closing, I am very proud of our students. From advocacy in Washington, D.C., to participating at Harvard, to creating activities on campus, they continue to show leadership and commitment.

I am grateful to the Trustees, President Reber, and our faculty for your support. Thank you all for your continued encouragement.

## **2. All College Council Chair's Report**

*All College Council Chair Dr. Benny Youssef offered the following report.*

Good evening, Trustees. It's good to be back in the swing of the spring, though, judging by the snow-apocalyptic conditions outside, I imagine we're all dreaming of the warmer days to come.

To quote the great Leo Tolstoy, "Spring is the time of plans and projects." I'm excited for the various plans and projects the All College Council (ACC) will undertake this spring semester.

It's so good to be back in the building, to see the halls filled with students eager to learn.

Earlier this month, the Children on Campus policy and the syllabus statement governance recommendations reached a quorum and passed. I want to extend my gratitude to all those who collaborated in creating, revising, and ultimately passing this, with a special shout-out to Dr. Kade Thurman and the Senate, as well as Dr. Peter Cronrath and Dr. Lisa Dougherty.

As Chair of ACC, I'm happy to support policies that offer greater equity for our entire community, and the Children on Campus policy does just that.

Revising the ACC Charter has been one of the primary goals of my tenure as chair thus far. The Charter Revision Task Force of faculty, staff, and administrators has been meeting twice a month since the fall semester. I want to extend my gratitude to them for their continued hard work and support. I also want to thank Dr. Yeurys Pujols and Dr. Christopher Cody, who have been meeting with me regularly to collaborate in organizing and writing the new charter.

At the March ACC meeting, we intend to share the revised charter with the community for comments and feedback. We then hope to bring a finalized version to a vote at the April ACC meeting. Additionally, I look forward to presenting the revised charter to the Board here in April.

Without further delay, here are my committee reports.

Development and Planning: Under Dr. Cody's leadership, the team held its first spring semester meeting, reflecting on the successful gala. Looking ahead, they have charted their future course of action, including renaming and refocusing the committee, along with charter revisions to better align with current practices.

The committee will also support the Alumni Job Fair on April 21, with outreach already underway, and they will help support the Hudson Helps Resource Center's Fashion Show happening tomorrow, which we are greatly looking forward to.

Technology: On February 5, Dr. Robert Khan's committee held its inaugural Tech Café event, which was an unqualified success. A significant number of students had their technology questions answered. Other positive outcomes from preparing for the event included new collaborations among departments and approved documentation. A similar event will be held at the North Hudson campus in a few weeks, and the committee has already agreed to apply lessons learned and repeat the event in the fall semester.

College Life: Thanks to the leadership of Paula JnoVille Roney and the College Life members, the holiday party was a great success. We had over 220 attendees. We are now planning and looking forward to the end-of-year barbecue party, which I'm sure will build on the success of last year's event. Planning is well underway, with a tentative date of Wednesday, May 6.

Senate: At the February meeting, Dr. Heather DeVries presented to the Senate on the need for representation on the Academic Calendar Planning Committee. Several members volunteered. A request was made for additional clarification regarding the role of this representative, particularly related to add-drop periods.

In addition, the Senate has revisited the purpose and plans of the two subcommittees formed in fall 2025, one focused on attendance and hybrid courses, the other on updating course evaluations. Finally, the Senate has created a third subcommittee to begin drafting the operating procedures document, aiming to complete it by the end of the spring semester.

Space and Facilities: Under Professor Inez Cruz's stewardship, two subcommittees have been formed to address the summer heat concerns at 70 Sip Ave and to coordinate the relocation of offices to the new tower.

Wayfinding Phase 2 is nearing completion with a target date of late February, while Phase 3 will begin with the installation of exterior digital signage on the tower building. Asbestos removal at both buildings was completed over spring break, and repairs to the partitions in the culinary building, banquet, and Johnston Rooms are pending.

Student Affairs: With the goal of strengthening student representation, Ariana Calle's committee has developed and refined a five-question survey designed to gauge interest and increase student participation in campus decision-making processes. They are also working closely with the Hudson Helps Resource Center on tomorrow's Fashion Show. I invite everyone here to consider purchasing a ticket and attending.

This concludes the committee reports. I'd like to thank everyone who made this report possible, including, but not limited to, ACC Vice Chair Irma Williams, ACC Secretary Sarah Teishman, all of the committee chairs and members, Dr. Reber, Cabinet, and the entire college community. I look forward to reporting on more progress at our next meeting.

### **3. *President's Report***

*President Reber offered the following report.*

Good evening, Trustees.

I am joining you from San Antonio, TX, where I am participating in the Bellwether Awards competition sponsored by the Bellwether College Consortium.

Participating here with me are Associate Vice President for Institutional Research and Planning John Urgola, Dean of Enrollment Services Matt Fessler, and HCCC students Yadhira Moranchel and Kaysan Deodat. Yadhira and Kaysan are both high-achieving students majoring in Business Administration. It has been an absolute pleasure participating with our team and getting to know our students, whose futures are very bright!

We offered a presentation yesterday about our Summer Enrollment Incentive program, and we participated on Sunday in a two-hour showcase event involving displays and conversations with all 30 Bellwether Top Ten Award Finalists, ten in each of three award categories. I'm delighted to share that, earlier today, Hudson County Community College was presented the 2026 Bellwether Showcase Award in the Planning, Governance, and Finance category.

It has been an invigorating experience as we have learned about best practices across the national community college sector.

Thank you, Rifaya and Benny, for your reports and your leadership.

