

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 12, 2014

AGENDA

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

II. ROLL CALL AND RECOGNITION OF VISITORS

Trustees:

Kevin G. Callahan
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
Ramsey Olivencia, Student Alumni Representative
Jeanette Peña
Adrienne Sires
Harold Stahl

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 12, 2014**

CALL TO ORDER

I. FLAG SALUTE

II. ROLL CALL AND RECOGNITION OF VISITORS

Trustees:

Kevin Callahan	<u>ABSENT</u>
Karen A. Fahrenholz	<u>PRESENT</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>
Ramsey Olivencia, Student Alumni Representative, ex officio	<u>PRESENT</u>
Jeanette Peña	<u>PRESENT</u>
Adrienne Sires	<u>ABSENT</u>
Harold G. Stahl	<u>PRESENT</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 Education Center, Union City, New Jersey stating the date, time and place of said meeting.

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

III. COMMENTS FROM THE PUBLIC

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

IV. CLOSED SESSION

None

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

V. AWARDS, RECOGNITIONS AND SPECIAL REPORTS

President Gabert invited Trustees to a reception and dinner for Mark Milliron, In-Service Keynote Speaker, Tuesday, August 26th, 6:00 pm.

College In-Service is scheduled for Wednesday, August 27th at 8:30 a.m. in the new Library Building, 71 Sip Avenue.

By request, tours will be given of the new Library Building. Contact Jennifer Oakley, Senior Executive Administrative Assistant to the President.

Ribbon Cutting ceremony for the new Library Building is scheduled for Monday, September 29th, 10:00 a.m.

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS

1. MINUTES OF PREVIOUS MEETINGS

The Minutes of the Regular Meeting of June 24, 2014 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 24, 2014.

2. GIFTS, GRANTS, AND CONTRACTS REPORT

The College has made the following grant & contract proposals:

TITLE: Carl D. Perkins Career and Technical Education Grant

AGENCY: NJ Department of Education – Office of Career and Technical Education (CTE)

PURPOSE OF GRANT: The Perkins grant is designed to provide resources to fund activities that will strengthen the CTE programs at HCCC.

COLLEGE ADMINISTRATOR: Ryan Martin

COLLEGE CONTRIBUTION: 0

AWARD AMOUNT: \$682,301

TITLE: Trade Adjustment Assistance Community College and Career Training Grant Program (TAACCCT)

AGENCY: US Department of Labor

PURPOSE OF GRANT: TAACCCT provides community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, are suited for workers who are eligible for training under the TAA for Workers program, and prepare program participants for employment in high-wage, high-skill occupations.

COLLEGE ADMINISTRATOR: Ryan Martin

COLLEGE CONTRIBUTION: 0

AWARD AMOUNT: \$ TBD

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: Harold Stahl

DATE: August 12, 2014

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

6 Ayes..... 0 Nay

RESOLUTION ADOPTED

Jennifer Oakley 8-12-14
Signature of Recorder Date

**ATTACHMENT A
ITEM VI**

**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
June 24, 2014**

MINUTES

PRESENT: Kevin Callahan, Karen Fahrenholz, Glen Gabert, (ex officio), Roberta Kenny, Joanne Kosakowski, Bakari Lee, William Netchert, Ramsey Olivencia, Student Alumni Representative, Jeanette Peña, Adrienne Sires and Harold Stahl

ABSENT: Jeanette Peña

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

HCCC Staff and Visitors present were: Dorothy Anderson, Kate Bellody, Shalinna Cureton, Sharon D'Agastino, Rosheta Dixon, Jennifer Dudley, Jenny Duran, Michael Ferlise, Elaine Foster, Martin French, Dorothea Graham King, Lloyd Kahn, Eva Koszlenko, Absolam Latchman, Jose M. Lowes, Frank Mercado, Ramsey Montanez, Patrick Moore, Jennifer Oakley, Ismael Randazzo, Qamar Raza, Arasimus Sanchez Catherine Sweeting, Mirta Tejada, Carol Van Houten, Chris Wahl, Sharome Wiggins, and Marcella Williams.

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 Jennifer Oakley.

III. COMMENTS FROM THE PUBLIC

Cathie Perselay Seidman, Associate Professor, Criminal Justice and President, Professional Association raised questions or made comments about recommendations on the Board agenda: concerning contracts for public relations consultants, architects and construction managers. She also raised issues about proposed changes on the staffing table. She referenced a law suit she had filed earlier in the year and indicated the Union could file formal action against the College with the State.

Trustee Lee responded by assuring that the Board would listen to comments from persons in the audience but would not respond to interrogation about the agenda and would direct the Administration to prepare a response to questions raised after the meeting.

Trustee Callahan also responded by stating that questions are not overlooked or disregarded, and that there are serious discussions through Board Committees.

Trustee Netchert added that there is a collective bargaining in place and the law sets out a process for resolving issues regarding the terms and conditions of employment. If there is an issue concerning policies that are adopted by the Board, the trustees will follow the legally established process for resolution and will respect the results.

Absolom Latchman introduced himself as a College Security Officer employed by Cambridge Security. He has worked at HCCC for 3 years. He said he hoped that the next security firm awarded a contract by HCCC would offer jobs to the existing security guards and allow them the right to participate and have a union of their choice.

Dr. Gabert read the following statement:

At your May Board meeting a member of the faculty spoke to you about a complaint he filed with the Middle States Commission on Higher Education on behalf of himself and 42 other members of the faculty.

Yesterday, June 23rd, I received a letter from Middle States which read in part: Following its review of "the complaint and your institutional response, it has been determined that Hudson County Community College has acted appropriately and in compliance with all relevant policies and accreditation standards. The Commission now considers this matter closed...."

The College Administration will take steps to provide the College community with access to the complaint that was filed, the institutional response, the related correspondence from Middle States as well as supporting documentation.

IV. CLOSED SESSION

Introduced by: Bakari Lee

Seconded by: Joanne Kosakowski

8 Ayes.....0 Nays

Resolution Adopted

Motion to Return to Open Session

Introduced by: Bakari Lee

Seconded by: Adrienne Sires

8 Ayes.....0 Nays

Resolution Adopted

The trustees went into closed session to discuss personnel matters. At the conclusion of closed session new business resolution #3 was voted on.

V. AWARDS, RECOGNITIONS AND SPECIAL REPORTS

The President read this statement into the record.

At your May Board meeting a member of the faculty spoke to you about a complaint he filed with the Middle States Commission on Higher Education on behalf of himself and 42 other members of the faculty.

Yesterday, June 23rd, I received a letter from Middle States which read in part: Following its review of "the complaint and your institutional response, it has been determined that Hudson County Community College has acted appropriately and in compliance with all relevant policies and accreditation standards. The Commission now considers this matter closed...."

The College Administration will take steps to provide the College community with access to the complaint that was filed, the institutional response, the related correspondence from Middle States as well as supporting documentation.

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS

1. Minutes of the Regular Meeting of May 13, 2014.
2. Gifts, Grants and Contract Reports - None

Introduced by: Bakari Lee

Seconded by: Adrienne Sires

8 Ayes.....0 Nays

Resolution Adopted

VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS

- 1) Award of Campus Security Services for FY 15-FY 17
- 2) Amendment to the Award of Vendor for the Purchase of Printers for the New Library Building
- 3) Award of Vendor for the Purchase of Equipment for Academic Foundations Mathematics
- 4) Award of Media Services for Transit Advertisement FY 14-15
- 5) Award of Media Services for Cable Television Advertisements FY 14-15
- 6) Award of Media Services for Cable Television Advertisements FY 14-15
- 7) Award of Dell Desktop Authority Software for Information Technology Services
- 8) Award to Purchase Dell Kace Hardware for Information Technology Services
- 9) Award to Purchase Content Management Software for the Center for Online Learning
- 10) Award of Auditing Services for FY 2014
- 11) Ratification of Additional Salt Purchases due to Inclement Weather
- 12) Award of Campus-Wide Virtualized Disaster Recovery
- 13) Renewal of College's Campus-Wide Software License Agreement for FY 15
- 14) Award to Purchase Server for the New Library
- 15) Award to Purchase Smart boards for the New Library
- 16) Award to Purchase Networking Supplies
- 17) Award to Purchase Network Control System
- 18) Award to Purchase Computers for the New Library
- 19) Award to Purchase Phones and Cisco Equipment
- 20) Award to Purchase Fiber Connection for the New Library
- 21) Award to Purchase Identification and Key Access Technology
- 22) Award Authorizing the Award of a Contract for Public Relations Consultant for Fiscal Year 2015
- 23) Award Authorizing the Award of a Contract for Public Relations Consultant for Fiscal Year 2015
- 24) Resolution Authorizing the Award of a Renewal of Consultant Services for Capital Projects
- 25) Extension of Mast Contract for New Library, Phase Two: Ground Floor
- 26) Extension of NK Contract for New Library, Phase Two: Ground Floor
- 27) Resolution Authorizing the Award of Consultant Services for Real Estate Appraisal

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

VIII. PERSONNEL RECOMMENDATIONS

1. RETIREMENT

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Mary Lynn Townsley	Instructor, Early Childhood Education	9/1/2014

2. RESIGNATIONS

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Duane Williams	Director, Advisement & Counseling	June 13, 2014
Vincent Zicoello	Chief Information Officer	June 13, 2014
Julie Willis	Instructor, Speech	August 31, 2014

3. APPOINTMENT OF STAFF

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Jenny Bobea	Transitional Program Coordinator	6/24/2014	\$40,000 (pro-rated)
Kate Bellody	Librarian	06/24/2014	\$42,000 (pro-rated)

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Kevin Eng	Systems Administrator	06/24/2014	\$50,000 (pro-rated)
John Marlin	Associate Dean of Humanities	06/24/2014	\$90,000 (pro-rated)

Amendment - Recommendation for the hiring of an Associate Dean of Social Services was withdrawn.

4. APPOINTMENT OF NEW & CONTINUING PART-TIME ASSIGNMENTS FOR FY 15.

5. MODIFICATIONS OF STAFFING TABLE FOR FY15 EFFECTIVE July 1, 2014
NAME TITLE CHANGES

Vacant	FROM: Instructor, Academic Foundations (Math) TO: 12 Month Lecturer, Academic Foundations
Vacant	FROM: Instructor, Allied Health TO: 12 Month Lecturer, Allied Health
Vacant	FROM: Instructor, Humanities TO: 12 Month Lecturer, Humanities
Vacant	FROM: Instructor, Social Sciences TO: 12 Month Lecturer, Social Sciences
Vacant	FROM: Instructor, Business TO: 12 Month Lecturer, Business

Introduced by: Joanne Kosakowski

Seconded by: Harold Stahl

8 Ayes.....0 Nays

Resolution Adopted

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

Introduced by: Joanne Kosakowski

Seconded by: Adrienne Sires

8 Ayes.....0 Nays

Resolution Adopted

7. PART-TIME ASSIGNMENT POLICY

Introduced by: Joanne Kosakowski

Seconded by: Karen Fahrenholz

8 Ayes.....0 Nays

Resolution Adopted

8. COLLECTIVE BARGAINING AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE AND THE HUDSON COUNTY COMMUNITY COLLEGE ACADEMIC ADMINISTRATIVE ASSOCIATION.

