

HUDSON COUNTY COMMUNITY COLLEGE
Mary T. Norton Room
70 Sip Avenue, 4th Floor
Jersey City, NJ
5:00 P.M.

Regular Meeting--Board of Trustees
August 9, 2016

AGENDA

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

II. ROLL CALL AND RECOGNITION OF VISITORS

Trustees:

Kevin G. Callahan
Ingrid Rose Cooper
Karen A. Fahrenholz, Secretary/Treasurer
James Fife, Trustee Emeritus
Glen Gabert - President
Roberta Kenny
Joanne Kosakowski
Bakari Gerard Lee, Vice Chair
William J. Netchert, Chair
Jeanette Peña
Adrienne Sires
Harold Stahl
Monica Tone

III. COMMENTS FROM THE PUBLIC *Mr. Netchert*

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 and, if there is such a determination, an announcement will be made as to where the session will be placed on the agenda.)*

V. AWARDS, RECOGNITIONS AND SPECIAL REPORTS

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS

Dr. Gabert

1. Minutes of Previous Meetings
2. Gifts, Grants, and Contracts

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

VIII. PERSONNEL RECOMMENDATIONS *Dr. Gabert*

IX. ACADEMIC AND STUDENTS AFFAIRS *Dr. Gabert*

X. NEW BUSINESS *Mr. Netchert*

XI. ADJOURNMENT *Mr. Netchert*

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

CALL TO ORDER

I. FLAG SALUTE

II. ROLL CALL AND RECOGNITION OF VISITORS

Trustees:

Kevin Callahan	<u>PRESENT</u>
Ingrid Rose Cooper	<u>PRESENT</u>
Karen A. Fahrenholz	<u>PRESENT</u>
James Fife, Trustee Emeritus, ex officio	<u>ABSENT</u>
Glen Gabert - President, ex officio	<u>PRESENT</u>
Roberta Kenny	<u>ABSENT</u>
Joanne Kosakowski	<u>PRESENT</u>
Bakari Lee	<u>PRESENT</u>
William J. Netchert	<u>PRESENT</u>
Jeanette Peña	<u>ABSENT</u>
Adrienne Sires	<u>ABSENT</u>
Harold G. Stahl	<u>PRESENT</u>
Monica Tone	<u>ABSENT</u>

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 Jersey Journal, The Star Ledger, filed with each Office of the Hudson County Municipal Clerks, and posted on the Public Bulletin Boards of the Hudson County Community College at 25 Journal Square, 70 Sip Avenue, Jersey City, New Jersey and at the North Hudson Higher Campus, Union City, New Jersey stating the date, time and place of said meeting.

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

III. COMMENTS FROM THE PUBLIC

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

RESOLUTION

WHEREAS, the members of the Board of Trustees deem it necessary to suspend the order of the agenda;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees agrees to suspend the order of the agenda.

INTRODUCED BY: William Netchert

SECONDED BY: Bakari Lee

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley
Signature of Recorder

8-9-16
Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

IV. CLOSED SESSION

WHEREAS, Section 8 of the Open Public Meetings Act, Chapter 23; P.L. 1975 permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, this public body is of the opinion that such circumstances presently exist;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Hudson County Community College as follows:

1) the public shall be excluded from discussion of and action upon the hereinafter specified subject matter(s)

2) the general nature of such matter(s) to be discussed is as follows:

Legal

Personnel

3) it is anticipated at this time that the above stated subject matter(s) will be made public if final action is to be taken, or when the privilege of confidentiality no longer attaches;

4) this resolution shall take effect immediately.

MOTION TO RETURN 6:15 PM
FROM CLOSED SESSION
Bakari Lee

INTRODUCED BY: Bakari Lee

SECONDED BY: Harold Stahl

Kevin Callahan

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley
Signature of Recorder

8-9-16
Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

V. AWARDS, RECOGNITIONS AND SPECIAL REPORTS

1. *Lead Hudson County – Ana Chapman-McCausland, Dean, Non-Traditional Programs*
2. *Safety and Security Committee Report – Paula Pando, Senior Vice President, North Hudson Campus and Educational Services and Rafael Nivar, Director, Safety and Security*
3. *Enrollment Update – Paula Pando*

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS

1. MINUTES OF PREVIOUS MEETINGS

The Minutes of the Regular Meeting of June 14, 2016 are herewith officially submitted to the Board Trustees for approval. (Attachment A)

Recommendation:

It is the recommendation of the President that the Board of Trustees accept the Minutes of the Regular Meeting of June 14, 2016.

2. GIFTS, GRANTS, AND CONTRACTS REPORT

The College has made the following grant & contract proposals:

TITLE: NEH Humanities Collections and Reference Resources Grant Program

AGENCY: National Endowment for the Humanities

PURPOSE OF GRANT: This application was submitted to help sustain the college arts collection while making it available for humanities programming

COLLEGE ADMINISTRATOR: Andrea Siegel / Ryan Martin

COLLEGE CONTRIBUTION: \$15,000

AWARD AMOUNT: \$59,780

TITLE: Project LEAP Bridge Program

AGENCY: PNC Bank Foundation

PURPOSE OF GRANT: Provide expedited bridge programs for potential LEAP students

COLLEGE ADMINISTRATOR: Ryan Martin

COLLEGE CONTRIBUTION: 0

AWARD AMOUNT: \$13,684

RESOLUTION: Now, therefore, be it resolved that the Board of Trustees accept Item VI. Regular Monthly Reports and Recommendations #1 and #2.

INTRODUCED BY:

Bakari Lee

SECONDED BY:

Joanne Kosakowski

DATE:

August 9, 2016

Callahan, Kevin

AYE

Fahrenholz, Karen

AYE

Kenny, Roberta

ABSENT

Kosakowski, Joanne

AYE

Lee, Bakari

AYE

Peña, Jeanette

ABSENT

Sires, Adrienne

ABSENT

Stahl, Harold

AYE

Tone, Monica

ABSENT

Netchert, William, Chair

AYE

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley
Signature of Recorder

8-9-16
Date

**ATTACHMENT A
ITEM VI**

**HUDSON COUNTY COMMUNITY COLLEGE
Board of Trustees Meeting
Mary T. Norton Room
Jersey City, NJ**

**REGULAR MEETING -- BOARD OF TRUSTEES
June 14, 2016**

MINUTES

PRESENT: Kevin Callahan, Karen Fahrenholz, Glen Gabert, (ex officio), Joanne Kosakowski, Bakari Lee, and William Netchert, and Monica Tone.

ABSENT: Ingrid Rose Cooper, Student Alumni Representative, James Fife, Trustee Emeritus, (ex officio), Roberta Kenny, Jeanette Peña, Adrienne Sires and Harold Stahl.

Counsel to the Board: Sheri Seigelbaum, Esq. for Scarinci & Hollenbeck

HCCC Staff and Visitors present were: Israel Chia, John Delooper, Paul Dillon, Eric Friedman, Dorothea Graham-King, Patrick Moore, Jennifer Oakley, Jeannie Pagano, Ismael Randazzo, Qamar Raza, Vivyen Ray, Carol VanHouten, Chris Wahl, Lilisa Williams, Marcella Williams, Veronica Zeichner.

I. CALL TO ORDER - FLAG SALUTE 5:00 PM

II. ROLL CALL AND RECOGNITION OF VISITORS

The regular meeting was called to order by William Netchert at 5:00 p.m. and roll called by Marcella Williams.

III. COMMENTS FROM THE PUBLIC - None

IV. CLOSED SESSION - None

V. AWARDS, RECOGNITIONS AND SPECIAL REPORTS - None

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS

1. Minutes of the Regular meeting of May 10, 2016.
2. Gifts, Grants and Contract Reports

The College has made the following grant & contract proposals:

TITLE: HSI – STEM Grant Program
AGENCY: United States Department of Education
PURPOSE OF GRANT: The Grants Office submitted this application in an effort to support new and existing STEM programs at the College.
COLLEGE ADMINISTRATOR: Ryan Martin
COLLEGE CONTRIBUTION: 0
AWARD AMOUNT: \$1.45 million

TITLE: Carl D. Perkins Grant for Career and Technical Education (CTE)
AGENCY: New Jersey Department of Education
PURPOSE OF GRANT: HCCC received notice of our FY17 allocation to be utilized for direct instructional support for HCCC CTE programs
COLLEGE ADMINISTRATOR: Ryan Martin
COLLEGE CONTRIBUTION: 0
AWARD AMOUNT: \$576,839

Introduced by: Bakari Lee
Seconded by: Karen Fahrenholz
6 Ayes.....0 Nays Resolution Adopted

VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS

- 1. Resolution Rejecting Bid Award for Classroom Renovation*
- 2. Resolution Rejecting Bid Award for Roof Replacement*
- 3. Bid Award for Interior Renovation*
- 4. Resolution Rejecting Bids for the Custodial Cleaning Services Contract*
- 5. Resolution to Extend Cleaning Service Contract*
- 6. Purchase of Furnishings in Building Room a302, 2 Enos Lower Level, and B107*
- 7. Resolution Approving Change Orders for Brockwell & Carrington Contractors*
- 8. Award of Media Services for Transit Advertisement FY 17*
- 9. Award of Media Services (News 12) for Cable Advertisements for FY 17*
- 10. Award of Media Services (Cablevision) for Cable Advertisements for FY 17*
- 11. Award of Media Services (Comcast) for Cable Advertisements for FY 17*
- 12. Renewal College Wide Imaging Solutions Perceptive Software FY 17*
- 13. Renewal of College's Campus-Wide Ellucian Software Maintenance Agreement for FY 17*
- 14. Renewal of College's Microsoft Campus-Wide Software License Agreement for FY 17*
- 15. Award of Comprehensive Assessment and Review Program for Nursing Program*
- 16. Purchase of Equipment for Mobile Computer Lab*
- 17. Resolution Authorizing of Parking Authority Contract for Campus Parking*
- 18. Purchase of Equipment and Furnishings for EKG/CPR/Phlebotomy Laboratory Room F208 at 870 Bergen Avenue*
- 19. Renewal of Parking Contract Agreement for Journal Square Parking Garage, LLC. For FY17*

Introduced by: Bakari Lee
Seconded by: Kevin Callahan
6 Ayes.....0 Nays Resolution Adopted

VIII. PERSONNEL RECOMMENDATIONS

1. RESIGNATION

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Margaret Bellanich	Senior Accountant	5/24/2016

2. APPOINTMENT OF STAFF

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Isalia Crespo	Associate Director of Advisement & Counseling	6/15/2016	\$60,000.00 (pro-rated)
Priscilla Ochoa	Systems Coordinator	6/15/2016	\$40,000.00 (pro-rated)
Angelia Bouret	ESL / Bilingual Secretary	6/15/2016	\$30,000.00 (pro-rated)

**3. APPOINTMENT OF ADDITIONAL NEW & CONTINUING PART-TIME HIRES:
JUNE 14, 2016– DECEMBER 31, 2016.**

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
SULLIVAN	PATRICIA	BUS,CUL & HOSP	REC CLERK	RECLERK-101030	P. DILLON
CANALES	RONNY	HUMANITIES	OFFICE ASST	OFFAST-101020	E. NESIUS
WILBRINK	MICHEL	DEAN OF INSTR/ARTS	OFFICE ASST	OFFAST-101005	C. WAHL
REYES	HARETON	COMM EDUC	ESL INST	ESLC-102015	J. NAVAS
GARCIA-CRUZADO	DIEGO	COMM EDUC	SUMMER ASST TA	SUMTA-102005	J. NAVAS
LASTELLA	DONNA	COMM EDUC	CE INST	PTINST-102005	J. NAVAS
SHETH	MEET	ITS	INSTR LAB ASST	ISTLAB-253025	D. PEREZ
SHAH	SHREE	ITS	INSTR LAB ASSISTANT	ISTLAB-253025	D. PEREZ
VILLALTA	MELISSA	ITS	INSTR LAB AST	ISTLAB-253025	D. PEREZ
ROMERO	JENNIFER	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
ORELLANA	ANDRES	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
ABAZEID	ASIA	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
AGARWAL	SHIVAM	STEM	LAB ASST	LABAST-101015	J. MARLIN
COLON	CAMELLE	STEM	OFFICE ASST	OFFAST-101015	P. SOROUR
RIVERA	BRIANA	OSA	PEER LEADER	PEERLEA-701000	M. REIMER
ALEKSANYAN	GRIGORY	OSA	PEER LEADER	PEERLEA-701000	M. REIMER
RUIZ	CINDY	OSA	PEER LEADER	PEERLEA-701000	M. REIMER
GILBERT	JESSICA	OSA	PEER LEADER	PEERLEA-701000	M. REIMER
DIBY	HAMILTON	OSA	PEER LEADER	PEERLEA-701000	M. REIMER
ZHAGUI	JONATHAN	OSA	PEER LEADER	PEERLEA-701000	M. REIMER
WRIGHT	MALIKA	OSA	PEER LEADER	PEERLEA-701000	M. REIMER

CONTINUING PART TIME HIRES

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
JOSIAH	JASON	CULTURAL AFFAIRS	GALLERY ASST	GALAST-701000	M. VITALE
PORTILLO	JACQUELYN	CULTURAL AFFAIRS	ART INSTRUCTOR	ARTINT-701000	M. VITALE
ROOFE	SEAN	CULTURAL AFFAIRS	PROG COORD	PROCORD-701000	M. VITALE
WONG-CASTELLANO	JOCELYN	STUDENT ACTIVITIES	PEER LEADER	PEERLEA-701000	M. REIMER
GOTIA	EDWARD	STUDENT ACTIVITIES	PEER LEADER	PEERLEA-701000	M. REIMER
OGBURN	AMAALAH	STUDENT ACTIVITIES	PEER LEADER	PEERLEA-701000	M. REIMER
HICKSON	KASHEEN	EDUC OPP FUND	OFFICE ASST	OFFAST-603001	J. SMITH
HAYES	JENNIFER	EDUC OPP FUND	OFFICE ASST	OFFAST-150515	J. SMITH
KELLY	MATTHEW	EDUC OPP FUND	INSTRUCTOR	PTINST-603036	J. SMITH
MOORE	MICHELE	EDUC OPP FUND	INSTRUCTOR	PTINST-603036	J. SMITH
WADHWANI	USHA	EDUC OPP FUND	INSTRUCTOR	PTINST-603036	J. SMITH
WILSON	COURTNEY	EDUC OPP FUND	OFFICE ASST	OFFAST-603001	J. SMITH
JAVED	MOHAMAD	EDUC OPP FUND	TUTOR	TUTOR-603036	J. SMITH
SEEMAL	JAVED	EDUC OPP FUND	TUTOR	TUTOR-603036	J. SMITH
MERCADO	MARY	EDUC OPP FUND	TUTOR	TUTOR-603036	J. SMITH
SUTON	JORDAN	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
JONES	DAEQUAN	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
HART	GENEV	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
JACKSON	TYTIANNA	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
HOUGHTON	DAVID	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
EPPS	JUSTIN	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
SMYTH	SARA	EDUC OPP FUND	PEER LEADER	PEERLEA-150520	J. SMITH
CHAUDHRY	MASOOD	ENROLLMENT SVCS	SUP ASST	SUPAST-200525	M. REIMER
CANELA	CHRISTOPHER	ENROLLMENT SVCS	SUP ASST	SUPAST-200525	M. REIMER
ZAHUR	WAJIA	ENROLLMENT SVCS	SUP ASST	SUPAST-200525	M. REIMER
ILYAS	ASMA	ENROLLMENT SVCS	SUP ASST	SUPAST-200525	M. REIMER
BREWER	DEJA'NEE	DEAN OF INST/ARTS	OFFICE ASST	OFFAST-101005	C. WAHL
ESCALANTE	JENNY	DEAN OF INST/ARTS	OFFICE ASST	OFFAST-101005	C. WAHL
THOMAS	KAMOL	DEAN OF INST/ARTS	STUDENT ASST	STUAST-101005	C. WAHL
CONTLA	HAIDE	DEAN OF INST/ARTS	OFFICE ASST	OFFAST-101005	C. WAHL
MERCADO	MARY	DEAN OF INST/ARTS	STUDENT ASST	STUAST-101005	C. WAHL
CUMMINS	JOSEPH	DEAN OF INST/ARTS	SCORER	SCORER-101005	C. WAHL
KRESS	SALLY ANN	DEAN OF INST/ARTS	SCORER	SCORER-101005	C. WAHL
BROWN	TIM	TEST & ASSESSMENT	TESTING ASST	TAIDE-200530	D. FRANCO
WOOTEN	TAUNDRRA	TEST & ASSESSMENT	TESTING AIDE	TAIDE-200530	D. FRANCO
MOKDESSI	MONA	TEST & ASSESSMENT	TESTING AIDE	TAIDE-200530	D. FRANCO
MARTIN	KYARA	STUDENT ACTIVITIES	PROGRAMMING ASSISTANT	PRGAST-701000	D. CLARK
SANDOVAL	GENESIS	STUDENT ACTIVITIES	PROGRAMMING ASSISTANT	PRGAST-701000	D. CLARK
SANTIAGO-SOSA	LUIS	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
SANDERS	INDRA	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
POLK	CHARLES	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
JAMES	SHEILA	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES

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LUMSDEN	DWAYNE	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
BAKHEET	HUSSEIN	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
DERTEANO	GLORIA	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
ELKHOLY	MARIAM	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
WIGGINS	JAMES	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
TESTA	GEORGE	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
HELMY	MOHAMED	EVENING,WKND, OFF SITE	EVENING/ WEEKEND ADMIN	EWKADM-252010	M. TORRES
DRIBKI	YASSINE	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
LOPEZ	VICTOR	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
AGUIRRE	MAURICIO	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
HEDHLI	AMJED	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
LEONOVA	YULIA	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
ADEWUMI	AMINATA	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
SIVARAM	SHOBICA	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
PATEL	SHRUSHTI	STEM	OFFICE ASST	OFFAST-101015	J. MARLIN
LABORDE	MARINA	CUSTOMER SVC	OFFICE ASST	OFFAST-253035	G. DARIAS
PATEL	PARTHKUMAR	CUSTOMER SVC	OFFICE ASST	OFFAST-253035	G. DARIAS
CASAS	MICHAEL	CUSTOMER SVC	OFFICE ASST	OFFAST-253035	G. DARIAS
RAMSARRAN	NANDLALL	CUSTOMER SVC	OFFICE ASST	OFFAST-253035	G. DARIAS
KHO	CORRY	HUMAN RESOURCES	OFFICE ASST	OFFAST-253020	V. RAY
BRANA	VALINE	HUMAN RESOURCES	OFFICE ASST	OFFAST-253020	V. RAY
VASQUEZ	HUASCAR	MAINTENANCE	FACILITIES WKR	PTFWK-300510	J. MALDONADO
GOMES	AIRES	MAINTENANCE	FACILITIES WKR	PTFWK-300510	J. MALDONADO
QUINONES	TONY	MAINTENANCE	FACILITIES WKR	PTFWK-300510	J. MALDONADO
VELEZ	APOLINAR	MAINTENANCE	FACILITIES WKR	PTFWK-300510	J. MALDONADO
GRANT	TYQUAN	SOCIAL SCIENCE	OFFICE ASST	OFFAST-101021	C. WARREN
JOSEPH	KENNIA	COMMUNICATION	OFFICE ASST	OFFAST-254055	J. CHRISTOPHER
MARULANDA	ANTHONY	COMMUNICATION	COMM ASST	OFFAST-254055	J. CHRISTOPHER
MALONEY	SANDRA	CAREER DEV	CAR DEV ADV	ADVISOR-200531	M. REIMER
SALEH	DOUA	CAREER DEV	CAR DEV ADV	ADVISOR-200531	M. REIMER
ELMERA	CARMENE	CAREER DEV	CAR DEV ADV	ADVISOR-200531	M. REIMER
SMITH	DOMINIQUE	ACAD AFFAIRS	LEAP COORD	PTCORLP-252010	J. RODRIGUEZ
JIMENEZ	STEPHANIE	ACAD AFFAIRS	OFFICE ASST	OFFAST-252010	J. RODRIGUEZ
NAIK	PRIYANKA	ACAD AFFAIRS	REC KEEPER	RECKEEP-252010	E. FRIEDMAN
CONLEY	CARMEN	FINANCIAL AID	OFFICE ASST	OFFNHC-200520	J. MORALES
GARCIA	CAROLINE	FINANCIAL AID	OFFICE ASST	OFFNHC-200520	J. MORALES
HERNANDEZ	HECTOR	FINANCIAL AID	OFFICE ASST	OFFAST-200520	J. MORALES
CORTEZ	CIELO	FINANCIAL AID	OFFICE ASST	OFFNHC-200520	J. MORALES
PEREZ-JIMENEZ	MILTA	FINANCIAL AID	OFFICE ASST	OFFAST-200520	J. MORALES
ELGHANDOR	HEBA	FINANCIAL AID	OFFICE ASST	OFFAST-200520	J. MORALES
ROSADO	ROSALIND	FINANCIAL AID	OFFICE ASST	OFFAST-200520	J. MORALES
AMKOUK	FATIMA	FINANCIAL AID	OFFICE ASST	OFFAST-200520	J. MORALES
LEON	AIMEE	FINANCIAL AID	OFFICE ASST	OFFNHC-200520	J. MORALES
ABDULLAH	SIRHAN	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
ATLIC	NIHAD	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
ROSS-REED	KIM	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
WILLIAMS-AYCOX	PAULA	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
EVANS	FREDERICA	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
JOHNSTONE	LIBUTSI	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
PLOOM	LAVERNE	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
MUNIZ	ALEXIS	GRANTS	TAACCCT INST	GRAINS-601076	A. CHAPMAN
COLEMAN	RITA	GRANTS	EVALUATOR	CNAEVAL-601076	A. CHAPMAN
MADRID	JONATHAN	NON TRAD PROG	OFFICE ASST	OFFAST-102005	A. CHAPMAN

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SAMID	HYAT	NON TRAD PROG	OFFICE ASST	OFFAST-102005	A.CHAPMAN
STONE	ALEXANDRIA	NON TRAD PROG	OFFICE ASST	OFFAST-102005	A.CHAPMAN
PACHECO	AJA	AF – ENGLISH	STUDENT ASST	STUAST-101040	J. CANIGLIA
SUERO	GIANNY	ESL/BILINGUAL	STUDENT ASST	STUAST-101035	E.NEHREBECKI
GONZAGA	CYNTHIA	ESL/BILINGUAL	STUDENT ASST	STUAST-101035	E.NEHREBECKI
BOURET	ANGELINA	ESL/BILINGUAL	OFFICE ASST	OFFAST-101035	E.NEHREBECKI
VALCARCEL	PAOLA	ESL/BILINGUAL	OFFICE ASST	OFFAST-101035	E.NEHREBECKI
REO	JOHN	SECURITY	EVENING MANAGER	PTMGR-253040	P. PANDO
CAVALIERE	JOHN	SECURITY	EVENING MANAGER	PTMGR-253040	P. PANDO
COUSAR	EVONY	SECURITY	OFFICE ASST	OFFAST-253040	P. PANDO
GALVEZ	DIANA	NO HUD CAMPUS	OFFICE ASST	OFFAST-252030	Y. PUJOLS
MARTINEZ	KAITLAN	NO HUD CAMPUS	OFFICE ASST	OFFAST-252030	Y. PUJOLS
ROBLES	HEIDI	NO HUD CAMPUS	OFFICE ASST	OFFAST-252030	Y. PUJOLS
MUENTES	STEPHANIE	LIBRARY	LIB CLERICAL	LRCLAB-150510	C. VAN HOUTEN
LOPEZ	CATHERINE	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
BROOKS	CLIFFORD	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
MUHI	AMORFINA	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
ODEH	HUSSEIN	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
COX	JAMES	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
PU	JENNIE	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
BORDONE	JAMES	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
SOVA	CATHLEEN	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
GAWCHIK	MARTHA	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
PATEL	KIRAN	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
DODDS	JOHN	LIBRARY	LIBRARIAN	PTLRN-150510	C. VAN HOUTEN
JOHN-LEWIS	AKIM	LIBRARY	LAB TECH	LRCLAB-150510	C. VAN HOUTEN
RICHARD	ROBERT	LIBRARY	LAB TECH	LRCLAB-150510	C. VAN HOUTEN
PITRE	NESTOR	LIBRARY	LAB TECH	LRCLAB-150510	C. VAN HOUTEN
SANCHEZ	LOTTA	LIBRARY	LAB TECH	LRCLAB-150510	C. VAN HOUTEN
REYES	RIKKI	LIBRARY	LAB TECH	LRCLAB-150510	C. VAN HOUTEN
BUSTAMANTE	KENNY	LIBRARY	LAB TECH	LRCLAB-150510	C. VAN HOUTEN
TUBUNGBANUA	ANGELITA	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
NELSON	JEANETTE	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
OUBRAHAM	NOUARA	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
ELGEBILY	SOHIR	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
ABON	EUSEBIO	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
RODRIGUEZ	VICTOR	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
WILKES	VERONICA	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
LOISEAU	MIKE	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
GONSALVES	DEVIKA	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
VARGAS	ERNESTINA	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
SAHADEO	KRISHNA	LIBRARY	OFFICE ASST	OFFAST-150510	C. VAN HOUTEN
WILLIAMS	ERIKA	ADVISE & COUNS	OFFICE ASST	OFFAST-200510	S. MAGLIULO
FERNANDEZ	CANDICE	ADVISE & COUNS	OFFICE ASST	OFFAST-200510	S. MAGLIULO
JOHNSON	JAMAR	ADVISE & COUNS	OFFICE ASST	OFFAST-200510	S. MAGLIULO
ROSADO	GRACE	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
ELMADANI	ABDELAZIZ	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
VERGARA	CHANTAL	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
BHARDWAJ	MANITA	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
HENRIQUEZ	JENNY	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
FERNANDEZ	KATHERINE	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
LIVESAY	LEWIS	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
ABAD	ABDUL	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
ABURI	ESTHER	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
WILSON	COURTNEY	ADVISE & COUNS	ADVISOR	ADVISOR-200510	S. MAGLIULO
VALVANO	KATRINA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS

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WILLIAMS	ERIKA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
TAYLOR	DANIELLE	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
REEVES	GABRIELLE	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
REEVES	ANGELIQUE	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
MENDEZ	DANIEL	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
LA RUSSO	FAITH	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
JAIKISSON	MARTHA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
HORNE II	JEFFREY	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
GRIFFITH	AMIRA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
GREEN	DONYA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
GALANG	NOR THERESA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
ALPAPARA	VICTORIA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
FERRI	JOHN	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
DUMANCELA	ANGEL	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
DAPONTE	MARISA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
CID	ALEXANDER	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
CACERES	LUIS	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
CABEZAS	JAVIER	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
AHMAD	SABEEN	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
RIZZO	DANIELLE	DISABILITY	SIGN LANG INT	SINGLAU- 101015/20/30/40/4 1	K. DAVIS

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MULLER	KIMBERLY	DISABILITY	SIGN LANG INT	SINGLAU-101015/20/30/40/41	K. DAVIS
FRIEDMAN	MARCI	DISABILITY	SIGN LANG INT	SINGLAU-101015/20/30/40/41	K. DAVIS
FARRELL	KAREN	DISABILITY	SIGN LANG INT	SINGLAU-101015/20/30/40/41	K. DAVIS
DIAZ	MARYANN	DISABILITY	SIGN LANG INT	SINGLAU-101015/20/30/40/41	K. DAVIS
BURNETT	LAURA	DISABILITY	SIGN LANG INT	SINGLAU-101015/20/30/40/41	K. DAVIS
BRINKLEY	LAURA	DISABILITY	SIGN LANG INT	SINGLAU-101015/20/30/40/41	K. DAVIS
MELIAN	MARIA	COMM EDUC	CULIN INST	CACEINS-102020	J. NAVAS
YASHAYEVA	SAMAYA	CBI	ASST COORD	PTCORD-103005	A.CHAPMAN
AHMAD	TAHRIER	CBI	OFFICE ASST	OFFAST-103005	A.CHAPMAN
SAEED	ANEEQA	CBI	OFFICE ASST	OFFAST-103005	A.CHAPMAN
HAMER	ROBERT	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
GRAY	DENISE	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
GAMBINO	RUSSEL	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
GALLI	KAREN	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
ELLERBE	JANICE	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
EDWARDS	LETISHA	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
BAXER	PAUL	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
HUNTER	DORIAN JR	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
LEWIS	DEBORAH	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
MELLENO	CHRISTINE	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
THOMAS	MORRIS	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
MUNIZ	ALEXIS	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
AGANA	CARMILLE	CBI	INSTRUCTOR	PTINST-605003	A.CHAPMAN
WADHWANI	USHA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
VALCARCEL	ALICIA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
THOMAS	MORRIS	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
SARMIENTO	MARIA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
SANTIZO	ALBERT	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
SAMBULA	LISA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
PERALES	AILENE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
PANOVA	MILENA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
ODEN	RUTH	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
MUNIZ	ALEXIS	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
MORUZZI	VICTOR	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
MELLENO	CHRISTINE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
LIBUTSI	JOHNSTONE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
LEWIS	DEBORAH	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
HUNTER	DORIAN JR	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
HEFELLE	GEORGE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
HAMER	ROBERT	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
GRAY	DENISE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
GAVIRIA	DORISNEIDA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
GAMBINO	RUSSEL	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
GALLI	KAREN	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
FABARA	KENNY	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
ERVIN	DORIS	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
ELLERBE	JANICE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
EDWARDS	LETISHA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN

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D'MARCO	CHRISTOPHER	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
COTO	HECTOR	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
CHITTY	SHAWN	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
CHAPMAN	ANA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
BAXER	PAUL	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
BANZON	AMELIA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
ANDOLFO	THOMAS	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
AGANA	CARMILLE	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
ALTAAI	ASEEL	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
JORDAN	HERMINIA	CBI	INSTRUCTOR	PTINST-103005	A.CHAPMAN
PATEL	JIGAR	ITS	PC TECH	PTTECH-253025	I.CHICAS
NAIK	DHAVAL	ITS	PC TECH	PTTECH-253025	I.CHICAS
HAOSON	NICHOLAS	ITS	PC TECH	PTTECH-253025	I.CHICAS
VIDAL	JONATHAN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
BRAVO	KENNY	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
CERVANTES	SINDY	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
DESCHAMPS	ANTHONY	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
FARUQUE	MAHA	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
FARUQUE	MUHAMMAD	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
FAYYAZ	KOMAL	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
GREENBER	MAX	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
HARDING	PAULA	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
HERNANDEZ	MAYDELIN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
INSUASTI	KEVIN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
JOHNSON	KATHERINE	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
LEON	CHRISTIAN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
MARQUEZ	RON-NIE	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
MEZA	DAGOBERTO	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
DRAMAS	IVONNE	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
PATEL	AENAL	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
PATEL	DHRUVIK	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
PATEL	JIGAR	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
PATEL	KIRTAN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
POLANCO	O'NEAL	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
PUEBLA	EUNICE	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
RAMOS	JONATHAN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
RODRIGUEZ	MARIA	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
ROJAS	LEONARDO	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
SAMANIEGO	JUAN	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
SANCHEZ	FREDY	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
SANCEHZ	STEPHANIE	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
SUAREZ	SELENA	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
TABORA	HEATHER	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
URIBE	DANIEL	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
VAGHANI	MANASVI	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
VELASQUEZ	CAMILA	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
VILLAMARIN	VALERIA	ITS	INST LAB ASST	ISTLAB-253025	I.CHICAS
PUKDEEDAMRONGRI T	ANUCHIT	BUS,CUL & HOSP	INSTRUCTOR	PTAACAI-101030	E. FREIDMAN
FONG	KIM	BUS,CUL & HOSP	INSTRUCTOR	PTAACAI-101030	E. FREIDMAN
MARTINEZ	JESSICA	BUS, CUL & HOSP	OFFICE ASST	OFFAST-103010	E. FREIDMAN
ZORILLA	MELISSA	BUS, CUL & HOSP	OFFICE ASST	OFFAST-103010	E. FREIDMAN
NOUR	SAMIR	BUS, CUL & HOSP	OFFICE ASST	OFFAST-101030	E. FREIDMAN
IDROVO	GLADYS	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN
TACSA	YISELA	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN
TABARES	PEDRO	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN
SINGH	SOAMWATTIE	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN
RODRIGUEZ	DELIA	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN
CURIEL	TAMARA	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN
CRUZ	FELIX	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	I.ASHMYAN