This evening, I have invited an HCCC alumnus, John Apena Encarnacion, and Professor of STEM, Dr. Issam El-Achkar, to discuss John's recent capstone project in our School of STEM. Vice President for Academic Affairs Dr. Darryl Jones will introduce our guests and their presentation.

*Dr. Darryl Jones offered the following remarks.*

Good afternoon, Trustees. Today's presentation is designed to provide an overview of a student experience while engaging in an Electronics and Engineering Technology (EET) capstone project. A capstone experience plays a vital role by serving as the bridge between classroom learning and real world application.

This capstone experience in EET integrates knowledge from across the curriculum, mathematics, engineering principles, and technology into a comprehensive project based experience that challenges students to think critically and solve complex problems.

For our students, whether transferring to a four-year institution or entering the workforce directly, the capstone provides a culminating demonstration of mastery and readiness. It reinforces confidence, encourages innovation, and allows students to apply theory to authentic scenarios that mirror industry and research expectations.

I now invite Dr. Isam El-Achkar, Professor of Mathematics, Electronics, and Engineering Technology, and a 2026 recipient of the Philip Johnston Excellence Award in Teaching, to come forward to introduce the capstone project class, its goals, and our alumni speaker.

[Dr. Issam El-Achkar and John Apena Encarnacion Presented EET Capstone Project](#)

*Dr. Issam El-Achkar offered the following remarks.*

Good evening, everyone, and thank you for inviting me.

It has been an honor and a privilege to serve our students for the past 33 years as coordinator of the Electrical Engineering Technology program. Over the years, we have graduated many fine students. Many of them became my good friends, and we keep in touch, even those who graduated 20 years ago.

Our program prepares graduates to seek employment immediately after graduation and to work as electronics technicians. They leave with skills to be trainable in virtually any industry. Many of our students go on to work at places such as Verizon, Comcast, Con Edison, PSEG, and even medical centers, where they troubleshoot and maintain medical equipment. They are successful.

For many of them, their dreams get bigger. They continued to the New Jersey Institute of Technology (NJIT) to pursue their bachelor's degrees in Electronics and Computer Engineering Technology. They do very well there, and our presenter today, John Apena Encarnacion, is one example.

I have always received very good feedback from the NJIT coordinator and faculty with whom I regularly partner on how well prepared our students are.

The highlight of the program, as Dr. Jones said, is the capstone project, which bridges the classroom and the job or industry.

In this project, students apply the skills they've acquired during their two years with us to build and present a complete project. They are required to conduct research, develop a proposal, and present their plan to Professor Rodriguez, who is also a former graduate of the EET program, and me. Once their proposal is approved, they identify the parts, acquire them, run simulations on the computer in the lab, construct and test the project, ensure everything works properly, and then prepare a PowerPoint presentation and, of course, a poster.

In May, students present their projects and we invite the Dean, STEM faculty, STEM students who are interested, and, most importantly, the freshman students to see what their peers have done and what they themselves will be doing next year.

It is always an emotional day to see students who came to us with minimal or no skills, and, in two years, are now ready to enter the workforce. It's a very proud day.

Of course, when I talk about the program, I might sound like a car salesman trying to sell his product.

That is why it is best to hear from the student. We have here a recent May graduate, John Apena Encarnacion, who is currently attending NJIT and is performing well academically.

*John Apena Encarnacion offered the following remarks.*

Hello, President Reber, esteemed Board members, Dean Yearwood, and members of the Hudson family. Thank you to Dr. El-Achkar, Professor Rafael Rodriguez, and other faculty members for their mentorship.

My name is John Apena Encarnacion. I graduated last year from Hudson County Community College with a degree in Electrical Engineering Technology. I have now transferred to NJIT to continue my education, and am doing well. My coursework gave me a strong foundation, which also helped me advance to a higher position at my job as an electrician. My employer gave me a raise and additional opportunities.

My project is a cut-wire alarm system. I was able to complete my final project thanks to courses like Circuits 1, Circuits 2, Amplifiers, and the lab exercises.

The capstone project, as the professors explained, is very important because it gave me a lot of knowledge and hands-on experience, and all the tools for continuing my education at NJIT.

My project is a cut-wire detection alert system designed to detect when a wire is cut in a wireless security system, triggering an alarm, alerting authorities or homeowners to a potential security issue or malfunction.

This alarm can be used in several systems, such as electrical alarms, fire alarms, and electrical devices. It can also incorporate additional technology, such as being controlled by phone, with cameras, and other advanced systems. I personally use it as a cable tester in my job.

The cost of the project after ordering some parts was a low \$36.43.

For testing, the system demonstrates that when the wire is cut, the alarm triggers immediately. During testing, I discovered problems. My alarm was not loud, and the LED light was very dim. Through troubleshooting, I found that the resistor value was the problem, and after it was replaced, everything worked properly.

The block diagram shows the power supply, the wire loop, the connectors, the transistor (BC547), which in this case works like two normally closed switches, and then it powers the LED.

In the pictures, you can see the whole process and the finished project.

Now to the pros and cons of the project. The pros were that this project was a great experience for developing electronics skills and learning new things. The cons were not negative. They were part of the learning process. Whenever I had trouble, I learned more by solving it.

These are the parts I used: transistor BC547, the resistors, the buzzer, the LED, and the 9-volt battery.

In conclusion, this engineering project was a great experience in developing an electronic device.

Thank you to Professor Rafael Rodriguez and Dr. El-Achkar for helping me a lot.

*Chair Peña offered remarks.*

John, I commend you on developing this system and presenting this project. When my daughter was taking physics in high school, there was a simulation to create a circuit, but they wanted them to do it online. She told the professor that she wanted to create it physically, and it took her about three hours. She

got home very late that day, but with a sense of pride when she completed it. To see you do this, it's wonderful, because that's what you need. There are so many pros to using computer simulation, but there is nothing like doing it yourself. Congratulations to the professors and to you, John. Thank you for sharing that with us.