Introduced by: Harold Stahl

Seconded by: Bakari Lee

8 Ayes.....0 Nays

Resolution Adopted

IX. ACADEMIC AND STUDENT AFFAIRS

1. ADDENDUM TO THE CHANGES IN SELECTED CAI COURSES AND CURRICULUM

Introduced by: Karen Fahrenholz

Seconded by: Kevin Callahan

8 Ayes.....0 Nays

Resolution Adopted

X. NEW BUSINESS

1. RESIGNATION

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
John Sommer	Chief Financial Officer	07/31/14

Introduced by: Bakari Lee

Seconded by: Karen Fahrenholz

8 Ayes.....0 Nays

Resolution Adopted

2. RESOLUTION AUTHORIZING LICENSE AGREEMENT WITH JERSEY CITY FOR PLACEMENT OF PETER STUYVESANT STATUE

Introduced by: Kevin Callahan

Seconded by: Joanne Kosakowski

8 Ayes.....0 Nays

Resolution Adopted

3. LAYOFF

Introduced by: Joanne Kosakowski

Seconded by: Harold Stahl

8 Ayes.....0 Nays

Resolution Adopted

XI. ADJOURNMENT 5:55 P.M.

Introduced by: Bakari Lee

Seconded by: Karen Fahrenholz

8 Ayes.....0 Nays

Resolution Adopted

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS

1. PURCHASE OF LIABILITY & CASUALTY INSURANCE FOR FY 15

REPORT/BACKGROUND

There is a need to renew liability and casualty insurance.

The broker for the insurance pool is the Borden Perlman Salisbury & Kelly Agency. The proposal for FY 15 is an annual premium cost of \$403,364 per year. The Borden Perlman Salisbury & Kelly Agency provides this insurance through a pool of ten (10) community colleges which contributes to a favorable premium rate and high limits of coverage. The College has reviewed the policies included in this program and determines that the pool affords the College access to appropriate coverage levels at a favorable rate.

The annual premium coverage is noted below:

<i>Commercial Package Policy - Philadelphia Insurance (Commercial Property, Boiler & Machinery, General Liability, Crime, Auto, Excess)</i>	<i>\$305,389</i>
<i>Excess Liability - Philadelphia Insurance Companies (School Leaders Errors & Omissions Liability)</i>	<i>\$ 12,617</i>
<i>ACE Group of Insurance Companies</i>	<i>\$ 39,556</i>
<i>Special Excess Liability - Chartis</i>	<i>\$ 21,270</i>
<i>Environmental Liability - ACE Group of Companies</i>	<i>\$ 9,124</i>
<i>Data Security Liability - ACE Group of Companies</i>	<i><u>\$ 15,408</u></i>
<i>Total:</i>	<i><u>\$403,364</u></i>

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee recommend that the Board of Trustees approve Borden Perlman Salisbury & Kelly brokers of Lawrenceville, NJ, to provide liability and casualty insurance primarily through Philadelphia Insurance Companies for FY 2015, at a premium of \$403,364. The costs will be funded through the operating budget. This award of insurance coverage is exempted under the pay-to-play regulations.

2. PURCHASE OF SOFTWARE FOR ACADEMIC FOUNDATIONS.

REPORT/BACKGROUND

The Grants Office in conjunction with Information Technology Services (ITS) and the Director for Academic Foundations have identified a need to purchase software to enable the implementation of the Academic Foundations program.

The Title V "Picking Up the Pace" YR1 for Fiscal 2014. Account 601080 will be used to fund this purchase.

The College requested a proposal from approved suppliers, Markon Networking Systems, who submitted a quote of \$50,000.00.

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee recommend that the Board of Trustees approve the purchase of the equipment from Markon Networking Systems INC. PO Box 83-Bellmore-NY-11710, at a cost not to exceed \$50,000.00.

3. PURCHASE OF EQUIPMENT FOR ACADEMIC FOUNDATIONS

REPORT/BACKGROUND

The Grants Office in conjunction with Information Technology Services (ITS) and the Director for Academic Foundations have identified a need to purchase equipment to enable the implementation of the Academic Foundations program.

The Title V "Picking Up the Pace" YR1 for Fiscal 2014. Account 601080 will be used to fund this purchase.

The College requested a proposal from approved suppliers, GHA Technologies Inc. 742243 \$20,189.00 and CDWG 1BGHSSM \$21,161.40.

RECOMMENDATION

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the purchase of the equipment from GHA Technologies Inc. PO Box 29661- Phoenix-Arizona-85038-9661 at a cost not to exceed \$20,189.00.

4. AWARD OF SHUTTLE SERVICES FOR FY 15 AND FY 16

REPORT/BACKGROUND

A bid request was advertised in the Jersey Journal and the Star Ledger on Wednesday June 11th and Thursday June 12th. Five (05) bid packages were requested and one (1) bid was received and opened on Thursday, June 26. 2014 the results are the following:

<u>Vendor</u>	<u>Location</u>
Amity Bus Co	Jersey City, NJ
<i><u>Trip one</u> - 25 Journal Square to Union City, NJ \$41.00 per Trip</i>	
<i><u>Trip two</u> - 25 Journal Square with stops at Dickinson High School and ending at Union City, NJ \$41.00 per Trip</i>	

Trip three - 25 Journal Square to Dickinson High School \$35.00 per Trip

RECOMMENDATION:

The President, the Vice President of Administrative Services and the Finance Committee of the Board of Trustees recommend that the Board of Trustees approve Amity Bus Company of Jersey City, New Jersey to provide the Shuttle service for the academic year FY 15 and FY 16 to be funded from the operating budget, at a cost not to exceed \$192,000.00.

5. RENEWAL OF PARKING AGREEMENT WITH MUNICIPAL PARKING WITH THE TOWN OF WEST NEW YORK FOR FY 2014 AND FY 2015

REPORTS/BACKGROUND

The College has a need to renew the agreement between Hudson County Community College and the town of West New York, New Jersey Municipal Parking Authority. Currently the agreement is for seventy-five (75) parking spaces in a restricted area of the lot, clearly designated for College use only. Parking in these spaces is on a first come, first serve basis.

This agreement will cover a period to commence effective October 1, 2014 to June 30, 2015 at a cost not to exceed \$41,625.00.

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee recommend that the Board of Trustees approve the renewal of the agreement with the West New York Municipal Parking Lot and Hudson County Community College's North Hudson Higher Education Center for a total sum not to exceed \$41,625.00.

6. SETTLEMENT OF NCSCIUAW SENIOR CITIZEN HOUSING CO, INC. V. HCCC

WHEREAS, NCSCIUAW Senior Citizen Housing Co. Inc., filed a civil action against the College for alleged property damage;

WHEREAS, the parties have agreed to settle the dispute amicably and release and hold harmless all of the parties involved;

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

The Board of Trustees does hereby approve and authorizes counsel to finalize all appropriate agreements and documents to effect the settlement of litigation, and the payment of the sum of \$ 82,500 as payment in full of all claims.

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee of the Board of Trustees recommend that the Board of Trustees approve the Settlement of NCSC/IUAW Senior Citizen Housing Co., Inc. vs. HCCC for the payment of the sum of \$82,500 as payment in full of all claims.

7. TUITION & FEE POLICY FY 2015

REPORT/BACKGROUND

The College draws its revenues from three (3) principal sources: state aid; county appropriations; and tuition and fees.

In fiscal year 2015, student enrollments are expected to increase modestly with credit headcount enrollments of approximately 9,400. The College anticipates that the County appropriations will increase 2 percent.

It is necessary to set the tuition policy at this time in order that the rates be in place for early registration for the Fall 2014 semester.

Tuition

It is proposed that tuition be raised by \$3.50 per credit hour to \$116.00. This represents a 3% increase. The State defines a full-time student as one taking 12 credit hours. For a full-time student, this increase would represent an additional \$42.00 per semester. It is projected that, with this increase, HCCC tuition will remain within the average tuition of New Jersey county colleges.

It is proposed that fees remain at current levels for FY 2015.

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee with the consent of the Academic and Student Affairs Committee recommend that the Board of Trustees approve the tuition and rate schedule as enumerated on attached Tuition and Fees Schedule.

HUDSON COUNTY COMMUNITY COLLEGE

Tuition & Fees Schedule

2013-2014

TUITION:	
Hudson County Resident	\$ 112.50 per credit
Out of County	225.00 per credit
Out of State/Foreign Student	337.50 per credit
FEES:	
Registration Fee	\$ 20.00 per semester
General Service Fee	20.00 per credit
Student Activity Fee	4.75 per credit
Technology Fee	14.00 per credit
Late Registration	20.00 per occurrence
Culinary Fee	280.00 per course
Culinary Cutlery	240.00 per occurrence
Culinary Uniforms	130.00– 150.00 per year
Tuxedo/Front of the House Uniforms	110.00 per year
OTHER FEES:	
Application for Admission	\$ 20.00 per occurrence
Application for Readmission	20.00 per occurrence
Foreign Student Processing	250.00 Deposit
Graduation Fee	50.00 per occurrence
Deferred Payment Plan	25.00 per occurrence
Returned Check Fee	25.00 per occurrence
Official Transcript Fee	5.00 per occurrence
Culinary Insurance Fee	14.00 per student
Lost Schedule Fee	2.00 per occurrence
Replacement of ID Card	2.00 per occurrence
Lab Fees	22.00 – 45.00 per course (vary according to class)
Add/Drop Fee	15.00 per occurrence
Work/Life Portfolio Assessment Assessment & Processing Fee	100.00 per occurrence
CLEP Exam Fee	20.00 per occurrence
Re-Test Fee	5.00 per occurrence
HOBET Test Fee	30.00 per occurrence
DANTES Test Fee	20.00 per occurrence
Distance Learning Exam Fee	20.00 First 2 hours 10.00 per hour after 2 hours
LPN Clinical Fees	1,200.00 – 1,800.00 per semester
NCLEX	400.00 per semester
Practical Nursing Exit Exam	50.00 per occurrence

