I. Call to Order

II. Open Public Meetings Act Statement

III. Oath of Office: Mr. Robert Davis, Interim Superintendent of Schools

IV. Roll Call

V. Pledge of Allegiance

VI. Reports
   A. Vice Chairman
   B. Secretary
   C. Treasurer
   D. President
   E. Committees
      1. Audit and Finance/Legal
      2. Board of School Estimate
      3. Education and Student Affairs
      4. Foundation/Grants/Endowments
      5. Personnel
      6. Site and Facilities
      7. Strategic Planning and Issues
   F. Liaison to New Jersey Council of County Colleges
   G. Alumni Trustee
   H. Chairman

VII. Unfinished Business

VIII. New Business/Open to the Public

IX. Actions
    A. Approval of Minutes – July 8, 2014
    B. Consent Agenda – September 9, 2014
    C. Other

X. Executive Session

XI. New Business/Open to the Public

XII. Adjournment
CONSENT AGENDA
Tuesday, September 9, 2014

Actions to be considered by the Board of Trustees. Additional actions may be added to this list and may be considered by the Board. Any actions herein listed may be removed from the Agenda by the Board prior to passage.

APPROVAL OF MINUTES – July 8, 2014

AUDIT AND FINANCE (A/F)
1. Approval of Legal Vouchers - Schepisi & McLaughlin, PA.
2. Approval of Legal Vouchers – Genova Burns Gianomasi Webster
3. Approval of Labor Consultant Vouchers – Marvin M. Goldstein, Esq.
5. Approved Agreement: Bergen Community College/Parisian Beauty Academy
7. Authorization to continue services of Acro Service Corporation thru September 30, 2014
9. Public Bid: Authorization to Award Public Bid P-2150 for Pre-Owned Ambulance
10. Public Bid: Authorization to Award Public Bid #P-2154 for Elevator Maintenance Service
12. Public Bid: Authorization to Reject All Bids for Public Bid #P2153 Folding Chairs, Folding Tables, Carts and Portable Dance Floor
13. Authorization to Purchase Hewlett Packard Printers

EDUCATION AND GRANTS (E/G)
1. Authorize acceptance of a grant award from the U.S. Department of Education in the amount of $586,571.00 for Year 5 of the Title V grant project totaling $2,915,985.00, and to authorize President B. Kaye Walter, or her designee, to execute required documents.
2. Authorize acceptance of a grant award from the U.S. Department of Education in the amount of $756,241.00 for Year 4 of a 5-Year grant project totaling approximately $3,733,262.00, and to authorize President B. Kaye Walter, or her designee, to execute required documents.
3. Authorize Acceptance of the FY2015 Bergen County Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education (ABS & IELCE) Grant funded through the New Jersey Department of Labor and Workforce Development, and to authorize President B. Kaye Walter, or her designee, to execute required documents.
4. To authorize submission of the Perkins FY 2015 spending plan in the amount of $702,729.00 to the State of New Jersey Department of Education, and to authorize President B. Kaye Walter, or her designee, to execute required documents.
5. To accept a Ciarco Work First New Jersey Adult Basic Education Training Contract #14-700 from Bergen County Workforce Investment Board/Bergen One-Stop Career Center in the amount of $48,000.00 for the period of July 1, 2014 – June 30, 2015, and to authorize President B. Kaye Walter, or her designee, to execute required documents.
6. Approved donation of stove/oven for Paramedic Science Residential Lab
INSTITUTIONAL (I)
1. Employee Code of Conduct Policy

PERSONNEL (P)
1. Appointment
   a. Professional Staff
   b. Lecturers, Fall 2014 Semester
   c. Support Staff
   d. Support Staff (Completion of Probationary Period)
   e. Student Services Athletic Program (Coaching Staff)
   f. Tenure Track Faculty
   g. Clinical Coordinator
   h. Testing Coordinators
   i. Temporary Third Shift Supervisor
   j. Professional Staff
   k. Lecturers, Fall 2014 Semester
   l. Grant
2. Reappointment:
   a. Lecturers, Fall 2014 Semester
      b. Project Personnel - Grants
3. Approve:
   a. Leave of Absence and Return/Support Staff
   b. Leave of Absence/Professional Staff
   c. Military Leave of Absence/Support Staff
4. Approve:
   a. Return from Leave of Absence/Support Staff
   b. Return from Leave of Absence/Faculty
   c. Return from Military Leave of Absence/Support Staff
5. Approval of New Academic Department Structure
6. Approve stipends for Nursing Clinical Faculty for Fall 2014 semester
7. Rescind:
   a. Unpaid Medical Leave of Absence/Support Staff
   b. Clinical Coordinator
   c. Lecturer Fall 2014 Semester
8. Resignation
   a. Professional Staff
   b. Support Staff
   c. Faculty
   d. Confidential Staff
   e. Grant
9. Retirement
   a. Professional Staff
   b. Support Staff
   c. Support Staff
11. Ratify a Memorandum of Understanding between the College and the BCCFA regarding a change in the tenure process.
12. Appointment of Genova Burns Giantomasi Webster, LLC as Special Counsel for the Establishment of alternative retirement compensation benefits.
13. Appointment of Matthew Giacobbe, Esq. of the firm of Cleary, Giacobbe, Alfieri, Jacobs LLC.