*Dr. Issam El-Achkar offered the following remarks.*

The way we run the courses is three hours of lecture and three hours of lab. Anything we do in theory must be implemented in the lab, where we use commercial software called Multisim, which is used in industry. Students not only learn the theory and run calculations; they also simulate the circuits, take measurements, and report the pros and cons. And then they physically construct everything.

The program is 50 percent hands-on. Even during COVID, I brought students into the lab because hands-on is very important.

Putting it into play is the best part. Three hours pass quickly, and we don't feel it because everybody is busy doing something they enjoy. Thank you again for inviting us.

*President Reber resumed and offered closing remarks.*

Thank you, Darryl, Issam, and John, for your remarks.

John, best wishes for much continued success! We are very proud of you!

Tomorrow, the Hudson Helps Resource Center will hold its second annual Career Closet Fashion Show, proudly sponsored by Steve Madden, Ltd. This highly successful fundraiser will feature HCCC family members as runway models. It will be a fun celebration of our HCCC culture of care!

Trustees, this concludes my report.

**VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS:**

1. *The Minutes of the Regular Meeting of January 24, 2026, were approved.*

*Introduced by: Stacy Gemma*

*Seconded by: Harold Stahl*

*9 Ayes.....0 Nays*

*Resolution Adopted*

**VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS 1-10:**

1. Resolution Authorizing Continuation of Technical Operations and Project Management Support Services for the Center for Student Success.
2. Resolution Authorizing Renewal of Website Redesign Content Management System (CMS) Services.
3. Resolution Authorizing Purchase of a College Data Platform.
4. Resolution Authorizing Renewal of Helpdesk ChatBot Platform for the Offices of Admissions, Financial Aid, and Student Services.
5. Resolution Authorizing Special Conflict Counsel Services.
6. Resolution Authorizing Risk Management and Insurance Brokerage Services.
7. Resolution Authorizing Purchase of Commencement Regalia to be Funded by the Student Life Fee (SLF).
8. Resolution Authorizing Collection Services.
9. Resolution Authorizing Addendum to Existing Agreement Between Hudson County Community College (HCCC) and Business-Higher Education Forum (BHEF).

10. Resolution to Terminate All Participation Under the SHBP and SEHBP (Including Prescription Drug Plan and/or Dental Plan Coverage).

*Introduced by: Frank Gargiulo*

*Seconded by: Edward DeFazio*

9 Ayes.....0 Nays

Resolutions Adopted

**VIII. PERSONNEL RECOMMENDATIONS 1-8:**

**1. RETIREMENT**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>
Taramatty	Persaud	Office Service Clerk, Customer Service	101	March 1, 2026

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Retirement above as Personnel Recommendation Item No. 1.*

**2. RESIGNATIONS**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>
Sonia	Anastasi	Instructor, Radiography, Tenure-track	INST	February 6, 2026
Brianna	Casagrande	Associate Director, Career and Transfer Pathways	115	February 13, 2026

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Resignations above as Personnel Recommendation Item No. 2.*

**3. APPOINTMENT OF FULL-TIME STAFF**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>	<b>Annual Salary</b>
Estefany	Ferreira	Assistant Director, Student Accounts	113	February 25, 2026	\$ 65,000
Donna	Weber	Director, Accounts Receivable	117	March 2, 2026	\$ 95,000

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Full-time Staff above as Personnel Recommendation Item No. 3.*

**4. APPOINTMENT OF TEMPORARY FULL-TIME STAFF**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>	<b>Anticipated End Date</b>	<b>Annual Salary</b>
Kadiatou	Camara	Admissions Advisor	109	December 1, 2025	April 30, 2026	\$ 49,520
Daniela	Galvez	Internship Coordinator	112	February 25, 2026	January 31, 2027	\$ 52,500
Mark	McCarthy	Coordinator, Academic Support Services Center	109	January 26, 2026	June 30, 2026	\$ 49,520
Cristina	Vazquez	Program Coordinator, Continuing Education	112	February 25, 2026	February 25, 2027	\$ 55,000

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Temporary Full-Time Staff above as Personnel Recommendation Item No. 4.*

**5. APPOINTMENT OF TEMPORARY FULL-TIME FACULTY**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>	<b>Annual Salary</b>
Maria	Daniel	Instructor, Criminal Justice	INST	February 25, 2026	\$ 60,494
Amr	Khalil	Instructor, ESL	INST	February 25, 2026	\$ 60,494
Masudur	Rahman	Instructor, ESL	INST	February 25, 2026	\$ 60,494

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Temporary Full-Time Faculty above as Personnel Recommendation Item No. 5.*

**6. AUTHORIZATION OF PART-TIME STAFF THROUGH FEBRUARY 2027, AS NEEDED**

<b>First name</b>	<b>Last name</b>	<b>Office</b>	<b>Title</b>	<b>Position ID</b>	<b>Supervisor</b>
Marlene	Andalia	Academic Support Services	Tutor	TUTOR- 252010	Kenny Fabara
Omnia	Daoud	Academic Support Services	Academic Coach	COACH- 601021	Kenny Fabara
Lillyan	Ling	Academic Support Services	Tutor	TUTOR- 252010	Kenny Fabara
Yesenia	Fuentes	Business Culinary Arts and Hospitality Management	Receiving Clerk	RECKER- 101030	Ara Karakashian