2014-2015

TUITION:	
Hudson County Resident	\$ 116.00 per credit
Out of County	232.00 per credit
Out of State/Foreign Student	348.00 per credit
FEES:	
Registration Fee	\$ 20.00 per semester
General Service Fee	20.00 per credit
Student Activity Fee	4.75 per credit
Technology Fee	14.00 per credit
Late Registration	20.00 per occurrence
Culinary Fee	280.00 per course
Culinary Cutlery	240.00 per occurrence
Culinary Uniforms	130.00 – 150.00 per year
Tuxedo/Front of the House Uniforms	110.00 per year
OTHER FEES:	
Application for Admission	\$ 20.00 per occurrence
Application for Readmission	20.00 per occurrence
Foreign Student Processing	250.00 Deposit
Graduation Fee	50.00 per occurrence
Deferred Payment Plan	25.00 per occurrence
Returned Check Fee	25.00 per occurrence
Official Transcript Fee	5.00 per occurrence
Culinary Insurance Fee	14.00 per student
Lost Schedule Fee	2.00 per occurrence
Replacement of ID Card	2.00 per occurrence
Lab Fees	22.00 – 45.00 per course (vary according to class)
Add/Drop Fee	15.00 per occurrence
Work/Life Portfolio Assessment Assessment & Processing Fee	100.00 per occurrence
CLEP Exam Fee	20.00 per occurrence
Re-Test Fee	5.00 per occurrence
HOBET Test Fee	30.00 per occurrence
DANTES Test Fee	20.00 per occurrence
Distance Learning Exam Fee	20.00 First 2 hours 10.00 per hour after 2 hours
LPN Clinical Fees	1,200.00 – 1,800.00 per sem.
NCLEX	400.00 per semester
Practical Nursing Exit Exam	50.00 per occurrence

8. RESOLUTION AUTHORIZING THE AWARD OF A LINEN SUPPLY VENDOR FOR CULINARY ARTS

WHEREAS, the College has a need for various linen products for the Culinary Arts department during the year; 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 2015;

WHEREAS, Allen Linen Supply of Paterson, is the proposed vendor to provide these services, at a total cost not to exceed \$20,000.00; and

WHEREAS Allen Linen has completed and submitted Business Entity Disclosure Certifications which certifies that Allen Linen Supply 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 Allen Linen Supply from making any reportable contributions through the term of the contracts; and

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

NOW THEREFORE, BE IT RESOLVED the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve Allen Linen Supply as a pay to play certified vendor as described herein at a cost not to exceed \$20,000.00 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.

RECOMMENDATION:

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the award of a linen supply vendor for Culinary Arts at a cost not to exceed \$20,000.00.

9. RESOLUTION AUTHORIZING THE AWARD OF A SEAFOOD VENDOR FOR CULINARY ARTS

WHEREAS, the College has a need for various sea food products for the Culinary Arts department during the year 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 2015: and

WHEREAS, **Blue Ribbon Fish Co. Inc.** of Bronx, New York is the proposed vendor to provide these products at a cost not to exceed \$75,000.00 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 contracts; and

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

NOW THEREFORE, BE IT RESOLVED 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 at a cost not to exceed \$75,000.00 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.

RECOMMENDATION:

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the award of a seafood vendor for Culinary Arts at a cost not to exceed \$75,000.00.

10. AWARD OF ANNUAL COMPUTER ELECTRONIC AND SOFTWARE PARTS FOR FY 14.

WHEREAS, the College has a need for various computer and electronic parts during the year 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 2015; and

WHEREAS, CDW GOVERNMENT LLC of Vernon Hills, Illinois is the proposed vendor to provide the parts; and

WHEREAS, CDW GOVERNMENT LLC. has completed and submitted Business Entity Disclosure Certifications which certifies that, **CDW GOVERNMENT LLC** 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 **COW GOVERNMENT LLC..** From making any reportable contributions though the term of the contracts; and

WHEREAS, the cost is not to exceed \$180,000.00; and

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

NOW, THEREFORE, BE IT RESOLVED the Board of Trustees of Hudson County Community College authorizes the Purchasing Agent to approve **CDW GOVERNMENT LLC.** of Vernon Hills, Illinois 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 Entity Disclosure.

RECOMMENDATION:

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the award of annual Computer Electronic and Software parts for FY 14, at a cost not to exceed \$180,000.00.

11. RESOLUTION AUTHORIZING THE AWARD OF A DAIRY/FOOD VENDOR FOR CULINARY ARTS

WHEREAS, the College has a need for various Dairy products for the Culinary Arts department during the year; 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 2014 and

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

WHEREAS, Dairyland USA Corporation 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 any reportable contributions through the term of the contracts; and

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

NOW THEREFORE, BE IT RESOLVED 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 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.

RECOMMENDATION:

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the award of a Dairy/Food Vendor for Culinary Arts for a total cost not to exceed \$75,000.00.

12. RESOLUTION AUTHORIZING THE AWARD OF A FOOD / CLEANING SUPPLIES AND SMALL IMPLEMENTS VENDOR FOR CULINARY ARTS

WHEREAS, the College has a need for various Food/ Cleaning Supplies and Small Implements products for the Culinary Arts department during the year;

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 2015 and*

WHEREAS, *Sysco food service of Jersey City is the proposed vendor to provide these supplies at a cost not to exceed \$60,000.00 and*

WHEREAS, *Sysco Food service of Jersey City, New Jersey 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/s; and*

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

NOW THEREFORE, BE IT RESOLVED *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 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.*

RECOMMENDATION:

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the award of a Food/Cleaning Supplies and Small Implements Vendor for Culinary Arts for a total cost not to exceed \$60,000.00.

13. RESOLUTION AUTHORIZING THE AWARD OF A SPECIALTY FOOD VENDOR FOR CULINARY ARTS

WHEREAS, *the College/Culinary Arts has a need for various specialty foods during the year.*

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 2015: and*

WHEREAS, *Baldor Specialty Foods, Inc. of Bronx, New York, is the proposed vendor to provide these services, at a total cost not to exceed \$75,000.00; and*

WHEREAS *Baldor Specialty Foods, Inc. 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/s; and*

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

NOW THEREFORE, BE IT RESOLVED *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 \$75,000.00 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.

RECOMMENDATION:

The President, the Vice President for Administrative Services and the Finance Committee recommend that the Board of Trustees approve the award of a Specialty Food Vendor for Culinary Arts for a total cost not to exceed \$75,000.00.

14. PURCHASE OF INTERNET SERVICES FY 15

REPORT/BACKGROUND

There is a need to provide network access and internet services to the College for Instructional and Administrative services. The New Jersey President's Council has created NJEDge.Net, a non-profit corporation, to provide a broadband statewide network designed to enhance the teaching, research and public service missions of New Jersey's Colleges and Universities. The range of capabilities, resources and services offer economies of scale, provide expanded opportunities for integrating remerging technologies, and promote new forms of inter- instructional collaboration. This private statewide infrastructure effectively "raises the bar" for high performance data, voice and video capabilities and extends the reach of higher education of off-campus learners, K-12, as well as corporate and community constituents.

Use of the Network and Internet has greatly increased at the College and has become critical to our students, faculty and administration. NJEDge.Net gives the College the opportunity to continue to increase the capacity and speed of the internet service to accommodate the increase in usage.

The Vice President for Administrative Services recommends the renewal of this service.

RECOMMENDATION:

The President, the Vice President of Administrative Services and the Finance Committee recommend that the Board of Trustees approve the annual contract with NJEDge.Net of Newark, New Jersey, to provide internet services to the College, at a cost of \$162, 000.00 for FY15, to be funded from the operating budget.

15. RENEWAL OF COLLEGE'S CAMPUS-WIDE ELLUCIAN (DATATEL) SOFTWARE MAINTENANCE AGREEMENT FY15

REPORT/BACKGROUND

There is a need to renew the College campus-wide software maintenance and services for the Ellucian (Datatel) Colleague System. The College utilizes this software and services to support the various software packages that are on Colleague.

The annual fee also covers all the upgrades and services that might be released required by Ellucian (Datatel) during this year. For fiscal year 2015, the College proposes the renewal of the software maintenance and services at a total cost of \$ 429,000.00

The Vice President for Administrative Services recommends the renewal of the purchase of the software maintenance for one (1) year from Ellucian (Datatel).

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee recommends that the Board of Trustees approve the purchase of the College's software maintenance for one (1) year from

Ellucian (Datatel) of Fairfax, Virginia, at an annual cost of \$429,000.00 be funded from the operating budget. This contract is awarded pursuant to a fair open process.

16. PURCHASE OF WIRELESS NETWORK EQUIPMENT FOR CULINARY CONFERENCE CENTER

REPORT/BACKGROUND

One of the College's goals is to make all the facilities/buildings "Technology Smart". In order to accomplish this task, the College will need to upgrade the wireless capabilities, at The Culinary Conference Center Building. ITS will work with Johnston Communications to provide wireless access for students, faculty and staff at The Culinary Conference Center Building. This will give Students, Faculty, Staff and Administration wireless access from any location within the building. This project will be provided by Cisco's hardware through Johnston Communications, a NJ State Contract Vendor (WSCA Contract #M-7000/73979).

RECOMMENDATION

The President, the Vice President of Administrative Services and the Finance Committee recommend that the Board of Trustees approve the project with Johnston Communications to provide to the College at a cost of \$26,807.11 to be funded from the Culinary Conference Center Budget.

17. AGREEMENT BETWEEN HCCC AND KEARNY BOARD OF EDUCATION FOR USE OF KEARNY HIGH SCHOOL CLASSROOMS FOR EVENING CLASSES DURING ACADEMIC YEAR 2014 – 2015.

REPORT/BACKGROUND

For over twenty- five (25) years, HCCC has utilized Kearny High School (KHS) for evening classes on Tuesdays and Wednesday during the Fall and Spring semesters. For academic year 2014 – 2015, a total of approximately 260 students attended classes at the KHS facility. The rental cost for the year was \$4,000.00 per semester (i.e. \$ 30.00 per classroom – up to five (5) classrooms per night) for a total of \$8,000.00.

RECOMMENDATION

The President, the Vice President of Administrative Services, and Finance Committee of the Board of Trustees recommend that the Board of Trustees approve the agreement with Kearny Board of Education of Kearny, New Jersey for instructional use of classrooms in the evening at Kearny High School, at a total annual rental cost of \$8,000.00.

18. AGREEMENT BETWEEN HCCC AND BAYONNE BOARD OF EDUCATION FOR USE OF BAYONNE HIGH SCHOOL CLASSROOMS FOR EVENING CLASSES FOR ACADEMIC YEAR 2014-2015.

REPORT/BACKGROUND

For nineteen (19) years, HCCC has utilized classrooms at Bayonne High School for evening classes on Tuesdays and Thursdays during the Fall and Spring semesters. Up until Academic Year 2008 there was no rental fee. Bayonne board of Education permitted HCCC to use the facility free of cost. Three years ago the Board of Education determined it was necessary to charge rental for use of facilities.