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CASTRO	SILVIA	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	LASHMYAN
CANDELARIA	MIGUEL	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	LASHMYAN
AVILES	LILIAN	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	LASHMYAN
ABAD	WASKAR	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	LASHMYAN
ABAD	DAURI	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	LASHMYAN
GORIZ	EURANIA	BUS, CUL & HOSP	DISHWASHER	CULDDW-101030	LASHMYAN
ASHAMALLA	MARCO	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
LOPEZ	SAMANTHA	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
CARABALLO	YANIBEL	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
ZAMAN	NILOY	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
LEON	CHRISTIAN	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
NAQI	SYED	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
PAGAN	DIMARIE	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
BEREKA	ABDALLAH	ACADEMIC SUPPORT SERVICES DEPT.	SI LEADER	SILEAD-150505	PAMELA BANDYOPADHY
KENNEDY	MARY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
VELA	LINDA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
LOPEZ JR.	VICTOR	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
AHMAT	HASSAN	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ASAD	SAUBIA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ZAHIN	HUMAYRA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
NICHOLSON	JAHEERA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
OLKEWICZ	KEITH	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
VILLAFANE	MELISSA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GRIMALDI	ROSE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
PIVORAICO	VIOLETTA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
KUTUBUDDIN	NIPON	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DAVIS	DÓLORES	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
MCFARLANE-EDWARDS	JANET	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
AHMED	MARYSTELLA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
VALANZOLA	SANDRA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
WADHWA	KANISHKA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ZAMAN	NILOY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ZULUETA	ISABELITA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY

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MORENO	ANDREA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
HAOSON	DOMINIQUE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
OSORIO	RAFAEL	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
OUANIR	HASSAN	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
PATEL	UTTSAV	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
PENSOY	SAEDEL	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
PEREIRA SHOREY	JAMES	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
PLUMMER	ANGLINE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
RIVERA	CHAYANNE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ROBERTS	SARAH	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
SALEM	HEBA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
SAMBULA	LISA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
SANCHEZ	MELODY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
SMITH	ALYSSA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GONZALEZ	ROBERT	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GRASSI	ERNESTO	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
KHATRI	BINISH	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
KHOKHAR	ABDUL R.	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
LEWIS	STEVEN	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
MINAYA-MENDEZ	NOEMI	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
MONTERO	HERTA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
MULLER	ASHLEY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
NA	OLIVIA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
NOVA	DAVIUSKA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
NGUYEN	NGOC	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DALY	BRIANNA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DALTON	ROSE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DAVENPORT	ANTHONY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DJERROUD	DALILA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DUNN-FERNANDEZ	CARLOS	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY

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ELLAMEH	CAROL	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GERGS	RAFLAA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GIL	GUADALUPE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GOCHUICO	CARLO ANGELO	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GONDAL	AMMARA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BURGOS	VERONICA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
CARRILLO	PHILL	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
CRUZ	JOANNA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BRAN	ANGELICA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BILSON	ANGELA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BANASIAK	ALLEN MARI	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ASJAD	NAIMA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
AMARIR	MOHAMED	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ABDELAZIZ	MARWA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GANAPIN	DELFIN	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DIGENIO	NATASHA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
AZER	EYRINEY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GREEN	VIRGINIA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
PATEL	MANALI	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ROMEA	RODRIGO	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
ROBERTSON	LAURA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BELLAN-BOYER	LISA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
DAANE	MARY	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
MCCARTHY	MARK	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BAMBA-ADEWUMI	AMINATA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
WALTERS	MICHAEL	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
BATOO	SYEDA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
CAMPBELL	RONNETTE	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
FANT	NADIRA	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
GALARZA	STEVEN	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY

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SOTOMAYOR	CRISTIAN	ACADEMIC SUPPORT SERVICES DEPT.	TUTOR	TUTOR-150505	PAMELA BANDYOPADHY
CANIGLIA	JOSEPH	ADJ ACADEMIC SUPPORT SERVICES	ACADEMIC WORKSHOP PRESENTER	ADJWP-150505	PAMELA BANDYOPADHY
CARUANA	SHANNONINE	ADJ ACADEMIC SUPPORT SERVICES	ACADEMIC WORKSHOP PRESENTER	ADJWP-150505	PAMELA BANDYOPADHY
KOZLENKO	EVGENIYA	ADJ ACADEMIC SUPPORT SERVICES	ACADEMIC WORKSHOP PRESENTER	ADJWP-150505	PAMELA BANDYOPADHY
VAN GENDT	JOHANNA	ADJ ACADEMIC SUPPORT SERVICES	ACADEMIC WORKSHOP PRESENTER	ADJWP-150505	PAMELA BANDYOPADHY
MUNIZ	ALEXIS	ADJ ACADEMIC SUPPORT SERVICES	EVENING/ WEEKEND ADMIN	EWADM-150505	PAMELA BANDYOPADHY
LIEBL	CHRISTIAN	ADJ ACADEMIC SUPPORT SERVICES	EVENING/ WEEKEND ADMIN	EWADM-150505	PAMELA BANDYOPADHY
ARENA	STEPHANIE	COMMUNITY EDUCATION	INSTRUCTOR	11-102025	JENNIFER NAVAS
PERALES-GEVERO	AILENE	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
NAVAS	JENNIFER	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	ANA CHAPMAN
LITCHMAN	MARTIN	COMMUNITY EDUCATION	INSTRUCTOR	11-102025	JENNIFER NAVAS
ARENA	STEPHANIE	COMMUNITY EDUCATION	INSTRUCTOR	11-102025	JENNIFER NAVAS
FERREIRA	ESTEFANY	COMMUNITY EDUCATION	CUSTOMER SERVICE ASSISTANT	CSTAST-102005	JENNIFER NAVAS
ALLOUCH	JAOUAD	COMMUNITY EDUCATION	CUSTOMER SERVICE ASSISTANT	CSTAST-102005	JENNIFER NAVAS
ANKRAH	EMMANUEL	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
AVILES	LILIAN	COMMUNITY EDUCATION	DISHWASHER	CACEDW-102020	JENNIFER NAVAS
BAUER	EMILY	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
CANIGLIA	JOSEPH	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
CANIGLIA	JOSEPH	COMMUNITY EDUCATION	TEST PREP INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
CHOI	JOCELYN	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
CHOO-YICK	ANTHONY	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
CHOO-YICK	ANTHONY	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
CRUZ	FELIX	COMMUNITY EDUCATION	DISHWASHER	CACEDW-102020	JENNIFER NAVAS
DICANDILO	REBECCA	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
ERIKSSON	THERESA	COMMUNITY EDUCATION	PT CULINARY INSTRUCTOR	CACEINS-102020	JENNIFER NAVAS
ESTAFANOUS	MORKS	COMMUNITY EDUCATION	SUMMER YOUTH TEACHER ASST	SUMTA-102005	JENNIFER NAVAS
FERREIRA	ESTEFANY	COMMUNITY EDUCATION	SUMMER YOUTH TEACHER ASST	SUMTA-102005	JENNIFER NAVAS

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HANNA	MADONNA	COMMUNITY EDUCATION	TEST PREP INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
IDROVO	GLADYS	COMMUNITY EDUCATION	DISHWASHER	CACEDW-102020	JENNIFER NAVAS
KAPLAN	MICHELLE	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
KENTNER-LOOTAH	RUTH	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
KENTNER-LOOTAH	RUTH	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
LEVINSOHN	ROBERT	COMMUNITY EDUCATION	PT CULINARY INSTRUCTOR	CACEINS-102020	JENNIFER NAVAS
LONTOC	MARISSA	COMMUNITY EDUCATION	PT CULINARY INSTRUCTOR	CACEINS-102020	JENNIFER NAVAS
MINAYA-MENDEZ	NOEMI	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
MUJICA	CHEISLYN	COMMUNITY EDUCATION	CUSTOMER SERVICE ASSISTANT	CSTAST-102005	JENNIFER NAVAS
NESSIM	JUSTINE	COMMUNITY EDUCATION	SUMMER YOUTH TEACHER ASST	SUMTA-102005	JENNIFER NAVAS
OCHOA	PRISCILLA	COMMUNITY EDUCATION	CUSTER SERVICE ASSISTANT	CSTAST-102005	JENNIFER NAVAS
ODEN	RUTH	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
ODEN	RUTH	COMMUNITY EDUCATION	TEST PREP INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
PASCALE	FRANK	COMMUNITY EDUCATION	PT CULINARY INSTRUCTOR	CACEINS-102020	JENNIFER NAVAS
PURA	NOEL	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
QAMAR	RAZA	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
QUINONES-ERICSON	ROSEMARY	COMMUNITY EDUCATION	PT INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
RAOUDI	HASSANE	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
REIS	LEONARDO	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
SAMBULA	LISA	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
VALCARCEL	ALICIA	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
WADHWANI	USHA	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
WAHBA	BESSA	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
YAGOUBI	SALIHA	COMMUNITY EDUCATION	ESL INSTRUCTOR	ESLC-102015	JENNIFER NAVAS
YAGOUBI	SALIHA	COMMUNITY EDUCATION	PT INSTRUCTOR	PTINST-102005	JENNIFER NAVAS
BEHMAN	NICOLE	COMMUNITY EDUCATION	PT PROG COORD	PTCORD-102005	JENNIFER NAVAS
BEHMAN	NICOLE	COMMUNITY EDUCATION	TEST PREP INSTRUCTOR	PTINST-102005	JENNIFER NAVAS

4. APPROVAL OF THE STAFFING AUTHORIZATION TABLE FOR FISCAL YEAR 2017.

Here is the proposed Staffing Table effective for Fiscal Year 2017.

STAFFING AUTHORIZATION TABLE EFFECTIVE July 1, 2016

Accountant (4)
Accountant, Senior (2)
Accounts Payable Officer
Accounts Receivable Clerk (4)
Administrative Assistant (13)
Assistant Chief Information Officer
Assistant Controller
Assistant, Dean of Students
Assistant Director, Admission
Assistant Director, Advisement & Counseling
Assistant Director, Center for Business and Industry
Assistant Director, Educational Opportunity Fund (Grant Funded)
Assistant Director, Financial Aid (NHC)
Assistant Director, Grants
Assistant Director, Student Activities
Assistant Director, Testing
Assistant Professor, Culinary (2)
Assistant Professor, English (1)
Assistant Professor, English as a Second Language (2)
Assistant Professor, Fine Arts (1)
Assistant Professor, Life Sciences (2)
Assistant Professor, Math (1)
Assistant Professor, Psychology (2)
Assistant Registrar (2)
Assistant to the Associate Dean for School and College Relations
Assistant to the Senior Vice President for North Hudson Campus and Student and Educational Support Services
Assistant Vice President for Development
Associate Dean, Academic Affairs
Associate Dean, Business, Culinary Arts and Hospitality Management
Associate Dean, Division of Academic Development and Support Services
Associate Dean, Enrollment
Associate Dean, Humanities
Associate Dean, Nursing and Allied Health Sciences
Associate Dean, School and College Relations
Associate Dean, Science, Technology, Engineering and Mathematics
Associate Dean, Social Sciences
Associate Director, Counseling
Associate Director, Financial Aid
Associate Professor, Criminal Justice (1)
Associate Professor, Culinary (1)
Associate Professor, English (2)
Associate Professor, English as a Second Language (2)
Associate Professor, Fine Arts (1)
Associate Professor, Life Sciences (1)
Associate Professor, Math (1)

Bursar Clerk
Chief Financial Officer
Chief Human Resources Officer
Chief Information Officer
Communications Assistant (2)
Controller
Coordinator, Academic Assessment
Coordinator, Academic Lab
Coordinator, Assessment
Coordinator, Center for Business and Industry
Coordinator, Communications
Coordinator, Customer Services
Coordinator, Evening, Weekend and Offsite Programs
Coordinator, Facilities
Coordinator, Health Professions
Coordinator, Health Professions Employment (Grant Funded)
Coordinator, Leap Programs
Coordinator, Non-Credit Programs (2)
Coordinator, Outreach for Non Traditional Programs
Coordinator, Purchasing and Scheduling
Coordinator, Research
Coordinator, Social Media
Coordinator, Student Accounts
Coordinator, Student Records
Coordinator, Supplemental Instruction (Grant Funded)
Coordinator, Systems, Non-Traditional Programs
Coordinator, Transitional Program
Coordinator, Tutoring
Coordinator, USDOL TAACCT Grant
Coordinator, Writing Center
Coordinator/Recruiter, Transfer Students
Counselor (10)
Counselor, Career Development
Counselor, Coordinator, Disability Services
Counselor, Educational Opportunity Fund (Grant Funded)
Custodial Supervisor (3)
Custodial Worker
Data Network Administrator
Dean, College Libraries
Dean, Instruction/Arts
Dean, Instruction/Science
Dean, Non-Traditional Programs
Dean, Research and Planning
Dean, Student Services
Director, Academic Foundations, Math
Director, Admissions
Director, Advisement and Counseling
Director, Career Development
Director, Communications
Director, Community Education
Director, Conference Center
Director, Contract and Procurement Services
Director, Cultural Affairs

Director, Educational Opportunity Fund
Director, English
Director, English as a Second Language/Bilingual Education
Director, Enrollment
Director, Faculty and Staff Development
Director, Financial Reporting and Budget
Director, Health Related Programs
Director, Library Instruction
Director, Library Patron Services
Director, Library Technology
Director, Practical Nursing
Director, Safety and Security
Director, Student Accounts
Director, Student Activities
Director, Testing and Assessment
Director, Workforce Investment Board (Grant Funded)
Electrician, Lead
Enrollment Record Assistant (2)
Enrollment Support Assistant (5)
Events Planner
Executive Administrative Assistant (2)
Executive Administrative Assistant to the President
Executive Administrative Assistant to the Senior Vice President for Academic Affairs
Executive Director, Center, Business and Industry
Executive Director, Engineering and Operations
Executive Director, Financial Aid
Executive Director, Online Learning
Executive Director, North Hudson Campus
Executive Secretary, Office of President
Facilities Worker (6)
Financial Aid Assistant (2)
Grants Officer
Human Resources Administrator
Human Resources Assistant
Human Resources Benefits Manager
Human Resources Specialist
HVAC Technician, Lead
Instructor, Biology (1)
Instructor, Business (4)
Instructor, Chemistry (1)
Instructor, Culinary Arts and Hospitality (2)
Instructor, Criminal Justice (1)
Instructor, Early Childhood Education (1)
Instructor, English (6)
Instructor, English Academic Foundations (6)
Instructor, English and Speech (1)
Instructor, English and Theatre (1)
Instructor, English as a Second Language (8)
Instructor, Environmental Studies (2)
Instructor, Health Related Science (1)
Instructor, History (2)
Instructor, Human Services (1)
Instructor, Math

Instructor, Math Academic Foundations (2)
Instructor, Life Sciences (1)
Instructor, Psychology (2)
Instructor, Sociology (1)
Instructional Designer, Distance Education (2)
Lab Assistant, Senior
Lab Coordinator
Lab Technician (4)
Lecturer (18)
Librarian (5)
Librarian, Technical Services
Library Associate (3)
Library Associate, Technology (2)
Maintenance Mechanic, Senior
Manager, Academic Lab
Manager, Custodial Services
Manager, Customer Service
Manager, Data and Telecommunications
Manager, Help Desk
Manager, Maintenance
Manager, Safety and Security
Manager, Purchasing Services
Manager, Web and Portal Services
Office Service Clerk (3)
Payroll Officer
PC Technician (7)
PC Technician (Grant Funded)
PC Technician, Senior
President
Professor, Biology (2)
Professor, Culinary (2)
Professor, English (2)
Professor, English as a Second Language (2)
Professor, Humanities (2)
Professor, Mathematics (6)
Professor, Philosophy (1)
Professor, Sociology (2)
Professor, Speech (1)
Program Assistant (Grand Funded)
Recruiter (4)
Registrar
Safety and Security Associate (2)
Safety and Security Coordinator (3)
Secretary (19)
Secretary, Educational Opportunity Fund (Grant Funded)
Senior Vice President for Academic Affairs
Senior Vice President for North Hudson Campus and Student and Educational Support Services
Student Financial Assistance Aide
Student Financial Assistance Specialist (6)
Systems Administrator
Systems Administrator, Junior
Tutor (3)