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Regina	Espino	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Cathryn	Lewis	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Debora	Mumma	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Stephen	Palmer	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Anita Belle
Katie	Rodammer	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Nilda	Rosario	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Jaime Pardo
Dilani	Samarathunga	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Hazel	Sarmiento	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Connie	Silletti-Cafaro	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Esmeralda	Tamayo	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Anthony	Angelone	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Steve	Chambers	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Maria Carne	de Sagun	Continuing Education and Workforce Development	PT Instructor	HBINST-103005	Jaime Pardo
Ivan	Garcia Jr.	Continuing Education and Workforce Development	PT Instructor	HBINST-103005	Jaime Pardo
Hiram	Miranda	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Lissa	Ramirez	Continuing Education and Workforce Development	PT Instructor	PTINST-603091	Maritza Reyes
Joshua	Jones	Facilities	PT Facilities Worker	PTFWK-300510	Mark Murray
Quafae	Hassini	Financial Aid	Office Assistant	OFFFAST-200520	Sylvia Mendoza

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Sara	Faiz	Information Technology Services	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Marwa	Monsour	Information Technology Services	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Dhairya	Patel	Information Technology Services	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Jameya	Sandi	Institutional Engagement and Excellence/ Accessibility Services	Reader	READER-150525	Karine Davis
Darshaine	Ramdat	Radiography	Office Assistant	OFFAST-101018	Cheryl Cashell
Michelle	Cruz	Finance	Payroll Office Assistant	OFFAST-253015	Zuany Chicas
Brianna	Vargas	EOF	Office Assistant	OFFAST-150520	Jose Lowe
Natalie	Betancourt	Student Life and Leadership	PT Coordinator	PTCORD-701000	Veronica Gerosimo
Lisa	Camacho	Student Life and Leadership	PT Coordinator	PTCORD-701000	Veronica Gerosimo
Keiry	Hernandez	Student Life and Leadership	PT Coordinator	PTCORD-701000	Veronica Gerosimo
Joanne	Rivera	Student Life and Leadership	PT Coordinator	PTCORD-701000	Veronica Gerosimo

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Authorization of Part-time Staff, as needed, as Personnel Recommendation Item No. 6.*

**7. APPOINTMENT OF NEW HIRE ADJUNCT INSTRUCTORS**

<b>First Name</b>	<b>Last Name</b>	<b>School/Office</b>
Sonia	Anastasi	Nursing and Health Professions
Sherette	Thomas	Nursing and Health Professions
Lien-Fang	Chen	Humanities and Social Sciences
Jordan	Coll	Humanities and Social Sciences
Teresita	Tor	Humanities and Social Sciences
Sean	Gaughan	STEM

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of New Hire Adjunct Instructors listed above as Personnel Recommendation Item No. 7.*

**8. MODIFICATIONS TO STAFFING TABLE**

<b>Current Approved Title</b>	<b>New Title/ Classification</b>	<b>Incumbent</b>	<b>Current Salary Grade</b>	<b>New Salary Grade</b>	<b>Current Salary</b>	<b>New Salary</b>	<b>Effective Date</b>
Accountant	N/A	Mildred Vera-Matich	116	116	\$ 76,785	\$ 83,313*	February 25, 2026
Executive Director, Center for Online Learning	Associate Vice President for Digital Learning, Artificial Intelligence and Emerging Technologies	Matthew LaBrake	122	122	N/A	N/A	February 25, 2026

\*Salary increase reflects the current responsibilities and additional duties.

**RECOMMENDATION:** *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Staffing Table Modifications listed above as Personnel Recommendation Item No. 8.*

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve the recommendations of the President, Administration, and Personnel Committee as outlined above in Item VIII., Personnel Recommendations 1-8.

*Introduced by: Harold Stahl*

*Seconded by: Stacy Gemma*

*9 Ayes.....0 Nays*

*Resolutions Adopted*

**IX. ACADEMIC AND STUDENT AFFAIRS RECOMMENDATIONS 1-2:**

1. Resolution Authorizing Policy on Graduation
2. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Jersey City Economic Development Corporation (JCEDC)

*Introduced by: Frank Gargiulo*

*Seconded by: Silvia Rodriguez*

*9 Ayes.....0 Nays*

*Resolution Adopted*

**X. NEW BUSINESS - None**

**IV. CLOSED SESSION – None**

**XI. ADJOURNMENT at 5:39 p.m.**

*Introduced by: Jeanette Peña*

*Seconded by: Stacy Gemma*

*9 Ayes.....0 Nays*

*Resolution Adopted*

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS**

**1. Resolution Approving Change Order No. 1 to the Contract for Mixed-Use Academic Building**

**WHEREAS**, the College awarded a construction contract to Dobco, Inc. (“Dobco”) for the general construction of the Mixed-Use Academic Building (“Services”), and the parties entered into a contract for the Services dated March 25, 2024; and,

**WHEREAS**, the College is desirous of authorizing Dobco to increase the Construction Contingency Allowance #1 by way of a first change order under the existing contract; and,

**WHEREAS**, the proposed change order (“Change Order No. 1”) is attached hereto as Attachment I; and,

**WHEREAS**, MAST Construction Services, Inc. (“MAST”) reviewed and approves the changes as set forth in Change Order No. 1; and,

**WHEREAS**, the cost of such additional work is insubstantial in relation to the cost of the overall project and would not, standing alone, meet the threshold for public bidding of a new contract; and,

**WHEREAS**, the cost of this service will be funded through the Hudson County bond ordinance; and,

**WHEREAS**, the Administration, Finance Committee, and Capital Projects Advisory Committee approve the changes as set forth in Change Order No. 1;