For academic year 2014 - 2015, approximately 200 students attended classes at the Bayonne HS facility. The annual cost for rental was \$8,300 (i.e. \$ 4,150.00 per semester for five to seven classrooms per night).

Bayonne Board of Education has agreed there will be no increase in room rental for the upcoming Academic Year 2014 - 2015.

RECOMMENDATION

The President, the Vice President of Administrative Services and Finance Committee of the Board of Trustees recommend that the Board of Trustees approve the agreement with Bayonne Board of Education of Bayonne, New Jersey, for instructional use of classrooms in the evening at Bayonne High School, at a total annual rental cost of \$8,300.00.

RESOLUTIONS:

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, the Vice President of Administrative Services, and the Finance Committee as outlined above in **Item VII. Fiscal, Administrative, Lease and Capital Recommendations 1- 18:** 1) Purchase of Liability & Casualty Insurance FY 15; 2) Purchase of Software for Academic Foundations; 3) Purchase of Equipment for Academic Foundations; 4) Award of Shuttle Services for FY 15 and FY 16; 5) Renewal of Parking Agreement with Municipal Parking with the Town of West New York for FY 2014 and FY 2015; 6) Settlement of NCSC/UAW Senior Citizen Housing Co. Inc. Vs. HCCC; 7) Tuition & Fee Policy FY 2015; 8) Resolution Authorizing the Award of a Linen Supply Vendor for Culinary Arts; 9) Resolution Authorizing the Award of a Seafood Vendor for Culinary Arts ; 10) Award of Annual Computer Electronic and Software Parts for FY 14; 11) Resolution Authorizing the Award of a Dairy/Food Vendor for Culinary Arts; 12) Resolution Authorizing the Award of a Food/Cleaning Supplies and Small Implements Vendor for Culinary Arts; 13) Resolution Authorizing the Award of a Specialty Food Vendor for Culinary Arts; 14) Purchase of Internet Services for FY 15; 15) Renewal of College's Campus-Wide Ellucian (Datatel) Software Maintenance Agreement for FY 15; 16) Purchase of Wireless Network Equipment for Culinary Conference Center; 17) Agreement Between HCCC and Kearny Board of Education for Use of Kearny High School Classrooms for Evening Classes During Academic Year 2014 - 2015; 18) Agreement Between HCCC and Bayonne Board of Education for Use of Bayonne High School Classrooms for Evening Classes for Academic Year 2014 - 2015.

INTRODUCED BY:

Bakari Lee

SECONDED BY:

Jeanette Peña

DATE:

August 12, 2014

Callahan, Kevin
Fahrenholz, Karen
Kenny, Roberta
Kosakowski, Joanne
Lee, Bakari
Peña, Jeanette
Sires, Adrienne
Stahl, Harold
Netchert, William, Chair

ABSENT
AYE
ABSENT
AYE
AYE
AYE
ABSENT
AYE
AYE

6 Ayes..... 0 Nay

RESOLUTION ADOPTED

Jennifer Pakley
Signature of Recorder

8-12-14
Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

VIII. PERSONNEL RECOMMENDATIONS

1. RESIGNATION

REPORTS/BACKGROUND

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Chenelle Smith	Transfer Student Coordinator	08/22/2014

RECOMMENDATION:

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

2. APPOINTMENT OF STAFF

REPORTS/BACKGROUND

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Sabrina Magliulo	Director, Advisement & Counseling	8/13/2014	\$65,000 (pro-rated)

Note: This is a replacement for Duane Williams.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Jenny Nesenjuk	Counselor, CASS	8/13/2014	\$38,000 (pro-rated)

Note: This is a replacement for Alex Henderson.

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Zuany Chicas	Administrative Assistant Controller's Office	8/13/2014	\$35,000 (pro-rated)

Note: This is a replacement for Nereida Rodriquez.

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. 2.

3. **APPOINTMENT OF NEW & CONTINUING PART-TIME ASSIGNMENTS FOR FY 15.**

Last Name	First Name	Department	Title	Position ID
Alvarez	Robert	Grants	Research Associate	REASO-601074
Angel Benitez	Clara A	Community Education	Office Assistant	OFFAST-102005
Mendez	Daniel	Disability Support Services	Notetaker/Reader	READER-VARIOUS DEPT
Polk	Charles	Community Education	KHS/Evening- Leap Coordinator	EWKADM-252010
Wiggins	James	Community Education	Evening/Weekend Administrator	EWKADM-252010
Elkhoy	Mariam	Community Education	Evening/Weekend Administrator	EWKADM-252010
Acosta	Jose	Customer Service Center	Mailroom/Copy Center Assistant	OFFAST-253025
Patel	Jigar	ITS	Lab Assistant	ISTLAB-253025
Polanco	Oneal	ITS	Lab Assistant	ISTLAB-253025
Cortez	Benjamin	ITS	Lab Assistant	ISTLAB-253025
Rodriguez	Victor	ITS/Library	Lab Assistant	ISTLAB-253025
DelPiano	Justin	ITS	PT PC Technician	PTTECH-253025

RECOMMENDATION:

The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Appointment of Additional New Part-Time Assignments listed 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>
Kathryn Buckley	Instructor, English (AF)	08/15//2014 12/24/2014	\$20,000 (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 (AF)	08/15//2014 12/24/2014	\$20,000 (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>
Thomas Roskop	Instructor, Math (AF)	08/15//2014 12/24/2014	\$20,000 (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>
Meenu Sharma	Instructor, Math (AF)	08/15//2014 12/24/2014	\$20,000 (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>
Homiler Phanor	Instructor, Business	08/15//2014 12/24/2014	\$20,000 (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>
Jeffrey Chait	Instructor, Business	08/15//2014 12/24/2014	\$20,000 (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>
Rachid Bouayad	Instructor, Math	08/15//2014 12/24/2014	\$20,000 (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>
Saliha Yagoubi	Instructor, ESL	08/15//2014 12/24/2014	\$20,000 (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>
Julie Richard	Instructor, ESL	08/15//2014 12/24/2014	\$20,000 (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>
Tazio Ruffilo	Instructor, English	08/15//2014 12/24/2014	\$20,000 (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>
Christina Bryant	Instructor, English	08/15//2014 12/24/2014	\$20,000 (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>
Antonio Acevedo	Instructor, History	08/15/2014 12/24/2014	\$20,000 (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>
Jerry Lamb	Instructor, Criminal Justice	08/15/2014 12/24/2014	\$20,000 (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>
Marissa Lontoc	Instructor, Culinary Arts	08/15/2014 12/24/2014	\$20,000 (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>
Brian Lorio	Instructor, Speech/English	08/15/2014 12/24/2014	\$20,000 (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 Full Time Temporary Faculty Assignments listed above as Personnel Recommendation Item No.4.

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 1-4:** (1) Resignation, (2) Appointment of Staff (3) Appointment of Additional New/Continuing Part-Time Hires FY15, and (4) Full Time Temporary Faculty Assignments.

INTRODUCED BY: Joanne Kosakowski

SECONDED BY: Jeanette Peña

DATE: August 12, 2014

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

6 Ayes..... 0 Nay

RESOLUTION ADOPTED

Jennifer Oakley
Signature of Recorder

8-12-14
Date

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

VIII. PERSONNEL RECOMMENDATIONS

5. Appointment of Adjunct Faculty Pool for the 2014-2015 Academic Year

Report/Background

HCCC provides opportunities for students to enroll in credit-bearing courses several times during the academic year. Since 1994, class offerings have expanded from the standard 15-week fall/spring semesters to two 6-week summer sessions, a 2-week winter intersession and three opportunities for exiting basic skills through 1-week math/algebra express courses. Staggered start dates for class offerings and protracted registration periods make this expansion possible.

The College's ability to offer approximately 2500 course sections each academic year rests, in part, on the availability of a pool of qualified adjuncts to teach at least 60% of the classes. Since adjunct faculty supplement full-time faculty, their actual assignments each semester are contingent on course enrollment and are made on an as-needed basis.

The number of adjuncts required in the fall and spring semesters has increased from 130 in Fall 1990 to approximately 400 in Fall 2013. The majority of adjuncts serve HCCC from one to four consecutive semesters. Some are long-term employees, serving in excess of 13 consecutive semesters. Adjunct course loads range from 3 to 9 credits per semester. The appointment of adjunct faculty for the Academic year (September 1 through August 31) is subject to the following provisions:

1. Adjunct faculty must have an appropriate degree in the assignment discipline or closely related area and must be eligible for employment in the United States.
2. Reassignment in a subsequent semester/enrollment period is contingent on (a) performance as determined by supervisory and student evaluations, (b) course enrollment, and (c) maintaining full-time faculty assignments.
3. Adjunct faculty assignments will not exceed 9 credits per semester/enrollment period or a total of 27 credits per academic year. Approval of the President is required for assignments in excess of 9 credits/contact hours in any semester/enrollment period.
4. Each adjunct faculty, once assigned, will be provided a contract indicating the specific class assignment(s) and compensation.
5. All adjunct faculty are designated 'instructors' and are compensated at the per-credit/contact hourly rate of \$600-\$630 based on the number of semesters of teaching at HCCC. This rate structure was approved by the Board of Trustees on November 23, 2010.
6. Following each enrollment period, a listing of all adjuncts, their specific assignments and compensation will be available for Board review and maintained by the Office of Academic Affairs and the Office of Human Resources. The listing will include also, overload assignments for full-time employees; that is, course sections taught by full-time faculty and administrators in excess of their contractual responsibilities.
7. Additional adjuncts required for any enrollment period will be brought to the Board of Trustees for approval throughout the course of the academic year, as-needed.

RECOMMENDATION:

The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Appointment of Adjunct Faculty Pool (Attachment A) for the 2014-2015 Academic Year above as Personnel Recommendation Item No. 5.

RESOLUTION:

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees approve the recommendation of the President, the Administration and the Personnel Committee as outlined above in **Item VIII. Personnel Recommendation: (5) Appointment of Adjunct Faculty Pool for the 2014-2015 Academic Year.**

INTRODUCED BY: Joanne Kosakowski

SECONDED BY: Karen Fahrenholz

DATE: August 12, 2014

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

5 Ayes..... 1 Abstention..... 0 Nay

RESOLUTION ADOPTED

Ernie Oakley
Signature of Recorder

8-12-14
Date

ATTACHMENT A
ITEM VIII – PERSONNEL RECOMMENDATIONS
5.

