

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

**Regular Meeting--Board of Trustees**  
**August 13, 2019**

**AGENDA**

- |              |   |   |
|--------------|---|---|
| <b>I.</b>    | <b>CALL TO ORDER - FLAG SALUTE</b>  | <i>Mr. Netchert</i>   |
| <b>II.</b>   | <b>ROLL CALL AND RECOGNITION OF VISITORS</b>  |   |
|              | <b>Trustees:</b><br>Kevin Callahan<br>Karen Fahrenholz, Secretary/Treasurer<br>James Fife, Trustee Emeritus<br>Pamela Gardner<br>Alexandra Kehagias – Student Alumni Representative<br>Roberta Kenny<br>Joanne Kosakowski<br>Bakari Lee, Vice Chair<br>William Netchert, Chair<br>Jeanette Peña<br>Christopher Reber, President<br>Silvia Rodriguez<br>Harold Stahl |   |
| <b>III.</b>  | <b>COMMENTS FROM THE PUBLIC</b>   | <i>Mr. Netchert</i>   |
| <b>IV.</b>   | <b>CLOSED SESSION</b> (The Board of Trustees will determine whether there is a need to go into closed session at the beginning of the meeting. If there is such a determination, an announcement will be made as to where the session will be placed on the agenda.)  |   |
| <b>V.</b>    | <b>REPORTS</b><br>1. Student Government Association President's Report<br>2. All College Council President's Report<br>3. President's Report<br>a. Heather DeVries – Achieving the Dream Update<br>b. Lourdes Valdes, Director of Workforce Development and Grants, RWJBarnabas Health  | <i>Warren Rigby</i><br><i>Lauren Drew</i><br><i>Dr. Reber</i> |
| <b>VI.</b>   | <b>REGULAR MONTHLY REPORTS AND RECOMMENDATIONS</b><br>1. Minutes of Previous Meetings<br>2. Gifts, Grants, and Contracts  | <i>Dr. Reber</i>  |
| <b>VII.</b>  | <b>FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS</b>   | <i>Dr. Reber</i>  |
| <b>VIII.</b> | <b>PERSONNEL RECOMMENDATIONS</b>  | <i>Dr. Reber</i>  |
| <b>IX.</b>   | <b>ACADEMIC AND STUDENT AFFAIRS RECOMMENDATIONS</b>   | <i>Dr. Reber</i>  |
| <b>X.</b>    | <b>NEW BUSINESS</b>   | <i>Mr. Netchert</i>   |
| <b>XI.</b>   | <b>ADJOURNMENT</b>  | <i>Mr. Netchert</i>   |

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**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>
James Fife, Trustee Emeritus, ex officio	<u>ABSENT</u>
Pamela E. Gardner	<u>PRESENT</u>
Alexandra Kehagias, Student Alumni Representative, ex officio	<u>PRESENT</u>
	(Via conference call)
Roberta Kenny	<u>ABSENT</u>
Joanne Kosakowski	<u>PRESENT</u>
	(Via conference call)
Bakari Lee	<u>ABSENT</u>
William J. Netchert	<u>PRESENT</u>
Jeanette Peña	<u>PRESENT</u>
Christopher Reber - President, ex officio	<u>PRESENT</u>
Silvia Rodriguez	<u>PRESENT</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, and filed with each Office of the Hudson County Municipal Clerks, and posted on the Public Bulletin Boards of the Hudson County Community College at 70 Sip Avenue, Jersey City, New Jersey and at the North Hudson Campus, Union City, New Jersey stating the date, time and place of said meeting.*

### **MEETING INTRODUCTION**

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

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

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**III. COMMENTS FROM THE PUBLIC**

***No Comments From the Public***

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**IV. CLOSED SESSION**

***No Closed Session***

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**V. REPORTS**

1. *Student Government Association President's Report*
2. *All College Council President's Report*
3. *President's Report*
  - a. *Heather DeVries – Achieving the Dream Update*
  - b. *Lourdes Valdes, Director of Workforce Development and Grants, RWJBarnabas Health*

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS**

**1. MINUTES OF PREVIOUS MEETING**

The Minutes of the Regular Meeting of June 11, 2019 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 11, 2019.

**2. GIFTS, GRANTS, AND CONTRACTS REPORT**

The College has received the following gift.

TITLE: Hudson County Community College Website Redesign Project

AGENCY: "Anonymous"

PURPOSE OF GRANT: The funds are designated to support the website redesign project.

COLLEGE ADMINISTRATORS: HCCC Foundations & Grants Dept.

AWARD AMOUNT: \$155,200

**RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees accept Item VI. Regular Monthly Reports and Recommendations 1-2.

**INTRODUCED BY:** Karen Fahrenholz

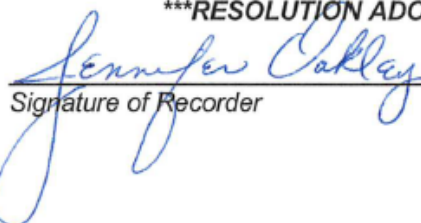
**SECONDED BY:** Jeanette Peña

**DATE:** August 13, 2019

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

7 Ayes..... 0 Nay

**\*\*\*RESOLUTION ADOPTED\*\*\***

  
Signature of Recorder 8-13-19 Date

**ATTACHMENT A  
ITEM VI**

**HUDSON COUNTY COMMUNITY COLLEGE  
Board of Trustees Meeting  
Mary T. Norton Room  
70 Sip Avenue, 4<sup>th</sup> Floor  
Jersey City, NJ  
5:00 P.M.**

**REGULAR MEETING --- BOARD OF TRUSTEES  
June 11, 2019**

**MINUTES**

**PRESENT:** Kevin Callahan; Karen Fahrenholz; Roberta Kenny; Joanne Kosakowski; Bakari Lee; William Netchert; Christopher Reber (ex officio); Silvia Rodriguez; and Harold Stahl.

**ABSENT:** James Fife, Trustee Emeritus (ex officio); Pamela Gardner; Alexandra Kehagias, Student Alumni Representative (ex officio); and Jeanette Peña.

Counsel to the Board: Sean Dias, Esq. for Scarinci & Hollenbeck.

HCCC Staff and Visitors present: Tony Acevedo, Faisal Aljanal, Archana Bhandari, Jessica Brito, Jennifer Christopher, Christopher Conzen, Patrick DelPiano, Heather DeVries, Lisa Dougherty, Sean Egan, Issam El-Achkar, Michael Ferlise, Sal Figueras, Eric Friedman, Dorothea Graham-King, Nancy Hynes Lasek, Jose Lowe, Lori Margolin, John Marlin, Ken Melewski, Patrick Moore, Elizabeth Nesius, John Quigley, Ismael Randazzo, Vivyen Ray, Qamar Raza, Alexa Riano, Paula Roberson, Christopher Wahl, Alison Wakefield, Lilisa Williams, Marcella Williams, and Veronica Zeichner.

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

**Ia. SWEARING IN OF NEW TRUSTEE**

Silvia Rodriguez was sworn in as a new member of the Board of Trustees. On behalf of the Trustees, Chairman Netchert welcomed Trustee Rodriguez and congratulated her on her appointment to the Board.

**II. ROLL CALL**

The regular meeting was called to order by Chair William Netchert at 5:00 p.m.

**III. COMMENTS FROM THE PUBLIC**

Professional Association President Michael Ferlise addressed the Board with the following statement.

Good Evening Mr. Chairman, Mr. Vice Chairman, Trustees, President Reber and Members of the College Community, I am Michael Ferlise, an Instructor of Sociology here at Hudson County Community College and the president of the full-time faculty union, the Professional Association.

Tonight I have the pleasure to share with you some concluding and very happy remarks after completing our negotiations on a 5 year agreement with the College.



### **Accomplishments**

*The first happy news is that our faculty voted overwhelmingly to approve the Memorandum of Agreement. 93% voted yes to ratify. It was with good cheer that President Reber reminded me the other day that a successful contract is one in which both parties don't get everything they want. No doubt that is true. None the less, this contract represents a number of accomplishments that we can all be proud of.*

*The negotiation sessions themselves were, as President Reber assured us they would be, Collegial, Professional and Collaborative. Together, in that spirit, we resolved a number of long term problems that troubled our institution. We now have, for example:*

- *A new program for advising students.*
- *New procedures for the development and compensation of teaching Online classes.*
- *Promotion of faculty upon receipt of tenure – a first at our college!*
- *Written agreements between faculty and administrators that will spell out mutual responsibilities, due dates and compensation for any non-teaching special assignments.*
- *Fiscal recognition of faculty's years of experience and service. Also a first at HCCC.*
- *Minimum starting salaries based on rank which increase each year of the contract in order to prevent minimum salaries from stagnating – another 1<sup>st</sup>.*
- *Significant salary increases each year that move us closer toward our shared goal of market parity with faculty at other nearby community colleges. Yet another first.*
- *A general commitment to a culture of assessment.*
- *As well as several other important contractual agreements.*

*That is an admirable achievement and testimony that working together in collaboration is far more productive than facing each other as hostile adversaries in a zero-sum game. I'll concur with Dr. Friedman's assessment that this agreement represents an historic achievement for our College.*

*I would also add that the collaborative and respectful spirit of the process and a fresh sense of partnership represents a fundamentally new and healthier development in our College's culture and morale. Along with the union, President Reber deserves a great deal of credit for this rosy and productive outcome. He assured a skeptical and at times very angry faculty of his commitment to addressing long-term inequities, shared governance issues and low morale. The President, in fact, held true to his commitments and has earned our respect and confidence.*

*All our problems and inequities, however, have not been solved and we are not at parity with other nearby 2 year colleges. But this contract has made great strides and taken important initial steps in the right direction. For that we are thankful.*

### **Unresolved Areas**

*Before closing, I would like to briefly mention one of our central proposals – the use of a salary guide – that was rejected for this contract and why it remains so important to us.*

*Last semester we conducted an economic and statistical analysis that, among other things, revealed dramatic inconsistencies and inequities between our own HCCC faculty salaries.*

*Our new Memorandum of Agreement implements a patchwork of agreements – band-aids, if you will – that earnestly attempt to address these problems. But in the absence of a salary guide they remain piecemeal and cause their own unintended consequences and problems that are hard for us to resolve or justify to our members. We can – and must - do better!*

*Salary guides structurally adjust and fairly determine increments of pay based on a faculty member's years of experience, rank and year of the contract. It insures that salaries stay on a trajectory of incremental increases calculated with formulas that are categorically applied and fair to everyone. Dr. Reber has made a formal and sincere commitment to look into this with constituents of the college for the next cycle of contract negotiations. We hope the College Administration and Trustees see the wisdom and fairness in the adoption and application of a salary guide. We will be its strong advocates.*

### **Final Thanks**

*I sincerely thank President Reber. Through his good will, fair-mindedness, respectful and inclusive manner Chris has made an important contribution to changing the culture of our institution for the better. I also thank the College's negotiation team and especially my executive officers and our entire negotiation committee for their exceptional commitment, diligence and outstanding work. I don't believe our faculty have ever been better served.*

*Thank You All.*

#### **IV. CLOSED SESSION - None**

#### **V. REPORTS**

##### **President's Report**

Good evening, Trustees. Due to a conflict, SGA President Warren Rigby is unable to attend today's meeting. The transition of officers of the All College Council is underway and the new ACC Chair, Lauren Drew, will begin offering monthly reports at our next meeting. In their absence, I will offer two items.

- Warren Rigby, EOF Director Jose Lowe, and I have been appointed to the New Jersey Secretary of Higher Education's Working Group on Student Success. We will attend the organizational meeting in Trenton on Thursday, and we look forward to the opportunity to serve. The timing is excellent as we begin our *Achieving the Dream* work focusing on student success.

- Secondly, I met with several of the outgoing and incoming All College Council officers recently and we are working together on charges for the new President's Advisory Council on Diversity, Equity and Inclusion. We have discussed appointing several All College Council members as standing members of the Advisory Council. These ACC representatives will report to the ACC on the work of the Council, and serve as ACC liaisons for integrating the work of both organizations as appropriate. We plan to report to the College community on this model at our College Service Day in August.

This evening's agenda includes many action items, so I will keep my remarks brief.

First, allow me to offer my warm welcome to Silvia Rodriguez on behalf of the entire HCCC College community. Trustee Rodriguez, we all look forward to working with you and to your leadership, advocacy and support for our students and our college. I've had the pleasure of meeting and becoming acquainted with Trustee Rodriguez today. I'm delighted to share with you that Silvia brings a wealth of experience in K - 12 education. Her career includes serving as a teacher, a guidance counselor, and a bilingual counselor in the West New York area. She was recognized by the Governor of New Jersey for her excellence in K - 12 education.

Trustee Rodriguez shared with Chairman Netchert and me today that she was the second student to enroll at HCCC when she registered in 1974. Like so many members of our College community, she emigrated here from a foreign country, Cuba. She needed to achieve English language proficiency and shared with us that her experience at HCCC was really important in her life. Silvia, it is so wonderful to see you come full circle and join our Board. Would you like to offer any remarks?

*Trustee Rodriguez offered the following comments.*

I feel like I am back home. This is an institution that opened the door for me to be where I am, and I am honored to come back. As a trustee, I will be able to help as much as I can those students, who, like me, have the opportunity to start at Hudson County Community College.

*President Reber resumed his comments.*

I am also delighted to welcome Dr. Chris Conzen, our new Executive Director of the HCCC Secaucus Site at the new Hudson County Schools of Technology Frank Gargiulo Campus in Secaucus. Chris brings more than 15 years of experience in higher education administration and leadership, most recently as Assistant Dean for Student Services and Administrative Affairs at Montclair State University. Earlier in his career, Chris served as Associate Dean of Student Affairs at Lim College, and Director of Campus Activities and Student Leadership Development at the Eastern Campus of Suffolk County Community College. He was named Community College Professional of the Year by the National Association of Student Personnel Administrators.

Welcome, Chris!

*Chris Conzen offered the following comments.*

Thank you for being so welcoming, especially to my new colleagues.