**NOW, THEREFORE, BE IT RESOLVED THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING ACTIONS:**

1. Change Order No. 1 attached hereto in the amount of \$2,500,000.00 is hereby approved.
2. The President is authorized to sign Change Order No. 1 on behalf of the College.
3. The construction contract will thereby be amended to increase the Contract Sum and to authorize the work as set forth in Change Order No. 1.
4. In all other respects, the construction contract remains unchanged.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

**2. Resolution Authorizing Water Infiltration Remediation Services**

**WHEREAS**, Hudson County Community College (“College”) requires water infiltration remediation services to resolve significant condensation and leakage issues above the seventh-floor ceiling at the North Hudson Campus, primarily affecting ceiling tiles, light fixtures, and insulation during the cooling season (“Services”); and,

**WHEREAS**, the College solicited multiple proposals for the Services; and,

**WHEREAS**, Greenman-Pederson, Inc. (“GPI”) has submitted a proposal to provide the Services at a cost not to exceed \$51,000; and,

**WHEREAS**, the College has determined the proposal from GPI to be in the best interests of the College, price and other factors considered; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A-25.3, the College may negotiate and award a contract to a vendor without public advertisement when the cost of the goods or services is below the College’s bid threshold; and,

**WHEREAS**, the cost of these services will be funded from the operating budget; and,

**WHEREAS**, the Administration and Finance Committee recommend this Service;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Greenman-Pederson, Inc. of Shrewsbury, New Jersey to provide water infiltration remediation services as described herein at a cost not to exceed \$51,000.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

### **3. Resolution Authorizing Renewal of Nutanix Software**

**WHEREAS**, Hudson County Community College (“College”) needs to renew the Nutanix software that assists in supporting both Virtual Desktop Infrastructure (“VDI”) and the College’s production servers; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A-25.10a, the service is exempt from public bidding as the purchase is being made through an approved cooperative; and,

**WHEREAS**, Aspire Technology Partners (NJEDGE Contract #00278834) submitted a proposal for the renewal at a total cost of \$184,869, which represents no increase from the prior agreement; and,

**WHEREAS**, the anticipated term is one (1) year; and,

**WHEREAS**, the cost of these services will be funded from the operating budget; and,

**WHEREAS**, the Administration and Finance Committee recommend this purchase;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Aspire Technology Partners of Eatontown, New Jersey for the Nutanix software renewal as described herein at a cost not to exceed \$184,869.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

### **4. Resolution Authorizing Renewal of Consultation Services for Latino Outreach**

**WHEREAS**, Hudson County Community College (“College”) needs to purchase and enhance Latino outreach public relations and marketing consultation services for the Latino community to attract personnel and students (“Services”); and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A-25.5 (a) (20), goods and services for personnel recruitment and advertising are exempt from bidding, including, without limitation, advertising seeking student enrollment; and,

**WHEREAS**, notwithstanding the bid exemption, the College solicited proposals for the Services through a fair-and-open process and issued a Request-for-Proposal (“RFP”) for the Services for a term not to exceed one (1) year; and,

**WHEREAS**, the College received the following proposals in response to the RFP:

<u>Vendor</u>	<u>Location</u>	<u>Cost</u>
Atabey Consulting Group	Wyckoff, NJ	\$96,000
Leap Amp, LLC dba AMP	Louisville, KY	\$192,000
The Perception, LLC	Louisville, KY	\$176,000

**WHEREAS**, the College has determined that the proposal submitted by Atabey Consulting Group (“Atabey”) is in the best interests of the College, price and other factors considered; and,

**WHEREAS**, there is a 33% increase from the prior year due to additional services of developing structured referral pipelines, expanding community partnership networks, and advising on targeted enrollment growth strategies to increase participation in ESL and workforce-aligned noncredit programs such as small business development, new media, and marketing; and,

**WHEREAS**, the term for these services is one (1) year; and,

*WHEREAS, the cost of these services will be funded from the operating budget; and,*

*WHEREAS, the Administration and Finance Committee recommend this purchase;*

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Atabey Consulting Group of Wyckoff, New Jersey, to provide Latino Outreach consultation services as described herein for a one (1) year term at a cost not to exceed \$96,000.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

**5. Resolution to Approve May 19, 2026 Commencement Date and Venue to be Funded by the Student Life Fee (SLF)**

*WHEREAS, Hudson County Community College ("College") needs to rent space for the annual Commencement Ceremony to be held at 10:00 a.m. on Tuesday, May 19, 2026; and,*

*WHEREAS, pursuant to N.J.S.A. 18A:64A-12 (l), the College may acquire, own, lease, use and operate property, whether real, personal or mixed, or any interest therein, which is necessary or desirable for college purposes; and,*

*WHEREAS, Sports Illustrated Stadium ("SIS") has provided a license agreement to rent the needed space at a total cost not to exceed \$81,847; and,*

*WHEREAS, the cost of this rental will be funded from the Student Life Fee; and,*

*WHEREAS, the Administration and Finance Committee recommend this award;*

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the license agreement with Sports Illustrated Stadium of Harrison, New Jersey in accordance with the terms described herein at a cost not to exceed \$81,847.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

**6. Resolution Authorizing Sale of Personal Property**

*WHEREAS, Hudson County Community College ("College") owns personal property in the category of transportation that is no longer needed for College purposes; and,*

*WHEREAS, the estimated fair market value of all of the property is less than the College's bid threshold; and,*

*WHEREAS, pursuant to N.J.S.A. 18A:64A-25.27, the College may sell personal property no longer needed for College purposes at private sale since the estimated value of property is less than the College's bid threshold; and,*

*WHEREAS, GovDeals.com has provided a proposal to sell the property through the Sourcewell National Cooperative, with the amount of the contract anticipated to be less than 20% of the College's bid threshold; and,*