SITE AND FACILITIES (S/F)
1. Professional Service: Authorization for RSC Architects to Provide Architectural Design and Engineering Services for Chair Lift at International Student Center
2. UASI Grant: Authorization to Award Public Bid for Wireless Security Cameras
3. Public Bid: Authorization to Reject All Bids for Ender Hall Emergency Generator Bid
4. Authorization to Pay Sewer Connection Fee
Resolution:
Approval of Legal Vouchers - Schepisi & McLaughlin, PA

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Chief Financial Officer

Action Requested
Approval for payment of the following legal vouchers:

<table>
<thead>
<tr>
<th>Start Date</th>
<th>End Date</th>
<th>Voucher</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/07/14</td>
<td>07/07/14</td>
<td>Schepisi &amp; McLaughlin, PA</td>
<td>$22,544.50</td>
</tr>
<tr>
<td>07/08/14</td>
<td>08/07/14</td>
<td>Schepisi &amp; McLaughlin, PA</td>
<td>$19,184.95</td>
</tr>
<tr>
<td>Total:</td>
<td></td>
<td></td>
<td>$41,729.45</td>
</tr>
</tbody>
</table>

Legal bills are available on the College’s web site under the Board of Trustees at the following address:


Charge To:       College Operating Funds
Account Number:  10-01-186100-607566
Resolution:
Approval of Legal Vouchers – Genova Burns Gian omasi Webster, LLC.

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Chief Financial Officer

Action Requested
Approval for payment of the following legal vouchers:

Legal Claim Arising out of GTLI:

06/02/14 – 06/019/14  Genova Burns Gian tomasi Webster, LLC.   $ 175.00

Legal bills are available on the College’s web site under the Board of Trustees at the following address:


Charge To:  College Operating Funds
Account Number:  10-01-186100-607566
Resolution:
Approval of Labor Consultant Vouchers – Marvin M. Goldstein, Esq.

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Chief Financial Officer

Action Requested
Approval for payment of the following labor consultant voucher – invoice # 46

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Consultant</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/02/14 – 06/30/14</td>
<td>Marvin M. Goldstein, Esq.</td>
<td>$12,346.90</td>
</tr>
<tr>
<td>07/01/14 – 07/31/14</td>
<td>Marvin M. Goldstein, Esq.</td>
<td>$6,772.50</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td></td>
<td><strong>$19,119.40</strong></td>
</tr>
</tbody>
</table>

Labor consultant invoices are available on the College’s web site under the Board of Trustees at the following address:


Charge To: College Operating Funds
Account Number: 10-01-126100607777
Resolution

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Chief Financial Officer
Ms. Sharyne Miller, Executive Director of Information Technology

Action Requested
Approval of travel expenses for fiscal year 2014 in the amount of $149,602.55 for CampusWorks, Inc. personnel.

Justification
Expenses for lodging, meals, automobile rentals, mileage, parking, airfare and conference registrations for CampusWorks, Inc. personnel as per the contract approved by the Board of Trustees Action AF18, dated September 10, 2013.

Charge To: College Operating Funds
Account Number: 10-01-165100-607652
Resolution
Approved Agreement: Bergen Community College/Parisian Beauty Academy

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Dr. William Mullaney, Vice President, Academic Affairs
Ms. Sandra Sroka, Dean of the Philip Ciarco Jr, Learning Center – Hackensack, N.J.

Action Requested
To approve a license agreement between Bergen Community College and Parisian Beauty Academy for use of a classroom and common facilities at the Ciarco Learning Center. The classroom will be used on a daily basis consistent with the Ciarco Learning Center schedule for a twelve month period. The classroom will be used for educational instruction. The college will maintain the right to use this classroom whenever Parisian Beauty Academy is not in session.