Even though I just started here under a month ago, I feel like I have gained a wealth of knowledge that people have been able to share, and I greatly appreciate the help that people have provided. I feel like I have been here longer and in a good way. One of the assets that really attracted me to come to Hudson County Community College was the commitment of providing access and opportunity to the residents of Hudson County. I've seen that commitment with everyone that I've met. I'm really excited to extend that to more residents of the County through my work at the Secaucus Center. Thanks for welcoming me and making me a part of the community.

*President Reber resumed his comments.*

After a year of hard work and trust building, our remaining three Collective Bargaining Tentative Contract Agreements are included on this evening's Board agenda.

As you are aware, the Board approved a new four-year contract with the Academic Administrators Association at the May meeting. As I shared in last week's *Green Memo*, our goals for the contract negotiations included a collaborative, transparent and respectful process focused on making progress in addressing salary concerns that have led to high employee turnover; outcomes that are viewed as positive in the eyes of our stakeholders; and a cost that is manageable for the institution. Together we have accomplished all of these goals. As in all contract negotiations, neither the unions nor the administration achieved everything they wanted, but nearly everyone agrees that the combined elements of the agreements are positive and will serve our employees and our college well.

Michael Ferlise, thank you for your kind remarks. We have all grown through this journey together. With regard to your final comments, we will now begin to focus on the goal of creating a position classification system that will be a component of our next negotiations in 2022. This will be important in our continuing work to support our employees through best HR practices, including processes to achieve and maintain internal salary equity across the College. I thank all who were involved in the negotiations process.

Next week an HCCC team will attend a kickoff conference in Phoenix for *Achieving the Dream* new member colleges. We will spend considerable time there with our ATD Coaches, Dr. Mary Fifield and Dr. Rene Garcia, reviewing our student success efforts and data and beginning to identify areas of focus for the coming year in our student success, retention, completion and transfer agenda. We have scheduled three visits to campus during the upcoming year for Dr. Fifield and Dr. Garcia. These will occur on August 27 and 28; November 21 and 22; and March 5 and 6, 2020. These coaching visits will engage the entire college community.

Our Student Center renovation is now in the construction phase and moving forward in full force, and this evening you will act upon the appointment of a contractor to replace the North Hudson Campus roof. With your approval, this work will occur in July and early August, and will be completed as planned before the start of our new academic year.

And, finally, we learned last week that the Middle States Board of Commissioners will act upon our reaccreditation in a final meeting later this month. We will keep you informed and continue to expect a positive outcome.

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

1. Minutes of the Regular Meeting of May 14, 2019
2. Gifts, Grants, and Contracts Report

*The College has received the following grants:*

*TITLE: Jean Krauss Youth Leadership & Career Development Forums*  
*AGENCY: NJ Department of Law and Public Safety; Office of the Attorney General*  
*PURPOSE OF GRANT: The goal of the program is to host an inspiring and educational Youth Leadership Forum to motivate and educate high-need, at-risk, and/or justice-involved youth about the workforce opportunities available throughout Northern New Jersey.*  
*COLLEGE ADMINISTRATORS: Lori Margolin*  
*COLLEGE CONTRIBUTION: \$0*  
*AWARD AMOUNT: \$30,000.00*

*TITLE: Opportunity Partnership Grant (OPG)*  
*AGENCY: NJ Department of Labor and Workforce Development*  
*PURPOSE OF GRANT: The purpose of the grant is to provide training opportunities within the state's targeted industry sectors as identified in the LWD Notice of Grant Opportunity (NGO) thus creating a pathway to employment.*  
*COLLEGE ADMINISTRATORS: Lori Margolin*  
*COLLEGE CONTRIBUTION: \$0*  
*AWARD AMOUNT: \$76,251.12*

*TITLE: Carl D. Perkins Grant for Career and Technical Education (CTE)*  
*AGENCY: New Jersey Department of Education*  
*PURPOSE OF GRANT: FY'20 allocation for direct instructional support of HCCC Career and Technical Education programs. .*  
*COLLEGE ADMINISTRATOR: Nydia James*  
*COLLEGE CONTRIBUTION: \$0*  
*AWARD AMOUNT: \$853,600*

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

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

1. Resolution Rejecting Bid for HVAC Repairs and Installation
2. Resolution Approving Payment for Emergency Supplies in Response to Snow and Ice Storms
3. Resolution Approving Payment for Emergency Supplies in Response to Flood Emergency
4. Resolution Authorizing a Contract for Civil Engineering and Architectural Services
5. Resolution Authorizing Purchase of Elevator Repair Services to ThyssenKrupp Elevator Corporation for Fiscal Year 2019
6. Resolution Authorizing Purchase of Elevator Repair Services to ThyssenKrupp Elevator Corporation for Fiscal Year 2020
7. Resolution Awarding HVAC Contract Maintenance and Repairs

8. *Resolution Awarding Rooftop Replacement for North Hudson Campus*
9. *Resolution Approving Auditing Services for FY 2019*
10. *Resolution Approving Agreement for Electronic Processing Services for FY 2020*
11. *Resolution Authorizing Purchase of Liability & Casualty Insurance for FY 2020*
12. *Resolution to Increase Laboratory Fees for Coursework in the Associate in Applied Science and Certificate Programs in Paramedic Science*
13. *Resolution Authorizing the Amendment for April 9, 2019 Resolution #16, Temporary Staffing for Human Resources Department*
14. *Resolution Authorizing Purchase of Digital Advertisement Services for the Communications Department*
15. *Resolution Authorizing Purchase of Video/Podcast Services for the Communications Department*
16. *Resolution Authorizing Purchase of Promotional and Gift Items for the Communications Department*
17. *Resolution Authorizing Purchase of Marketing and Advertising Services for the Communications Department*
18. *Resolution Authorizing Purchase of Printing and Support Services for the Communications Department*
19. *Resolution Authorizing Purchase of Photography Services for the Communications Department*
20. *Resolution Authorizing Purchase of Library Services for the Library Department*
21. *Resolution Authorizing Purchase of Library and Subscription Services for the Library Department*
22. *Resolution Authorizing Purchase of Computer Equipment, Supplies, and Accessories from SHI for the Information Technology Services Department*
23. *Resolution Authorizing Purchase of Computer Equipment, Supplies, and Accessories from CDW-G for the Information Technology Services Department*
24. *Resolution Authorizing Purchase of Computer Equipment, Supplies, and Accessories from GHA Technologies Inc. for the Information Technology Services Department*
25. *Resolution Authorizing Purchase of Computer Equipment, Supplies, and Accessories from Dell Computers for the Information Technology Services Department*
26. *Resolution Authorizing Purchase of Portable Sound Equipment for the Information Technology Services Department*
27. *Resolution Approving Purchase of Annual Renewal for Video Repository and License Media Hosting for the College Library for FY20*
28. *Resolution Approving Agreement for Dual Admissions Program with Pittsburg State University (PSU)*
29. *Resolution to Establish Proposed Laboratory Fees for Specific Courses in the Associate in Science in Exercise Science Program*
30. *Resolution Authorizing 60 Month Lease of Multifunctional Printers/Copiers for the Libraries*
31. *Resolution Authorizing 60 Month Lease of Multifunctional Printers/Copiers For Journal Square Print Shop*
32. *Resolution Awarding Maintenance Agreement for 25 Existing Sharp Multifunctional Printers/Copiers*
33. *Resolution Authorizing the Purchase of Laboratory Equipment and Supplies From Fisher Scientific for STEM Building*
34. *Resolution Authorizing Purchase of Laboratory Equipment and Supplies from VWR for the STEM Building*
35. *Resolution Authorizing the Amendment to May 14, 2019 Resolution #23, Approving Memorandum of Understanding Between Robert Wood Johnson Barnabas Health Inc. (RWJ Barnabas Health) of New Jersey and HCCC for Training Program*
36. *Resolution Authorizing Purchase of Student Training on Title IX, Sexual Assault Prevention and Diversity*

- 37. Resolution Awarding Media Services Contract (News 12) Cable Advertisements for FY 2020
- 38. Resolution Awarding Media Services Contract (Altice) for Cable Advertisements for FY 2020
- 39. Resolution Awarding Media Services (Comcast) for Cable Advertisements for FY 2020
- 40. Resolution Awarding Media Services for Transit Advertisement FY 2020

Introduced by: Joanne Kosakowski  
 Seconded by: Harold Stahl  
 8 Ayes.....0 Nays                      Resolution Adopted

#### **VIII. PERSONNEL RECOMMENDATIONS**

##### **1. RESIGNATIONS**

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Keith Raymond	Executive Administrative Assistant, Finance	06/07/2019

##### **2. RETIREMENTS**

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Sigma Ledford	College Lecturer, Nursing	08/30/2019
Youcef Oubraham	Professor, Computer Technology	09/01/2019

##### **3. APPOINTMENT OF FACULTY**

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Laura Samuelson	Instructor, Academic Foundations	08/15/2019	\$44,217.00
Xiao Rong	Instructor, Accounting	08/15/2019	\$44,217.00

##### **4. APPOINTMENT OF STAFF**

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Marta Cimillo	Secretary, Center for Online Learning	06/12/2019	\$30,000.00
Marc Morgenstern	Instructional Designer, Center for Online Learning	06/12/2019	\$75,000.00
John Scanlon	Executive Director, Institutional Research	07/08/2019	\$117,500.00

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<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Gretchen Schulthes	Associate Director, Academic Advisement & Transfer Services	06/12/2019	\$60,000.00
Mariel Shinnick	Program Assistant, Secaucus	06/12/2019	\$40,000.00
Wajia Zahur	Assistant Director of Admissions, Enrollment Services	06/12/2019	\$50,000.00

**5. TEMPORARY FULL-TIME ASSIGNMENTS EFFECTIVE UNTIL DECEMBER 23, 2019**

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Annual Salary</u>
Clara Angel	Administrative Assistant, Continuing Education and Workforce Development	06/12/2019	\$35,000.00
Diana Galvez	Office Assistant, North Hudson Campus	07/01/2019	\$30,000.00
Addison Keim	Career Coach, Career Services	07/01/2019	\$48,000.00
Amaalah Ogburn	Coordinator, North Hudson Campus	07/01/2019	\$40,000.00
Ellen Renaud	Interim Director of Library Instruction	7/1/2019	\$92,880.00
Doua Saleh	Academic Advisor, Student Affairs	06/12/2019	\$48,000.00
Nakiya Santos	Admissions Recruiter, Enrollment Services	06/12/2019	\$38,000.00
Americo I. Soria	Student Success Coach, Secaucus	07/01/2019	\$43,000.00
Erika Williams	Coordinator, Evening/Weekend/Off-Site	06/12/2019	\$40,000.00

**6. MODIFICATIONS OF STAFFING TABLE for FY2019 EFFECTIVE June 12, 2019**

**SECTION ONE:**  
**Delete Titles**

- Student Development Associate
- Associate Director, Student Financial Assistance
- Assistant Director, Student Financial Assistance
- Student Financial Assistance Specialist
- Student Financial Assistance Aide



**SECTION TWO:**

**Add Titles**

- a. Assistant Director, North Hudson Campus
- b. Associate Director, Financial Aid
- c. Assistant Director, Financial Aid
- d. Financial Aid Specialist
- e. Financial Aid Aide
- f. Coordinator, North Hudson Campus
- g. Administrative Assistant, Library
- h. Director, Center for Teaching, Learning, and Innovation
- i. Academic Advisor

**SECTION THREE:**

**Change Title with Incumbents**

<b><u>Name</u></b>	<b><u>Title Changes</u></b>
Jason Figueroa	From: Student Development Associate To: Assistant Director, North Hudson Campus (NHC) Effective Date: June 12, 2019
Paula Roberson	From: Assessment Coordinator To: Director, Center for Teaching, Learning, and Innovation Effective Date: July 1, 2019
Christine Peterson	From: Associate Director, Student Financial Assistance To: Associate Director, Financial Aid Effective Date: June 12, 2019
Julio Morales	From: Assistant Director, Student Financial Assistance To: Assistant Director, Financial Aid Effective Date: June 12, 2019
Flordeliza Foster	From: Student Financial Assistance Specialist To: Financial Aid Specialist Effective Date: June 12, 2019
Hital Patel	From: Student Financial Assistance Specialist To: Financial Aid Specialist Effective Date: June 12, 2019
Maribel Alvarado-Bikai	From: Student Financial Assistance Specialist To: Financial Aid Specialist Effective Date: June 12, 2019
Ana Moran	From: Student Financial Assistance Specialist To: Financial Aid Specialist Effective Date: June 12, 2019

Sheila Soriano      From:      Student Financial Assistance Specialist  
To:      Financial Aid Specialist  
Effective Date: June 12, 2019

Danitza Espinales      From:      Student Financial Assistance Specialist  
To:      Financial Aid Specialist  
Effective Date: June 12, 2019

Ines Franco      From:      Student Financial Assistance Specialist  
To:      Financial Aid Specialist  
Effective Date: June 12, 2019

Shaniqua Matos      From:      Student Financial Assistance Aide  
To:      Financial Aid Aide  
Effective Date: June 12, 2019

**SECTION FOUR:**  
**Salaries Impacted by Staff Title or Position Changes**

**Administrative Employees**

Jason Figueroa      Assistant Director, North Hudson Campus  
Salary From: \$36,414.00  
To: \$50,000.00

Paula Roberson      Director, Center for Teaching, Learning, and Innovation  
Salary From: \$52,020.00  
To: \$65,000.00

**Support Staff**

Hardik Sanghavi      Data Network Administrator  
Salary From: \$42,448.00  
To: \$50,000.00

**7.      APPOINTMENT OF NEW & CONTINUING PART-TIME HIRES EFFECTIVE JUNE 12, 2019 UNTIL DECEMBER 23, 2019**

**NEW PART TIME HIRES**

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
MARTINEZ	YARITZA	NURSING PROGRAM	OFFICE ASSISTANT	OFFAST-101016	C. FASANO
ALVARDO	JOSELYN	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ATLIC	NIHAD	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
ATLIC	NIHAD	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
CHAUDHRY	SAJID	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
CHAUDHRY	SAJID	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL

LE	KEVIN	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
LE	KEVIN	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
MENESES	ROMULO A.	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
MENESES	ROMULO A.	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
MORUZZI	VICTOR	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
MORUZZI	VICTOR	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
NARVAEZ	JIREH R.	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
NOUBANI	ASMA	CONT. EDUCATION	ASST. INSTRUCTOR FOR SUMMER YOUTH	SUMTA-102010	C. MIRASOL
PRYCE	LATOYA	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
PRYCE	LATOYA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ROSA	SHELLY-ANN	CONT. EDUCATION	TEACHER ASSISTANT	SUMTA-102010	C. MIRASOL
SAMASA	FATIM	CONT. EDUCATION	YOUTH STEM INSTRUCTOR	PTINST-102010	C. MIRASOL
SIPPEL	KURT	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
SIPPEL	FRANCES	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
SOTO	ANGELO	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
SOTO	ANGELO	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
SOTO	ANGELO	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
WILSON	SEAN	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ARMENGOLT	LESLEY	NURSING & HEALTH SCIENCES	OFFICE ASSISTANT	OFFAST-101016	C. SIRANGELO
AVILA	FIORDALIZA	OFFICE OF ASST. VICE PRESIDENT	STUDENT ASST. / AMBASSADOR	STUAST-101005	C. WAHL
ROSARIO	BETSAIDA	TESTING & ASSESSMENT	TESTING ASST./ PROCTOR	TAIDE-200530	D. FRANCO
ABRAHAM	MICHAEL	EOF	PT INSTRUCTOR	PTINST-603039	J. LOWE
BEJERANO	ALEXEIS	EOF	PEER MENTOR	MENTOR- 603039	J. LOWE
CASTRO	RAFAEL	EOF	PEER MENTOR	TUTOR-603039	J. LOWE
DEVANTE	CHARLES	EOF	PEER MENTOR	MENTOR- 603039	J. LOWE
JACKSON	TYTIANNA	EOF	TUTOR	TUTOR-603039	J. LOWE
JARMILLO	CESAR	EOF	PT INSTRUCTOR	PTINST-603039	J. LOWE
ROZON	NATASHA	EOF	PEER MENTOR	MENTOR- 603039	J. LOWE
TELLEZ	BIANELLY	EOF	TUTOR	TUTOR-603039	J. LOWE
COUSAR	EBONY	SAFETY & SECURITY	OFFICE ASSISTANT	OFFAST-243050	J. QUIGLEY
FIGUEROA	MARIA FERNANDA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
KHERA	KIRTI	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
MELENDEZ	ASHLEY	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS

ROMERO	ALANDRA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER-150525	K. DAVIS
PAGAN	DIMARIE	ADJ ACADEMIC SUPPORT SERVICES	ACADEMIC COACH	COACH-603015	P. BANDYOPADHYAY
MARTINEZ	DAVID	ADVISEMENT & COUNSELING	OFFICE ASSISTANT	OFFAST-200510	S. DYNAN
MELENDEZ	GABRIELA	ADVISEMENT & COUNSELING	OFFICE ASSISTANT	OFFAST-200510	S. DYNAN
BOOTH	KORAL	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
COLON	KATRICIA	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
HILDAGO	SURI	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
KOUEVI	HILLARY	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
MARTIN	KYARA	STUDENT LIFE & LEADERSHIP	OFFICE ASSISTANT	OFFAST-701000	V. GEROSIMO
NEWTON	CRYSTAL	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
RIBAS	BRIAN	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
SARMIENTO	TYLER T.	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
SEGOVIA-VAZQUEZ	KAILYN	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
TRAORE	ABOU	STUDENT LIFE & LEADERSHIP	PEER LEADER	PEERLEA-701000	V. GEROSIMO
WEHNER	NAJEE	STUDENT LIFE & LEADERSHIP	OFFICE ASSISTANT	OFFAST-701000	V. GEROSIMO

**CONTINUING PART-TIME HIRES**

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
OSTROSKI	PETER	STEM	BIOLOGY LAB ASSISTANT	LABAST-101015	B. YEARWOOD
AGUIRRE	MAURICIO	STEM	LAB ASSISTANT	LABAST-101015	B. YEARWOOD
CAMILLE	COLON	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
CANALES	RONNY	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
CANALES	RONNY	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
COLON	CAMELLE	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
DRIBKI	YASSINE	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
FRIBKI	YASSINE	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
HEDHI	AMJED	STEM	LAB ASSISTANT	LABAST-101015	B. YEARWOOD
HEDHLI	AMJED	STEM	LAB ASSISTANT	LABAST-101015	B. YEARWOOD
JORDAN	SUTON	STEM	LAB ASSISTANT	LABAST-101015	B. YEARWOOD
OSTROSKI	PETER	STEM	LAB ASSISTANT	LABAST-101015	B. YEARWOOD
RODRIGUEZ	MARLENI	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
RODRIGUEZ	MARLENI	STEM	OFFICE ASSISTANT	OFFAST-101015	B. YEARWOOD
ABDELAZIZ	MARWA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ABDULLAH	SIRHAN	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL

ABDULLAH	SIRHAN	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
ACOSTA	ADAEL	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
AHMAD	TAHRIER	CENTER FOR BUSINESS & INDUSTRY	OFFICE ASSISTANT	OFFAST-103005	C. MIRASOL
ALKUINO	MICHAELANGELO	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ALKUINO	MICHAELANGELO	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
ARENA	STEPHANIE	CEWD	NEW PATHWAYS	PTINST-102025	C. MIRASOL
BADIVUKU	SHKELZEN	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
BADIVUKU	SHKELZEN	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
BAKHEET	HUSSEIN	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
BANZON	AMELIA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
BANZON	AMELIA	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
BAXER	PAUL	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
BAXER	PAUL	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
BEHMAN	NICOLE	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
BOLMER	ROBERT H.	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
CADENAS-SANDOVAL	OCTAVIO	CONT. EDUCATION	CUSTOMER SERVICE ASSISTANT	CATAST-102010	C. MIRASOL
CARVAJAL	JUAN S.	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
CARVAJAL	JUAN S.	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
CRONRATH	PETER	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
DAOUD	AYA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
DERTEANO	GLORIA	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
EDWARDS	AYCHA	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
FIABU	ERNEST	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
FIABU	ERNEST	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
FONG	KIM	CONT. EDUCATION	PT CULINARY CHEF	CACEINS-102010	C. MIRASOL
FORSBERG	HERBERT	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
GAVIRIA	DORISNEIDA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
GAVIRIA	DORISNEIDA	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
GILLIAM	TANYA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102025	C. MIRASOL
GUERRA	CARMEN P.	CONT. EDUCATION	PT COORDINATOR	PTCORD-102010	C. MIRASOL

HELMY	MOHAMMED	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
HUYNH	JOSEPH	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
HUYNH	JOSEPH	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
JAMES	SHEILA	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
KHOUZAM	SAMI	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
LA SPISA	LUISA	CENTER FOR BUSINESS & INDUSTRY	ESL INSTRUCTOR	PTINST-103005	C. MIRASOL
LADEJI-KUKU	BOLA	CONT. EDUCATION	CAN INSTRUCTOR	PTINST-102010	C. MIRASOL
LADEJI-KUKU	BOLA	CENTER FOR BUSINESS & INDUSTRY	CNA INSTRUCTOR	PTINST-103005	C. MIRASOL
LEVINSOHN	ROBERT	CONT. EDUCATION	PT. INSTRUCTOR	CACEINS-102010	C. MIRASOL
LIBUTSI	JOHNSTONE	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
LIBUTSI	JOHNSTONE	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
LONTOC	MARISSA	CONT. EDUCATION	CULINARY CHEF	CACEINS-102010	C. MIRASOL
LUMBSDEN	DWAYNE	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
MARTINEZ	GABRIEL	CONT. EDUCATION	CUSTOMER SERVICE ASSISTANT	CATAST-102010	C. MIRASOL
MINAYA-MENDEZ	NOEMI	CONT. EDUCATION	OFFICE ASSISTANT	OFFAST-102010	C. MIRASOL
MINAYA-MENDEZ	NOEMI	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
MONTALVO	JOSE	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
MONTALVO	JOSE	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
MORUZZI	VICTOR	CENTER FOR BUSINESS & INDUSTRY	INSTRUCTOR	PTINST-103005	C. MIRASOL
NAKHLA	GIHAN	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
NAKHLA	GIHAN	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
ODEN	RUTH	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ODEN	RUTH	CENTER FOR BUSINESS& INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
OLADEJI	ABIODUN O.	CONT. EDUCATION	CAN INSTRUCTOR	PTINST-102010	C. MIRASOL
OLADEJI	ABIODUN O.	CENTER FOR BUSINESS & INDUSTRY	CNA INSTRUCTOR	PTINST-103005	C. MIRASOL
PLOOM	LAVERNE	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
PLOOM	LAVERNE	CENTER FOR BUSINESS & INDUSTRY	PT INSTRCUTOR	PTINST-103005	C. MIRASOL
POLK	CHARLES	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
RAMIREZ QUIROZ	SILVIA	CONT. EDUCATION	OFFICE ASSISTANT	OFFAST-102010	C. MIRASOL

RAMIREZ QUIROZ	SILVIA	CONT. EDUCATION	OFFICE ASSISTANT	OFFAST-102010	C. MIRASOL
RANSOM	QUA'FAYSHIA	CONT. EDUCATION	ASST. EVENTS COORDINATOR	PTACNTP-102010	C. MIRASOL
RAZA	QAMAR	CONT. EDUCATION	PT. INSTRUCTOR	PTINST-102010	C. MIRASOL
ROJAS	ALEXANDRA	CONT. EDUCATION	PT. INSTRUCTOR	PTINST-102010	C. MIRASOL
ROJAS	ALEXANDRA	CENTER FOR BUSINESS & INDUSTRY	ESL INSTRUCTOR	PTISNT-103005	C. MIRASOL
ROSENBERG	STUART	CENTER FOR BUSINESS & INDUSTRY	TLD & SCM INSTRUCTOR	PTINST-103005	C. MIRASOL
RUBI-GODOY	LUCIA	CONT. EDUCATION	CUSTOMER SERVICE ASSISTANT	CATAST-102010	C. MIRASOL
SANDERS	INDRA	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
SARMIENTO	MARIA LITA A.	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
SARMIENTO	MARIA LITA A.	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
SAUNDERS	DANIEL	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
SHAH	RIDHDHI	CONT. EDUCATION	OFFICE ASSISTANT	OFFAST-102010	C. MIRASOL
SHAH	RIDHDHI	CENTER FOR BUSINESS & INDUSTRY	OFFICE ASSISTANT	OFFAST-103005	C. MIRASOL
TASNEEM	FARIHA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
TESTA	GEORGE	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
VALCARCEL	ALICIA	CONT. EDUCATION	PT. INSTRUCTOR	PTINST-102010	C. MIRASOL
VALCARCEL	ALICIA	CENTER FOR BUSINESS& INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
WEBB	TONJA	CONT. EDUCATION	PT. INSTRUCTOR	CACEINS-102010	C. MIRASOL
WIGGINS	JAMES	EVE, WKND, & OFF-SITE	EVE/WKND ADMIN	EWKADM-252010	C. MIRASOL
WILLIAMSON-MCKIE	TANEYA	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
WILLIAMSON-MCKIE	TANEYA	CONT. EDUCATION	PT. INSTRUCTOR	PTINST-102010	C. MIRASOL
WILSON	CYNTHIA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
WILSON	CYNTHIA	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
YAGOUBU	SILHA	CONT. EDUCATION	PT. INSTRUCTOR	PTINST-102010	C. MIRASOL
YILMAZ	KUBRA	CONT. EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
YILMAZ	KUBRA	CONT. EDUCATION	PT. INSTRUCTOR	PTINST-102010	C. MIRASOL
GOODING	DANIELLA	NURSING & HEALTH SCIENCES	OFFICE ASSISTANT	OFFAST-101016	C. SIRANGELO
GUTIERREZ	MELANIE	NURSING & HEALTH SCIENCES	OFFICE ASSISTANT	OFFAST-101016	C. SIRANGELO
HAFAEEZ	TAYYABA	NURSING & HEALTH SCIENCES	OFFICE ASSISTANT	OFFAST-101016	C. SIRANGELO
CONTLA	HAIDE	OFFICE OF THE ASSISTANT VP	PT OFFICE ASSISTANT	OFFAST-101005	C. WAHL

GARCIA	JACQUELINE	AVP ACADEMIC AFFAIRS	OFFICE ASSISTANT	OFFAST-101005	C. WAHL
ACOSTA	ASHLYN	STUDENT AFFAIRS	FOOD PANTRY MANAGER (NHC/JSQ)	PTRYMGR-252025	D. CLARK
MOKDESSI	MONA	TESTING & ASSESSMENT	TESTING ASST. / PROCTOR	TAIDE-200530	D. FRANCO
GONZAGA	CYNTHIA	ENGLISH & ESL DIVISION	OFFICE ASSISTANT	OFFAST-101035	E. NESIUS
MILLER	LINDA	ENGLISH & ESL DIVISION	AD-HOC SCORER	SCORER-101035	E. NESIUS
MORALES	MADELINE	ENGLISH & ESL DIVISION	OFFICE ASSISTANT	OFFAST-101040	E. NESIUS
PALMER	JEDEDIAH	ENGLISH & ESL DIVISION	AD-HOC SCORER	SCORER-101035	E. NESIUS
SKINNER	RICHARD	ENGLISH & ESL DIVISION	AD-HOC SCORER	SCORER-101035	E. NESIUS
BRUCKAMN	LISA	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
DODDS	JOHN	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
GAWCHIK	MARTHA	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
KUSHNER	SCOTT	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
LUTHER	VICTORIA	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
MUHI	AMORFINA	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
ODEH	HUSSEIN	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
SOVA	CATHLEEN	LIBRARY	LIBRARIAN	PTLRN-150510	E. RENAUD
BENITEZ	ALEXANDER	CUSTOMER SERVICE	OFFICE ASSISTANT	OFFAST-253035	G. DARIAS HERSEHBERGER
LABORDE	MARINA	CUSTOMER SERVICE	OFFICE ASSISTANT	OFFAST-253035	G. DARIAS HERSEHBERGER
RAMSARRAN	NANDLALL	CUSTOMER SERVICE	OFFICE ASSISTANT	OFFAST-253035	G. DARIAS HERSEHBERGER
RODRIGUEZ	JONNATHAN	CUSTOMER SERVICE	OFFICE ASSISTANT	OFFAST-253035	G. DARIAS HERSEHBERGER
ABON	EUSEBIO	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
BRYNAT	SARAH	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
CARMICHAEL	MICHAIIYA	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
ELGEBILY	SOHIR	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
EPPS	JUSTIN	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
GONSALVES	SHILA	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
MIRANDA	MELANIE	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
MOLINA	EILEEN	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
NELSON	JEANETTE	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
NUNEZ	TAHIRI	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
ROMULUS	KIMBERLY	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
SAHADEO	KRISHNA	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
SIDDIQUI	ZAID	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX



SORIANO	LESLIE	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
TUBUNGBANUA	ANGELITA	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
VARGAS	ERNESTINA	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
ZAMBRANO	KATHERINE	LIBRARY	LIBRARY ASSOCIATE	PTLASO-150510	J. COX
MOORE	MICHELE	EOF	INSTRUCTOR	PTINST-603039	J. LOWE
PRIVAT	VIERGELINE	EOF	OFFICE ASSISTANT	OFFAST-150515	J. LOWE
SMYTH	SARAH	EOF	RECRUITER	PTRECRU-150515	J. LOWE
TAN	AVERY	EOF	PEER MENTOR	MENTOR-603039	J. LOWE
URIZAR	GUADALUPE	EOF	OFFICE ASSISTANT	OFFAST-150515	J. LOWE
WADHWANI	USHA	EOF	INSTRUCTOR	PTINST-603039	J. LOWE
WALEZAK	MICHELLE	EOF	INSTRUCTOR	PTINST-603039	J. LOWE
CALARA	YSABELLE MIKAELA	DEAN OF INSTRUCTION	OFFICE ASSISTANT	OFFAST-101014	J. MARLIN
GILMORE	DARIUS	DEAN OF INSTRUCTION	OFFICE ASSISTANT	OFFAST-101014	J. MARLIN
PATEL	BRIGESH	DEAN OF INSTRUCTION	OFFICE ASSISTANT	OFFAST-101014	J. MARLIN
SIEGEL	ANDREA	DEAN OF INSTRUCTION	PT-COORDINATOR	PTART-101015	J. MARLIN
YE	MENGJIAO	DEAN OF INSTRUCTION	OFFICE ASSISTANT	OFFAST-101014	J. MARLIN
CHAVARRIA	CHRISTOPHER	LIBRARY	LIBRARY ASSOCIATE-TECHNOLOGY	PTLRTEC-150510	J. YANG
ENNASROUI	ANASS	LIBRARY	LIBRARY ASSOCIATE-TECHNOLOGY	PTLRTEC-150510	J. YANG
GODBOLE	DEVIKA	LIBRARY	LIBRARY ASSOCIATE-TEHCNOLOGY	PTLRTEC-150510	J. YANG
PENA	WAYNE	LIBRARY	LIBRARY ASSOCIATE-TECHNOLOGY	PTLRTEC-150510	J. YANG
RICHARD	ROBERT	LIBRARY	LIBRARY ASSOCIATE-TEHCNOLOGY	PTLRTEC-150510	J. YANG
ABAD	WASKAR	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
AVILES	LILLIAN	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
CRUZ	FELIX	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
RODRIGUEZ	DELIA	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
RODRIGUEZ	RAFAELA	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
SIGNH	SOAMWATTIE	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
TACSA	MICHAEL	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
TACSA	YISELA	CUSTODIAL	DISHWASHER	DISHW-300515	J.MALDONADO
AGUILAR	NASLY	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER-150525	K. DAVIS
ARNOLD	RUTH ANNE	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER-150525	K. DAVIS

BARNES	NICOLE	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
BORGONO	LISSETTE	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
BRINKLEY	LAURA	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
BURNETT	LAURA	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
CABEZAS- VELASQUEZ	JAVIER	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
CAMPUSANO	ASHLEY	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
CANALES	CHRISSTO	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
CUNA	ANGELICA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
DAPONTE	MARISA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
DIAZ	MARYANN	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
DIOMANDE	MAIKA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
DUMANCELA	ANGEL	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
FARRELL	KAREN	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
FERNANDEZ	CANDICE	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
FERRI	JOHN	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
FINNEGAN	LIA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
FRIEDMAN	MARCI	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
GOTIA JR.	EDWARD	ADVISEMENT & COUNSELING	OFFICE ASSISTANT	OFFAST-200510	K. DAVIS
GREEN	DONYA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
GRIFFITH	AMIRA	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
HAMBRUC	IMANI	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
IARKANE	IMANE	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS

JAVED	FATIMA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
JOHNSON	JAMAR	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
LA RUSSO	FAITH	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
LIVESAY	LEWIS	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
MULLER	KIMBERLY	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
REEVES	GABRIELLE	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
RIVERA	DESTINY	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
RIZZO	DANIELLE	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
ROMERO	LISBETH	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
ROSADO	GRACE KELLY	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
SANDOVAL	GENESIS	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
SIERRA	TERESA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
SMITH	JENNIFER	DISABILITY SUPPORT SERVICES	SIGN LANGUAGE INTERPRETER / READER	SIGNLAU- 150525	K. DAVIS
SORIA	AMERICO IVAN	ADVISEMENT & COUNSELING	PT ADVISOR	ADVISOR- 200510	K. DAVIS
STANLEY	ALEANDRIA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
VALVANO	KATRINA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
VASRAM	DHRUSHNA	DISABILITY SUPPORT SERVICES	NOTETAKER / READER	READER- 150525	K. DAVIS
WILLIAMS	ERIKA	ADVISEMENT & COUNSELING	OFFICE ASSISTANT	OFFAST-200510	K. DAVIS
WONG- CASTELLANO	JOCELYN	ADVISEMENT & COUNSELING	OFFICE ASSISTANT	OFFAST-200510	K. DAVIS
BANSRAJ	RAGUNATH	MAINTENANCE	FACILITIES WORKER	PTFWK-300510	M. MURRAY
GOMES	ARIES DIAS	MAINTENANCE	FACILITIES WORKER	PTFWK-300510	M. MURRAY
VELEZ	APOLINAR	MAINTENANCE	FACILITIES WORKER	PTFWK-300510	M. MURRAY
ABAZEID	ASIA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ABDELAZIZ	MARWA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY

AGUINAGE DE TOMOS	BILLY	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
AHMED	MARYSTELLA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
AMARIR	MOHAMED	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ASHMALLA	MARCO	ADJ ACADEMIC SUPPORT SERVICES	SI LEADER	SILEAD-150505	P.BANDYOPADHYAY
BHATT	RUSHI	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
BOBY MATHEWS	ANN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
BROWN	AMY	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
BUCHELI	RODRIGO	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
BYRD	LORI	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
CACHO	JUAN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
CANIGLIA	JOSEPH	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
CARRILLO	PHILL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
CARRILLO	PHILL	GRANTS	ACADEMIC COACH	COACH-603015	P.BANDYOPADHYAY
CHEN	JUN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
COLICCHIO	JOSEPH	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
CRUZ	MICHELLE	ACADEMIC FOUNDATIONS MATH	OFFICE ASSISTANT	OFFAST-101041	P.BANDYOPADHYAY
DALTON	ROSE	ADJ ACADEMIC SUPPORT SERVICES	HEAD ACADEMIC MENTOR	MENTOR-150505	P.BANDYOPADHYAY
DAOUD	AYA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
DAVENPORT	ANTHONY	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
DELGADO	CALUDIA	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
DIAZ CASTILLO	CLEDYS	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
DIGENIO	NATASHA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
DJERROUD	DALILA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
DOCAMPO-LOPEZ	LISANDRA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY

DUNN FERNANDEZ	CARLOS	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
EDRIS	MARYAM	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
FRENCH	EDWARD	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GABINETE	GERALD	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GANAPIN	DELFIN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GARCIA	JESSELYNN	GRANTS	ACADEMIC COACH	COACH-603015	P.BANDYOPADHYAY
GOCHUICO	CALRO ANGELO	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GOMEZ	MATTHEW	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GONZALEZ	ROBERT	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GRASSI	ERNESTO	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
GRIMALDI	ROSE	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
HAYOUNE	SARRA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
HE	LANLAN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
HOFFMAN	MADELYN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
JAIN	VISHWA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
JATOVSKY	MARCY ROSE	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
JLIFI	KARIMA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
KAISS	FATIMA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
KANDIL	MAHMOUD	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
KAPADIA	RUSHIKA	ACADEMIC FOUNDATIONS MATH	STUDENT ASSISTANT	OFFAST-101041	P.BANDYOPADHYAY
KHAN	FARHAN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
KUTUBUDDIN	NIPON	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY

LARA	CARLA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
LEWIS	STEVEN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
LIEBL	CHRISTIAN	ADJ ACADEMIC SUPPORT SERVICES	EVE/WKND ADMIN	EWKADM- 150505	P.BANDYOPADHYAY
MACAVILCA	LILIANA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MAIA DE AMORIM	GUSTAVO	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MARMOL	JOSEPH	GRANTS	ACADEMIC COACH	COACH-603015	P.BANDYOPADHYAY
MARMOL	JOSEPH	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MASTOURI	REDA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MCCARTHY	MARK	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MC FARLANE- EDWARDS	JANET	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MENDEZ	DANIEL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
MUNIZ	ALEXIS	ADJ ACADEMIC SUPPORT SERVICES	EVE/WKND ADMIN	EWKADM- 150505	P.BANDYOPADHYAY
MUSTAFA	YOUSEF	GRANTS	ACADEMIC COACH	COACH-603015	P.BANDYOPADHYAY
NA	OLIVIA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
NASRI	SOU MEYA	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
NASRI	SOU MEYA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
NESHEIWAT	SARAH	ACADEMIC FOUNDATIONS MATH	STUDENT ASSISTANT	OFFAST-101041	P.BANDYOPADHYAY
OLKEWICZ	KEITH	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
OSORIO	RAFAEL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
PAGAN	DIMARIE	GRANTS	SI LEADER	SILEAD-150505	P.BANDYOPADHYAY
PATON	DERKYL	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
PATON	DERKYL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
PENSOY	SAEDEL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
PERELSON	MAXWELL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY

PEREZ	CHRISLENNY	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
PLUMMER	ANGLINE	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
RAMIREZ	ERIKA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
RICHARDSON	REBECCA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
RIVERA	HENRY	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ROBERTSON	LAURA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ROMEA	RODRIGO	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
RYAN	JAMES	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
SAFSAFI	ACHRAF	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
SAFSAFI	ACHRAF	GRANTS	ACADEMIC COACH	COACH-603015	P.BANDYOPADHYAY
SALEM	HEBA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
SAMBULA	LISA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
SEGOVIA VAZQUEZ	KAILYN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
SHAABAN	AMR	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
SINGH	ADITA	HONORS PROG./AVP ACADEMIC AFFAIRS OFFICE	OFFICE ASSISTANT	OFFAST-101005	P.BANDYOPADHYAY
SMITH	ALYSSA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
STABILE	MARLENE	GRANTS	ACADEMIC COACH	GRATUT-601021	P.BANDYOPADHYAY
SUAREZ	SELENA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
TESONE	CARINA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
VALANZOLA	SANDRA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
VINTIMILLA	MICHELLE	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
VO	NGHIA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY

WALTERS	MICHAEL	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
WU	BIYUN	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ZAIN	SALAH	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ZERNA	MELANNY	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
ZULUETA	ISABELITA	ADJ ACADEMIC SUPPORT SERVICES	TUTOR	TUTOR-150505	P.BANDYOPADHYAY
AMER	NEVINE	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
BILBAO- VILLANUEVA	CINDY	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
CORTEZ	CIELO	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
JAIME	CHELSEA	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
LEON	AIMEE	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
PATEL	PRACHI	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
PEREZ- JIMENEZ	MILTA	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
PRECIADO	MANUEL	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
SOLU	SAMANTHA	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
USMANI	IQRA	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
VASQUEZ	BETSY	FINANCIAL AID	OFFICE ASSISTANT	OFFAST-200520	S. MENDOZA
HAMZA	OMAR	ENROLLMENT SERVICES	ENROLLMENT SUPPORT ASSISTANT	OFFAST-200525	W. ZAHUR
SANTOS	NAKIYA	ENROLLMENT SERVICES	ENROLLMENT SUPPORT ASSISTANT	OFFAST-200525	W. ZAHUR
SUAREZ	MELANIE	ENROLLMENT SERVICES	ENROLLMENT SUPPORT ASSISTANT	OFFAST-200525	W. ZAHUR
CRUZ	STEPHANY	NORTH HUDSON CAMPUS	PT OFFICE ASSISTANT	OFFAST-252030	Y. PUJOLS
RIANO	LAURA	NORTH HUDSON CAMPUS	PT OFFICE ASSISTANT	OFFAST-252030	Y. PUJOLS
VILLALTA	ANGELICA	NORTH HUDSON CAMPUS	PT OFFICE ASSISTANT	OFFAST-252030	Y. PUJOLS
AGGARWAL	SUHANI	FINANCE	PT ADMINISTRATIVE ASSISTANT	OFFAST-253015	Z. CHICAS
AVALOS	CAMILA	FINANCE	PT PAYROLL OFFICE ASSISTANT	OFFAST-253015	Z. CHICAS
RAMIREZ	JENNIFER	FINANCE	PT ACCTS. RECV. / BURSAR CLERK	PTACBUR- 253015	Z. CHICAS
SERGEANT	STEPHANIE	FINANCE	PT PAYROLL OFFICE ASSISTANT	OFFAST-253015	Z. CHICAS



**8. APPOINTMENT OF NEW HIRE ADJUNCTS SUMMER/FALL 2019**

<b>Last Name</b>	<b>First Name</b>	<b>Department</b>
STEINBERG	MARIA	HUMANITIES
WILLIAMS	SALENA	HUMANITIES AND SOCIAL SCIENCES
MANN	DANIEL	HUMANITIES AND SOCIAL SCIENCES
COVIELLO	ANNA	NURSING AND HEALTH SCIENCES
SYNMOIE	JOANNE	NURSING AND HEALTH SCIENCES
FORYS	APRIL	NURSING AND HEALTH SCIENCES
TRIGONIS	JOHN T.	HUMANITIES AND SOCIAL SCIENCES
FAYERMAN	ILANA	HUMANITIES AND SOCIAL SCIENCES
URENA	DOLORES	BUSINESS, CULINARY, AND HOSPITALITY