*WHEREAS, proceeds collected will be used for HCCC Foundation scholarships; and,*

*WHEREAS, the Administration and Finance Committee recommend sale of the personal property;*

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College hereby authorize the sale of personal property set forth above.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve the recommendations of the President, Administration, and Finance Committee as outlined above in **Item VII., Fiscal, Administrative, Lease and Capital Recommendations 1-6.**

1) Resolution Approving Change Order No. 1 to the Contract for Mixed-Use Academic Building; 2) Resolution Authorizing Water Infiltration Remediation Services; 3) Resolution Authorizing Renewal of Nutanix Software; 4) Resolution Authorizing Renewal of Consultation Services for Latino Outreach; 5) Resolution to Approve May 19, 2026 Commencement Date and Venue to be Funded by the Student Life Fee (SLF); and 6) Resolution Authorizing Sale of Personal Property.

**INTRODUCED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**DATE:** March 24, 2026

DeFazio, Edward	_____
Gargiulo, Frank	_____
Gemma, Stacy	_____
Kenny, Roberta	_____
Lombardo, Vincent	_____
Rodriguez, Silvia	_____
Stahl, Harold	_____
Santiago, Lissa	_____
Teabout, Frances	_____
Peña, Jeanette, Chair	_____

\_\_\_\_\_ Aye      \_\_\_\_\_ Nay

# ***Supporting Documents***


**AIA**® Document G731™ – 2019

**Change Order, Construction Manager as Adviser Edition**

<b>PROJECT:</b> <i>(name and address)</i> Hudson County Community College Mixed-Use Academic Building Jersey City, New Jersey 07306	<b>CONTRACT INFORMATION:</b> Contract For: General Construction	<b>CHANGE ORDER INFORMATION:</b> Change Order Number: 001
<b>OWNER:</b> <i>(name and address)</i> Hudson County Community College 26 Journal Square Jersey City, New Jersey 07306	Date: 3/25/2024	Date: 3/9/2026
<b>CONTRACTOR:</b> <i>(name and address)</i> Dobco, Inc. 1 Geoffrey Way Wayne, New Jersey 07470	<b>ARCHITECT:</b> <i>(name and address)</i> NK Architects 95 Washington Street Morristown, New Jersey 07960	<b>CONSTRUCTION MANAGER:</b> <i>(name and address)</i> MAST Construction Services, Inc. 96 East Main Street Little Falls, New Jersey 07424

**THE CONTRACT IS CHANGED AS FOLLOWS:**

*(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)*

To increase the Construction Contingency Allowance #1.

The original Contract Sum was	\$ 83,500,000.00
Net change by previously authorized Change Orders	\$ 0.00
The Contract Sum prior to this Change Order was	\$ 83,500,000.00
The Contract Sum will be increased by this Change Order in the amount of	\$ 2,500,000.00
The new Contract Sum including this Change Order will be	\$ 86,000,000.00

The Contract Time will be increased by Zero (0) days.

The Contractor's Work shall be substantially complete on TBD.

**NOTE:** This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

**NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONSTRUCTION MANAGER, CONTRACTOR, AND OWNER.**

NK Architects

\_\_\_\_\_  
**ARCHITECT** *(Firm name)*

\_\_\_\_\_  
**SIGNATURE**

Ralph Rosenberg, Associate Principal

\_\_\_\_\_  
**PRINTED NAME AND TITLE**

\_\_\_\_\_  
**DATE:**

Dobco, Inc.

\_\_\_\_\_  
**CONTRACTOR** *(Firm name)*

\_\_\_\_\_  
**SIGNATURE**

Justin Johnson, Project Executive

\_\_\_\_\_  
**PRINTED NAME AND TITLE**

\_\_\_\_\_  
**DATE:**

MAST Construction Services, Inc.

\_\_\_\_\_  
**CONSTRUCTION MANAGER** *(Firm name)*

\_\_\_\_\_  
**SIGNATURE**

Troy Marzziotti, Vice President

\_\_\_\_\_  
**PRINTED NAME AND TITLE**

\_\_\_\_\_  
**DATE:**

Hudson County Community College

\_\_\_\_\_  
**OWNER** *(Firm name)*

\_\_\_\_\_  
**SIGNATURE**

Dr. Christopher Reber, President

\_\_\_\_\_  
**PRINTED NAME AND TITLE**

\_\_\_\_\_  
**DATE:**

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

*Tuesday, March 24, 2026*

**VIII. PERSONNEL RECOMMENDATIONS**

**1. RETIREMENT**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>
Lori	Byrd	Director, Nursing Program	122	December 31, 2026

**RECOMMENDATION:**      *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Retirement above as Personnel Recommendation Item No. 1.*

**2. RESIGNATIONS**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>
Marselly	Almanzar	Senior Assistant Director, Center for Academic and Student Success	113	February 20, 2026
Zakiyyah	Muhammad	Director, Talent Management	117	January 26, 2026
Juan	Peralta	Student Services Assistant	107	February 13, 2026

**RECOMMENDATION:**      *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Resignations above as Personnel Recommendation Item No. 2.*

**3. APPOINTMENT OF TEMPORARY FULL-TIME STAFF**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Salary Grade</b>	<b>Effective Date</b>	<b>Anticipated End Date</b>	<b>Annual Salary</b>
Daniela	Galvez	Internship Coordinator	110	February 25, 2026	January 31, 2027	\$ 52,500
Cristina	Vazquez	Program Coordinator, Continuing Education	112	February 25, 2026	February 25, 2027	\$ 55,202
Eman	Dasouky	Administrative Assistant	108	March 2, 2026	June 30, 2026	\$ 47,162

**RECOMMENDATION:**      *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Temporary Full-time Staff above as Personnel Recommendation Item No. 3.*

#### 4. APPROVAL OF FACULTY TENURE

The criteria for tenure include excellence in teaching, scholarly achievement, service to the College and community, and fulfillment of professional responsibilities. Applications for tenure are reviewed by a Tenure Review Board and recommendations are forwarded through the Chief Academic Officer to the President for approval and presentation to the Board of Trustees.