*Vice President for Development/Assistant to the President
Web Portal Administrator*

5. CHANGE OF TITLE FOR INCUMBENT EMPLOYEES.

CHANGE TITLE WITH INCUMBENTS

<u>NAME</u>	<u>TITLE CHANGES</u>
Sandra Aviles	FROM: Secretary TO: Administrative Assistant
Gregory Burns	FROM: Safety and Security Coordinator TO: Manager, Safety and Security
Jonathan Cintron	FROM: Library Clerical Assistant TO: Library Associate, Technology
Devlyn Courtier	FROM: Library Clerical Assistant TO: Library Associate, Technology
Valerie Frink	FROM: Recruiter TO: Assistant to the Associate Dean of School and College Relations
Eric Friedman	FROM: Vice President for Academic Affairs TO: Senior Vice President for Academic Affairs
Silvia Mendoza	FROM: Director of Financial Aid TO: Executive Director, Financial Aid
Oliva Montero	FROM: Library Clerical Assistant TO: Library Associate
Milena Moscoso	FROM: Library Clerical Assistant TO: Library Associate
Elizabeth Nesius	FROM: Director, Academic Foundations English TO: Director, English
Pamela Norris	FROM: Associate Dean, Student Financial Assistance TO: Associate Dean, School and College Relations
Jeanne Pagano	FROM: Executive Administrative Assistant/ Administrative Services TO: Facilities Coordinator
Paula Pando	FROM: Vice President/ North Hudson Campus and Student Services TO: Senior Vice President for North Hudson Campus and Student and Educational Services

Vivyen Ray	FROM:	Executive Director, Human Resources
	TO:	Chief Human Resources Officer
Mirta Sanchez	FROM:	Administrative Assistant
	TO:	Events Planner, Office for Development
Carol Van Houten	FROM:	Associate Dean, College Libraries
	TO:	Dean of College Libraries
Lilisa Williams	FROM:	Assistant to the Vice President for Academic Affairs
	TO:	Director of Faculty and Staff Development
Mie Xie	FROM:	Library Clerical Assistant
	TO:	Librarian, Technical Services

6. SALARY ADJUSTMENTS BASED ON CHANGES IN THE FISCAL YEAR 2017 STAFFING AUTHORIZATION TABLE.

Aviles, Sandra	Administrative Assistant
	Salary: From: \$37,099.50
	To: \$40,800.00
Burns, Gregory	Manager of Safety & Security
	Salary: From: \$46,318.62
	To: \$55,000.00
Mendoza, Sylvia	Executive Director of Financial Aid
	Salary: From: \$67,458.30
	To: \$80,000.00
Nesius, Elizabeth	Director, English
	Salary: From: \$58,366.44
	To: \$67,000.00

7. SALARY ADJUSTMENTS FOR CONFIDENTIAL EMPLOYEES.

The following adjustments are recommended effective July 1, 2016.

DeVries, Heather	Lecturer
	Salary: From: \$56,100.00
	To: \$57,500.00
Lontoc, Marissa	Lecturer
	Salary: From: \$56,100.00
	To: \$57,500.00
Phanor, Homiler	Lecturer
	Salary: From: \$56,100.00
	To: \$57,500.00
Riano, Alexa	Executive Administrative Assistant
	Salary: From: \$45,900.00
	To: \$57,000.00
Sanchez, Mirta	Events Planner, Office for Development
	Salary: From: \$57,120.00
	To: \$61,000.00

Van Houten, Carol	Dean of College Libraries Salary: From: \$78,030.00 To: \$90,000.00
Walker, Richard	Lecturer Salary: From: \$55,000.00 To: \$57,500.00
Williams, Lilisa	Director of Faculty and Staff Development Salary: From: \$54,100.80 To: \$60,000.00

With the exception of the President, Senior Vice President for NHC and Student and Educational Support Services, and Executive Director of Engineering & Operations a pay adjustment of 2% to the base pay of all other confidential employees is recommended effective July 1, 2016.

8. **Award of Consultant Services for Leadership in Enrollment Services – Temporary Consultant for Enrollment Services - Terrance Peavy.**

9. **Award of Consultant Services for Program Development – Temporary Consultant for Communication and Media Arts.**

Introduced by: Kevin Callahan
Seconded by: Karen Fahrenholz
6 Ayes.....0 Nays Resolution Adopted

IX. ACADEMIC AND STUDENT AFFAIRS – None

X. NEW BUSINESS

1. **APPOINTMENT OF STAFF – Chief Information Officer**

Introduced by: Joanne Kosakowski
Seconded by: Kevin Callahan
6 Ayes.....0 Nays Resolution Adopted

XI. ADJOURNMENT 5:05 P.M.

Introduced by: Karen Fahrenholz
Seconded by: Bakari Lee
6 Ayes.....0 Nays Resolution Adopted

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS

1. Bid Award for 162 / 168 Sip Ave and 870 Bergen Ave Roof Replacements

REPORT/BACKGROUND:

A bid request was advertised from June 17th – June 28th for construction needed to be done on the roofs for 162 / 168 Sip Avenue and 870 Bergen Avenue. Seven bid packages were received and the results are the following:

<u>Vendor</u>	<u>Location</u>	<u>Bid Amount</u>
Arco Roofing	West Caldwell, NJ	\$789,000.00

Funding will be provided from Chapter 12 funds.

RECOMMENDATION:

The Administration, Finance Committee and Capital Project Advisory Committee recommend that the Board of Trustees approve the construction needed to be done on the roofs for 162 / 168 Sip Avenue and 870 Bergen Avenue by Arco Roofing of West Caldwell, New Jersey, the lowest responsible bidder, at a cost not to exceed \$789,000.00.

2. Bid Award for the Classroom Renovation at 4800 Kennedy Boulevard

REPORT/BACKGROUND:

A bid request was advertised from June 17th – June 28th for construction needed for the conversion of a classroom at 4800 Kennedy Boulevard. Three bid packages were received and the results are the following:

<u>Vendor</u>	<u>Location</u>	<u>Bid Amount</u>
Louis Gargiulo Company, Inc.	Jersey City, NJ	\$303,000.00
CatCord Construction	Norwood, NJ	\$307,700.00
Molba Construction	Little Ferry, NJ	\$313,720.00

Funding will be provided from Chapter 12 funds.

RECOMMENDATION:

The Administration and the Finance Committee recommend that the Board of Trustees approve the construction needed for the conversion of a classroom at 4800 Kennedy Boulevard by Louis Gargiulo Company, Inc. of Jersey City, New Jersey at a cost not to exceed \$303,000.00.

3. Bid Award Shuttle Bus Service

REPORT/BACKGROUND:

A bid request was advertised from June 27th – July 7th for transportation services for fall 2016 and spring 2017. One bid package was received and the results are the following:

<u>Vendor</u>	<u>Location</u>	<u>Bid Amount</u>
Amity Transportation	Jersey City, NJ	\$110,120.00

Funding will be provided from the operating budget.

RECOMMENDATION:

The Administration, Finance Committee and Capital Project Advisory Committee recommend that the Board of Trustees approve the transportation services from Amity Transportation of Jersey City, New Jersey at a cost not to exceed \$110,120.00.

4. Purchase of Furnishings at North Hudson Campus 6th Floor and 162 Sip Avenue

WHEREAS, the College has a need to purchase furnishings for the 6th Floor at North Hudson Campus and 162 Sip Avenue; and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500.00; and

WHEREAS, WB Wood of Basking Ridge, New Jersey, NJ State Contract#: G-2004, has quoted a price for the furnishings at a cost not to exceed \$121,120.46; and

WHEREAS, the cost of the furnishings will be funded from the Chapter 12 funds; and

WHEREAS, the Administration, Finance Committee and the Capital Projects Advisory Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the Purchasing Agent to approve the purchase with WB Wood of Basking Ridge, New Jersey, NJ State Contract#: G-2004, as described herein at a cost not to exceed \$121,120.46.

5. Resolution Authorizing the Award of Grainger for Maintenance Department

WHEREAS, the College has a need to purchase mechanical supplies during the year; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Grainger of Cranford, New Jersey, (NJ State Contract Number 79875) is the proposed vendor to provide these supplies at a cost not to exceed \$40,000.00; and

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

WHEREAS, the Administration, Finance Committee and Capital Projects Advisory Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Grainger at a cost not to exceed \$40,000.00.

6. Resolution Authorizing the Award of Jewel Electric Supply for Maintenance Department

WHEREAS, the College has a need to provide professional electrical supplies during the year; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Jewel Electric Supply of Jersey City, New Jersey, (NJ State Contract Number 85578) is the proposed vendor to provide these supplies at a cost not to exceed \$25,000.00; and

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

WHEREAS, the Administration, Finance Committee and Capital Projects Advisory Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Jewel Electric Supply at a cost not to exceed \$25,000.00.

7. Resolution Authorizing the Award of Food Services, Equipment and Supplies Vendor for Culinary Arts

WHEREAS, the College has a need for various food services, equipment and supplies products for the Culinary Arts department during the year; and

WHEREAS, this service is exempt from bidding Pursuant to N.J.S.A. 18 A:64A-25.5(7); and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, M. Tucker Co., Inc. of Paterson, NJ, is the proposed vendor to provide these services, at a total cost not to exceed \$25,000; and

WHEREAS M. Tucker Co., Inc., has completed and submitted Business Entity Disclosure Certifications which certifies that M. Tucker Co., Inc. has not made any reportable contributions to a political or candidate committee in Hudson County in the previous one year, and that the contract will prohibit M. Tucker Co., Inc. from making any reportable contributions through the term of the contract; and

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

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve M. Tucker Co., Inc. as a pay to play certified vendor as described herein at a cost not to exceed \$25,000; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certifications and the Determination of Value from be placed on file with this resolution and the Purchasing Agent has determined that this award is in compliance with the Business Entity Disclosure Process.

8. Resolution Authorizing the Award of a Food Vendor for the Culinary Arts Institute

WHEREAS, the College has a need to purchase various Meat products for the Culinary Arts Program; and

WHEREAS, this service is exempt from bidding Pursuant to N.J.S.A. 18 A:64A-25.5(7); and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Green Tree Packing Co. of Passaic, NJ is the proposed vendor to provide these meat products, at a total cost not to exceed \$65,000; and

WHEREAS Green Tree Packing Co. has completed and submitted Business Entity Disclosure Certifications which certifies that Green Tree Packing Co. has not made any reportable contributions to a political or candidate committee in Hudson County in the previous one year, and that the contract will prohibit Green Tree Packing Co. from making any reportable contributions through the term of the contract/s; and

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

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Green Tree Packing Co. as a pay to play certified vendor as described herein at a cost not to exceed \$65,000; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certifications and the Determination of Value from be placed on file with this resolution and the Purchasing Agent has determined that this award is in compliance with the Business Entity Disclosure Process.

9. Resolution Authorizing the Award of a Seafood Vendor for the Culinary Arts Department

WHEREAS, the College has a need to purchase various seafood products for the Culinary Arts department; and

WHEREAS, the service is exempt for bidding Pursuant to N.J.S.A 18 A:64A-25.5(7); and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Blue Ribbon Fish Co. Inc. of Bronx, New York is the proposed vendor to provide these services, at a total cost not to exceed \$50,000; and

WHEREAS, Blue Ribbon Fish Co. Inc. completed and submitted Business Entity Disclosure Certifications which certifies that Blue Ribbon Fish Co. Inc. has not made any reportable contributions to a political or candidate committee in Hudson County in the previous one year, and that the contract will prohibit Blue Ribbon, Fish Co. Inc. from making any reportable contributions through the term of the contract; and

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

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Blue Ribbon Fish Co. Inc. as a pay-to-play certified vendor as described herein; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certifications and the Determination of Value Form be placed on file with this resolution and the Purchasing Agent has determined that this award is in compliance with the Business Disclosure Process.

10. Resolution Authorizing the Award of a Dairy/Food Vendor for Culinary Arts Department

WHEREAS, the College has a need to purchase various dairy products for the Culinary Arts Department; and

WHEREAS, the service is exempt for bidding Pursuant to N.J.S.A 18 A:64A-25.5(7); and

WHEREAS, this services is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Dairyland USA corporation of Bronx, New York is the proposed vendor to provide these products, at a total cost not to exceed \$75,000.00; and

WHEREAS, Dairyland USA Corporation has completed and submitted Business Entity Disclosure Certifications which certifies that Dairyland USA Corporation has not made any reportable contributions to a political or candidate committee in Hudson County in the previous one year, and that the contract will prohibit Dairyland USA Corporation from making nay reportable contributions through the term of the contracts; and

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

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Dairyland USA Corporation as a pay-to-play certified vendor as described herein, at a cost not to exceed \$75,000.00.

11. Resolution Authorizing the Award of a Food Services and Supplies Vendor for Culinary Arts Department

WHEREAS, the College has a need to purchase food cleaning supplies products for the Culinary Arts Department; and

WHEREAS, the service is exempt for bidding Pursuant to N.J.S.A 18 A:64A-25.5(7); and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Sysco Food Service of Jersey City, New Jersey is the proposed vendor to provide these supplies at a cost not to exceed \$65,000.00; and

WHEREAS, Sysco Food Service of Jersey City, New Jersey, has completed and submitted Business Entity Disclosure Certifications which certifies that Sysco Food Service has not made any reportable contributions to a political or candidate committee in Hudson County in the previous one year, and that the contract will prohibit Sysco Food Service from making any reportable contributions through the term of the contract; and

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

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Sysco Food Service as a pay-to-play certified vendor as described herein, at a cost not to exceed \$65,000.00; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certifications and the Determination of Value Form be placed on file with this resolution and the Purchasing Agent has determined that this award is in compliance with the Business Entity Disclosure Process.

12. Resolution Authorizing the Award of a Specialty Food Vendor for Culinary Arts Department

WHEREAS, the College has a need to purchase various specialty foods; and

WHEREAS, this service is exempt from bidding pursuant to N.J.S.A 18A:64A-25.5(7); and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500; and

WHEREAS, the anticipated term is fiscal year 2017; and

WHEREAS, Baldor Specialty Foods, Inc. of Bronx, New York, is the proposed vendor to provide these supplies at a cost not to exceed \$65,000.00; and

WHEREAS, Baldor Specialty Foods, Inc. of Bronx, New York has completed and submitted Business Entity Disclosure Certifications which certifies that Baldor Specialty Foods, Inc. has not made any

reportable contributions to a political or candidate committee in Hudson County in the previous one year, and that the contract will prohibit Baldor Specialty Foods, Inc. from making any reportable contributions through the term of the contract; and

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

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Baldor Specialty Foods, Inc. as a pay-to-play certified vendor as described herein, at a cost not to exceed \$65,000.00; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certifications and the Determination of Value Form be placed in file with this resolution and the Purchasing Agent has determined that this award is in compliance with the Business Entity Disclosure Process.

13. Affiliation Agreement between CarePoint Health - Bayonne and HCCC for the Nursing Program

WHEREAS, the College currently offers degree and certificate programs in the areas of Nursing and Health Sciences; and

WHEREAS, these programs require clinical practicums at various hospitals, nursing homes, home care agencies and other health care facilities; and

WHEREAS, these clinical sites require an Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Registered Nursing Program and desires to develop a clinical affiliation with CarePoint Health-Bayonne Medical Center, located at 29 East 29th Street, Bayonne, New Jersey 07002 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with CarePoint Health-Bayonne Medical Center for the purposes of clinically educating Hudson County Community College students.

14. Affiliation Agreement between CarePoint Health - Christ Hospital and HCCC for the Nursing Program

WHEREAS, the College currently offers degree and certificate programs in the areas of Nursing and Health Sciences; and

WHEREAS, these programs require clinical practicums at various hospitals, nursing homes, home care agencies and other health care facilities; and

WHEREAS, these clinical sites require an Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Registered Nursing Program and desires to develop a clinical affiliation with CarePoint Health-Christ Hospital Corporation, located at 176 Palisade Ave, Jersey City, New Jersey 07306 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with CarePoint Health-Christ Hospital Corporation for the purposes of clinically educating Hudson County Community College students.