- 9. RESOLUTION AUTHORIZING SALARY EQUITY ADJUSTMENTS CONSISTENT WITH THE DIANE B. ALLEN ACT ("ALLEN ACT"), EFFECTIVE JULY 1, 2018**
- 10. RESOLUTION AUTHORIZING A 3% INCREASE IN BASE SALARY FOR ALL CONFIDENTIAL EMPLOYEES**
- 11. RESOLUTION AUTHORIZING EXTENDING PART-TIME STAFF APPOINTMENTS TO A MAXIMUM PERIOD OF 12 MONTHS**
- 12. RESOLUTION AUTHORIZING COLLECTIVE BARGAINING AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE AND THE HUDSON COUNTY COMMUNITY COLLEGE PROFESSIONAL ASSOCIATION**
- 13. RESOLUTION AUTHORIZING COLLECTIVE BARGAINING AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE AND THE HUDSON COUNTY COMMUNITY COLLEGE SUPPORT STAFF FEDERATION**
- 14. RESOLUTION AUTHORIZING COLLECTIVE BARGAINING AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE AND THE HUDSON COUNTY COMMUNITY COLLEGE ADJUNCT FACULTY FEDERATION**

Introduced by: Joanne Kosakowski

Seconded by: Karen Fahrenholz

8 Ayes.....0 Nays

Resolution Adopted

**IX. ACADEMIC AND STUDENT AFFAIRS**

- 1. PROPOSAL TO ESTABLISH LABORATORY FEES FOR COURSES IN THE ASSOCIATE IN SCIENCE EXERCISE SCIENCE PROGRAM**
- 2. PROPOSED INCREASE IN LABORATORY FEES FOR ASSOCIATE IN APPLIED SCIENCE AND CERTIFICATE PROGRAMS IN PARAMEDIC SCIENCE**

Introduced by: Joanne Kosakowski

Seconded by: Karen Fahrenholz

8 Ayes.....0 Nays

Resolution Adopted

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**X. NEW BUSINESS**

*Diversity, Equity and Inclusion*

*Trustee Lee offered the following statement.*

*With respect to your report, Chris, particularly with respect to Diversity, Equity and Inclusion, I'm very happy to hear of the progress that's been made and the connection between your plans regarding the Advisory Council and the All College Council. I just want you to know that I am very supportive of it and I look forward to positive results.*

**XI. ADJOURNMENT 5:30 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 13, 2019**

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

**1. Resolution Authorizing Award of Exterminating Services for Facilities Department**

**WHEREAS**, Hudson County Community ("College") needs to contract for exterminating services for the College; and,

**WHEREAS**, pursuant to N.J.S.A 18A:64A:25-3, this service is exempt from bidding because it is below the College's bid threshold; and,

**WHEREAS**, Bayonne Exterminating, of Bayonne, New Jersey provided a proposal to deliver these services at a cost not to exceed \$30,000; and,

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

**WHEREAS**, the anticipated term of this contract is Fiscal Year 2020; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Bayonne Exterminating to provide exterminating services at a cost not to exceed \$30,000;

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

**2. Resolution Approving Contract for Floor Mat Cleaning Services**

**WHEREAS**, Hudson County Community ("College") is a participating member of the E&I Cooperative Services Cooperative; and,

**WHEREAS**, the Cooperative requested bids for floor mat cleaning services for all E&I Cooperative members participating in the Cooperative; and,

**WHEREAS**, Cintas won the bid and will provide services through Fiscal Year 2020; and,

**WHEREAS**, the anticipated total cost for Fiscal Year 2020 is not to exceed \$34,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award Cintas a contract to provide mat cleaning services at a cost not to exceed \$34,000;

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

**3. Resolution Authorizing Purchase of Kitchen Equipment Cleaning Services for Culinary Conference Center**

**WHEREAS**, Hudson County Community College ("College") needs to purchase Kitchen Equipment Cleaning Services (hoods and grease traps) for the Culinary Conference Center; and,

**WHEREAS**, pursuant to N.J.S.A. 64A-25.5 (7), the College may, without public advertisement, purchase food supplies and services; and,

**WHEREAS**, Commercial Kitchen Cleaning Inc. of Wayne, New Jersey submitted a proposal in the amount of but not to exceed \$19,770 for the Kitchen Equipment Cleaning Services for the Culinary Conference Center; and,

**WHEREAS**, the term of this agreement is through the end of Fiscal Year 2020; and,

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

**WHEREAS**, the Administration, Finance Committee, and Capital Projects Advisory Committee recommend payment for this purchase;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College hereby award a contract to Kitchen Cleaning, Inc. of Wayne, New Jersey, for the purchase of Kitchen Equipment Cleaning Services for the Culinary Conference Center as described herein at a cost not to exceed \$19,770;

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

**4. Resolution Authorizing Purchase of Ground Maintenance Services for Journal Square Campus**

**WHEREAS**, Hudson County Community College ("College") needs to purchase ground maintenance services for the Journal Square Campus; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A-25.3, the service is exempt from public bidding as the cost for the service is below the College's bid threshold; and,

**WHEREAS**, Hufnagel Design and Construction Group of North Bergen, New Jersey submitted a proposal in the amount of \$34,000 for the installation and maintenance of planters and plants for the Journal Square Campus; and,

**WHEREAS**, the anticipated total cost for Fiscal Year 2020 is not to exceed \$34,000; and,

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

**WHEREAS**, the Administration, Finance Committee, and Capital Projects Advisory Committee recommend payment for this purchase;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College hereby award a contract for ground maintenance services for the Journal Square Campus to Hufnagel Design and Construction Group of North Bergen, New Jersey as described herein at a cost not to exceed \$34,000;

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

**5. Resolution Authorizing Award of Tsigonia Paint Sales for Maintenance Department**

**WHEREAS**, Hudson County Community College ("College") needs to purchase construction/maintenance supplies; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A:25-3, this service is exempt from bidding because it is below the College's bid threshold; and,

**WHEREAS**, Tsigonia Paint Sales of Jersey City, New Jersey, provided a quotation to the College to provide the paint supplies at a cost not to exceed \$34,000; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A:25-3, this purchase is exempt from public bidding because it is below the College's bid threshold; and,

**WHEREAS**, the anticipated total cost for Fiscal Year 2020 is not to exceed \$34,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Tsigonia Paint Sales of Jersey City, New Jersey for construction/maintenance supplies at a cost not to exceed \$34,000;

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

**6. Resolution Authorizing Award of Contract to WW Grainger for Facilities Department Supplies and Equipment**

**WHEREAS**, Hudson County Community College ("College") needs to purchase Maintenance, Repairs, and Operations supplies and equipment; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:64A-25.9, the College may, without public advertisement, purchase goods and/or services through State Contracts; and,

**WHEREAS**, WW Grainger of Cranford, New Jersey (NJ State Contract Number 79875) submitted a proposal to provide the necessary equipment and supplies at a cost not to exceed \$60,000; and,

**WHEREAS**, the anticipated term is through the end of Fiscal Year 2020; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Grainger of Cranford, New Jersey for equipment and supplies for the facilities department as described herein at a cost not to exceed \$60,000;

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

**7. Resolution Authorizing Purchase of Generator Service Contract for Gabert Library, North Hudson Campus, and STEM Building**

**WHEREAS**, Hudson County Community College ("College") requires the services of a qualified vendor to provide generator maintenance, service, and testing for the Gabert Library, the North Hudson Campus and the STEM Building; and,

**WHEREAS**, pursuant to N.J.S.A 18A:64A:25-3, this service is exempt from bidding because it is below the College's bid threshold; and,

**WHEREAS**, Aggressive Power Systems of Wall Township, NJ has submitted a proposal to provide these services at a cost not to exceed \$25,000; and,

**WHEREAS**, the anticipated term is through the end of Fiscal Year 2020; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Aggressive Power Systems to provide generator maintenance, service and testing for the Gabert Library, the North Hudson Campus and the STEM Building at a cost not to exceed \$25,000; and,

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

**8. Resolution Authorizing Award of Contract to Allen Paper for Janitorial Supplies**

**WHEREAS**, Hudson County Community College ("College") needs to contract for janitorial supplies for the College; and,

**WHEREAS**, pursuant to N.J.S.A 18A:64A:25-3, this contract is exempt from bidding because it is below the College's bid threshold; and,

**WHEREAS**, Allen Paper & Supply Co. of Morristown, New Jersey provided a proposal to deliver these supplies at a cost not to exceed \$34,000; and,

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

**WHEREAS**, the anticipated term of this contract is Fiscal Year 2020; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Allen Paper & Supply Co. to provide janitorial supplies at a cost not to exceed \$34,000;

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

**9. Resolution Authorizing Purchase for Pipe Re-Installation Services**

**WHEREAS**, Hudson County Community College ("College") needs to remove and re-install pipes; and,

**WHEREAS**, pursuant to N.J.S.A 18A:64A:25-3, this service is exempt from bidding because it is below the College's bid threshold; and,

**WHEREAS**, Thermal Piping, Division of GBI Inc. of Wrightstown, NJ provided a proposal to deliver these services at a cost not to exceed \$20,425; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract for pipe repair services to Thermal Piping, Division of GBI Inc. as described herein at a cost not to exceed \$20,425;

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

**10. Resolution Approving the Lease of Premises in the North Hudson Higher Education Center Condominium**

**WHEREAS**, Hudson County Community College ("College") owns an 81% interest in the North Hudson Higher Education Center Condominium (the "Condominium") located at Kennedy Boulevard and 48th Street, Union City, New Jersey; and,

**WHEREAS**, the County of Hudson owns a 19% interest in the Condominium; and,

**WHEREAS**, the County of Hudson wishes to lease to Hudson County Community College a portion of the Condominium owned by the County, being approximately 3,220 square feet located on the 7th floor of the Condominium (the "Premises"); and,

**WHEREAS**, Hudson County Community College ("College") wishes to lease the Premises from the County of Hudson; and,

**WHEREAS**, the Board of Trustees of Hudson County Community College has determined that it is in the best interests of the College and in conformance with the College's long-range plans to lease the Premises from the County; and,

**WHEREAS**, the Administration, Finance Committee, and Capital Projects Advisory Committee recommend this lease;

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

1. The recitations above are incorporated herein as if set forth at length; and,

2. The President of Hudson County Community College and/or his designee(s) is hereby authorized to negotiate the final terms of the Lease Agreement attached hereto for the leasing of the Premises in the Condominium and is further authorized to execute the final Lease Agreement so negotiated on behalf of the College.

**11. Resolution Authorizing Renewal of College Campus-Wide Software License Agreement**

**WHEREAS**, Hudson County Community College ("College") needs to renew the College campus-wide Microsoft Software License; and,

**WHEREAS**, pursuant to N.J.S.A 18A:64A:25.19, the College may, without public advertisement, purchase goods and/or services through state contracts; and,

**WHEREAS**, the anticipated term is one year; and,

**WHEREAS**, GHA Technologies, Inc. of Phoenix, Arizona (state contract #40166) is the proposed vendor to provide these licenses and any upgrades that may be released by Microsoft during the year at a total cost not to exceed \$73,792; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract renewal with GHA Technologies, Inc. of Phoenix, Arizona, as described herein at a cost not to exceed \$73,792;

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

**12. Resolution Authorizing Purchase of Specialty Food Products for Culinary Conference Center**

**WHEREAS**, Hudson County Community College ("College") needs to purchase various specialty foods for the Culinary Conference Center; and,

**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

**WHEREAS**, Baldor Specialty Foods, Inc. of Bronx, New York is the proposed vendor to provide these specialty food products at a cost not to exceed \$60,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Baldor Specialty Foods to provide the specialty food products at a cost not to exceed \$60,000 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the terms of this resolution.

**13. Resolution Authorizing Purchase of Seafood Products for Culinary Conference Center**

**WHEREAS**, Hudson County Community College ("College") needs to purchase various specialty seafood products for the Culinary Conference Center; and,



**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

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

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Blue Ribbon Fish Co. to provide the specialty seafood products at a cost not to exceed \$50,000 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the terms of this resolution.

#### **14. Resolution Authorizing Purchase of Dairy Products for Culinary Conference Center**

**WHEREAS**, Hudson County Community College ("College") needs to purchase various dairy products for the Culinary Conference Center; and,

**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

**WHEREAS**, Dairyland USA Corporation of Bronx, New York is the proposed vendor to provide these dairy products at a total cost not to exceed \$50,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Dairyland USA to provide the dairy food products at a cost not to exceed \$50,000 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the terms of this resolution.

#### **15. Resolution Authorizing Purchase of Specialty Food Products for Culinary Conference Center**

**WHEREAS** Hudson County Community College ("College") needs to purchase specialty food service for the Culinary Arts Program; and,

**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including food supplies and management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

**WHEREAS**, Driscoll Foods of Wayne, NJ is the proposed vendor to provide food service at a total cost not to exceed \$25,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Driscoll Foods to provide the specialty food products at a cost not to exceed \$25,000 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the term of this resolution.

**16. Resolution Authorizing Purchase of Specialty Meat Products for Culinary Conference Center**

**WHEREAS** Hudson County Community College ("College") needs to purchase various meat products for the Culinary Conference Center; and,

**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

**WHEREAS**, Green Tree Packing Co. of Passaic, NJ is the proposed vendor to provide these meat products at a total cost not to exceed \$40,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Green Tree Packing Co. to provide the specialty meat products at a cost not to exceed \$40,000 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the terms of this resolution.

**17. Resolution Authorizing Purchase of Baking Equipment for Culinary Conference Center**

**WHEREAS** Hudson County Community College ("College") needs to purchase baking equipment for the Culinary Conference Center; and,

**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

**WHEREAS**, Erika Record LLC of Clifton, NJ is the proposed vendor to provide baking equipment at a total cost not to exceed \$26,885; and,

**WHEREAS**, the cost of these services will be funded from the Carl D. Perkins Grant; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Erika Record LLC to provide the baking equipment at a cost not to exceed \$26,885 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the terms of this resolution.