The following faculty are recommended for tenure effective Academic Year 2026-27.

<b>First Name</b>	<b>Last Name</b>	<b>Salary Grade</b>	<b>Title</b>
Christopher	Cody	ASSISTANT	Assistant Professor, Tenured
Raffi	Manjikian	ASSISTANT	Assistant Professor, Tenured
Sonja	Rodiger-Radovic	ASSISTANT	Assistant Professor, Tenured
Saliha	Yagoubi	ASSISTANT	Assistant Professor, Tenured

**RECOMMENDATION:**

The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the tenure recommendations above as Personnel Recommendation Item No. 4.

#### 5. AUTHORIZATION OF PART-TIME STAFF THROUGH MARCH 2027, AS NEEDED

<b>First name</b>	<b>Last name</b>	<b>Office</b>	<b>Title</b>	<b>Position ID</b>	<b>Supervisor</b>
Amirah	Johnson	Career and Transfer Pathways	PT Administrative Assistant	OFFAST-200531	Jennifer Valcarcel
Jazmin	Mora-Amaya	Early College/Secaucus Center	Academic Advisor	ADVISOR-150540	Christopher Conzen
Jeilynn	De Los Santos	Enrollment Services	NHC Office Assistant	OFFNHC-252030	Jason Figueroa
Fayrouz	Raouad	Hudson Helps Resource Center	Food Pantry Manager	PTRYMGR-200505	Katherine Morales
Yousef	Alshahed	Humanities and Social Sciences	ESL Office Assistant	OFFAST-101040	Matthew Kolbusz
Rachel	Gapasin	Humanities and Social Sciences	Office Assistant School of HUM/SS	OFFAST-101021	Betzabe Reyes
Alexander	Arellanes	Information Technology Services	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Mira	Domadiya	Information Technology Services	Evening-Weekend Supervisor	ISTLAB-253025	Diana Perez
Hetkumar	Naik	Information Technology Services	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Ansh	Patel	Information Technology Services	PC Technician	POSNID-253025-505420	Diana Perez

Diego	Perez	Information Technology Services	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Ian	Zambrano	Information Technology Services	PC Technician	PCTECH-253025	Diana Perez
Kayla	Rosario	Institutional Engagement and Excellence	Web Accessibility Coordinator	PTCORD-150525	Danielle Lopez
Jack	Engdall	Institutional Engagement and Excellence	Gallery Educator	PTINST-255011	Michelle Vitale
Kevin	Baksh	Intercollegiate Athletics	Assistant Coach - Men's Basketball	COACH-801001	Jonathan Sisk
Isaura	Guzman	Intercollegiate Athletics	Assistant Coach - Women's Basketball	COACH-801002	Jonathan Sisk
Luis	De La Cruz	Science, Technology, Engineering and Mathematics	Laboratory Assistant	LABAST-101015	Burl Yearwood
Haley	Puynko	Science, Technology, Engineering and Mathematics	Office Assistant	OFFAST - 153859	Burl Yearwood
Norman	Smart	CEWD	PT Coordinator	PTCORD-603095	Maritza Reyes
Ximena	Arenas Valle	CEWD	PT Instructor	HBINST-103005	Jaime Pardo
Sridevi	Ayloo	CEWD	PT Instructor	HBINST-103005	Jaime Pardo
Kiri	Bermack	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Vincent	Borrelli	CEWD	PT Instructor	HBINST-103005	Jaime Pardo
Trinidad	Dela Rosa	CEWD	PT Instructor	HBINST-103005	Jaime Pardo
Emajonite	Etienne	CEWD	PT Instructor	HBINST-103005	Jaime Pardo
Jonathan	Goodman	CEWD	PT Instructor	HBINST-103005	Jaime Pardo
George	Haniotis	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Velia	Hoffman	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Mary	Ibrahim	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Dionne	Kettl	CEWD	PT Instructor	HBINST-103005	Jaime Pardo

Johanna	Mejia	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Jose	Sanchez	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Rene	Sorto	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Kimberly	Sumpter	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Maryam	Syed	CEWD	PT Instructor	PTINST-102010	Chastity Farrell
Jessica	Wohlstetter	CEWD	PT Instructor	PTINST-102010	Chastity Farrell

**RECOMMENDATION:**

*The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Part-time Staff above as Personnel Recommendation Item No. 5.*

**6. APPOINTMENT OF NEW HIRE ADJUNCT INSTRUCTORS**

<b>First Name</b>	<b>Last Name</b>	<b>School/Office</b>
Joseph	Polvere	Humanities and Social Sciences
Sonia	Anastasi	Nursing and Health Professions
Sean	Gaughan	Science, Technology, Engineering and Mathematics

**RECOMMENDATION:**

*The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of New Hire Adjunct Instructors listed above as Personnel Recommendation Item No. 6.*

**7. MODIFICATION TO STAFFING TABLE**

<b>Current Approved Title</b>	<b>New Title/ Classification</b>	<b>Incumbent</b>	<b>Current Salary Grade</b>	<b>New Salary Grade</b>	<b>Current Salary</b>	<b>New Salary</b>	<b>Effective Date</b>
Executive Director, Center for Online Learning	Associate Vice President for Digital Learning, Artificial Intelligence and Emerging Technologies	Matthew LaBrake	122	124*	N/A	N/A	February 25, 2026

\*Incorrectly reported on February 2026 Board of Trustees agenda.