Continuing Adjuncts			
<i>Ahmed</i>	<i>Marystella</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Behman</i>	<i>Natalie</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Bradley</i>	<i>Naimah</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Brown</i>	<i>Theresa</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Chee-a-Tow</i>	<i>Reginald</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Coleman</i>	<i>Eric</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Craddock</i>	<i>Iesha</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Daane</i>	<i>Mary</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Desembrana</i>	<i>Rosanna</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Feldnov</i>	<i>Amy</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Galli</i>	<i>Karen</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Garneau</i>	<i>George</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Grimaldi</i>	<i>Rose</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Gromel</i>	<i>Evan</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Henry</i>	<i>Ayanna</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Howard</i>	<i>Lynette</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Hynes-Lasek</i>	<i>Nancy</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Jaber</i>	<i>Nancy</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Jones</i>	<i>Paula</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Knight</i>	<i>Geoffrey</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Ortiz</i>	<i>Julio</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Patel</i>	<i>Nureen</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Phillips</i>	<i>Rodney</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Ponder</i>	<i>Sibyl</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>

<i>Prezioso</i>	<i>Michele</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Reimer</i>	<i>Cynthia</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Scheuer</i>	<i>Judith</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Stamas</i>	<i>Maria</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Stone</i>	<i>Judith</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Thompson</i>	<i>Sametta</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Wadhwani</i>	<i>Usha</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Wingard</i>	<i>Cleopatra</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Wolfe</i>	<i>Chanelle</i>	<i>Adjunct</i>	<i>Academic Foundations English</i>
<i>Abraham</i>	<i>Michael</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Adewumi</i>	<i>Aminata</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Aftab</i>	<i>Mohammed</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Allam</i>	<i>Nehal</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Bekhit</i>	<i>Maher</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Bekralas</i>	<i>Rachid</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Belleza</i>	<i>Ana</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Bender</i>	<i>Ana</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Bender</i>	<i>Ellen</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Blair</i>	<i>Annette</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Botros</i>	<i>Magdy</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Doku</i>	<i>Phillip</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Efrani</i>	<i>Souror</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Elassa</i>	<i>Aomar</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Gaskin</i>	<i>Reinaldo</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Getugi</i>	<i>Jeremiah</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Grinberg</i>	<i>Michael</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Harlley</i>	<i>Komla</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Housny</i>	<i>Abdul</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Husseini</i>	<i>Ganiyu</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Iannazzone</i>	<i>Grace</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Iddrisu</i>	<i>Alhassan</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Julien</i>	<i>Sherlene</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Kdiry</i>	<i>Houria</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Keita-William</i>	<i>Jacqueline</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Kelly</i>	<i>Matthew</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Khouki</i>	<i>Mohand</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>
<i>Makkar</i>	<i>Reda</i>	<i>Adjunct</i>	<i>Academic Foundations Math</i>

Maresca	Elaine	Adjunct	Academic Foundations Math
Master	Yogesh	Adjunct	Academic Foundations Math
Mazzouri	Abderrahim	Adjunct	Academic Foundations Math
Nyakanga	Walter	Adjunct	Academic Foundations Math
Ozoka	Maryann	Adjunct	Academic Foundations Math
Pandya	Bhagavat	Adjunct	Academic Foundations Math
Raza	Qamar	Adjunct	Academic Foundations Math
Reimer	Cynthia	Adjunct	Academic Foundations Math
Roskop	Thomas	Adjunct	Academic Foundations Math
Sharma	Meenu	Adjunct	Academic Foundations Math
Simon	Paul	Adjunct	Academic Foundations Math
Sohval	Robert	Adjunct	Academic Foundations Math
Tyupkina	Olga	Adjunct	Academic Foundations Math
Walker	Keisha	Adjunct	Academic Foundations Math
Worrell	Marsha	Adjunct	Academic Foundations Math
Zayatz	Nicole	Adjunct	Academic Foundations Math
Carew	Emily	Adjunct	Allied Health
Ekwonye	Angela	Adjunct	Allied Health
El-Sherbeini	Mohamed	Adjunct	Allied Health
Jones	Florine	Adjunct	Allied Health
Albanese	Richard	Adjunct	Business, Culinary, Hospitality Management
Capo	Anthony	Adjunct	Business, Culinary, Hospitality Management
Clode	Anthony	Adjunct	Business, Culinary, Hospitality Management
DaSilva	Susan	Adjunct	Business, Culinary, Hospitality Management
Delgado	Elliot	Adjunct	Business, Culinary, Hospitality Management
Elliot	David	Adjunct	Business, Culinary, Hospitality Management
Farhat	Mansour	Adjunct	Business, Culinary, Hospitality Management
Glinbizzi	Raphael	Adjunct	Business, Culinary, Hospitality Management
Gonnerman	Robert	Adjunct	Business, Culinary, Hospitality Management
Kadko	Sam	Adjunct	Business, Culinary, Hospitality Management
Kolbinger	Romerico	Adjunct	Business, Culinary, Hospitality Management
Konig	Barbara	Adjunct	Business, Culinary, Hospitality Management
Larson	Michael	Adjunct	Business, Culinary, Hospitality Management
Lebinsohn	Robert	Adjunct	Business, Culinary, Hospitality Management

<i>MacInnes</i>	<i>James</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Maluchnick</i>	<i>Dennis</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Martinelli</i>	<i>Gina</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Martirano</i>	<i>Melissa</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Mohammed</i>	<i>Nazam</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Moruzzi</i>	<i>Victor</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Munz</i>	<i>Dianna</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Pascale</i>	<i>Frank</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Phanor</i>	<i>Homiler</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Piatkowski</i>	<i>Dennis</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Pukdeedamrongrit</i>	<i>Anuchit</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Repic</i>	<i>George</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Rubin</i>	<i>Andrew</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Simpsom</i>	<i>Leo</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Stamas</i>	<i>Leonidas</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Stark</i>	<i>Marvin</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Webb</i>	<i>Tonja</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Weimar</i>	<i>Sondra</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Zappy</i>	<i>Mark</i>	<i>Adjunct</i>	<i>Business, Culinary, Hospitality Management</i>
<i>Abuhouran</i>	<i>Manal</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Ameline</i>	<i>Liliana</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Armanious</i>	<i>Sola</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Ashmeade</i>	<i>Renee</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Atienza</i>	<i>Normita</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Barroero</i>	<i>Patrizia</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Bookman</i>	<i>Karen</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Burris</i>	<i>Troy</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Centeno</i>	<i>Rosario</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Cil</i>	<i>Mayda</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Corcoran</i>	<i>Daryl</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Del Rosso</i>	<i>Irene</i>	<i>Adjunct</i>	<i>ESL</i>

<i>Eady</i>	<i>Lynn</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Figuerola</i>	<i>Monika</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Gordon</i>	<i>Michele</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Holub</i>	<i>Alexander</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Ilina</i>	<i>Rezeda</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Jacobson</i>	<i>Marion</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Janong</i>	<i>Lulu</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Karnicka</i>	<i>Joanna</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Kutubuddin</i>	<i>Joanna</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Lobo</i>	<i>Christopher</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Lu</i>	<i>Leana</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Mesa</i>	<i>Raul</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Nagayo</i>	<i>Felicitas</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Ocansey</i>	<i>Bethany</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Piligian</i>	<i>Karen</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Podryadchickova</i>	<i>Yadviga</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Poliakaite</i>	<i>Alina</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Ramirez</i>	<i>Douglas</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Rosario</i>	<i>Jose</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Ruskin</i>	<i>Julia</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Sklar</i>	<i>Robyn</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Somasundaram</i>	<i>Pamathi</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Tahrour</i>	<i>Saliha</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Taylor</i>	<i>Anna</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Tunque</i>	<i>Dany</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Wang</i>	<i>Bing</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Wisniewski</i>	<i>Elizabeth</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Zhylina</i>	<i>Iryna</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Zielinski</i>	<i>Lauren</i>	<i>Adjunct</i>	<i>ESL</i>
<i>Adinegoro</i>	<i>Arwita</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Aguirre</i>	<i>Lourdes</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Alvarez</i>	<i>Robert</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Ambrosio</i>	<i>Louis</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Anderson</i>	<i>Keith</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Andrews</i>	<i>Suzette</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Aristondo</i>	<i>Linda</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Arnao</i>	<i>Cynthia</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>

<i>Askary</i>	<i>Nina</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Baker</i>	<i>Kelly</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bakht</i>	<i>Maryam</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Barbato</i>	<i>Paul</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Barrett</i>	<i>Latisha</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bekoe</i>	<i>Eric</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bellan-Boyer</i>	<i>Lisa</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bengochea</i>	<i>Alina</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Berman</i>	<i>Douglas</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bernales</i>	<i>Martha</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bertholet</i>	<i>Amanda</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bishop</i>	<i>Andrew</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Boone</i>	<i>Tsa Rashida</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bors</i>	<i>Christopher</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Browning</i>	<i>Dan</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Bruzzano</i>	<i>Carol</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Buckley</i>	<i>Kathelyn</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Byrnes</i>	<i>Kirsten</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Cambell</i>	<i>Courtney</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Campbell</i>	<i>Rebecca</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Campos</i>	<i>Rebeca</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Carrillo</i>	<i>Jonathan</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Colbin</i>	<i>Tom</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Corneil</i>	<i>Andrea</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Costanzo</i>	<i>Bernadette</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Coughlin</i>	<i>Kathelyn</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Coviello</i>	<i>James Anthony</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>

<i>Cuellar</i>	<i>Salvador</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Danne</i>	<i>Mary</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>DeLucia</i>	<i>Christina</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Den Herder</i>	<i>Susan</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Devico</i>	<i>Margaret</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Domingo</i>	<i>Elaine</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Dunn</i>	<i>James</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Egusquiza</i>	<i>Leonor</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Estrada</i>	<i>Maria</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Fleisher</i>	<i>Frederick</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Foster</i>	<i>Elaine</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Garneau</i>	<i>George</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Gilliam</i>	<i>Tania</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Gil-Ramos</i>	<i>Sara Estrella</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Goldstein</i>	<i>Shoshana</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Gómez</i>	<i>Nerys</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Gordon</i>	<i>Todd</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Gordon</i>	<i>Mark</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Graham-Wilson</i>	<i>Leslie</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Hamilton</i>	<i>Gabriella</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Hanns</i>	<i>Christian</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Hart</i>	<i>Thurman</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Harwin</i>	<i>Melissa</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Hawkins</i>	<i>Cynthia</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Hiuni</i>	<i>Dahn</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Husain</i>	<i>Mohammed</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Ip</i>	<i>Bonnie H.</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>