**18. Resolution Authorizing Purchase of Chiller/Freezer Equipment for Culinary Conference Center**

**WHEREAS**, Hudson County Community College ("College") needs to purchase a blast chiller/freezer for the Culinary Conference Center; and,

**WHEREAS**, pursuant to N.J.S.A 18 A:64A-25.5(7), the College may, without public advertisement, purchase food supplies and services including management contracts for student centers, dining rooms, and cafeterias; and,

**WHEREAS**, the anticipated term is Fiscal Year 2020; and,

**WHEREAS**, Sam Tell Co. of Jersey City, NJ is the proposed vendor to provide a blast chiller/freezer at a total cost not to exceed \$28,816; and,

**WHEREAS**, the cost of these services will be funded from the Carl D. Perkins Grant; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Sam Tell Co. to provide the blast chiller/freezer at a cost not to exceed \$28,816 for Fiscal Year 2020;

**BE IT FURTHER RESOLVED** that the College's Administration is authorized to take all steps necessary to effectuate the terms of this resolution.

**19. Resolution Approving Agreement between Hudson County Community College and Hoboken Charter School**

**WHEREAS**, Hudson County Community College ("College") and Hoboken Charter School have agreed to offer credit-bearing College courses to Hoboken Charter School students; and,

**WHEREAS**, the College's Early College Program would meet the needs of Hoboken Charter School; and,

**WHEREAS**, the College seeks to enter into an agreement with Hoboken Charter School to offer credit-bearing courses to its students starting in September 2019; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the agreement between Hudson County Community College and Hoboken Charter School, effective Fall 2019;

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

**20. Resolution to Establish and Revise Laboratory and Practicum Fees for the Associate in Science Degree Program in Radiography**

**WHEREAS**, Hudson County Community College ("College") offers a degree program in Radiography; and,

**WHEREAS**, courses offered in this degree program have associated laboratory and practicum fees of varying amounts in order to provide students with a high-quality academic experience; and,

**WHEREAS**, the College needs to establish, or revise where applicable, the laboratory and practicum fees for coursework in the Associate in Science Degree Program in Radiography in order to have these fees more accurately reflect the course's content, effective Fall 2019; and,

**WHEREAS**, the Administration and Finance Committee recommend the addition or revision of these fees;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the addition or revision in laboratory and practicum fees for coursework in the Associate in Science Degree Program in Radiography, effective Fall 2019;

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

**21. Resolution Authorizing Proposed Fee for On-Line Biology Coursework Laboratory Kit**

**WHEREAS**, Hudson County Community College ("College") is implementing two on-line majors in the Fall and both majors require students to take biology courses; and,

**WHEREAS**, in prior semesters, students taking on-line biology courses paid out-of-pocket for their laboratory kit; and,

**WHEREAS**, it is proposed that a student fee of \$275 be established for these courses to cover the cost of the required laboratory kit rather than the student pay out of pocket, effective Fall 2019; and,

**WHEREAS**, the Administration and Finance Committee recommend the establishment of the proposed fee;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the establishment of the fee for the specific on-line biology courses, effective Fall 2019;

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

**22. Resolution Authorizing Grant Funding for Supplies, Equipment, and Professional Development**

**WHEREAS**, Hudson County Community College ("College") needs to purchase supplies, equipment, and professional development to be used throughout the Radiography Program; and,

**WHEREAS**, pursuant to N.J.S.A. 18 A:64A-25.5(1), this service is exempt from bidding as a Professional Service; and,

**WHEREAS**, Alpha Medical Equipment of Rochester, NY provides focused remediation resources and comprehensive test preparation for the Radiography program, at a cost not to exceed \$43,000; and,

**WHEREAS**, the cost of these services will be funded from the Carl D. Perkins Grant; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the grant funding of the program provided by Alpha Medical Equipment, as described herein at a cost not to exceed \$43,000;

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

### **23. Resolution Awarding Contract For Dental Insurance**

**WHEREAS**, Hudson County Community College's ("College") current dental insurance for its employees expired at the end of June 2019; and,

**WHEREAS**, the College continues to require dental insurance for its employees; and,

**WHEREAS**, the College's current provider, Delta Dental, has submitted a proposal to provide the services for the period of July 1, 2019, through June 30, 2021; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College award a contract to Delta Dental for two (2) years consistent with the terms outlined in its proposal;

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

### **24. Resolution Authorizing Temporary Staffing for Office of Human Resources**

**WHEREAS**, Hudson County Community College ("College") has a need to use a temporary staffing agency to provide Benefits Administration in the Office of Human Resources; and,

**WHEREAS**, pursuant to N.J.S.A. 18A:6A-25.5(15), these services are exempt from bidding as Professional Consulting Services; and,

**WHEREAS**, Office Team-Robert Half of Jersey City, NJ will provide the Office of Human Resources with temporary staffing services at a cost that is not to exceed \$80,000; and,

**WHEREAS**, the anticipated term continues until the end of Fiscal Year 2020; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the services with Office Team-Robert Half, as described herein at a cost not to exceed \$80,000;

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

**25. Resolution Authorizing Contract for Training and Professional Development**

**WHEREAS**, Hudson County Community College ("College") needs to purchase an assessment and review program to ensure that employees and patrons with disabilities are properly accommodated; and,

**WHEREAS**, pursuant to N.J.S.A. 18 A:64A-25.5(1), this service is exempt from bidding as a Professional Service; and,

**WHEREAS**, Salome Heyward & Associates of Sagamore Beach, MA provides focused evaluation resources and comprehensive test preparation to accommodate all relevant categories of individuals with disabilities at a cost not to exceed \$48,750; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize the purchase of the program provided by Salome Heyward & Associates, as described herein at a cost not to exceed \$48,750;

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

**26. Resolution Authorizing Contract for Behavioral/Intervention Training**

**WHEREAS**, Hudson County Community College ("College") needs to purchase an assessment and review program on behavioral intervention and threat assessment; and,

**WHEREAS**, pursuant to N.J.S.A. 18 A:64A-25.5(1), this service is exempt from bidding as a Professional Service; and,

**WHEREAS**, NCHERM Group, LLC of Berwyn, PA provides comprehensive review of the Institution's Behavioral Intervention Team, at a cost not to exceed \$25,000; and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize the purchase of the program provided by The NCHERM Group, LLC, as described herein at a cost not to exceed \$25,000;

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

**27. Resolution Authorizing Public Relations Support**

**WHEREAS**, it has been determined that Hudson County Community College ("College") should use external services for public relations support; and,

**WHEREAS**, the anticipated term of this contract is Fiscal Year 2020; and,

**WHEREAS**, it has been further determined that Jones & Associates Communications, Inc. of Jersey City, New Jersey will provide public relations support services for \$7,500 per month (\$90,000 annualized); and,

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize the College to enter into agreement with Jones & Associates Communications, Inc. to provide public relations support services at a cost not to exceed \$7,500 per month and \$90,000 annually;

**BE IT FURTHER RESOLVED**, that the College's Administration is authorized to take all steps necessary to effectuate the purposes of this resolution.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees approves the recommendations of the President, the Administration, and the Finance Committee as outlined above in **Item VII. Fiscal, Administrative, Lease and Capital Recommendations 1-27**: 1) Resolution Authorizing Award of Exterminating Services for Facilities Department; 2) Resolution Approving Contract for Floor Mat Cleaning Services; 3) Resolution Authorizing Purchase of Kitchen Equipment Cleaning Services for Culinary Conference Center; 4) Resolution Authorizing Purchase of Ground Maintenance Services for Journal Square Campus; 5) Resolution Authorizing Award of Tsigonia Paint Sales for Maintenance Department; 6) Resolution Authorizing Award of Contract to WW Grainger for Facilities Department Supplies and Equipment; 7) Resolution Authorizing Purchase of Generator Service Contract for Gabert Library, North Hudson Campus, and STEM Building; 8) Resolution Authorizing Award of Contract to Allen Paper for Janitorial Supplies; 9) Resolution Authorizing Purchase for Pipe Re-Installation Services; 10) Resolution Approving the Lease of Premises in the North Hudson Higher Education Center Condominium; 11) Resolution Authorizing Renewal of College Campus-Wide Software License Agreement; 12) Resolution Authorizing Purchase of Specialty Food Products for Culinary Conference Center; 13) Resolution Authorizing Purchase of Seafood Products for Culinary Conference Center; 14) Resolution Authorizing Purchase of Dairy Products for Culinary Conference Center; 15) Resolution Authorizing Purchase of Specialty Food Products for Culinary Conference Center; 16) Resolution Authorizing Purchase of Specialty Meat Products for Culinary Conference Center; 17) Resolution Authorizing Purchase of Baking Equipment for Culinary Conference Center; 18) Resolution Authorizing Purchase of Chiller/Freezer Equipment for Culinary Conference Center; 19) Resolution Approving Agreement between Hudson County Community College and Hoboken Charter School; 20) Resolution to Establish and Revise Laboratory and Practicum Fees for the Associate in Science Degree Program in Radiography; 21) Resolution Authorizing Proposed Fee for On-Line Biology Coursework Laboratory Kit; 22) Resolution Authorizing Grant Funding for Supplies, Equipment, and Professional Development; 23) Resolution Awarding Contract For Dental Insurance; 24) Resolution Authorizing Temporary Staffing for Office of Human Resources; 25) Resolution Authorizing Contract for Training and Professional Development; 26) Resolution Authorizing Contract for Behavioral/Intervention Training; and 27) Resolution Authorizing Public Relations Support.

**INTRODUCED BY:** Jeanette Peña

**SECONDED BY:** Harold Stahl

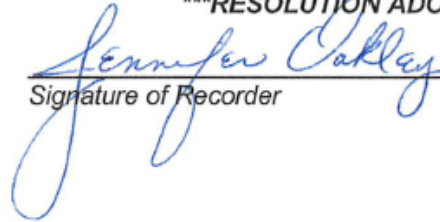
**DATE:** August 13, 2019

Callahan, Kevin	<u>ABSENT</u>
Fahrenheit, Karen	<u>AYE</u>
Gardner, Pamela	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>ABSENT</u>

Peña, Jeanette	<u>          AYE          </u>
Rodriguez, Silvia	<u>          AYE          </u>
Stahl, Harold	<u>          AYE          </u>
Netchert, William, Chair	<u>          AYE          </u>

  7   Ayes.....   0   Nay

\*\*\*RESOLUTION ADOPTED\*\*\*

	<u>  8-13-19  </u>
Signature of Recorder	Date



**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**VIII. PERSONNEL RECOMMENDATIONS**

**1. RESIGNATIONS**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Effective Date</b>
Jennifer	Feliz	Human Resources Administrator	July 15, 2019
Aisha	Javed	Financial Aid Assistant	July 3, 2019
John	Marlin	Dean of Instruction	July 8, 2019
Dayneesa	McMillan	Assistant Controller	July 15, 2019
Parthkumar	Patel	PC Technician	July 19, 2019

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

**2. APPOINTMENT OF FACULTY**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Annual Salary</b>
Ruth	Aman	Instructor, English	August 15, 2019	\$ 52,000
Jeanne	Baptiste	Instructor, English	August 15, 2019	\$ 52,000
Heather	Connors	Instructor, English	August 15, 2019	\$ 52,000

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

**3. APPOINTMENT OF STAFF**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Annual Salary</b>
Adriana	Calixto-Soto	Student Success Coach	August 19, 2019	\$ 47,500
Madeline J.	Carchia	Administrative Assistant	August 14, 2019	\$ 35,000
Christopher	Ciely	Executive Administrative Assistant, Finance	August 19, 2019	\$ 55,000
Ja'Via L.	Hall	Programming Coordinator	August 19, 2019	\$ 45,000
Charles	Juiliano	Safety & Security Coordinator	August 26, 2019	\$ 40,085
Addison	Keim	Career Coach	August 14, 2019	\$ 48,000
Ruthann	Kelman	College Lecturer, Clinical Specialist, Medical Surgical Nursing	September 4, 2019	\$ 65,000
Alexis	Muniz	Evening, Weekend, Off-site Programs Coordinator	August 14, 2019	\$ 38,000
Doreen	Pontius	Associate Director of Counseling and Wellness	August 14, 2019	\$ 60,000
Maritza	Reyes	Business Developer	August 14, 2019	\$ 65,000
Sarah	Teichman	Librarian	August 19, 2019	\$ 53,000
Andres Chuck	Valencia	Digital Services Marketing Manager	September 3, 2019	\$ 58,500

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

**4. TEMPORARY FULL-TIME ASSIGNMENTS EFFECTIVE UNTIL DECEMBER 23, 2019**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Annual Salary</b>
Aneta	Braczyk	Instructor, ESL	August 15, 2019	\$ 52,000
Candice	Fernandez	CCOG Retention Counselor	August 14, 2019	\$ 48,000
Omar	Hamza	CCOG Enrollment Services Assistant	August 14, 2019	\$ 30,000
Karen	Hosick	Exercise Science/Personal Fitness Instructor	August 15, 2019	\$ 52,000
Jamar	Johnson	CCOG Retention Counselor	August 14, 2019	\$ 48,000
Joanna	Karnicka	Instructor, ESL	August 15, 2019	\$ 52,000
Ruth	Sezer	Instructor, ESL	August 15, 2019	\$ 52,000
Joseph	Caniglia	Interim Associate Dean of English & ESL	July 8, 2019	\$ 90,000
Parth	Dudeja	Research Analyst, Institutional Research	August 14, 2019	\$ 48,000
Elizabeth	Nesius	Interim Dean of Instruction	July 8, 2019	\$ 125,000
Stephanie	Sanchez	Communications Assistant	August 19, 2019	\$ 38,000

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

**5. MODIFICATIONS OF STAFFING TABLE FOR FY2020 EFFECTIVE AUGUST 14, 2019**

**SECTION ONE:**

**Delete Titles**

- a. Instructional Technologist/Instructional Designer
- b. Director, Institutional Research

**SECTION TWO:**

**Add Titles**

- a. Instructional Designer
- b. Research Analyst, Institutional Research
- c. Coordinator, Apprenticeship Programs, Continuing Education and Workforce Development (Grant Funded Position)

**Community College Opportunity Grant (Temporary)**

- d. Retention Counselor, Full Time (2)
- e. Tutor, Full Time (1)
- f. Enrollment Support Assistant, Full Time (1)
- g. Enrollment Support Assistant, Part Time (1)
- h. Office Assistant, Part Time (3)

**SECTION THREE:**  
**Change Title with Incumbents**

<b><u>Name</u></b>	<b><u>Title Changes</u></b>
Nydia James	From: Secretary
	To: Assistant Grants Officer
	Effective Date: August 14, 2019

**SECTION FOUR:**  
**Salaries Impacted by Staff Title or Position Changes**

**Support Staff**

<b><u>Name</u></b>	<b><u>Salary Change</u></b>
Nydia James	From: \$35,487.32
	To: \$50,000.00

**RECOMMENDATION:** The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Modifications of the Staffing Table for FY 2020 above as Personnel Recommendation Item No. 5.