15. Affiliation Agreement between CarePoint Health - Hoboken Univ. Medical Center and HCCC for the Nursing Program

WHEREAS, the College currently offers degree and certificate programs in the areas of Nursing and Health Sciences; and

WHEREAS, these programs require clinical practicums at various hospitals, nursing homes, home care agencies and other health care facilities; and

WHEREAS, these clinical sites require and Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Registered Nursing Program and desires to develop a clinical affiliation with CarePoint Health-Hoboken University Medical Center, located at 308 Willow Avenue, Hoboken, New Jersey 07030 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with CarePoint Health-Hoboken University Medical Center for the purposes of clinically educating Hudson County Community College students.

16. Affiliation Agreement between St. Anne's Home for the Aged and HCCC for the Nursing Program

WHEREAS, the College currently offers degree and certificate programs in the areas of Nursing and Health Sciences; and

WHEREAS, these programs require clinical practicums at various hospitals, nursing homes, home care agencies and other health care facilities; and

WHEREAS, these clinical sites require and Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Registered Nursing Program and desires to develop a clinical affiliation with St. Anne's Home for the Aged, located at 198 Old Bergen Road, Jersey City, New Jersey 07305 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with St. Anne's Home for the Aged for the purposes of clinically educating Hudson County Community College students.

17. Affiliation Agreement between CarePoint Health - Christ Hospital and HCCC for the Radiography Program

WHEREAS, the College currently offers degree and certificate programs in the area of Radiography requiring clinical practicums at various hospitals; and

WHEREAS, these clinical sites require an Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Radiography Program and desires to develop a clinical affiliation with CarePoint Health – Christ Hospital Corporation located at 176 Palisade Avenue, Jersey City, New Jersey 07306 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with CarePoint Health - Christ Hospital Corporation for the purposes of clinically educating Hudson County Community College students.

18. Affiliation Agreement between CarePoint Health - Bayonne and HCCC for the Radiography Program

WHEREAS, the College currently offers degree and certificate programs in the area of Radiography requiring clinical practicums at various hospitals; and

WHEREAS, these clinical sites require an Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Radiography Program and desires to develop a clinical affiliation with CarePoint Health – Bayonne Medical Center located at 29 East 29th Street, Bayonne, New Jersey 07002 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with CarePoint Health – Bayonne Medical Center for the purposes of clinically educating Hudson County Community College students.

19. Affiliation Agreement between AHS Hospital Corporation and HCCC for the Radiography Program

WHEREAS, the College currently offers degree and certificate programs in the area of Radiography requiring clinical practicums at various hospitals; and

WHEREAS, these clinical sites require and Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Radiography Program and desires to develop a clinical affiliation with AHS Hospital Corporation located at 475 South Street, Morristown, New Jersey 07962 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with AHS Hospital Corporation for the purposes of clinically educating Hudson County Community College students.

20. Affiliation Agreement between Palisades Medical Center and HCCC for the Practical Nursing Program

WHEREAS, the College currently offers a certificate program in the area of Practical Nursing; and

WHEREAS, this program requires a clinical practicum at various hospitals and other health care facilities; and

WHEREAS, these clinical sites require and Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Practical Nursing Program and desires to develop a clinical affiliation with Palisades Medical Center located at 7600 River Rd, North Bergen, New Jersey 07047 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is from September 12, 2016 until December 1, 2016; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with Palisades Medical Center for the purposes of clinically educating Hudson County Community College students.

21. Affiliation Agreement between Meadowview Psychiatric Hospital and HCCC for the Practical Nursing Program

WHEREAS, the College currently offers a certificate program in the area of Practical Nursing; and

WHEREAS, this program requires a clinical practicum at various hospitals and other health care facilities; and

WHEREAS, these clinical sites require and Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Practical Nursing Program and desires to develop a clinical affiliation with Meadowview Psychiatric Hospital located at 10, 595 County Ave, Secaucus, New Jersey 07094 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is two years; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with Meadowview Psychiatric Hospital for the purposes of clinically educating Hudson County Community College students.

22. Affiliation Agreement between CarePoint Health - Bayonne and HCCC for the Practical Nursing Program

WHEREAS, the College currently offers a certificate program in the area of Practical Nursing; and

WHEREAS, this program requires a clinical practicum at various hospitals and other health care facilities; and

WHEREAS, these clinical sites require an Affiliation Agreement stipulating the roles, responsibilities, physical requirements and other terms of the agreement covering students and faculty; and

WHEREAS, the College has established an approved Practical Nursing Program and desires to develop a clinical affiliation with CarePoint Health – Bayonne Medical Center located at 29 East 29th Street, Bayonne, New Jersey 07002 for purposes of providing clinical experience to students; and

WHEREAS, the anticipated term is one year; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that that College may enter into this affiliation agreement with Care Point Health – Bayonne Medical Center for the purposes of clinically educating Hudson County Community College students.

23. Resolution Authorizing Extra Fees for Nursing and Radiography Students

WHEREAS, the College is in the process of transitioning the ownership of CarePoint Health School of Nursing and School of Radiography from the CarePoint Health System, and

WHEREAS, the School of Nursing will become the Nursing Program as of the fall 2016 semester and, the School of Radiography will become the Radiography program as of the fall 2017, and

WHEREAS, the students have additional expenses over and above the tuition and clinical/lab fees, and

WHEREAS, these fees are the student's responsibility and considered out-of-pocket and,

WHEREAS, the students will be notified of these fees at or before course registration in the interest of transparency and full disclosure.

WHEREAS, the Administration and Finance Committee recommends the fees; and

NOW, THEREFORE, BE IT RESOLVED that the College will notify the affected students of additional out-of-pocket expenses that must be paid directly by the student to HCCC and/or other individual entities, AND that the fees anticipated now are as follows:

Nursing Program:

Paid to HCCC:

ATI - Assessment & Testing Package Fee: \$250.00-\$275.00 (Per semester)

Paid directly to specified vendors:

Student Uniforms: \$80.00- \$90.00
Criminal Background Check: \$ 48.00 - \$85.00 (annual fee)
Drug Screening & Immunizations: \$ 62.00
Malpractice Insurance: \$ 42.00 - \$45.00 (Per Year)
Health Insurance: varies

Radiography Program:

Paid to HCCC:

Seat Deposit (Non-Refundable) based on Background Clearance and credited towards tuition. \$500.00

Book Fees: Textbooks \$750.00 approximate

Financial Aid eligible students will purchase through college bookstore

Paid to other specified vendors:

Uniforms including Lab Coat \$250.00 approximate

Security Background Clearance (Non-Refundable) due after TEAS exam and before program interview \$50.00 N.J. Residents
\$120.00 Out-of-State

Drug Screening Testing (Non-Refundable) \$62.00 each test

1. July of Acceptance Year
2. July before entering Second Year

Malpractice Insurance due September of each Year \$40.00 yearly
HPSO 1-800-982-9491; www.HSPO.com

Additional Student Self- Pay fees:

Physical Examination: Self pay-including specified immunization \$48.00 approximate
Record and required laboratory work through Immunitrax-Immuni-
zation Tracking

Health Insurance: Self pay-All students admitted to the program must provide proof of health insurance varies

CPR/AED Certification (2 year issue): Self pay \$65.00 approximate

New Jersey Society of Radiologic Technology Membership \$10.00
Due September of Acceptance year (covers 2 years)
Check payable to: NJSRT

X-Ray Markers (on-line orders) due September entry year \$20.00 approximate

ASRT Membership (due October of each year) \$30.00 yearly
www.ASRT.org

Parking at Clinical Sites:

Optional

Sixth Semester:

License/Registry Exam Fees

\$60.00 N.J. License
\$200.00 ARRT
\$120.00 NY License
(optional)

24. Purchase of Liability & Casualty Insurance for FY 17

WHEREAS, the College has a need to purchase liability and casualty insurance; and

WHEREAS, the service is exempt for bidding Pursuant to N.J.S.A 18 A:64A-25.5(11); and

WHEREAS, this service is pursuant to the Business Entity Disclosure Process; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500.00; and

WHEREAS, the anticipated term is one year; and

WHEREAS, Borden Perlman Salisbury & Kelly Agency of Lawrenceville, New Jersey provides this insurance through Philadelphia Insurance Companies in a pool of ten community colleges which contributes to a favorable premium rate and high limits of coverage, at a cost not to exceed \$403,383.00 annually; and

WHEREAS, the annual premium coverage is noted below:

<u>Coverage</u>	<u>Cost</u>
Commercial Package Policy	\$300,867.00
Crime	Included
Commercial Automobile	Included
Boiler and Machinery	Included
Excess Liability	\$12,130.00
School Leaders	\$42,582.00
Special Excess Liability	\$20,658.00
Environmental Liability	\$9,043.00
<u>Data Security Liability</u>	<u>\$15,299.00</u>
Total	\$403,383.00

WHEREAS, the cost of this insurance will be funded from the operating budget; and

WHEREAS, the Administration and Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve the purchase of the insurance provided by Borden Perlman Salisbury & Kelly Agency of Lawrenceville, New Jersey, as a pay-to-play certified vendor as described herein at a cost not to exceed \$403,383.00.

25. New Dell Computers for Journal Square and North Hudson Campus

WHEREAS, the College has a need to purchase 34 Dell Precision 5510 Laptops for Histology Courses; and

WHEREAS, the Purchasing Agent has determined and certified in writing that the present anticipated value will exceed \$17,500.00; and

WHEREAS, Dell of Round Rock, Texas, (NJ State Contract#: 89967), has quoted a price for the computers at a cost not to exceed \$61,588.62; and

WHEREAS, the cost of the computers will be funded from the operating budget; and

WHEREAS, the Administration and the Finance Committee recommends this award; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the Purchasing Agent to approve the purchase with Dell of Round Rock, Texas (NJ State Contract#: 89967), as described herein at a cost not to exceed \$61,588.62.

26. Resolution to Authorize Participation in the Cooperative Purchasing Network

WHEREAS, the Hudson County Community College seeks to participate in the County College Joint Purchasing Consortium; and

WHEREAS, the Members have formed a voluntary joint purchasing consortium operating under the authority of the New Jersey Council of County Colleges (the "Joint Purchasing Consortium" or "JPC") pursuant to N.J.S.A. 18A:64A-25.10 and P.L. 2015 CHAPTER 140 for the purpose of effecting substantial economies in the purchase of goods and services; and

WHEREAS, the Members desire to provide for the JPC's organization and management; and

WHEREAS, each Member relies on and is intended to be the beneficiary of the terms of this Restated Agreement and has authorized participation in the Joint Purchasing Consortium by appropriate Resolution of its Board of Trustees;

WHEREAS, The Administration and Finance Committee Recommend this network; and

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees does hereby authorize the Hudson County Community College to join the County College Joint Purchasing Consortium.

27. Agreement between HCCC and Jersey City Medical Center

WHEREAS, the College seeks to enter into an agreement with Jersey City Medical Center for a collaborative Associate in Applied Science Degree and Certificate in Pre-Hospital Medicine: Paramedic Science; and

WHEREAS, HCCC is a community college offering educational opportunities leading to certificates and associates in science degrees; and

WHEREAS, JCMC has broad responsibilities for the education of emergency medical personnel; and

WHEREAS, HCCC and JCMC recognize that there is a need for Paramedics both in the areas served by Hudson County Community College, JCMC, and the State as a whole; and

WHEREAS, HCCC and JCMC wish to develop a collaborative Associate in Applied Science degree program for the education of paramedics which is designed to build on the strengths and capacities of the participating institutions;

WHEREAS, The Administration and Finance Committee Recommend this agreement; and

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees does hereby authorize HCCC and JCMC to enter into agreement for a collaborative Associate in Applied Science degree and Certificate programs in Pre-Hospital Medicine; Paramedic Science.

28. Resolution to Authorize Execution of the Affiliation Agreement for the Nursing and Radiography Programs with CarePoint

WHEREAS, the Hudson County Community College ("College") and Hudson Hospital OPCO, LLC D/B/A CarePoint Health-Christ Hospital ("CarePoint") had previously entered into a memorandum of understanding for CarePoint to provide clinical learning experiences for the nursing and radiography programs; and

WHEREAS, CarePoint has requested that the College execute an affiliation agreement in order to continue providing the clinical learning experiences for the nursing and radiography programs; and

WHEREAS, the College and CarePoint have agreed to a two year affiliation agreement, which can be extended by the parties, commencing September 1, 2016 and ending on August 31, 2018 for the provision of clinical learning experiences for the nursing and radiography programs; and

WHEREAS, The Administration and Finance Committee Recommend this agreement; and

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees does hereby authorize the Hudson County Community College to execute the affiliation agreement with CarePoint for the nursing and radiography programs.

29. Resolution to Authorize Extension of the Transfer Agreement for the Nursing and Radiography Programs from CarePoint to the Hudson County Community College

WHEREAS, the Hudson County Community College ("College") and Hudson Hospital OPCO, LLC D/B/A CarePoint Health-Christ Hospital ("CarePoint") entered into an agreement dated November 20, 2015 for the transfer of the nursing and radiography programs from CarePoint to the College; and

WHEREAS, the agreement must be extended in order for the College to obtain the final accreditation for these programs which is anticipated in September 2017; and

WHEREAS, CarePoint and the College have agreed to extend this transfer agreement per the addendum, to be executed by the parties; and

WHEREAS, The Administration and Finance Committee Recommend this agreement; and

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees does hereby authorize the Hudson County Community College to execute the addendum to the transfer agreement in order to complete the transfer of the nursing and radiography programs from CarePoint to the College.

RESOLUTION:

NOW THEREFORE BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, the Administration, and the Finance Committee as outlined above in **Item VII. Fiscal, Administrative, Lease and Capital Recommendations 1-29:** 1) Bid Award for 162/168 Sip Ave and 870 Bergen Ave Roof Replacements, 2) Bid Award for the Classroom Renovation at 4800 Kennedy Boulevard, 3) Bid Award Shuttle Bus Service, 4) Purchase of Furnishings at North Hudson Campus 6th Floor and 162 Sip Avenue, 5) Resolution Authorizing the Award of Grainger for Maintenance Department, 6) Resolution Authorizing the Award of Jewel Electric Supply for Maintenance Department, 7) Resolution Authorizing the Award of Food Services, Equipment and Supplies Vendor for Culinary Arts, 8) Resolution Authorizing the Award of a Food Vendor for the Culinary Arts Institute, 9) Resolution Authorizing the Award of a Seafood Vendor for the Culinary Arts Department, 10) Resolution Authorizing the Award of a Dairy/Food Vendor for Culinary Arts Department, 11) Resolution Authorizing the Award of a Food Services and Supplies Vendor for Culinary Arts Department, 12) Resolution Authorizing the Award of a Specialty Food Vendor for Culinary Arts Department, 13) Affiliation Agreement between CarePoint Health - Bayonne and HCCC for the Nursing Program, 14) Affiliation Agreement between CarePoint Health - Christ Hospital and HCCC for the Nursing Program, 15) Affiliation Agreement between CarePoint Health - Hoboken Univ. Medical Center and HCCC for the Nursing Program, 16) Affiliation Agreement between St. Anne's Home for the Aged and HCCC for the Nursing Program, 17) Affiliation Agreement between CarePoint Health - Christ Hospital and HCCC for the Radiography Program, 18) Affiliation Agreement between CarePoint Health - Bayonne and HCCC for the Radiography Program, 19) Affiliation Agreement between AHS Hospital Corporation and HCCC for the Radiography Program, 20) Affiliation Agreement between Palisades Medical Center and HCCC for the Practical Nursing Program, 21) Affiliation Agreement between Meadowview Psychiatric Hospital and HCCC for the Practical Nursing Program, 22) Affiliation Agreement between CarePoint Health - Bayonne and HCCC for the Practical Nursing Program, 23) Resolution Authorizing Extra Fees for Nursing and Radiography Students, 24) Purchase of Liability & Casualty Insurance for FY 17, 25) New Dell Computers for Journal Square and North Hudson Campus, 26) Resolution to Authorize Participation in the Cooperative Purchasing Network, 27) Agreement between HCCC and Jersey City Medical Center, 28) Resolution to Authorize Execution of the Affiliation Agreement for the Nursing and Radiography Programs with CarePoint, and 29) Resolution to Authorize Extension of the Transfer Agreement for the Nursing and Radiography Programs from CarePoint to the Hudson County Community College.