The base fee for this License Agreement is $18,927.50.

Justification
Requested lease is for one year starting on September 1, 2014 to August 31, 2015.
Resolution
ADOPT 2014-2015 BUDGET

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor J. Anaya, Chief Financial Officer

Action Requested
That the Board of Trustees of Bergen Community College adopt the 2014-2015 College Budget, effective July 1, 2014 (retroactive), the budget is attached.

Budget Summary is also available on the Board of Trustees' web page.

Justification
Adoption of the Fiscal Year 2014/2015 expense budget for the College.
Resolution
Authorization to continue services of Acro Service Corp, thru September 30, 2014.

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
Authorization to continue services of Acro Service Corp, not to exceed $ 5,000 on N.J. State Contract #83534 for the provision of temporary accounting personnel in the payroll department representing the time employed thru Sep 30, 2014.

Justification
Assisting with ADP payroll processing during the training sessions with the human resources staff in converting ADP payroll processing to Colleague payroll/human resource processing and assisting with back office operations.

This is necessary to ensure that the continued operation of this department is adequate as this area has vacancies that need to be filled. In the event the positions are filled before September 30, 2014, there will not be the need to incur these additional expenses. All expenditures for this service have been referenced in Requisition #44370 approved earlier in the fiscal year.

Purchase through N.J. State Contract is allowed in accordance with County College Contracts Law 18A:64A-25-9.

Charge To: College Operating Funds Account

Number: 10-01-140100-801140
Resolution
Authorization to Renew Network Services with NJEDge.Net

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Ms. Sharyne Miller, Executive Director, Information Technology
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to renew internet and NJVID services for fiscal year 2015 through NJEDge.Net a cost of $272,442.00.

Justification
This is the annual renewal of Broadband Internet services for the College, and NJVID which is a digital video repository service for streaming and preservation of academic and research videos for higher education. NJVID also hosts a collection of cataloged commercial educational digital videos that relate to a diverse array of fields, allowing the Sidney Silverman Library that have licensed this content to easily add these videos to their video collection for streaming.

Charge To: College Operating Funds
Account Number: 10-01-165100-607645
Resolution
Public Bid: Authorization to Award Public Bid P-2150 for Pre-Owned Ambulance

Submitted By
Dr. William Mullaney, Vice President, Academic Affairs
Mr. Victor Anaya, Chief Financial Officer
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to award Public Bid P-2150 for a Type III Pre-Owned Ambulance with Customization to 1st Priority Emergency Vehicles, in the amount of $126,540.00.

Justification
The unit will be utilized for real world simulation training of EMS and Healthcare Providers of varying levels of certification and licensure. The Proposed Ambulance will enable the Paramedic Sciences Department to:

- Effectively and Efficiently train healthcare professionals in a fully working ambulance;
- Enable practitioners to function in a real world style simulation experience;
- Enhance the ability to train and educate both on campus, as well as off.

A total of 4 companies registered for bid packages and 1 bid was received.

See attachment for ambulance details.

Charge To: County Capital
Account Number: 20-00-114200-604205
Resolution
Public Bid: Authorization to Award Public Bid #P-2154 for Elevator Maintenance Service

Submitted By
Mr. Victor Anaya, Chief Financial Officer
William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. Samuel John, Interim Managing Director, Physical Plant
Ms. Barbara Golden, Managing Director Purchasing and Services

Action Requested
Authorization to award Public Bid #P-2154 for on-call Elevator Maintenance Service to Elevator Maintenance Corporation, for the period October 15, 2014 through October 14, 2016, for an estimated amount of $323,200.00.

Justification
The on-call elevator service contract is required to maintain the twenty (20) elevators located on the Paramus, Hackensack and Lyndhurst campuses. Monthly preventive maintenance and inspections are routinely needed, and emergency repairs are done as required. Twelve companies registered, and five bids were received. See list below for bids received.

<table>
<thead>
<tr>
<th>Company</th>
<th>Section 1</th>
<th>Section 2</th>
<th>Base Bid Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elevator Maintenance Corp.</td>
<td>$79,200.00</td>
<td>$244,000.00</td>
<td>$323,200.00</td>
</tr>
<tr>
<td>Standard Elevator</td>
<td>$83,040.00</td>
<td>$244,600.00</td>
<td>$327,640.00</td>
</tr>
<tr>
<td>Clifton Elevator</td>
<td>$105,936.00</td>
<td>$246,000.00</td>
<td>$351,936.00</td>
</tr>
<tr>
<td>Thyssen Krupp</td>
<td>$212,832.00</td>
<td>$286,000.00</td>
<td>$498,832.00</td>
</tr>
<tr>
<td>Slade Elevator</td>
<td>$358,980.00</td>
<td>$318,000.00</td>
<td>$676,980.00</td>
</tr>
</tbody>
</table>

Charge To: College Operating Funds
Account Number: 10-06-610100-607550
Resolution
Authorize Payment to Matthew Bender & Co., for print materials required for the Legal Studies programs.