**6. APPOINTMENT OF NEW & CONTINUING PART-TIME HIRES EFFECTIVE August 14, 2019 THROUGH August 13, 2020**

**NEW PART-TIME HIRES**

LAST NAME	FIRST NAME	DEPARTMENT	TITLE	POSITION ID	SUPERVISOR
LIPYANKA	SUSAN	NURSING PROGRAM	PT TUTOR	TUTOR-101017	C. FASANO
DAUGHTRY	SHARON	CONTINUING EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
DAWSON	CHERISE	CONTINUING EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
EDEKI	CHARLES	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
EDEKI	CHARLES	CONTINUING EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
HEIM	BRIANNA	CONTINUING EDUCATION	OFFICE ASSISTANT	OFFAST-102010	C. MIRASOL
LYONS	GERALD	EVE & WKND OFF-SITE	EVE & WKND OFF-SITE ADMINISTRATOR	EWKADM-252010	C. MIRASOL
NOUBANI	RANIA	CONTINUING EDUCATION	CUSTOMER SERVICE ASSISTANT	CATAST-102010	C. MIRASOL
ROMEA	RODRIGO	CONTINUING EDUCATION	PT TUTOR	TUTOR-102010	C. MIRASOL
SUDARSAN	SUDIO	CENTER FOR BUSINESS & INDUSTRY	PT INSTRUCTOR	PTINST-103005	C. MIRASOL
SUDARSAN	SUDIO	CONTINUING EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
WILLIAMS	LILISA	CONTINUING EDUCATION	PT INSTRUCTOR	PTINST-102010	C. MIRASOL
ANDERSON	LARRY	STUDENT AFFAIRS	PT FOOD PANTRY MANAGER	PTRYMGR-252025	D. CLARK

DAVENPORT	ANTHONY	ENGLISH & ESL	LAB ASSISTANT	LABAST-101040	J. CANIGLIA
GANAPIN	DELFIN	ENGLISH & ESL	LAB ASSISTANT	LABAST-101040	J. CANIGLIA
GARCIA	JESSELYNN	ENGLISH & ESL	LAB ASSISTANT	LABAST-101040	J. CANIGLIA
GOCHUICO	CARLO ANGELO	ENGLISH & ESL	LAB ASSISTANT	LABAST-101040	J. CANIGLIA
OSORIO	RAFAEL	ENGLISH & ESL	LAB ASSISTANT	LABAST-101040	J. CANIGLIA
ROBERTSON	LAURA	ENGLISH & ESL	LAB ASSISTANT	LABAST-101040	J. CANIGLIA
ERHUNMWUOSERE	ELLIOT	LIBRARY	LIBRARY ASSOCIATE - TECHNOLOGY	LRTECH-150510	J. YANG
SALEEM	HAMZA	STUDENT AFFAIRS	ENROLLMENT SUPPORT ASSISTANT	ENASST-21-603055-505455	M. FESSLER
ANDAL	ERKIA	ADJ ACADEMIC SUPPORT SERVICES	PT TUTOR	TUTOR-150505	P. BANDYOPADHYAY
SINGH	MANESHA	ADJ ACADEMIC SUPPORT SERVICES	PT TUTOR	TUTOR-150505	P. BANDYOPADHYAY
MAULEON	MHONERRA	BUSINESS, CULINARY, & HOSPITALITY	RECEIVING CLERK	RECLERK-101030	P. DILLON
PUKDEEEDAMRON GRIT	ANUCHIT	BUSINESS, CULINARY, & HOSPITALITY	RECEIVING CLERK	RECLERK-101030	P. DILLON
TABLADA	OLGA	BUSINESS, CULINARY, & HOSPITALITY	RECEIVING CLERK	RECLERK-101030	P. DILLON
DOB	SARAH	STUDENT AFFAIRS	OFFICE ASSISTANT	OFFAST-11-200520-505455	S.MENDOZA
ROJAS	LAURA	STUDENT AFFAIRS	OFFICE ASSISTANT	OFFAST-21-603055	S. MENDOZA
SHAWNTAY	LOPPE	STUDENT AFFAIRS	OFFICE ASSISTANT	OFFAST-21-603055	S. MENDOZA
SUZANA-MEJIA	BRILIANNY	STUDENT AFFAIRS	EVENT ASSISTANT	PRGAST-701000-505455	V. GEROSIMO

**CONTINUING PART-TIME HIRES**

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>DEPARTMENT</b>	<b>TITLE</b>	<b>POSITION ID</b>	<b>SUPERVISOR</b>
ERICSON	CHRISTOPHER	CENTER FOR ONLINE LEARNING	INSTRUCTIONAL TECHNOLOGIST	PTITECH-101055	A. BHANDARI
SANCHEZ	STEPHANIE	COMMUNICATIONS	OFFICE ASSISTANT	OFFAST-254055	J. CHRISTOPHER
TORRES	NEYLA	COMMUNICATIONS	OFFICE ASSISTANT	OFFAST-254055	J. CHRISTOPHER
DE LOS SANTOS	MASSIEL	HUMANITIES & SOCIAL SCIENCES	OFFICE ASSISTANT	OFFAST-101021	J. DELEMOS
GRANT	TYQUAN	HUMANITIES & SOCIAL SCIENCES	OFFICE ASSISTANT	OFFAST-101021	J. DELEMOS
ORBACH	RYAN	HUMANITIES & SOCIAL SCIENCES	OFFICE ASSISTANT	OFFAST-101021	J. DELEMOS
CALLENS	DOMONIQUE	ACADEMIC AFFAIRS	OFFICE ASSISTANT	OFFAST-252010	L. GUASTINI

OUANIR	HASSAN	ACADEMIC SUPPORT SERVICES	PT TUTOR	TUTOR-150505	P. BANDYOPADHYAY
PEREIRA SHOREY	JAMES	ACADEMIC SUPPORT SERVICES	PT TUTOR	TUTOR-150505	P. BANDYOPADHYAY
SCHERILLO	MARCO	CUSTOMER SERVICE	OFFICE ASSISTANT	OFFAST- 253035	P. CLAY
BELTRAN	KASANDRA	BUSINESS, CULINARY, & HOSPITALITY	RECEIVING CLERK	RECLERK- 101030	P. DILLON
DANNER	LATYRA	BUSINESS, CULINARY, & HOSPITALITY	OFFICE ASSISTANT	OFFAST- 101030	P. DILLON
NOUR	SAMIR	BUSINESS, CULINARY, & HOSPITALITY	OFFICE ASSISTANT	OFFAST- 101030	P. DILLON
SOLUS	SAMANTHA	FINANCIAL AID	OFFICE ASSISTANT	OFFAST- 200520	S. MENDOZA
ROSARIO	BETSAIDA	ENROLLMENT SERVICES	ENROLLMENT SUPPORT ASSISTANT	ENSASST- 200525	W. ZAHUR

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

#### **7. APPOINTMENT OF NEW HIRE ADJUNCTS FALL 2019**

<b><i>First Name</i></b>	<b><i>Last Name</i></b>	<b><i>Department</i></b>
Jessica	Aristizabal	Nursing & Health Sciences
Joanne	Durney	Nursing & Health Sciences
Nataki	Jarrett-Henry	Nursing & Health Sciences
Manuel	Livingston	Nursing & Health Sciences
John	Marlin	Social Sciences
Ijechi	Ngumah	Nursing & Health Sciences
Beauty	Olusoga	Nursing & Health Sciences
Taryn	Pizza	Social Sciences
Anuchit	Pukdeedamrongrit	Business, Culinary, Hospitality
Naomi	Safran-Hon	Social Sciences
Matthew	Siciliano	Business, Culinary, Hospitality
Gambel	Tarantino	Social Sciences
Renato	Thoms	Social Sciences

**RECOMMENDATION:** *The President, the Administration and the Personnel Committee recommend that the Board of Trustees approve the Appointment of New Hire Adjuncts for Fall 2019 listed above as Personnel Recommendation Item No 7.*

#### **8. Resolution Authorizing Consultant Services for Reviewing the Proposed Bachelor in Applied Science in Culinary Arts Program**

***WHEREAS***, Hudson County Community College (“the College”) is developing a Bachelor of Applied Science in Culinary Arts degree program; and,

**WHEREAS**, the College must seek approval for this program from the State; and,

**WHEREAS**, this approval process requires that the College retain an outside consultant to review the forthcoming Bachelor of Applied Science in Culinary Arts program and write the requisite report; and,

**WHEREAS**, the College identified a consultant, Michael Carmel, Department Head, Culinary Institute of Charleston at Trident Technical College ("the Consultant"), who has the appropriate expertise; and,

**WHEREAS**, the cost of the Consultant will not exceed \$2,975; and,

**WHEREAS**, the anticipated deadline for completion will be no later than December 31, 2019; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the employment of Michael Carmel as a consultant at the rate of \$85 per hour to a maximum of 35 hours to review the proposed Bachelor of Applied Science in Culinary Arts program;

**BE IT FURTHER RESOLVED** that the Board of Trustees of Hudson County Community College authorizes the Administration to take all steps necessary to effectuate the terms of this resolution.

**9. Resolution Authorizing Consultant Services for Reviewing the Proposed Liberal Arts Interdisciplinary Program**

**WHEREAS**, Hudson County Community College ("the College") is developing a new program to replace the existing Associate of Arts in Liberal Arts General, entitled Associate of Arts in Liberal Arts Interdisciplinary; and,

**WHEREAS**, the College must seek approval for this program from the State; and,

**WHEREAS**, this approval process requires that the College retain an outside consultant to review the forthcoming Liberal Arts Interdisciplinary program and write the requisite report; and,

**WHEREAS**, the college identified a consultant, Naomi Stubbs, Associate Professor, LaGuardia Community College, City University of New York ("the Consultant"), who has the appropriate expertise; and,

**WHEREAS**, the cost of the consultant will not exceed \$2,000; and,

**WHEREAS**, the anticipated deadline for completion will be no later than December 23, 2019; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College approve the employment of Naomi Stubbs as a consultant at the rate of \$100 per hour to a maximum of 20 hours to review the proposed Liberal Arts Interdisciplinary program;

**BE IT FURTHER RESOLVED** that the Board of Trustees of Hudson County Community College authorizes the Administration to take all steps necessary to effectuate the terms of this resolution.

**10. Resolution Authorizing the Award of Event and Program Coordination Consultant Services for the Division of Continuing Education and Workforce Development**

**WHEREAS**, Hudson County Community College ("College") has a need for consultant services for the Jean Krauss Youth Leadership & Career Development Forum to provide event and program coordination to Fellows in the Academy; and,

**WHEREAS**, this service is exempt from bidding Pursuant to N.J.S.A. 18 A: 64A-25.5 (1); and,

**WHEREAS**, the anticipated term is until September 30, 2019; and,

**WHEREAS**, Lauren Cusolito is the proposed vendor to provide these services, at a total cost not to exceed \$12,750; and,

**WHEREAS**, the cost of these services will be funded from the Jean Krauss Youth Leadership & Career Development grant budget; and,

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

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College hereby authorizes a Resolution to approve the Award of Event and Program Coordination for Continuing Education and Workforce Development as set forth in this resolution;

**BE IT FURTHER RESOLVED** that the Board of Trustees of Hudson County Community College authorizes the Administration to take all steps necessary to effectuate the terms of this resolution.

**11. Resolution Authorizing the Award of Title VI – Picking Up the Pace Grant**

**WHEREAS**, the College has a need to fulfill the stipulated activities of the collaborative Title V grant, Picking up the Pace; and,

**WHEREAS**, the purpose of this resolution is to accelerate more English and ESL students to college level courses at a faster pace and to facilitate transfer of participating students; and,

**WHEREAS**, the College is currently in the 5th year of this 5-year agreement in partnership with NJCU at approximately 3.5 million dollars; and,

**WHEREAS**, the consultant services provided include duties of assisting the College with the oversight, assessment, reporting, and implementation of the activities outlined in the grant; and,

**WHEREAS**, the College would like to assign Elizabeth Nesius, Associate Dean of English and ESL, to provide services through September 30, 2019 at rate of \$49.45 per hour, not to exceed a total of \$5,000.00;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College hereby authorizes the Resolution to approve the Award of Event and Program Coordination for Continuing Education and Workforce Development as set forth in this resolution;

**BE IT FURTHER RESOLVED** that the Board of Trustees of Hudson County Community College authorizes the Administration to take all steps necessary to effectuate the terms of this resolution.

**12. Resolution of the Annual Review of the Hudson County Community College Non-Discrimination/Anti-Harassment Policy**

**WHEREAS**, On August 12, 2008 the Board of Trustees approved a revised Non-Discrimination/Anti-Harassment Policy; and,

**WHEREAS**, that policy contains the stipulation that it will be reviewed annually and amended as appropriate; and,

**WHEREAS**, the President, the Administration, and the Personnel Committee have conducted this annual review and submit the attached updated Hudson County Community College Non-Discrimination/Anti-Harassment Policy for approval;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve the revised Hudson County Community College Non-Discrimination/Anti-Harassment Policy (Attachment A);

**BE IT FURTHER RESOLVED** that the Board of Trustees of Hudson County Community College authorizes the Administration to take all steps necessary to effectuate the terms of this resolution.