**RECOMMENDATION:**

*The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Staffing Table Modification listed above as Personnel Recommendation Item No. 7.*

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve the recommendations of the President, Administration, and Personnel Committee as outlined above in **Item VIII., Personnel Recommendations 1-7.**

1) Retirement; 2) Resignations; 3) Appointment of Temporary Full-time Staff; 4) Approval of Faculty Tenure; 5) Authorization of Part-time Staff, as Needed; 6) Appointment of New Hire Adjunct Instructors; and 7) Modification to Staffing Table.

**INTRODUCED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**DATE:** March 24, 2026

DeFazio, Edward	_____
Gargiulo, Frank	_____
Gemma, Stacy	_____
Kenny, Roberta	_____
Lombardo, Vincent	_____
Rodriguez, Silvia	_____
Santiago, Lissa	_____
Stahl, Harold	_____
Teabout, Frances	_____
Peña, Jeanette, Chair	_____

\_\_\_\_\_ Aye      \_\_\_\_\_ Nay

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**IX. ACADEMIC AND STUDENT AFFAIRS**

**1. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Southern New Hampshire University (SNHU)**

*WHEREAS*, Southern New Hampshire University (“SNHU”) offers a Master of Social Work (“MSW”) Program; and,

*WHEREAS*, the MSW Program requires students to complete practicum experiences; and,

*WHEREAS*, the MSW Program requires field sites at which students can complete their practicum experiences; and,

*WHEREAS*, Hudson County Community College (“College”) has the capacity to meet this need; and,

*WHEREAS*, Hudson County Community College seeks to enter into an Affiliation Agreement (“Agreement”) with SNHU whereby students enrolled in SNHU’s MSW Program will be able to complete the requisite practicum experiences at the College; and,

*WHEREAS*, this Agreement will remain in effect for the term established in the Agreement unless otherwise terminated by either party in accordance with the parameters established in the Agreement; and,

*WHEREAS*, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the Agreement between Hudson County Community College and Southern New Hampshire University;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize the Agreement between Hudson County Community College and Southern New Hampshire University, effective upon signature.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the College’s Administration to take all steps necessary to effectuate the terms of this resolution.

**2. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Bayonne Dry Dock (BDD)**

*WHEREAS*, Hudson County Community College (“College”), as one of the nation’s leading and most diverse urban community colleges, aspires to offer consistently best-practice, transformative educational and economic opportunities for its students and all residents of Hudson County; and,

*WHEREAS*, Bayonne Dry Dock has a need for the provision of a workforce development and training program designed to provide Bayonne Dry Dock’s existing employees as well as new apprentices with the requisite skills to service a broad scope of U.S. military and commercial sea vessels, support day-to-day operations of the shipyard, and engage in critical site infrastructure upgrades; and,

*WHEREAS*, through its School of Continuing Education and Workforce Development, the College can meet this need and seeks to enter into a Memorandum of Understanding (“MOU”) with Bayonne Dry Dock whereby the College will deliver the Shipyard Workforce Development and Training Program; and,

*WHEREAS*, the Shipyard Workforce Development and Training Program will be funded by the New Jersey Department of Labor through Workforce Funds; and,

*WHEREAS*, this MOU will remain in effect for one (1) year unless otherwise terminated by either party in accordance with the parameters established in the MOU; and,

**WHEREAS**, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the MOU between Hudson County Community College and Bayonne Dry Dock;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize the Memorandum of Understanding between Hudson County Community College and Bayonne Dry Dock, effective March 25, 2026.

**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the College’s Administration to take all steps necessary to effectuate the terms of this resolution.

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve the recommendations of the President, Administration, and Academic and Student Affairs Committee as outlined above in **Item IX., Academic and Student Affairs Recommendations 1 and 2:**

1) Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Southern New Hampshire University (SNHU); and 2) Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Bayonne Dry Dock.

**INTRODUCED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**DATE:** March 24, 2026

DeFazio, Edward	_____
Gargiulo, Frank	_____
Gemma, Stacy	_____
Kenny, Roberta	_____
Lombardo, Vincent	_____
Rodriguez, Silvia	_____
Stahl, Harold	_____
Santiago, Lissa	_____
Teabout, Frances	_____
Peña, Jeanette, Chair	_____

\_\_\_\_\_ Aye      \_\_\_\_\_ Nay

## ***Supporting Documents***

**[Click Here for Supporting Documents](#)**

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**X. NEW BUSINESS**

**HUDSON COUNTY COMMUNITY COLLEGE**

**BOARD OF TRUSTEES MEETING**

**Tuesday, March 24, 2026**

**XI. ADJOURNMENT**

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the March 24, 2026 meeting of the Hudson County Community College Board of Trustees be adjourned at \_\_\_\_P.M.

**INTRODUCED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**DATE:** March 24, 2026

- DeFazio, Edward \_\_\_\_\_
- Gargiulo, Frank \_\_\_\_\_
- Gemma, Stacy \_\_\_\_\_
- Kenny, Roberta \_\_\_\_\_
- Lombardo, Vincent \_\_\_\_\_
- Rodriguez, Silvia \_\_\_\_\_
- Stahl, Harold \_\_\_\_\_
- Santiago, Lissa \_\_\_\_\_
- Teabout, Frances \_\_\_\_\_
- Peña, Jeanette, Chair \_\_\_\_\_

\_\_\_\_\_ Aye      \_\_\_\_\_ Nay