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Dr. William Mullaney, Vice President of Academic Affairs
Ms. Amy Beth, Dean of Library Services
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to spend an amount not to exceed $26,000.00 to Matthew Bender & Co., Inc. for print materials for the academic year 2014-2015.

Justification
This is for print materials required for the Legal Studies programs. Matthew Bender is the publisher and sole provider for these materials.

The college has a need to award this procurement as a non-fair and open contract pursuant to the provisions of N.J.S.A. 19:44A-20.4. Matthew Bender & Co. has submitted a Political Contribution Disclosure Form and a Stockholder Disclosure Form in accordance with N.J.S.A 19:44A-20.26 and a Business Entity Disclosure Certification in accordance with N.J.S.A., 19:44A-20.8, certifying that it has not made any reportable contributions to a political or candidate committee in the County of Bergen in the prior year, and that the contract will prohibit it from making any reportable contributions through the term of the contract. The Political Contribution Disclosure, the Stockholder Disclosure Certification and Business Entity Disclosure will be maintained on file at the College.

This procurement is below the County College Bid Threshold of $34,100.00 and is not required to be bid.

Charge To: College Operating Funds
Account Number: 10-04-490000-607535
Resolution
Public Bid: Authorization to Reject All Bids for Public Bid #P-2153 Folding Chairs, Folding Tables, Carts and Portable Dance Floor

Submitted By
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. Victor Anaya, Chief Financial Officer
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to reject all bids received for Public Bid P-2153 Folding Chairs, Folding Tables, Carts and Portable Dance Floor so it can be re-bid in the near future.

Justification
The Buildings and Grounds Department wants to upgrade the bid specifications so that the products bid will be more durable and of a higher quality than those than those that were submitted in the current bid.

Charge To:
Account Number:
Resolution
Authorization to Purchase Hewlett Packard Printers

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Ms. Sharyne Miller, Executive Director, Information Technology
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to purchase 5 printers, hardware support and toner from NWN Corporation in the amount of $22,600.00, on New Jersey State Contract # 70262.

Justification
These printers are lifecycle replacements for 5 printers in the Library.

See below for quotations obtained.

NWN Corporation $22,600.00
Software House International $25,010.00
e-Plus Technology $25,932.35

Purchase through New Jersey State Contract is allowed in accordance with 18A:64A-25.9 (a).

Charge To: County Capital
Account Number: 20-00-114300-607611
Resolution
State Contract: Authorization to Purchase Facility Maintenance Supplies

Submitted By
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. Victor Anaya, Chief Financial Officer
Mr. Samuel John, Interim Managing Director, Physical Plant
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to purchase facility maintenance supplies from W. W. Grainger, Inc. as per NJ State Contract #A79875, for the period September 15, 2014 through June 30, 2015, at a cost not to exceed $60,000.00.

Justification
The Buildings and Grounds Department requires routine maintenance supplies for the daily operation of maintaining and repairing the College facilities. The NJ State Contract provides access to the Grainger catalog at discounted pricing, direct shipping of parts from their warehouse, and the option of local pickup for in-stock items.

Purchase through State Contract is allowed pursuant to County College Contracts Law 18A:64A-25.9 (a).

Charge To: College Operating Funds
Account Number: 10-06-610100-607652
Resolution
Authorize acceptance of a grant award from the U.S. Department of Education in the amount of $586,571.00 for Year 5 of the Title V grant project totaling $2,915,985.00, and to authorize President B. Kaye Walter, or her designee, to execute required documents.

Submitted By
Dr. William Mullaney, Vice President, Academics Affairs
Dr. Naydeen Gonzalez-De Jesus, Vice President, Student Affairs
Dr. Yun K. Kim, Vice President for Institutional Effectiveness
Dr. William J. Yakowicz, Managing Director of Grants Administration
Mr. Robert Fusco, Coordinator, Title V Campaign

Justification
This Title V Institutional Capacity Building Campaign, was designed to enhance student engagement and retention during the students' first three semesters at Bergen Community College. It is a five-year intensive institution-wide effort involving new curricula and teaching approaches in English Basic Skills and Basic mathematics, content-based and career-oriented academic advising and support services, and focused student mentoring and tutoring. The campaign has been consistent with BCC's Strategic Plan and Mission. Evaluation data suggests it has increased faculty engagement with developmental students, professional staff from Academic Advising and Counseling and Student Support Services, and peer mentors and tutors. The project helps students successfully (a) transition to the college; (b) understand and attain course and academic requirements; (c) access available student services; (d) enhance academic performance; and (e) and pursue pathways to academic degrees and careers.