<i>Jordan</i>	<i>Joshua</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Kaminski</i>	<i>Joseph</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Kanter</i>	<i>Deborah</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Kelly</i>	<i>Daniel</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Kress</i>	<i>Sally</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Laksimi-Morrow</i>	<i>Sakina</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lamprecht</i>	<i>Franziska</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lancaster</i>	<i>Thomas</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>LeBlanc</i>	<i>Nicole</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lee</i>	<i>Eric</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lee</i>	<i>Michael</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lemprecht</i>	<i>Franziska</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lindsey</i>	<i>Walter</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lizardo</i>	<i>Mariel</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Llerena</i>	<i>Victor</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Llerena</i>	<i>Victoria</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lodge</i>	<i>Jiyoun</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lonon</i>	<i>Julie</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Lorio</i>	<i>Brian</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Martin</i>	<i>Hannah</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>McFadden</i>	<i>Syreeta</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>McKeon</i>	<i>Rita</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Mesce</i>	<i>William</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Methven</i>	<i>Scott</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Michelson</i>	<i>David</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Mignoli</i>	<i>Ernest</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Minami</i>	<i>Jason B.</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>

<i>Mooney</i>	<i>Jeffrey</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Morales</i>	<i>Daniel</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Morgan</i>	<i>Nakeia</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Mulvaney</i>	<i>Nancy</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Murphy</i>	<i>Jayne</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Murphy</i>	<i>Margaret</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Nowlin</i>	<i>Ryan</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Okafor</i>	<i>Gabriel</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Pak</i>	<i>Stony</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Pauley</i>	<i>Jared</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Pelaez</i>	<i>Armantina</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Perkins</i>	<i>Keith</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Pomares</i>	<i>Carlos</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Rappleye</i>	<i>Jon D.</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Reina-Carigga</i>	<i>Julio</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Reyes</i>	<i>Gilda</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Ring</i>	<i>Jen</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Rivera</i>	<i>Carmen</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Rosario</i>	<i>Sharon M.</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Rossilli</i>	<i>Michael J</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Ruffillo</i>	<i>Tazio</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Saunders</i>	<i>Daniel</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Schade</i>	<i>Christopher John</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Scheuer</i>	<i>Judith</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Schneider</i>	<i>Lawrence</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Schooler</i>	<i>Daniel J</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>
<i>Segriff</i>	<i>Joseph</i>	<i>Adjunct</i>	<i>Humanities & Social Sciences</i>

Seligson	Jesse	Adjunct	Humanities & Social Sciences
Shamburg	John	Adjunct	Humanities & Social Sciences
Shapiro	Lynne Susan	Adjunct	Humanities & Social Sciences
Sharrock	James A.	Adjunct	Humanities & Social Sciences
Smallman	James	Adjunct	Humanities & Social Sciences
Smith	Jeremy	Adjunct	Humanities & Social Sciences
Smith	Debra	Adjunct	Humanities & Social Sciences
Spiridakos	Georgia G.	Adjunct	Humanities & Social Sciences
Streeter	Edward	Adjunct	Humanities & Social Sciences
Suarez	Janice	Adjunct	Humanities & Social Sciences
Tarmu	Eldad Samuel	Adjunct	Humanities & Social Sciences
Taylor	Scott	Adjunct	Humanities & Social Sciences
Teke	Metin	Adjunct	Humanities & Social Sciences
Thomas	Michele	Adjunct	Humanities & Social Sciences
Truitt	Trenton	Adjunct	Humanities & Social Sciences
Vaidya	Sunanda	Adjunct	Humanities & Social Sciences
Valladares	Delmira M.	Adjunct	Humanities & Social Sciences
Veiga	Karina	Adjunct	Humanities & Social Sciences
Wadhwani	Usha Vashu	Adjunct	Humanities & Social Sciences
Walters	Michael	Adjunct	Humanities & Social Sciences
Williams-Nichols	Marsha	Adjunct	Humanities & Social Sciences
Willoughby	Shakira	Adjunct	Humanities & Social Sciences
Wilson	Steven	Adjunct	Humanities & Social Sciences
Wright	Steve	Adjunct	Humanities & Social Sciences
Ziai	Reza	Adjunct	Humanities & Social Sciences
Abbasi	Syed	Adjunct	Science, Technology, Engineering & Mathematics
Abdullah	Sirhan	Adjunct	Science, Technology, Engineering & Mathematics

<i>Abi-Saddique</i>	<i>Osman</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Aftab</i>	<i>Mohammed</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Aljamal</i>	<i>Faisal</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Amadu</i>	<i>Abdallah</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Baig</i>	<i>Mirza</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Bekralas</i>	<i>Rachid</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Bendaoud</i>	<i>Meriem</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Besra</i>	<i>Satyanarjan</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Botros</i>	<i>Magdy</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Bouayad</i>	<i>Rachid</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Carew</i>	<i>Emily</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Casanova</i>	<i>Jose</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Dawidczyk</i>	<i>Monika</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Destin</i>	<i>Lionel</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Eilender</i>	<i>Elizabeth</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Ekwonye</i>	<i>Angela</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>El-Assa</i>	<i>Aomar</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>El-Sherbeini</i>	<i>Mohamed</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Fares</i>	<i>Nor</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Gambino</i>	<i>Russell</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Grinberg</i>	<i>Alexander</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Holder</i>	<i>Gabriel</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Hussein</i>	<i>Ganiyu</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Iddrisu</i>	<i>Alhassan</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Jamali R.</i>	<i>Mizanur</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Jara-Lindao</i>	<i>Gisella</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Randall</i>	<i>Victoria</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>

<i>Lashkari</i>	<i>Amir</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Maghami</i>	<i>Behzad</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Mahmood</i>	<i>Azhar</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Mazzouri</i>	<i>Abderrahim</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Mc Cullough</i>	<i>Wesley</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Popoola</i>	<i>Akinade</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Qasem</i>	<i>Mohammad</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Raoudi</i>	<i>Hassane</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Raza</i>	<i>Qamar</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Ricciardone</i>	<i>Gaetano</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Rodriguez</i>	<i>Juan</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Rodriguez</i>	<i>Rafael</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Rosen</i>	<i>Jacob</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Saidu</i>	<i>Sharafdeen</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Salerno</i>	<i>Carmine</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Serme</i>	<i>Abdramane</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Siddiqui</i>	<i>Lori</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Soluade</i>	<i>Oerola</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Stamas</i>	<i>Leon</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Tamini</i>	<i>Khalid</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Valcarcel</i>	<i>Alicia</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Vazquez</i>	<i>Rosa</i>	<i>Adjunct</i>	<i>Science, Technology, Engineering & Mathematics</i>

<i>New Hire Adjuncts 2014</i>			
<i>HARRIS</i>	<i>ASALE</i>	<i>Adjunct</i>	<i>ACADEMIC FOUNDATIONS – MATH</i>
<i>TURNER</i>	<i>AMBER</i>	<i>Adjunct</i>	<i>ALLIED HEALTH</i>
<i>COLBAN</i>	<i>TOM</i>	<i>Adjunct</i>	<i>Business, Culinary and Hospitality Management</i>
<i>ZAMPAS</i>	<i>JOANNA</i>	<i>Adjunct</i>	<i>ESL</i>
<i>MASSA</i>	<i>MARCELLA</i>	<i>Adjunct</i>	<i>ESL</i>

GARRETT	ELIZABETH	Adjunct	ESL
HOBBY	SEVEN	Adjunct	ESL
BREWSTER	NATALIA	Adjunct	ESL
ELMAHJOUBI	MOHAMED	Adjunct	ESL
CLAY	WESTER	Adjunct	Humanities and Social Sciences
HAYNES	AJEENAH	Adjunct	Humanities and Social Sciences
HENRIQUEZ	JENNY	Adjunct	Humanities and Social Sciences
URIBE	FERNANDO	Adjunct	Humanities and Social Sciences
SHITU	OSMAN	Adjunct	Science, Technology, Engineering & Mathematics
Overloads			
Buckley	Kathryn	Overload	Academic Foundations English
Caniglia	Joseph	Overload	Academic Foundations English
Chappilliquen	Monika	Overload	Academic Foundations English
D'Agastino	Sharon	Overload	Academic Foundations English
Davis	April	Overload	Academic Foundations English
Hebert	Angela	Overload	Academic Foundations English
Nesius	Elizabeth	Overload	Academic Foundations English
Pascale	Joseph	Overload	Academic Foundations English
Plunkett	Brian	Overload	Academic Foundations English
Bandyopadhyay	Pamela	Overload	Academic Foundations Math
Calandrino	Constance	Overload	Academic Foundations Math
Delgado	Claudia	Overload	Academic Foundations Math
Dematas	Michael	Overload	Academic Foundations Math
Krishan	Kewal	Overload	Academic Foundations Math
Lai	Theodore	Overload	Academic Foundations Math
Orock	Ferdinand	Overload	Academic Foundations Math
Abdullah	Sirhan	Overload	Allied Health
Bender	Judith	Overload	Allied Health
Bensky	Gary	Overload	Business, Culinary and Hospitality Management
Cafasso	Philip	Overload	Business, Culinary and Hospitality Management
Chaite	Jeffrey	Overload	Business, Culinary and Hospitality Management

<i>Figueras</i>	<i>Salvador</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Foster</i>	<i>Allen</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Gonzalez</i>	<i>David</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Karakashian</i>	<i>Ara</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Khouzam</i>	<i>Sami</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Meguerditchian</i>	<i>Siroun</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Mittleman</i>	<i>Marc</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Nunez</i>	<i>Janine</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>O'Malley</i>	<i>Kevin</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Schonberg</i>	<i>Wendy</i>	<i>Overload</i>	<i>Business, Culinary and Hospitality Management</i>
<i>Booth</i>	<i>Nancy</i>	<i>Overload</i>	<i>ESL</i>
<i>Caruana</i>	<i>Shanonine</i>	<i>Overload</i>	<i>ESL</i>
<i>Gorokhova</i>	<i>Elena</i>	<i>Overload</i>	<i>ESL</i>
<i>Jesmin</i>	<i>Syeda</i>	<i>Overload</i>	<i>ESL</i>
<i>Kozlenko</i>	<i>Evgeniya</i>	<i>Overload</i>	<i>ESL</i>
<i>Mazzarella</i>	<i>Kitty</i>	<i>Overload</i>	<i>ESL</i>
<i>Miller</i>	<i>Linda</i>	<i>Overload</i>	<i>ESL</i>
<i>Persaud</i>	<i>Chandridat</i>	<i>Overload</i>	<i>ESL</i>
<i>Phillips</i>	<i>Denise</i>	<i>Overload</i>	<i>ESL</i>
<i>Sanchez-Fernandez</i>	<i>Irma</i>	<i>Overload</i>	<i>ESL</i>
<i>Schirta</i>	<i>Maria</i>	<i>Overload</i>	<i>ESL</i>
<i>Skinner</i>	<i>Richard</i>	<i>Overload</i>	<i>ESL</i>
<i>Stephenson</i>	<i>Linda</i>	<i>Overload</i>	<i>ESL</i>
<i>Acevedo</i>	<i>Antonio</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Bach</i>	<i>Alison</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Berman</i>	<i>Esther</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Cafasso</i>	<i>Philip</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Dagastino</i>	<i>Sharon</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Decena White</i>	<i>Jani</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>DeFina</i>	<i>Roberto</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Drew</i>	<i>Christopher</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>