INTRODUCED BY: Bakari Lee

SECONDED BY: Kevin Callahan

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

RESOLUTION ADOPTED

Jennifer Oakley
Signature of Recorder

8-9-16
Date

ATTACHMENT

ITEM VII – Fiscal Administrative, Lease, and Capital Recommendations

Resolution #29

August 9, 2016

**ADDENDUM TO AGREEMENT TO TRANSFER NURSING AND
RADIOGRAPHY PROGRAMS FROM HUDSON HOSPITAL OPCO LLC D/B/A
CAREPOINT HEALTH – CHRIST HOSPITAL TO THE
HUDSON COUNTY COMMUNITY COLLEGE**

ADDENDUM TO AGREEMENT made this _____ day of _____
2016, by and between **THE HUDSON COUNTY COMMUNITY COLLEGE**, a County
College of the State of New Jersey (“College” or “HCCC”), having an office at 70 Sip Avenue,
Jersey City, New Jersey 07306, and the **HUDSON HOSPITAL OPCO, LLC D/B/A
CAREPOINT HEALTH – CHRIST HOSPITAL**, (“Carepoint”), having an address at 176
Palisade Avenue, Jersey City, New Jersey 07306.

W I T N E S S E T H

WHEREAS, the College and Carepoint have agreed that it is in the best interests of both
parties if the nursing and radiography programs, which are currently being provided to HCCC
students by Carepoint, be transferred entirely to the College; and

WHEREAS, the parties have entered into an agreement dated November 20, 2015 to
transfer the programs and the parties have determined that additional time will be needed to
complete the transfer process and therefore the parties agree to this addendum to the original
agreement; and

NOW THEREFORE, THIS ADDENDUM TO THE AGREEMENT WITNESSETH
that for and in consideration of the promises and agreements hereinafter contained and the
payments hereinafter provided to be made, the parties agree as follows:

1. The parties entered into a transfer agreement which is dated November 20, 2015 which sets forth the terms and conditions of the transfer of the radiography and nursing programs from Carepoint to HCCC (the "Transfer Agreement").

2. The parties acknowledge that the transfer process has extended beyond the original dates set forth in the Transfer Agreement and the parties agree to extend the anticipated transfer date to September 1, 2017.

3. All of the terms and conditions set forth in the original agreement shall be incorporated herein by reference, except as set forth in this agreement.

4. All of the governance decisions regarding the Fall 2016 first year nursing students, including decisions about admissions, student discipline, student academic standing and budgeting shall be provided by the Dean appointed to supervise the nursing program from the Hudson County Community College.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed the day and year first above written.

WITNESS:

Hudson County Community College

By _____
Glen Gabert, President

WITNESS:

Hudson Hospital Opco LLC d/b/a Carepoint
Health — Christ Hospital

By: _____
Marie Duffy, Chief Operating Officer

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016
VIII. PERSONNEL RECOMMENDATIONS**

1. RETIREMENT

REPORTS/BACKGROUND

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Wendy Schonberg	Culinary Instructor	9/1/2016

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

2. RESIGNATIONS

REPORTS/BACKGROUND

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Homiler Elie Phanor	College Business Lecturer	8/30/2016

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Christopher Drew	Criminal Justice, Assistant Professor	8/15/2016

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Antonio Talamo	Counselor	8/11/2016

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

3. APPOINTMENT OF STAFF

REPORTS/BACKGROUND

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Rozenna Rathore	Senior Accountant	8/10/2016	\$45,000.00 (pro-rated)

Note: This is an approved position. This is a replacement for Margaret Bellanich.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Faisal Aljamal	Computer Science Instructor	8/10/2016	\$44,217.00 (pro-rated)

Note: This is an approved position. This is a replacement for Olga Bolinova.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Maria Lynette Lacson	Purchasing and Scheduling, Coordinator	8/10/2016	\$40,000.00 (pro-rated)

Note: This is an approved position. This is a replacement for David Gonzalez.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
June Barriere	Administrative Assistant, Student Services	8/10/2016	\$37,377.27 (pro-rated)

Note: This is an approved position.

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

4. TEMPORARY FULL-TIME FACULTY ASSIGNMENTS

REPORTS/BACKGROUND

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Karen Galli	Instructor, English	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non- tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Robert Hyers	Instructor, English	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non- tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
April Davis	Instructor, English	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non- tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Nicole Rizzuto	Instructor, History	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non- tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Eric Adamson	Instructor, English	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non- tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Luis Roberto Choy	Instructor, Modern Languages	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non-tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Annie McAdams	Instructor, Humanities	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non-tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Ahmed Bekkouche	Instructor, Academic Foundations, Math	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non-tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Iveth Bernardez	Instructor, Academic Foundations, Math	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non-tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Angela Addy	Instructor, English as a Second Language	08/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non-tenure track temporary faculty position.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Peter Cronrath	Instructor, Business	8/15/2016 12/22/2016	\$22,108.50 (pro-rated)

Note: This is an approved non-tenure track temporary faculty position.

RECOMMENDATION:

The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Temporary Full-Time Faculty Assignments above as Personnel Recommendation Item No.4.

5. CHANGE OF TITLE FOR INCUMBENT EMPLOYEES.

REPORTS/BACKGROUND

The proposed Staffing Authorization Table for Fiscal Year 2017 includes modification of job titles for the following incumbent employee.

CHANGE TITLE WITH INCUMBENTS

Name

Jennifer Navas	FROM:	Interim, Director Community Education
	TO:	Director, Community Education

RECOMMENDATION:

The President and the Personnel Committee recommend that the Board of Trustees approve the listed modification of job title effective July 1, 2016 above as Personnel Recommendation Item No.5.

**6. APPOINTMENT OF ADDITIONAL NEW & CONTINUING PART-TIME HIRES:
AUGUST 9, 2016– DECEMBER 31, 2016.**

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
ARTHUR	WHITNEY	STUDENT ACTIVITIES	OFFICE ASST	OFFAST-701000	V. GEROSIMO
CARVAJAL	JUAN	CBI	INSTRUCTOR	PTINST-103005	C. MIRASOL
LYONS	FELICIA	CULTURAL AFFAIRS	ART INTERN	ARTINT-255011	M. VITALE
MARTINEZ	STEPHANIE	COMMUNITY EDUC	CUST SVC ASST	CSTAST-102005	J. NAVAS
BHATT	RUSHI	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
CHEN	JUN	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
DIAZ	FERNANDO	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
GARCIA	JESSELYN	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
IGLESIAS	HUGO	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
KHAN	FARHAN	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
MENDEZ	DANIEL	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
OVALLES	DANILDA	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
PERRY	MARK	ADJ ACAD SUP	INSTRUCTOR	PTINST-150505	P. BANDYOPADHYAY
REDICK	JANINE	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
REGA	DONNA	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
FERNANDEZ	THERESE DAWN	ITS	LAB ASST	ISTLAB-253025	D. PEREZ
FORTUNA	BALMER	ITS	LAB ASST	ISTLAB-253025	D. PEREZ
JANDIK	JUSTIN	ITS	LAB ASST	ISTLAB-253025	D. PEREZ
NJIGHETNA	NTENTIE	ITS	LAB ASST	ISTLAB-253025	D. PEREZ
PATEL	MITUL	ITS	LAB ASST	ISTLAB-253025	D. PEREZ
VELASQUEZ	ANA	ITS	LAB ASST	ISTLAB-253025	D. PEREZ
MRANI	JAISHA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
ROMANI	ISRA	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS
ZAHUR	WARDAH	DISABILITY	NOTETAKER/ READER	READER- 101015/20/30/40/4 1	K. DAVIS

CONTINUING PART TIME HIRES

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
AWAD	VIVIAN	LIBRARY	OFFICE ASST	PTLRASO-150510	C. VAN HOUTEN
FERREIRA	ESTEFANY	FINANCE	ACCTS REC CLERK	ACCRCV-253015	G. SIMS
GOMES	MARK	SOCIAL SCIENCE	INSTRUCTOR	PTINST-101021	C. WARREN
HERRADOR	NICOLE	BUS, CUL & HOSP	OFFICE ASST	OFFAST-103010	P. DILLON
SMITH	JENNIFER	DISABILITY SUPPORT	READER	SIGNLAU- 101015/20/30/40/4 1	K. DAVIS

VIDAL	JONATHAN	ITS	WEB DEVELOPER	PTWBDEV-253025	I. CHIA
HAYES MASIAS	JENNIFER MIRIAM	STU ACTIVITIES NURSING & HEALTH	OFFICE ASST INSTRUCTOR	OFFAST-701000 PTINST-101016	V. GEROSIMO C. SIRANGELO
BROWN	TIM	ENROLLMENT SVCS	RECRUITER	PTRECRU-200525	M. REIMER
SANTOS	NAKIYA	ENROLLMENT SVCS	OFFICE ASST	OFFAST-200525	M. REIMER
FELDER	SADIE	DEAN OF INST/ARTS	OFFICE ASST	OFFAST-101005	C. WAHL
LONON	JULIE	DEAN OF INST/ARTS	SCORER	SCORER-101005	C. WAHL
SEEMAL SUTON	JAVED JORDAN	EDUC OPP FUND EDUC OPP FUND	TUTOR PEER	TUTOR-603036 PEERCN-150520	J. SMITH J. SMITH
GONZAGA VALCARCEL ABDELAZIZ	CYNTHIA PAOLA MARWA	ESL ESL COMMUNITY EDUC	COUNSELOR OFFICE ASST OFFICE ASST INSTRUCTOR	OFFAST-101035 OFFAST-101035 ESLC-102015	E. NEHREBECKI E. NEHREBECKI J. NAVAS
BEHMAN	NICOLE	COMM EDUCATION	INSTRUCTOR	ESL INSTRUCTOR	J. NAVAS
DERTEANO	GLORIA	COMMUNITY EDUC	CUSTOMER SERVICE ASST	CSTAST-102005	J. NAVAS
GILLIAM	TANYA	COMMUNITY EDUC	INSTRUCTOR	PTHW-102025	J. NAVAS
GILLIAM	TANYA	COMMUNITY EDUC	INSTRUCTOR	NJCUPTH-102025	J. NAVAS
GREWAL	ELEANOR	COMMUNITY EDUC	INSTRUCTOR	ESLC-102015	J. NAVAS
KANTER	DEBORAH	COMMUNITY EDUC	INSTRUCTOR	PTINST-102005	J. NAVAS
MINAYA-MENDEZ	NOEMI	COMMUNITY EDUC	CUSTOMER SERVICE ASST	CSTAST-102005	J. NAVAS
PLOOM	LAVERNE	COMMUNITY EDUC	INSTRUCTOR	PTHW-102025	J. NAVAS
SAMBULA	LISA	COMMUNITY EDUC	INSTRUCTOR	ESLC-102015	J. NAVAS
CRUZ GUZMAN	MICHELLE KARINA	AF – MATH	OFFICE ASST	OFFAST-101041	C. CALANDRINO
NAVEED	KINZA	AF – MATH	OFFICE ASST	OFFAST-101041	C. CALANDRINO
BERNARDEZ	IVETH	AF – MATH	OFFICE ASST	OFFAST-101041	C. CALANDRINO
COLICCHIO	JOSEPH	ADJ ACAD SUP	INSTRUCTOR	PTINST-601082	P. BANDYOPADHYAY
DE LUCIA	CHRISTINA	ADJ ACAD SUP	PRESENTER	ADJWP-150505	P. BANDYOPADHYAY
		ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
GALANG KANTER	NOR THERESA DEBORAH	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
MCRAE	LESTER	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
RAMIREZ	STEPHANIE	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
ROSKOP	THOMAS	ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY
SHARMA	MEENU	ADJ ACAD SUP	INSTRUCTOR	PTINST-601082	P. BANDYOPADHYAY
SMITH	ALYSSA	ADJ ACAD SUP	INSTRUCTOR	PTINST-601082	P. BANDYOPADHYAY
		ADJ ACAD SUP	TUTOR	TUTOR-150505	P. BANDYOPADHYAY

RECOMMENDATION:

The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Appointment of Additional New & Continuing Part-Time Assignments listed above as Personnel Recommendation Item No.6.

7. APPOINTMENT OF ADDITIONAL NEW HIRE ADJUNCTS SPRING 2016.

LAST NAME	FIRST NAME	DEPT
NURSE	BRIANA	ACFD-ENGLISH
EDWARDS	GEORGE	ACFD-ENGLISH
AZARES	GEORGE	BUSINESS, CULINARY AND HOSPITALITY
AKHOULLOU	MUSTAPHA	ESL
JAVAI	ATHAR	ESL
WHALLEY	MARY	ESL
SCHILLING	RAISA	ESL
MAZZARELLA	GINA	ESL
MALLARD	AMALIA	HUMANITIES
PARSONS	CHRISTOPHER	HUMANITIES
WEIN	STACIE	HUMANITIES
CAISSIE	ELIZABETH	NURSING & ALLIED HEALTH SCIENCES
PITTER	KERRY	SOCIAL SCIENCES
CAREY	THURMAN	SOCIAL SCIENCES
AUGUSTINE	PAMELA	STEM

RECOMMENDATION:

The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Appointment of Additional New Hire Adjuncts Spring for FY 2016 listed above as Personnel Recommendation Item No 7.

8. Award of Consultancy to Assist in the Development of a Plan to Implement the Campus Safety and Security Committee Final Report (June 30, 2016)**REPORT/ BACKGROUND**

In January, 2016 a committee was appointed by the President to review safety and security operations at the College. The committee presented its Final Report with recommendations to the President on June 20, 2016. That Report is presented to the trustees for formal acceptance later in the agenda as a New Business item. It has been determined that a consultant should be retained to assist in the development of an action plan to operationalize recommendations of the committee.

RECOMMENDATION

The President and Personnel Committee recommend that Edwin Moss of Mountainside, New Jersey be retained to assist in the development of an action plan to implement recommendations described in the June 20, 2016 Final Report of the Campus Safety and Security Committee, said engagement to be completed by December 15, 2016, and the total compensation not to exceed \$3,500.00.

9. **Award of a Consultancy to Develop an Academic Program in Personal Training and Exercise Science**

REPORT/BACKGROUND

The College seeks to develop an academic certificate program in personal training and also an associate's degree program in exercise science. The certificate would bear credits and be applicable to the associate's degree program in exercise science. It has been determined that there is a need for a consultant to assist in the development of program specifications and the preparation of documents for submission for approval by the New Jersey Commission on Higher Education.

RECOMMENDATION

The President, Administration, and Personnel Committee recommend that Gordon Schmidt, Ph.D. be retained to provide consulting services related to the development of a certificate in personal training and an associate's degree in exercise science, that this engagement be completed by December 31, 2016, and that the total compensation not exceed \$1,200.00.

RESOLUTION:

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, the Administration and the Personnel Committee as outlined above in **Item VIII. Personnel Recommendations 1-9:** (1) Retirement (2) Resignations (3) Appointment of Staff (4) Temporary Full-Time Faculty Assignments (5) Change of Title for Incumbent Employees (6) Appointment of Additional New and Continuing Part-Time Hires (7) Appointment of Additional New Hire Adjuncts Fall 2016 (8) Award of Consultancy to Assist in the Development of a Plan to Implement the Campus Safety and Security Committee Final Report, and (9) Award to Consultancy to Develop an Academic Program in Personal Training and Exercise Science.

INTRODUCED BY: Joanne Kosakowski

SECONDED BY: Harold Stahl

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Signature of Recorder

Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

VIII. PERSONNEL RECOMMENDATIONS

10. HUDSON COUNTY COMMUNITY COLLEGE NON-DISCRIMINATION/ANTI-HARASSMENT POLICY

REPORTS/BACKGROUND:

On August 12, 2008 the Board of Trustees approved a revised Non-Discrimination/Anti-Harassment Policy. That policy contains the stipulation that it will be reviewed annually and amended as appropriate.

RECOMMENDATION:

The President, the Administration, and the Personnel Committee has conducted its annual review and submits the attached updated Hudson County Community College Non-Discrimination/Anti-Harassment Policy for approval.

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve the attached Hudson County Community College Non-Discrimination/Anti-Harassment Policy.