**NOW, THEREFORE BE IT RESOLVED** that the Board of Trustees approves the recommendations of the President, the Administration and the Personnel Committee as outlined above in **Item VIII. Personnel Recommendations 1-12.**

**INTRODUCED BY:** Pamela Gardner

**SECONDED BY:** Joanne Kosakowski

**DATE:** August 13, 2019

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

7 Ayes..... 0 Nay

\*\*\*RESOLUTION ADOPTED\*\*\*

Jennifer Oakley  
Signature of Recorder

8-13-19  
Date



*ATTACHMENT A*  
*VIII. PERSONNEL RECOMMENDATIONS*  
*#12*



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

Human Resources Department: Policies and Procedures  
Effective August 13, 2019

**HCCC NON-DISCRIMINATION/ANTI-HARASSMENT POLICY**

**POLICY:**

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

**PURPOSE:**

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

**PROVISIONS:**

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

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

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

- Submission is made explicitly or implicitly a term or condition of employment; or

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

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

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

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

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

*A. The complaint filed must include the following information:*

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

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

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

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

*If the College determines that unlawful harassment has occurred in violation of this Policy, the individual who engaged in such harassing conduct shall face immediate and appropriate disciplinary action based upon the severity of the complaint and any prior history of past charges made against the individual and disciplinary action involving the individual. Disciplinary action may include being suspended without pay pending any required hearing, a written warning, suspension, demotion, and/or termination of employment.*

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

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

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

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

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

**ACKNOWLEDGEMENT FORM**

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

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

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

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*Name (Print and Signature)*

---

*Position*

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*Date*

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**IX. ACADEMIC AND STUDENT AFFAIRS**

**1. PROPOSAL TO ESTABLISH FEE FOR ONLINE COURSEWORK IN BIOLOGY**

**REPORT AND BACKGROUND:**

*In order to expand its market share, Hudson County Community College started to offer fully online programs in fall 2017. Additional programs have been added to the fully online inventory for fall 2019. Both of these programs require students to take Biology courses. The laboratory kit for the online Biology courses costs more than \$400, and students currently pay this fee out-of-pocket. To mitigate this financial hardship for students, the Division of Academic Affairs proposes establishing a student fee of \$275 for these online biology courses, effective fall 2019. This fee will cover the cost of the required laboratory kit, and students will be able to use their financial aid to pay the fee.*

**RECOMMENDATION:**

*The President, the Administration, and the Academic and Student Affairs Committee recommend that the Board of Trustees approve the implementation of the proposed fee for online coursework in Biology, effective fall 2019.*

**2. PROPOSAL TO ESTABLISH OR REVISE LABORATORY AND PRACTICUM FEES FOR THE ASSOCIATE IN SCIENCE PROGRAM IN RADIOGRAPHY**

**REPORT AND BACKGROUND:**

*In order to provide students with a high-quality academic experience, there is a need to establish and/or revise the laboratory and practicum fees associated with coursework in Radiography, effective fall 2019. The proposed redistribution of fees will not increase the cost of the program. Rather, the proposed redistribution of fees across laboratory and practicum courses will more accurately reflect the nature of the course's curriculum.*

COURSE NUMBER	CREDITS	CURRENT LAB FEE	PROPOSED LAB FEE	CURRENT PRACTICUM FEE	PROPOSED PRACTICUM FEE
RAD-101	4	\$0	\$224	\$0	\$700
RAD-102	4	\$0	\$224	\$0	\$700
RAD-103	3	\$0	\$224	\$0	\$700
RAD-104	3	\$672	\$224	\$1622	\$1200
RAD-105	3	\$672	\$224	\$1622	\$1200
RAD-106	1	\$224	\$224	\$1622	\$1200
RAD-204	4	\$0	\$224	\$0	\$700
RAD-205	4	\$0	\$224	\$2317	\$1800
RAD-207	3	\$672	\$224	\$2317	\$1800
RAD-208	1	\$0	\$224	\$2317	\$1800
<b>TOTAL</b>		<b>\$2,240.00</b>	<b>\$2,240.00</b>	<b>\$11,817.00</b>	<b>\$11,800.00</b>

**RECOMMENDATION:**

*The President, the Administration, and the Academic and Student Affairs Committee recommend that the Board of Trustees approve the Proposed Laboratory and Practicum Fees for the Associate in Science Program in Radiography, effective fall 2019.*

### **3. PROPOSED AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE EARLY COLLEGE PROGRAM AND HOBOKEN CHARTER SCHOOL TO OFFER HCCC CREDIT COURSES TO HOBOKEN CHARTER SCHOOL STUDENTS**

#### **REPORT AND BACKGROUND:**

*In support of Hudson County Community College's strategic objective to optimize community engagement through the development of academic pathways with K-20 partners and in alignment with the College's mission to provide high quality educational opportunities that promote student success, the Division of Academic Affairs seeks to enter into an agreement with Hoboken Charter School, effective September 2019 (Attachment I). Through the proposed agreement, Hoboken Charter School students will have access to HCCC credit-bearing courses. The proposed agreement is in effect for two years. After two years, the agreement may be reauthorized.*

#### **RECOMMENDATION:**

*The President, the Administration, and the Academic and Student Affairs Committee recommend that the Board of Trustees authorize Hudson County Community College to enter into an agreement for HCCC to offer credit-bearing courses to Hoboken Charter School students as part of the proposed agreement, effective September 2019.*

### **4. PROPOSED SERVICE ANIMAL POLICY**

#### **REPORT AND BACKGROUND:**

*In service of its commitment to be a comprehensive, open-access community college that is accessible to all community members regardless of race, color, class, sex, religion, creed, age, life-style, disability, marital status, affectional or sexual orientation, ancestry, national origin, veteran's status, or union membership, the Division of Student Affairs seeks authorization of the proposed Service Animal Policy (Attachment II). The proposed policy limits the presence of privately owned animals with exceptions for Service Animals on campus when they are doing work or performing tasks required by a student, employee, or visitor.*

#### **RECOMMENDATION:**

*The President, the Administration, and the Academic and Student Affairs Committee recommend that the Board of Trustees approve the implementation of the Service Animal Policy, effective upon approval of the Board of Trustees.*

#### **RESOLUTION:**

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees approve the recommendations of the President, the Administration, and the Academic and Student Affairs Committee as outlined above in Item IX. **Academic and Student Affairs Recommendations 1-4:** (1) Fee for Online Coursework in Biology, effective fall 2019; (2) Laboratory and Practicum Fees for the Associate in Science Program in Radiography, effective fall 2019; (3) Agreement between Hudson County Community College Early College Program and Hoboken Charter School to Offer HCCC Credit Courses to Hoboken Charter School Students, effective September 2019; and (4) Service Animal Policy, effective immediately.

**INTRODUCED BY:** Karen Fahrenholz

**SECONDED BY:** Jeanette Peña

**DATE:** August 13, 2019



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

7 Ayes..... 0 Nay

\*\*\*RESOLUTION ADOPTED\*\*\*

Jennifer Oakley 8-13-19  
 Signature of Recorder Date



**AGREEMENT BETWEEN  
HUDSON COUNTY COMMUNITY COLLEGE  
EARLY COLLEGE PROGRAM  
AND  
HOBOKEN CHARTER SCHOOL  
FOR HCCC CREDIT COURSES 2019-2020**

Hudson County Community College (HCCC) agrees to a partnership with Hoboken Charter School to offer Hoboken Charter School students access to HCCC credit classes. This approach permits Hoboken Charter School students to earn credits for selected college courses at their high school during the traditional school day and at the HCCC campus during afternoon hours.

**Student Enrollment**

1. Students selected by Hoboken Charter School for participation in the college-level courses must meet all course pre/co-requisites. *The program is for students who demonstrate proficiency for college-level work and a reasonable chance for successful completion -- to reduce the possibility of high school students having failing grades on college transcripts.*
2. Students are eligible for HCCC courses based on College Placement Test scores or *College Placement Exemption Criteria* (attached). HCCC will arrange with Hoboken Charter School for administration of the College Placement Test as needed.
3. Participating students must complete the HCCC Early College Online Application. Hoboken Charter School will submit completed student agreement forms, in bulk, to the Coordinator for High School Partnerships for processing.
4. Students enrolled in the Early College will abide by the HCCC Code of Conduct as described in the Student Handbook as it pertains to rules and regulations governing student rights and responsibilities.

**Faculty Qualifications and Responsibilities**

1. Faculty must follow the HCCC curricula, utilize required texts, maintain required instructional hours (i.e., 750 minutes per credit), administer HCCC exams, and submit grades and attendance reports to HCCC on specified dates.
2. Class observation(s) will be conducted by the appropriate HCCC supervisor(s).

**Courses for AY 2019-2020**

Students may enroll in up to two courses for which they are eligible each semester. Courses at the North Hudson Campus include, but are not limited to,

ENG 101	College Composition I
MAT 100	College Algebra
ENG 112	Speech
PSY 101	Introduction to Psychology
CRJ 111	Introduction to Criminal Justice

**Fiscal Arrangement**

- A. The tuition rate for this program will be discounted from the posted HCCC tuition rate and determined on an annual basis. For the Fall 2019 semester, the base tuition rate will be \$149.00 per credit, and all general fees will be waived. HCCC will bill students directly for tuition. The students will pay tuition, and laboratory fees if applicable, within thirty days upon receipt of a bill from HCCC. Students will make arrangements directly with the Bookstore at HCCC or the publisher for textbook purchases.
- B. The following per-credit charges are applicable for the program: For courses taught by HCCC faculty during or after the school day on the campus of the high school, HOBOKEN CHARTER SCHOOL students will pay 50% of the posted HCCC tuition of per credit for each credit upon receipt of a voucher from HCCC. For the 2019-2020 academic year, the discounted rate is \$74.50 per credit.

**Terms of Contract**

This Agreement shall commence September 2019 with a two-year commitment. The agreement may be reauthorized after two years. If either party seeks to terminate the agreement, that institution will deliver written notice no less than nine months prior to the date of proposed termination on. It is understood and agreed that the parties to this Agreement may modify or revise this Agreement by written amendment when both parties agree to such an amendment.

**SIGNED:**

<hr/> President or Designee Hudson County Community College	<hr/> Date
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<hr/> Superintendent or Designee Secaucus Board of Education	<hr/> Date
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## **HUDSON COUNTY COMMUNITY COLLEGE – SERVICE ANIMAL POLICY**

### **I. Policy Statement**

Hudson County Community College (HCCC) limits the presence of privately owned animals on campus. However, the College permits exceptions for Service Animals on campus when they are doing work or performing tasks required by a student, employee, or visitor.

### **II. “Service Animal” Defined.**

The term “Service Animal” as used in this Policy means a Service Animal as defined in the regulations of the Americans with Disabilities Act (ADA) as promulgated by the United States Department of Justice in 28 C.F.R. §§ 36.104 and 35.136. Service Animals are working animals, not pets. The work or task that a Service Animal has been trained to provide must be directly related to the person’s needs or disability. Animals whose sole function is to provide emotional support, comfort, therapy, companionship, therapeutic benefits, or to promote emotional wellbeing do not qualify as Service Animals under the ADA regulations.

### **III. Permitted Use of Service Animals**

Visible display or documentation of service designation, such as proof that the animal has been certified, trained, or licensed as a Service Animal is not required. Inquiry about a Service Animal shall not be made when it is readily apparent that the Service Animal is trained to do work or perform a task for an individual with a disability. In cases where it is not readily apparent, inquiry shall be limited to the following:

1. Is the Service Animal required because of a disability?
2. What job or task is the dog trained to perform?

Service Animals are not required to be registered with the College; however, the Service Animal must display current licensing tags for the town in which the Service Animal’s owner resides.

The handler of any Service Animal found on campus without proper tags will be asked to remove the Service Animal from the campus immediately. Permission for use of a Service Animal on campus is conditioned upon compliance with the responsibilities of the handler/partner set forth in Section IV.

#### **IV. Responsibility of Handler/Partner**

1. The Service Animal must be leashed and under the control of the handler/partner at all times except when the Service Animal is performing a specific duty that requires it to be unleashed.
2. The Service Animal must be as unobtrusive as possible. Exception is when the Service Animal is performing the task that it is trained to do.
3. The handler/partner is responsible for properly maintaining the Service Animal's hygiene, immediately cleaning up or soliciting the proper assistance for cleaning up if the Service Animal defecates or becomes ill and either vomits and/or becomes incontinent.
4. The handler/partner must be in full control of the Service Animal at all times. The handler/partner may be asked to remove a Service Animal from the campus or program if the Service Animal is out of control and the handler/partner is not able to take effective action to control it. If the Service Animal displays unwanted behavior, the College reserves the right to ban the Service Animal from the campus or program until the handler/partner can demonstrate that corrective steps have been taken to mitigate the unwanted behavior. Additionally, a handler/partner may be asked to remove the Service Animal from a designated area of the campus if the Service Animal is deemed to be a direct threat to others or if the Service Animal's presence in a specific facility compromises the legitimate requirements necessary for the safe operation of the facility or appropriate conduct of the program in the facility.
5. The handler/partner must ensure that the Service Animal refrains from behavior that threatens the health or safety of others. The handler/partner of the Service Animal may be responsible for any injuries caused to other persons or any damages caused to property of others or to campus facilities or grounds.

#### **V. Conflicting Disabilities**

Allergic reactions to animals are common. Allergies or fear of a Service Animal are not a reasons for denying or refusing service to a disabled individual. When the user of a Service Animal or a person who is allergic or fearful are required to be in the same environment, the needs of both persons will be considered in resolving the issue.

Conflicts that arise in an academic setting (e.g., classrooms, laboratories, extracurricular functions) should be brought to the attention of the Office of Accessibility Services. Conflicts in administrative areas should be brought to the attention of the Department of Human Resources.

## **VI. Complaint Procedure**

**Students:** Complaints should be made in writing to the Office of Accessibility Services.

**Employees:** Complaints should be made in writing to the Department of Human Resources.

**Visitors:** Complaints should be made in writing to the Office of Accessibility Services.

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**X. NEW BUSINESS**

***No New Business***

**HUDSON COUNTY COMMUNITY COLLEGE  
BOARD OF TRUSTEES MEETING  
August 13, 2019**

**XI. ADJOURNMENT**

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

**INTRODUCED BY:** Karen Fahrenholz

**SECONDED BY:** Jeanette Peña

**DATE:** August 13, 2019

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

7 Ayes..... 0 Nay

**\*\*\*RESOLUTION ADOPTED\*\*\***

Jennifer Oakley 8-13-19  
Signature of Recorder Date