<i>Dunovant</i>	<i>Denise</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Figueras</i>	<i>Salvador</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Friars</i>	<i>Alison</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Hamilton</i>	<i>Gabriella</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Jones-Lewis</i>	<i>Patricia</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Khan</i>	<i>Javedd</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Lowe</i>	<i>Jose</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Marshood</i>	<i>Nabil</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>McLaughlin</i>	<i>Craig</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Moore</i>	<i>Patrick</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Osemwota</i>	<i>Daryll</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Pack</i>	<i>Angela</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Riccadonna Lewis</i>	<i>Laurie</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Rossilli</i>	<i>Denise</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Rubinstein</i>	<i>Harvey</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Seidman</i>	<i>Cathie</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Skinner</i>	<i>Richard</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Soy</i>	<i>Rosie</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Sweeting</i>	<i>Catherine</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Teipen</i>	<i>Jeremiah</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Tomkins</i>	<i>Barry</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Wexler</i>	<i>Susannah</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Willis</i>	<i>Julie</i>	<i>Overload</i>	<i>Humanities & Social Sciences</i>
<i>Nutakor</i>	<i>John</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Bendaoud</i>	<i>Salim</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Joasil</i>	<i>Velino</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Kahn</i>	<i>Lloyd</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>

<i>Hedhli</i>	<i>Nadia</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Matari</i>	<i>Abdallah</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>
<i>Pernice</i>	<i>Raffaella</i>	<i>Overload</i>	<i>Science, Technology, Engineering & Mathematics</i>

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

VIII. PERSONNEL RECOMMENDATIONS

6. COLLECTIVE BARGAINING AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE AND THE HUDSON COUNTY COMMUNITY COLLEGE SUPPORT STAFF FEDERATION.

WHEREAS, the Collective Bargaining Agreement between Hudson County Community College and the Hudson County Community College Support Staff Federation expired on June 30, 2013; and

WHEREAS, Hudson County Community College and the Hudson County Community College Support Staff Federation engaged in collective negotiations for a successor collective bargaining agreement for the period from July 1, 2013 through June 30, 2015 ; and

WHEREAS, Full-time unit members will receive a base salary increase of two percent (2%) retroactive to July 1, 2013 and effective July 1, 2014, a full-time unit member will receive a two percent (2%) base salary increase; and

WHEREAS, Full-time unit members who are not at \$30,000 base salary shall be moved to \$30,000 or will receive a 2% base salary increase whichever is greater; and

WHEREAS, Hudson County Community College and the Hudson County Community College Support Staff Federation memorialized their final agreement as to all negotiated issues by setting their signatures on July 28, 2014 to a Memorandum of Agreement (a copy of which is attached hereto), which recites their final agreement as to all negotiated issues:

NOW THEREFORE, BE IT RESOLVED, by the Board of Trustees of Hudson County Community College that the Collective Bargaining Agreement between Hudson County Community College and the Hudson County Community College Support Staff Federation is in effect from July 1, 2013 through June 30, 2015, is extended by the July 28, 2014 Memorandum of Agreement (a copy of which is attached hereto Attachment B).

INTRODUCED BY: Bakari Lee

SECONDED BY: Karen Fahrenholz

DATE: August 12, 2014

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

6 Ayes..... 0 Nay

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

Jennifer Valley
Signature of Recorder

8-12-14
Date

ATTACHMENT B
ITEM VIII – PERSONNEL RECOMMENDATIONS
6.

MEMORANDUM OF AGREEMENT

The HUDSON COUNTY COMMUNITY COLLEGE ("HCCC") and the HUDSON COUNTY COMMUNITY COLLEGE SUPPORT STAFF FEDERATION ("Union") hereby enter into this Memorandum of Agreement ("Agreement") with respect to the modifications, amendments and additions to the collective bargaining agreement between HCCC and the Union, July 1, 2011 to June 30, 2013 ("CBA"). All terms and conditions contained in the CBA shall remain unchanged, except as modified as follows:

1. **Duration:**

July 1, 2013 to June 30, 2015.

2. **Wages:**

Article X – Compensation- The minimum starting salary will increase to thirty thousand dollars (\$30,000). Full-time Unit members employed prior to July 1, 2013, and still employed with HCCC as of the signing of this agreement who are not at \$30,000 in base salary shall be moved to \$30,000 or will receive a 2% base salary increase, whichever is greater retroactive to July 1, 2013.

For those full-time unit members employed on or after July 1, 2013 who are not at \$30,000 in base salary shall be moved to \$30,000 or will receive a 2% base salary increase, whichever is greater from their date of hire to June 30, 2014.

For those unit members employed prior to July 1, 2013 whose base salaries are more than \$30,000 and are still employed with the College as of the signing of this memorandum of agreement, that unit member shall receive a two percent (2.0%) base salary increase, retroactive to July 1, 2013.

Effective July 1, 2014, a full-time unit member currently employed with HCCC will receive a two percent (2%) base salary increase, retroactive to July 1, 2014.

Miscellaneous:

- (a) This Memorandum of Agreement contains the entire agreement of the parties.
- (b) This Memorandum of Agreement is subject to ratification by the Board of Trustees of the Hudson County Community College and by the membership of the Hudson County Community College Support Staff Federation. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective principals.
- (c) HCCC shall prepare a collective bargaining agreement incorporating this Memorandum.
- (d) The parties agree to recommend that their respective principals ratify this Memorandum of Agreement.

HUDSON COUNTY COMMUNITY
COLLEGE
SUPPORT STAFF FEDERATION

Patricia E. Murphy 7/28/14

HUDSON COUNTY
COMMUNITY COLLEGE

M. L. [Signature] 7/28/14

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

IX. ACADEMIC AND STUDENT AFFAIRS

- 1. *Proposed Memorandum of Understanding (MOU) between HCCC and Preferred Home Health Care and Nursing Services, Inc. (Preferred) for Academic Year 2014-2015.***

REPORT/BACKGROUND

HCCC has been a recipient of the Health Professional Opportunity Grants (HPOG) since 2010 and is in its fourth year of the grant operation. The partnership with the Preferred Home Health Care and Nursing Services, Inc. (Attachment A) will enable HCCC to achieve one of many goals set for the funding of the grant.

Health Professional Opportunity Grants (HPOG)

Authorized by the Affordable Care Act, the Health Profession Opportunity Grants (HPOG) program provides education and training to TANF (Temporary Assistance to for Needy Families) recipients and other low-income individuals for occupations in the health care field that pay well and are expected to either experience labor shortages or be in high demand.

Education and Training Programs

Program participants enroll in a variety of training and education programs that result in an employer or industry recognized certificate or degree. Training programs take place in a variety of settings and formats, including: traditional classrooms, the workplace and distance learning.

Such a collaborative initiative will enhance HCCC's services to offer certain non-credit training programs to our county service residents. This will also increase the visibility of our Community Education services, which is consistent with the College goals and mission.

A partnership normally includes joint development and ongoing review of curriculum and shared responsibilities for the provision of equipment, classrooms and faculty to teach specified courses.

HCCC proposes a one year Memorandum of Understanding with Preferred Home Health Care and Nursing Services (Preferred) comprising of the following major agreements:

- 1. Preferred shall provide instruction for the Certified Home Health Aide (CHHA) and the conversion training, also known as Home Care Module as outlined by the New Jersey Board of Nursing. It is agreed that there will be a maximum of 10 students in a clinical training class.*
- 2. HCCC shall provide the classroom with the necessary equipment required and textbooks for the students attending.*
- 3. HCCC shall pay Preferred in the amount of \$450 per student for the 76 hour CHHA course and \$300 per student for the 12 hour conversion course.*

4. HCCC shall submit a check to Preferred for the annual site fee of \$250 needed to accompany the approval paperwork to the Board of Nursing, and a certificate fee to the Board of Nursing for each student. Student Fees vary from \$80-220.

5. Preferred will provide the students who successfully complete the course requirements the promise of employment needed to receive their certification from the Board of Nursing. Employment is, however, based upon meeting the contingencies set forth by Preferred.

An initial enrollment of 20 is anticipated for the Certified Home Health Aide (CHHA) and the conversion training. At the conclusion of the term of this Memorandum of Understanding, HCCC will evaluate the collaborative operation and its outcomes to make an informed decision about the subsequent contracts.

RECOMMENDATION

The President and Administration recommend the Board of Trustees approve HCCC to execute Memorandum of Understanding with Preferred Home Health Care & Nursing Service, Inc.

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees accept the recommendation of the President and the Academic and Student Affairs Committee as outlined above in **Item IX. Academic and Student Affairs 1: Proposed Memorandum of Understanding (MOU) between HCCC and Preferred Home Health Care and Nursing Services, Inc. (Preferred) for Academic Year 2014-2015.**

INTRODUCED BY: Karen Fahrenholz

SECONDED BY: Jeanette Peña

DATE: August 12, 2014

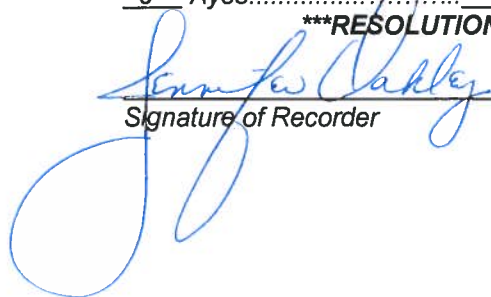
Callahan, Kevin	<u>ABSENT</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>AYE</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

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

Signature of Recorder

Date

 8-12-14

ATTACHMENT A
ITEM IX – ACADEMIC AND STUDENT AFFAIRS
1.



Memorandum of Understanding
Hudson County Community College
And
Preferred Home Health Care & Nursing Services Inc.

This Memorandum of Understanding (MOU) made on the 16th day of June, 2014 by and between Hudson County Community College and Preferred Home Health Care & Nursing Services, Inc. (Preferred) shall be recognized throughout the school calendar year 2014-2015. Termination of this MOU by either party, must be made in writing thirty (30) days in advance of the next teaching session.

Preferred shall provide instruction of the Certified Home Health Aide and the conversion training of Certified Nursing Assistant to Certified Home Health Aide training (also known as Home Care Module) as outlined by the NJ Board of Nursing. It is understood that there will be a minimum class of 10 students and if the class size exceeds the 10 students a second instructor will be utilized for the 16 hours of clinical training required. The Board of Nursing requires one approved instructor for up to 30 students for theory and on RN per 10 students for the skills lab as well.