INTRODUCED BY: Kevin Callahan


SECONDED BY: Bakari Lee

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****


Signature of Recorder

8-9-16
Date



HUDSON
COUNTY
COMMUNITY
COLLEGE

HUDSON COUNTY COMMUNITY COLLEGE
NON-DISCRIMINATION/ANTI-HARASSMENT POLICY

Human Resources Department: Policies and Procedures
Effective August 10, 2016

HCCC NON-DISCRIMINATION/ANTI-HARASSMENT POLICY

POLICY:

Hudson County Community College (hereinafter referred to as the "College ") has a strong commitment to provide a work environment free from unlawful harassment based on sex, affectional or sexual orientation, race, color, religion, national origin, age, disability, ancestry, atypical hereditary cellular or blood trait (AHCBT), liability for service in the Armed Forces of the United States, creed, handicap, marital status, familial status, genetic information, refusal to submit to genetic testing, refusal to provide genetic information, or nationality of that person or that person's spouse, partners, members, officers, managers, superintendents, agents, employees, business associates, suppliers, or customers (collectively the "protected classifications"). The College will not tolerate unlawful harassment. Acts or incidents of unlawful harassment should be promptly reported in accordance with the procedures outlined below. The College will promptly investigate all reports of unlawful harassment. Employees who violate this Policy will be subject to disciplinary action up to and including termination from employment. Employees who violate this Policy also risk personal legal liability.

PURPOSE:

To ensure all employees of the College a work environment free of any type of unlawful discrimination, including freedom from harassment on the basis of any protected classification.

PROVISIONS:

1. **Improper Conduct:** Instances that may violate the College's policy against harassment and which may result in disciplinary action include the following:

- Unwelcome remarks and actions based on the protected classifications. This may include, but is not limited to, inappropriate jokes, comments or posted materials.
- Threats or suggestions that an employee's employment work status will be adversely affected based upon the protected classifications.
- Bullying, verbal, physical or written forms of intimidation.
- Affecting or denying employment opportunities or benefits to an employee based upon the protected classifications.
- Engaging in a negative tangible employment action based upon the protected classifications.
- Retaliation against an employee who has reported any alleged violation of this Policy or participated in an investigation related to this Policy.

2. **Sexual Harassment:** An important note must be made with respect to sexual harassment. Sexual harassment is defined as any unwelcome advance or request for sexual favors or any conduct of a sexual nature where:

- Submission is made explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of the harassing conduct is threatened to be used, as the basis of employment decisions; or
- Such conduct has the purpose or effect of substantially interfering with an individual's work or creates an intimidating, hostile, or offensive working environment.

Sexual harassment is different from sexual attraction or flirtation. Sexual harassment is unwelcome sexual attention which is demeaning and causes the recipient distress. Sexual harassment does not refer to occasional inoffensive compliments. However, comments or behavior which may be intended to be complimentary may be viewed by the recipient as unwelcome and a form of sexual harassment.

3. **Supervisory Personnel:** Every supervisor is responsible for preventing and reporting unlawful harassment. Failure to take action to stop unlawful harassment may be grounds for disciplinary action. Special care must be exercised by supervisors and managers whose actions or remarks may be mistakenly perceived as unlawful harassment. The subordinate may feel inhibited and may not disclose the unwelcome actions or remarks by the supervisor or person of higher rank. Unlawful harassment is not limited, however, to employees of different rank.

4. **Complaint Procedure:** Any employee who feels that he or she has been subject to harassment or has knowledge of a violation of this Policy should promptly report the incident directly to the Compliance Officer, Vivyen Ray. The designated alternate Compliance Officer is Joseph Sansone. In the Compliance Officer's absence, or if circumstances prevent reporting the incident to the Compliance Officer, the employee can report the complaint to the alternate Compliance Officer. If circumstances prevent reporting the incident to the Compliance Officer or the alternate Compliance Officer, the employee can report the incident directly to the President of the College. A complaint of harassment under this Policy shall be investigated in a timely manner by an individual designated by the Compliance Officer or the President.

The College President will report to the Board of Trustees on an annual basis the name of the designated Compliance Officer, who will be required to report directly to the President.

A. The complaint filed must include the following information:

- (1) The name and department of the complainant;
- (2) The name and department of the charged party;
- (3) The nature and circumstances, in detail, of the alleged harassment, including but not limited to the injuries or consequences suffered by the complainant, the names of any witnesses to such actions and the duration of the actions questioned; and
- (4) Whether such harassment has been previously reported to a supervisor or other person, and if so, when and to whom.

B. Nothing in this section shall prevent the complainant from providing other information or documents he/she believes are essential to the fair adjudication of their case.

C. The initial complaint may be made orally or in writing. If the complaint is made orally, the Compliance Officer or the alternate shall reduce same to a written document, which shall, if it is deemed accurate, be signed by the complainant. If an individual is uncomfortable in making a written complaint, the College may proceed with its investigation without a formal written complaint.

5. **Investigation Procedure:** Once a complaint has been registered or a harassment situation has become known to the College, a prompt, fair and thorough investigation will be conducted to determine the meritorious character of the complaint.

If the College determines that unlawful harassment has occurred in violation of this Policy, the individual who engaged in such harassing conduct shall face immediate and appropriate disciplinary action based upon the severity of the complaint and any prior history of past charges made against the

individual and disciplinary action involving the individual. Disciplinary action may include being suspended without pay pending any required hearing, a written warning, suspension, demotion, and/or termination of employment.

6. **Privacy:** The College encourages victims of harassment to bring their complaints to management by ensuring that no reprisals or retaliation will result against such complaining individual as a result of the good faith reporting of harassment. In addition, anyone who assists in the filing of a complaint or in the investigation of a claim of harassment will be protected from reprisals and retaliation. Reprisal or retaliation may be the basis of a separate complaint, even if the complaint of harassment may be found to be without merit.

To the fullest extent possible, and so long as it does not inhibit the conducting of an investigation, all persons involved with a harassment complaint will be given the utmost protection of privacy.

7. **Liability:** Because the College prohibits harassment of its employees in any form, any individual charged with harassment in a civil action or by way of an administrative complaint shall be solely responsible for paying all costs of defense and/or any damages resulting there from which are awarded by any proper court of law or after an administrative hearing.

8. **False Accusations:** Since a charge of harassment is a grave and serious one, false accusations of harassment are, and will be treated as, a disciplinary offense and will result in a level of punishment appropriate for a person engaging in such behavior.

Any employee with questions regarding the College's Harassment Policy may contact the Compliance Officer.

ACKNOWLEDGEMENT FORM

As it is the duty and obligation of each trustee, officer and employee of the College to comply with this Non-Discrimination/Anti-Harassment Policy, it shall be required of each of the above to complete an acknowledgement form, attached hereto as Exhibit A, to be maintained by the Compliance Officer of the Hudson County Community College for each officer or employee, indicating receipt of and compliance with the College's Non-Discrimination/Anti-Harassment Policy.

EXHIBIT A
RECEIPT AND ACKNOWLEDGEMENT
OF THE NON-DISCRIMINATION/ANTI HARASSMENT POLICY

Subject to the terms of my employment or association with the College, I hereby acknowledge receipt of and compliance with the Non-Discrimination/Anti-Harassment Policy of the Hudson County Community College.

Name

Position

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

IX. ACADEMIC AND STUDENT AFFAIRS

- 1. New and on-going Partnerships with Hudson County High Schools for the Delivery of Credit Course Instruction for Academic Year 2016 – 2017 under the Learning Enables All Possibilities Program**

REPORT/BACKGROUND:

Hudson County Community College (HCCC) proposes agreements with school districts/charter/private schools in Hudson County for delivery of instruction in selected degree credit courses for high school students on the HCCC or high school campuses. Students will enroll in up to eighteen (18) credits per year and will receive college credit upon successful completion. An agreement with Hudson County Schools of Technology will allow students to exceed 36 credits to obtain an Associate's Degree. They will have access to HCCC's academic advising program, tutoring services, library resources and computer laboratories. In order to participate in the Learning Enables All Possibilities (LEAP) Program, the students must successfully complete the College Placement Test (CPT), and must have the approval of their parents/guardians and guidance counselors.

The tuition for the LEAP program will be determined on an annual basis by agreement with the individual school districts/charter/private, and based on the type of selected course(s), instructor(s), and location. For the 2016 – 2017 academic year (Fall/Spring/Summer I/Summer II) the majority of course offerings will carry a tuition rate of \$64.50 per credit, and will be applied for classes taught by HCCC faculty on the HCCC or high school campus.

Differentiated tuition per credit will be applied for courses taught on the high school campus by the high school faculty during the day (\$32.25) or jointly taught by high school/HCCC faculty (\$43.86) or where HCCC provides some equipment/supplies (\$64.50). The College will waive all general HCCC fees with the exception of selected laboratory fees. HCCC will not bill students directly for tuition, unless the school district identifies the students as self-paying students. Any required transportation or textbook will be provided by the high school or student.

A. Harrison Board of Education (HHS)

Since 2014, the inaugural year of LEAP's partnership with Harrison High School, over 100 students have been served and supported. Harrison High School will continue their partnership for the third year and will be selecting seniors who are college ready to take Psychology and English Composition I at Harrison High School. Our partnership has recently expanded to include a three year culinary program in which students will earn 9 credits towards a Culinary Arts Degree. The program begins in the sophomore year and includes three cohorts. The courses, in sequential order, are Introduction to Hospitality, Food and Sanitation, Table Service, Kitchen Skills, and College Student Success. The partnership also includes the first time STEM

Program with the STEM Academy at Harrison High School. The STEM students will enroll in English Composition I & II, Calculus I, Engineering Physics, and Psychology during their Junior and Senior Year.

HHS will embark on a new partnership between HCCC and Liberty Science Center enabling students to take Anatomy and Physiology I with an assigned HCCC Instructor. The Board of education will provide students with transportation to the Liberty Science Center for the completion of the lab portion of the course utilizing LSC's Live from Surgery attraction. This is only offered through the LEAP partnership, at Liberty Science Center. The lecture portion of the course will take place online.

B. Hudson County Schools of Technology - County Prep

For the upcoming 2016 – 2017 academic year, sophomore, juniors, and seniors will be provided with the opportunity to take six college level courses. The list of all courses offered include: Psychology, English Composition I, English Composition II, Speech, College Algebra, and Pre-calculus.

The Psychology course currently offered for high school credit will now count concurrently, therefore enabling students to satisfy their high school curriculum requirement and earn college credit for the course as well.

C. Hudson County Schools of Technology - High Tech

For the upcoming academic year approximately 30 incoming freshmen will have the opportunity to enroll in the 63 credit Environmental Studies Associate's Degree Program. Courses will be taught concurrently, enabling students to satisfy the requirements for the high school curriculum while earning college credit. Upon completion they will have earned an associate's degree in environmental studies in conjunction with their High School Diploma.

Additionally LEAP will continue offering the Psychology course for the Spring Semester, and add on access to a fall semester Sociology section for all qualifying sophomores.

D. Jersey City Public Schools (JCPHS)

For the past six years, HCCC and JCPS have partnered to offer college level courses in Criminal Justice, to high school students from Dickinson, Snyder, Ferris, Liberty, Infinity, McNair, and Lincoln High Schools. Culinary Arts are offered to students from Lincoln High School.

For the 2016-2017 academic year, up to 20 students will enroll in College Survival Skills and two Culinary Arts Courses (Food Sanitation and Culinary Principles and Pantry and Breakfast Cookery). The classes will be taught by HCCC faculty on the HCCC campus for 14 Fridays in both the fall and Spring Semesters. Students will earn six (6) college credits upon successful completion of the program. Additionally, students who successfully complete the Sanitation Exam will receive a ServSafe Certificate from The National Restaurant Association. JCPS will pay HCCC up to \$52,000.00 for the program, which includes tuition and fees, supplies, textbooks, uniforms, and other program related expenses.

For the Police and Fire Program, up to 25 students are expected to enroll in two 3-credit Criminal Justice courses (Intro to Criminal Justice and Intro to Criminal Law) on the HCCC campus. The differentiated tuition rate of \$64.50 per credit, per student will be applied. JCPS will pay HCCC up to \$9,675.00 for the program.

Since Summer I 2014, JCPHS has been able to offer Introduction to Psychology and Principles of Sociology for juniors from the Public High Schools in their district. As of spring 2015 the JCPHS has extended the general education course requirements to English Composition I and College Algebra to seniors within the Public High Schools located in Jersey City. The same program model will continue for the upcoming academic year.

E. Kearny Board of Education (KHS)

For over 11 years the College has offered evening courses for members of the community at KHS, and has allowed Kearny High School seniors to enroll in day courses on the HCCC campus. This academic year the following courses will be offered: Principles of Sociology, Speech, Computers and Computing, Intro to Political Science, and Biology. These courses will take place at the Kearny Board of Education. In addition, juniors and seniors will be able to enroll in evening courses at the offsite Kearny High School location.

F. Marist High School (MHS)

Since 2014, the inaugural year of LEAP's partnership with Marist High School, fifty (50) seniors earned a total of six college credits through enrollment in College Composition I and Literature I. These courses will continue to be offered to seniors for the upcoming academic year.

G. METS Charter School (METS)

Since 2014, the inaugural year of LEAP's partnership with the METS (STEM charter school located in Jersey City), approximately 200 juniors and seniors were enrolled in Physics, Chemistry, Psychology, Biology, Political Science, Pre-Calculus, Calculus, College Algebra, and English. The courses are taught semester/annually by a METS approved instructor for concurrent enrollment. In addition to the aforementioned courses, English Composition II, Literature, US History I, and Sociology may be introduced this fall.

H. Miftaahul Uloom Academy (MUA)

An Islamic school located in Union City, participates use Project LEAP as a way to supplement its curriculum and enhance its students' overall academic experience. In previous academic years, approximately twenty (20) students enrolled in up to 6 college-level courses at the HCCC campus. This will be the tenth consecutive year MUA is permitting students to enroll in 30 credits and unlimited non-credit offerings determined by the College Placement Test (CPT) and advisement from HCCC and MUA staff. As of last academic year MUA has included sophomores in the enrollment process.

I. North Bergen Board of Education (NBHS)

HCCC and North Bergen High School will continue to partner for the upcoming academic year in providing students with access to the following courses: Psychology, Speech, Business, and Criminal Justice. NBHS will offer sophomores the opportunity to apply to the LEAP program. Our partnership has recently expanded to include a three year culinary program in which students will earn 9 credits towards a Culinary Arts Degree. The program will start in the sophomore year and include three cohorts. The courses in sequential order are: Introduction to Hospitality, Food and Sanitation, Table Service, and Kitchen Skills and College Student Success.

J. Rising Star Academy (RSA)

Rising Star Academy, an Islamic school located in Union City, established a partnership with LEAP in 2011 to provide a diverse selection of courses for its students. The courses include: Speech, Sociology, English Composition I and II, Chemistry, and Psychology. Approximately 20 students are selected each year to take 6-18 college credits at the NHC campus. RSA includes sophomores, juniors, and seniors in the enrollment process.

K. Union City Board of Education (UCHS)

HCCC and Union City Board of Education have partnered for many years to offer college level courses for their high school students. For the upcoming academic year, credit classes will be offered to students from Union City High School (UCHS) onsite at the high school. In fall 2014 the partnership was expanded to include the Culinary Program, hosting the first cohort of approximately 15 students and 3 courses.

In the 2015-2016 academic year, approximately 19 students were enrolled in College Survival Skills and two Culinary Arts courses (Food Sanitation and Principles, and, Pantry and Breakfast Cookery) courtesy of Perkins Funding. The classes were taught by HCCC faculty on the HCCC campus for 12 Fridays in both the Fall and Spring Semesters. Students earned six (6) college credits upon successful completion of the program. Additionally, students who successfully completed the Sanitation course received a ServSafe Certificate from The National Restaurant Association. UCHS paid HCCC up to \$43,820.00 for the program, which included tuition and fees, supplies, textbooks, uniforms, and other related program expenses.

This year UCHS will pay \$21,285 in tuition for up to 30 students to participate in The Child Care program. The Perkins funded students will enroll in 11 credits which allows them to sit for the Childcare Development Associate (CDA) license upon high school graduation.

Overall the UC Board of Education will continue to allow their students to earn general education credits in Culinary Arts and Child Care on the HCCC campus. Courses in Psychology, English, Speech, and College Algebra will also continue to be offered located onsite at their high school.

L. Weehawken Board of Education (WHS)

As of summer 2016, Weehawken High School entered the first academic year of partnership with HCCC. The following courses were offered and will continue to be offered on site with an HCCC Instructor for their students during the Summer II semester: Psychology, and American Sign Language. Course selection for their students is based on the College Placement Test results.

M. West New York Board of Education (MHS)

Continuing our partnership for the fourth year, students at Memorial High School are able to enroll in Acting, Pre-calculus, and English Composition I, all of which are to be offered on-site at the high school and taught by HCCC approved high school instructors. Placement is determined by the College Placement Test (CPT) or SAT requirements. MHS will discuss their Computers and Business partnership with HCCC which will begin spring 2017. This includes Intro to Computers and Computing, a three credit course.

N. Hoboken Charter High School

Hoboken Charter High School will be entering its first partnership with LEAP. Students will be enrolled in Pre-calculus and Calculus in an effort to create opportunities for higher levels of math achievement. Both courses will be offered on-site at the high school with an HCCC professor. Course selection for their students is based on College Placement Test results.

O. St. Anthony High School

Will begin its first year of partnership with HCCC offering Speech to juniors and seniors for the fall 2016 semester with an assigned HCCC instructor. Courses will take place within the allotted student schedule.

P. Greater Futures Charter High School

Will begin its first year of partnership with HCCC in Spring 2017, offering College Algebra and English Composition I. Course structure and Instructor are in discussion.

Q. Palisades Regional Academy

An alternative high school in its second year of partnership with HCCC. PRA will identify eligible students to travel to the HCCC Journal Square campus to take the College Success Course, enabling them access and insight on necessary life skills such as time and course management.

OUTCOME:

By planning and collaborative efforts, HCCC and the school districts/charter/private can provide opportunities for their students to advance at their own pace, provide continuity in instruction, minimize unnecessary duplication of experiences and resources, encourage more students to pursue college degrees, and reduce the time and cost of earning such degrees.

RECOMMENDATION:

The President and Administration recommend that the Board of Trustees authorizes the President to execute separate agreements with the following school districts:

- (a) Harrison Board of Education*
- (b) Hudson County Schools of Technology Board of Education - County Prep*
- (c) Hudson County Schools of Technology Board of Education -High Tech*
- (d) Jersey City Public Schools - Dickinson, Snyder, Ferris, Liberty, Infinity, McNair and Lincoln High Schools*
- (e) Kearny Board of Education*
- (f) Marist High School*
- (g) METS Charter School*
- (h) Miftaahul Uloom Academy*
- (i) North Bergen Board of Education*
- (j) Rising Star Academy*
- (k) Union City High School*
- (l) Weehawken Board of Education*
- (m) West New York Board of Education- Memorial High School*
- (n) Hoboken Charter High School*
- (o) St. Anthony High School*
- (p) Greater Future Charter High School*
- (q) Palisades Regional Academy*

RESOLUTION:

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees accept the recommendation of the President and Administration, and authorize the President to execute separate agreements with the following school districts outlined above. **Academic and Student Affairs Recommendation 1: New and On-going Partnerships with Hudson County High Schools for the Delivery of Credit Course Instruction for Academic Year 2016-2017:** (a) Harrison Board of Education (b) Hudson County Schools of Technology Board of Education - County Prep (c) Hudson County Schools of Technology Board of Education -High Tech (d) Jersey City Public Schools - Dickinson, Snyder, Ferris, Liberty, Infinity, McNair and Lincoln High Schools (e) Kearny Board of Education (f) Marist High School (g) METS Charter School (h) Miftaahul Uloom Academy (i) North Bergen Board of Education (j) Rising Star Academy (k) Union City High School (l) Weehawken Board of Education (m) West New York Board of Education-Memorial High School (n) Hoboken Charter High School (o) St. Anthony High School (p) Greater Future Charter High School (q) Palisades Regional Academy, to provide degree credit course instruction to their students pursuant of the terms of the agreements.

INTRODUCED BY: Joanne Kosakowski

SECONDED BY: Harold Stahl

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley
Signature of Recorder

8-9-16
Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

X. NEW BUSINESS

1. Campus Safety and Security Committee Final Report

REPORT/BACKGROUND

In January 2016 a committee was appointed by the College President and charged with: assessing safety and security on campus as perceived by the College community; reviewing safety resources currently in place at the College and assessing their effectiveness and ease of access in case of an emergency; and making recommendations about the safety and security of an urban, open-access institution of our size and unique location. The committee was co-chaired by Senior Vice President, Dr. Paula Pando, and Director of Campus Safety and Security, Rafael Nivar. The committee also included: Anthony D'Aiuto (Training Coordinator, Hudson County Sheriff's Office); Dr. Christopher Drew (HCCC Assistant Professor, Criminal Justice); Arrian El Hassan (HCCC student); Dr. Nadia Hedhli (HCCC Instructor, STEM); Yeury Pujols (HCCC Executive Director, North Hudson Campus); Vivyen Ray (HCCC Chief Human Resources Officer); Alexa Riano (HCCC Administrative Assistant who served as secretary to the committee); the Honorable Anthony Romano (Hudson County Freeholder and retired Hoboken Police Captain); Denise Rosilli (HCCC Instructor, Human Services and Chair of the HCCC All College Council); and Nakiya Santon (HCCC Student).

The committee conducted its work throughout the spring semester. It reviewed existing resources and practices at the College. It conducted an extensive survey of the College community. It sought and considered the advice of experts in the field. On June 30, 2016 the committee presented the Campus Safety and Security Committee Final Report to the College President.

RECOMMENDATION

The President recommends that the Board of Trustees formally accepts the Safety and Security Committee Final Report for the record (attached).

RESOLUTION

Now, therefore, be it resolved that the Board of Trustees accept the Campus Safety and Security Committee Final Report (June 30, 2016) for the College record and be it further resolved that the President be directed to thank the members of the committee for their service to the College.

INTRODUCED BY: Kevin Callahan

SECONDED BY: Bakari Lee

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenheit, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley 8-9-16
Signature of Recorder Date



Close to Home. Affordable.
High Quality. Life-Changing.

Campus Safety and Security Committee

Final Report

June 30, 2016

EXECUTIVE SUMMARY

Learning environments are no longer exempt from crime and violence. Colleges, universities and schools face the same old and new challenges and threats as any facility where large numbers of people may be found. As a result, parents and students are beginning to ask more questions about campus safety and security before they make their final educational selections.

The college campus shootings at Umpqua Community College, as well as recent acts of domestic terrorism such as the San Bernardino and Orlando shootings, have impacted our awareness of campus and workplace safety and security. Community colleges present unique security challenges because of their nature as centers open to the community. The expansion of Hudson County Community College's facilities and programming in densely populated urban settings, coupled with the College's growing recognition as both an institution of first choice and a cultural/culinary destination, are drawing more people to the campuses on a regular basis than ever before.

In January 2016, Hudson County Community College President Dr. Glen Gabert appointed a Campus Safety and Security Committee. The committee was charged with: assessing safety and security on campus as perceived by the College community; reviewing safety resources currently in place at the College and assessing their effectiveness and ease of access in case of emergency; and making recommendations about the safety and security needs of an urban, open-access institution of our size and unique location.

The committee was co-chaired by Dr. Paula Pando, Senior Vice President for the North Hudson Campus and Student Educational Support Services, and Mr. Rafael Nivar, Director of Campus Safety and Security. Members of the committee included students, faculty, staff and law enforcement professionals.

The committee met six times between February and April 2016. Over the course of that period, the committee: reviewed existing safety resources (services provided to campus community members and visitors, electronic materials, print materials, etc.) and assessed their effectiveness as well as their ease of access; explored the need for a visitor management system for our campuses; developed and administered a survey to the entire College community with significant participation and feedback (50% of the 513 respondents were students, 27% were faculty, and 23% were non-teaching employees); and made recommendations based on feedback received from the College community as well as expertise in particular areas (human resources, mental health, law enforcement, etc.).

The committee recommendations fell into three broad categories:

1. Communication, Prevention and Training
2. Access/Visitor Management
3. Assessment of Human, Financial and Physical Resources



RECOMMENDATIONS

I. COMMUNICATION, PREVENTION AND TRAINING

Recommendation 1:

While some safety resources on campus are appropriate and apparent, many are outdated, under-promoted, and difficult to access. For example, courtesy phones are available in most buildings, yet many College community members do not know about them and/or how to use them; and while the College offers security escort services to College community members (security escort to parking lots, College buildings, etc.), most people are not aware of the existence of this service, and/or how to access it.

- a) The Campus Safety Department should take full inventory of all safety resources and communications, ensure they are updated and easily accessible, and provide formal and ongoing education about these existing resources and services for students, faculty and staff.
- b) Education on emergency response protocols and procedures should be a part of the College's on-boarding process for all new employees, including part-time employees and adjunct instructors.

Recommendation 2:

In general, College community members do not know what to do in case of an emergency. This includes scenarios such as an active shooter, bomb threat, natural disaster, or lockdown. While many College community members are aware that an emergency plan exists, most have not seen it, nor do they know how to access it.

College community members are also concerned that they are not equipped to handle situations that may not rise to the level of an emergency, but are cause for concern. Some of these situations include dealing with an angry or agitated student or co-worker, hearing or reading disturbing statements, and witnessing erratic behavior from a person on campus. Colleges nationwide are establishing Behavioral Threat Assessment Teams to assess risks as early as possible and minimize the occurrence of emergency situations.

- a) Faculty, staff, and students should be regularly trained on how to respond to various emergencies and about the notification systems that will be used to alert the campus community to critical incidents. This training should be delivered through a variety of means, including in-person presentations, internet-based presentations and documents, and should be a part of the College's on-boarding process for all new employees including part-time employees and adjunct instructors.
- b) An updated emergency reference guide should be quickly and readily available to all members of faculty and staff. In addition, training programs such as "Run, Hide, Fight" should be easily accessible on the College's portal.
- c) A tabletop exercise is an activity in which key personnel assigned emergency management roles and responsibilities are gathered to discuss, in a non-threatening environment, various simulated emergency situations. College leadership should participate in annual tabletop exercises with appropriate external agencies, identifying essential personnel, their roles and responsibilities.
- d) Managing difficult behavior in a classroom is often the key to diffusing or preventing a possible incident. The College should provide regular and ongoing training to faculty and staff on classroom management.
- e) The College should form and train a standing Behavioral Threat Assessment Team (BTAT) that includes representatives from Human Resources, Student Affairs, Academic Affairs, and Campus Safety. The BTAT would facilitate a multidisciplinary, coordinated response to reports of students, employees, or other individuals on campus who have engaged in behavior indicating a possible threat of harm to self or other members of the campus community.



II. ACCESS/VISITOR MANAGEMENT

Recommendation 1:

Balancing an open and welcoming environment with the safety and security needs of an institution is a challenging undertaking. This is especially true for Hudson County Community College, given its campus locations and building layouts. A primary concern expressed by College community and committee members is not knowing who is inside College buildings at any given point in time. College identification is not uniformly required of employees to gain access to buildings, and while students are asked to produce a College ID card to enter a building, the ID may or may not be current, and is not uniformly required of all students. Campus visitors are only required to “sign in” to access some of the College’s buildings. These current procedures do not adequately ensure that only authorized people have access to College facilities. Additionally, in case of emergency evacuation, lockdown, or even the regular nightly closing of College facilities, there is no record of how many people may still be inside.

- a) To ensure that only authorized persons may enter College facilities, the College should consider requiring all students, faculty and staff to wear an ID badge while on campus. A visitor’s ID should also be required, clearly displaying the visitor’s name, and campus location they are visiting (art gallery, library, etc.).
- b) The College should implement a lobby management system (such as a one-card system) that adequately addresses access to College buildings for both College community members and visitors, seamlessly integrating technology and people.



III. ASSESSMENT OF HUMAN, FINANCIAL AND PHYSICAL RESOURCES

Recommendation 1:

To ensure the optimal safety of faculty, students, visitors, and guests, the College should regularly review security infrastructure and resources. HCCC students, faculty and staff generally feel safe on campus during the daylight hours, and less safe during the evening hours. This is especially true when traveling from building to building, and to parking lots. Adequate lighting and high visibility of safety personnel (especially during peak hours) go a long way in preventing crime, and improving perceptions of personal safety on campus.

- a) The College should identify areas of concern throughout the campus and its perimeter and pursue remedies where possible (such as better lighting, additional cameras, lockable classroom doors, and increased foot and vehicle patrols).
- b) Understanding that upgrading and updating safety-related technology can be very costly, the College should also identify and pursue grant opportunities to help fund safety-related technologies (such as a command center) and additional resources.
- c) The College should continue to build upon and strengthen its partnerships with local law enforcement agencies and help sustain efforts to prevent and effectively respond to emergencies. This includes providing partners with updated floor plans that identify areas housing special equipment and/or hazardous materials.



Recommendation 2:

There has been a long-standing discussion on college campuses about armed police officers versus unarmed campus safety officers. No environment is completely safe, and no single approach to protection will defend against each and every potential hazard or threat. New Jersey community colleges use a variety of models which include employing a fully armed campus police force, unarmed safety officers, retired law enforcement professionals, as well as some hybrid models.

Some members of the HCCC community feel strongly that the presence of armed law enforcement professionals would greatly impact the prevention of crime and a more effective response to emergency situations.

- a) The College should pursue a campus safety model best suited for an institution of its size, locations, unique characteristics, and resources.
- b) The College should strongly consider in its new model the inclusion of armed/badged personnel.

HCCC Campus Safety and Security Committee 2016

Dr. Paula Pando, Chair, Senior Vice President for North Hudson Campus
and Student and Educational Services

Rafael Nivar, Co-Chair, Director of Campus Safety and Security

Anthony D'Aiuto, Training Coordinator, Hudson County Sheriff's Office

Dr. Christopher Drew, Assistant Professor, Criminal Justice

Arrian El Hassan, HCCC Student

Dr. Nadia Hedhli, Instructor, STEM

Yeurys Pujols, Executive Director of the North Hudson Campus

Vivien Ray, Chief Human Resources Officer

Alexa Riano, Secretary to the Committee, Executive Administrative Assistant

Anthony Romano, Freeholder Liaison and Hoboken Police Captain (Retired)

Denise Rossilli, Instructor, Human Services and All-College Council Representative

Nakiya Santon, HCCC Student

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

X. NEW BUSINESS

2. Settlement of Litigation.

WHEREAS, Kalisha LeBlanc, a former student of the Hudson County Community College, ("College") filed a law suit, captioned Kalisha LeBlanc v. Hudson County Community College et. al. Docket #ESX-L-6396-13, against the College and the Jersey City Medical Center and others, for alleged discrimination against her in her participation in the Associates Degree Program in Emergency Medical Services; and

WHEREAS, the Hudson County Community College does hereby determine that it is in the best interests of the College to settle this matter and to avoid additional costs of litigation.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of the Hudson County Community College does hereby approve of the settlement with Kalisha LeBlanc, which was negotiated by Counsel for the College.

BE IT FURTHER RESOLVED, that the attorney for the College is hereby authorized to execute this agreement and take all necessary action to comply with the terms and conditions of the settlement agreement

INTRODUCED BY: Bakari Lee

SECONDED BY: William Netchert

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley
Signature of Recorder

8-9-16
Date

HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016

X. NEW BUSINESS

3. Sworn Tenure Charges against J.K.

WHEREAS, the Board of Trustees has reviewed for filing the Sworn Tenure Charges against J.K.; and

WHEREAS, the Board has accepted the request for the filing of Sworn Tenure Charges against J.K.,

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby accepts for filing the Sworn Tenure Charges against J.K.

BE IT FURTHER RESOLVED, that College Counsel shall serve the Sworn Tenure Charges on J.K.

INTRODUCED BY: Bakari Lee

SECONDED BY: Harold Stahl

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

RESOLUTION ADOPTED

Jennifer Oakley 8-9-16
Signature of Recorder Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 9, 2016**

XI. ADJOURNMENT

THAT, the meeting be adjourned at 6:30 P.M.

INTRODUCED BY: William Netchert

SECONDED BY: Harold Stahl

DATE: August 9, 2016

Callahan, Kevin	<u>AYE</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>ABSENT</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Tone, Monica	<u>ABSENT</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Oakley
Signature of Recorder

8-9-16
Date