Hudson County Community College shall provide the classroom with the necessary equipment required and the text books for the students attending the class. The curriculum is based upon the textbook from Hartman Publishers. Hudson County Community College shall pay Preferred in the amount of \$450 per student for the 76 hour CHHA course and \$300 per student for the 12 hour conversion course. Hudson County Community College will submit a check to Preferred for the annual site fee of \$250 needed to accompany the approval paperwork to the Board of Nursing. In addition Hudson County Community College will pay, based upon each student's status, a certification fee to the Board of Nursing for each student. Fees vary from \$80-\$225.

Preferred will provide the students who successfully complete the course requirements the promise of employment needed to receive their certification from the Board of Nursing. Employment is based upon meeting the contingencies set forth by Preferred.

A handwritten signature in black ink, appearing to read "Eric Friedman", followed by the date "6-23-14".

Hudson County Community College
Dr. Eric Friedman
VP for Academic Affairs

A handwritten signature in black ink, appearing to read "Roberta T Kendra".

Roberta T Kendra
Corporate Director-Preferred Home Health Care
& Nursing Services

Corporate Headquarters:
45 Main Street, US Highway 35N
Eatontown, New Jersey 07724
P: 732.443-8100 ■ F: 732.443-8101
www.preferredcares.com

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

X. NEW BUSINESS

1. Resolution Adopting Hudson County Contractor Standard Compensation Provisions Ordinance

WHEREAS, the County of Hudson has adopted ordinance No. 363-6-2014 to mandate a standard minimum wage, health benefits and vacation benefits policy for non-County vendors providing building services to the County and its agencies; and

WHEREAS, the County of Hudson has adopted this ordinance, entitled "County Contractor Standard Compensation Provisions Ordinance" on June 26, 2014; and

WHEREAS, the County has requested that the Hudson County Community College incorporate the policies set forth in the ordinance in the future bidding and contracts for building services including, cleaning and security guards; and

WHEREAS, the Hudson County Community College does hereby review and determine to adopt the policy set forth in the "County Contractor Standard Compensation Provisions Ordinance" for contracts that fall within the criteria as set forth in the attached ordinance; and

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

1. The Board of Trustees does hereby approve of the "County Contractor Standard Compensation Provisions Ordinance", as set forth in the attached ordinance, adopted by the County of Hudson.
2. A copy of this resolution shall be forwarded to the County of Hudson.

INTRODUCED BY: William Netchert

SECONDED BY: Bakari Lee

DATE: August 12, 2014

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

6 Ayes..... 0 Nay

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

Jennifer Oakley
Signature of Recorder

8-12-14
Date



County of Hudson
BOARD OF CHOSEN FREEHOLDERS

Administration Annex 567 Pavonia Avenue
Jersey City, New Jersey 07306
Phone: (201) 795-6001
Fax: (201) 795-6923

WILLIAM O'DEA
FREEHOLDER

Memorandum

TO: William J. Netchert, Chair of Board of Trustees, Hudson County Community College
Dr. Glen Cabert, Hudson County Community College President
Board of Trustees, Hudson County Community College

FROM: Bill O'Dea, Hudson County Freeholder

RE: Resolution Adopting Contractor Standard Compensation Provisions (CCSCP)
Ordinance

DATE: July 8, 2014

On Thursday, June 26, 2014, the Hudson County Board of Chosen Freeholders adopted the County Contractor Standard Compensation Provisions (CCSCP) Ordinance, which amends Article 17 of the Hudson County Administrative Code to mandate standard minimum hourly rates of pay, paid time off and health insurance benefits for building service workers who provide service to the County. The aim of this policy is to boost the quality of life of contracted building service workers and improve services provided to the County.

This law applies to work performed by building service workers, including building cleaners, window cleaners and guards and covers employees who perform work for a vendor, contractor or subcontractor that provides services to property or premises owned or leased by the County.

As stated in the adopted ordinance, "The County wishes to have this Ordinance serve as an expression of policy by the County government and to be a model for consideration and adoption by other County entities, and autonomous agencies".

As such, we call on Hudson County Community College (HCCC) to pass a resolution adopting the CCSCP and integrate the requirement of the policy, summarized below, into all future solicitations and awarded contracts for building service work.

Please also refer to Ordinance No. 363-6-2014 and Article 17, "Contracts and Purchases" of the Hudson County Administrative Code.

STANDARD COMPENSATION

Standard Hourly Rate of Pay*

Covered building service workers must be paid according to the standard hourly rate of pay.

For building service workers, excluding armed guards and armed watchperson, the standard hourly rate of pay is the greater of the following:

- a. 150% of the Federal minimum wage; or
- b. The rate in the Collective Bargaining Agreement in Hudson County that covers the largest amount of non-supervisory employees employed within Hudson County in the relevant classification, provided the Collective Bargaining Agreement covers at least 200 employees in that classifications (herein referred to as "relevant CBA"); or
- c. The hourly rate paid to workers in the relevant classification under a preceding qualified contract—meaning a contract to provide services, including but not limited to building services, to the HCCC.

For armed guards and armed watchpersons, the standard hourly rate of pay is the greater of the following:

- a. The rate established by the Federal Department of Labor for the Guard II classification in the Area Wage Determination applicable for work performed within Hudson County under the Federal Service Contract Act; or
- b. The rate in the relevant CBA; or
- c. The hourly rate paid to workers in the relevant classification under a preceding qualified contract.

Standard Benefits*

Covered building service workers must receive an hourly health benefit supplement, which is the greater of the following:

- a. The monetary value of the health and other benefits provided in the relevant CBA;
- b. The Hourly Benefit Supplement, which amounts to 20% of the standard hourly rate of pay; or
- c. The monetary value of benefits provided under a preceding qualified contract, which can be no less than the Hourly Benefit Supplement.

The hourly health benefit supplement shall be provided by the employer to the employees in one of the following forms:

- a. Health and other benefits¹ that cost the employer the full hourly supplement;

¹ "Benefits" does not include workers compensation, any legally mandated insurance, any benefit that the employee is eligible for, but the contractor does not pay to the employee or to any party on behalf of the employee because the employee does not use the benefit or does not choose to receive the benefit.

- b. A portion of the hourly supplement provided in health and other benefits and the remainder in cash; or
- c. The entire supplement in cash.

Standard Paid Leave*

Standard paid leave includes paid vacation, paid holidays, and paid personal or sick days. It shall be the greater of the following:

- a. The paid leave provided by the relevant CBA;
- b. 5 days paid vacation or an Hourly Vacation Benefit, which amounts to an hourly stipend of 2% of the standard hourly wage; or
- c. The monetary value of leave provided under a preceding qualified contract.

** Please note that in Hudson County, there is a relevant CBA for cleaners and a relevant CBA for unarmed security with the Service Employees International Union Local 32BJ. Therefore, the standard hourly rate of pay, standard benefits, and standard paid leave for these classifications would be the greater of the relevant CBA or the rates in the preceding contract. Both CBAs are attached for your convenience, along with a summary of the requirements.*

SOLICITATIONS

Competitive contracting shall be used for all contracts to furnish building service work.²

All upcoming solicitations shall specifically reference the CCSCP and include a provision stating the standard rate of pay, benefits and paid leave for the relevant classifications.

Solicitations shall include a pricing worksheet that prospective vendors shall submit with their proposals (see attached). This worksheet is a tool that will help ensure all vendors are providing the required information and are organizing this information in a manner that allows procurement staff to easily compare figures across vendors and ensure the pricing and hours are responsible.

Solicitations shall also include the price adjustment formula for overhead and labor costs. See below for a summary of the price adjustment formula and we can provide guidance on price adjustment language for solicitations.

CONTRACTS

All contracts for building service work shall contain the following:

- 1. A provision stating the number of hours of work required and the standard compensation (standard rate of pay, benefits and paid leave) for the relevant classifications;
- 2. A stipulation that workers will not be paid less than the standard rate of pay; and

² This is subject to the approval of the division of local government services in the department of community affairs pursuant to N.J.S.A. 40 A:11-4.1

3. Language outlining the annual adjustment of the standard compensation, which is the higher of:
 - a. The percentage difference in CPI for New York - Northern NJ – Long Island—NY-NJ-CT-PA;
 - b. The standard compensation for work performed within the County under the current relevant CBA;
4. Penalties for non-compliance; and
5. Reporting and payroll certification requirements.

REMEDIES

If covered employees are not provided the standard compensation, they have the right to pursue action to receive the difference of the standard compensation and the rate of pay, benefits and paid leave they actually received, in addition to remedies including back pay, benefits, attorney's fees, and costs.

Remedies for breaching the CCSCP include:

1. Restitution to employees for unpaid wages;
2. Suspension of payments under the contract until restitution for unpaid wages in made;
3. Termination of the contract if restitution is not made;
4. Debarment from contracting with the County for up to 5 years shall restitutions not be made and the contract is terminated.

REPORTING

Payroll Reporting

Every 6 months, a covered contractor shall file with HCCC a complete certified payroll showing the covered employer's payroll records for each covered employee for at least 1 payroll period. The employer must also produce for inspection and copying its payroll records for any or all employees within the prior 3 year period, upon request.

Quarterly Reporting

When the contract is awarded and on a quarterly basis thereafter, the vendor shall provide the following information to HCCC, on forms that are provided by HCCC to the vendor at the time of award:

1. The names of its employees performing work on the HCCC contract;
2. The hourly wage paid to its employees;
3. The number of days of paid leave or the Hourly Vacation Benefit provided to those employees; and

4. Proof of medical benefit coverage or the Hourly Medical Benefit provided to those employees.

Notification to Employees

Vendors, contractors or subcontractors governed by the CCSCP must post signs in the workplace(s) which reflect the terms of the CCSCP and provide such notice to employees.

CONCLUSION

By complying with the standard compensation, Hudson County Community College would not undercut rates that are obtained in the private sector for building service work and therefore level the playing field for contractors who want to provide their employees with good wages and benefits. This not only boosts the health and welfare of Hudson County workers and can help ensure that Hudson County Community College is receiving high quality maintenance and care services for experienced and healthy workers.

We urge you to pass a resolution adopting the CCSCP and bring your procurement practices in line with the practices of Hudson County.

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

XI. ADJOURNMENT

THAT, the meeting be adjourned at 5:25 P.M.

INTRODUCED BY: Bakari Lee

SECONDED BY: Karen Fahrenholz

DATE: August 12, 2014

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

6 Ayes..... 0 Nay

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

Jennifer Oakley
Signature of Recorder

8-12-14
Date