The project Grant Award Notification follows.

Charge to: 50-03-582100
Resolution
Authorize acceptance of a grant award from the U.S. Department of Education in the amount of $756,241.00 for Year 4 of a 5-Year grant project totaling approximately $3,733,262.00, and to authorize President B. Kaye Walter, or her designee, to execute required documents.

Submitted By
Dr. William Mullaney, Vice President, Academic Affairs
Dr. Yun K. Kim, Vice President for Institutional Effectiveness
Dr. PJ Ricatto, Dean, Division of Science, Mathematics, and Technology
Dr. William J. Yakowicz, Managing Director of Grants Administration

Justification
Bergen Community College's HSI STEM project was designed to prepare Science, Engineering, Mathematics, and Technology (STEM) students to fill the urgent and growing need for STEM professionals in a competitive and global workplace. The project team has worked over the past three years to substantially strengthen STEM programs at Bergen Community College (BCC) and has been contributing to increased STEM enrollment, graduation, and transfer rates among its STEM and STEM Education students. The project is attaining three goals:

(1) To increase the recruitment and persistence of STEM and STEM Education students;

(2) To improve the graduation and transfer rates for students enrolled in STEM and STEM Education programs; and

(3) To enable more data-based decision making that informs and improves student outcomes, program development and articulation.

The project Grant Award Notification follows,

Charge to: 50--3-583700
BOARD OF TRUSTEES ACTION E/G 3
Approval Date: September 9, 2014

Resolution
Authorize Acceptance of the FY2015 Bergen County Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education (ABS & IELCE) Grant funded through the New Jersey Department of Labor and Workforce Development, and to authorize President B. Kaye Walter, or her designee, to execute required documents.

Submitted By
Dr. William P. Mullaney, Vice President, Academic Affairs
Dr. Yun K. Kim, Vice-President of Institutional Effectiveness
Ms. Sandra Sroka, Dean of the Philip J. Ciarco Jr. Learning Center
Dr. William Yakowicz, Managing Director of Grants Administration

Justification
The New Jersey Department of Labor and Workforce Development will award one Adult Basic Skills grant to each county. Bergen Community College, Bergen County Technical Schools (Lead Agency), and Bergen County Community Action Partnership, Inc. propose to continue their consortium partnership agreement that has successfully operated since July 1, 2005, to develop, implement, and improve adult basic skills education, English-as-a Second Language, and Integrated English Literacy and Civics Education programs for Bergen County residents and workers. This partnership agreement will enable the consortium to implement the Consolidated ABS & IELCE Grant Program in FY14, from July 1, 2014 through June 30, 2015. The Bergen Community College portion of the grant to provide instructional services is $343,000 for serving 343 clients.

The Bergen Community College budget is attached. Grant Applications require a financial match contribution of 25% provided either in cash or in kind. Bergen Community College's financial match contribution is all in kind and includes facility/space costs and personnel time.

Charge To: Grants Administration
Account Number: 50-03-585700
Resolution
To authorize submission of the Perkins FY 2015 spending plan in the amount of $702,729.00 to the State of New Jersey Department of Education, and to authorize President B. Kaye Walter, or her designee, to execute required documents.

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Dr. Yun K. Kim, Vice President of Institutional Effectiveness
Dr. William P. Mullaney, Vice President, Academic Affairs
Dr. Naydeen Gonzalez – De Jesus, Vice President, Student Affairs
Ms. Barbara Golden, Managing Director, Purchasing and Services
Dr. William J. Yakowicz, Managing Director, Grants Administration

Justification
The State of New Jersey Department of Education allocation of Perkins Funds for Bergen Community College is $702,729.00 for Fiscal Year 2015 (July 1, 2014 through June 30, 2015). Perkins planning committee priorities for FY 2015 Career and Technical Education (CTE) were determined on the basis of feedback from CTE program advisory committees, departmental need assessments, and program performance outcome measures. Specific CTE program support requests include:

- Equipment, supplies, and professional development for Integrated Health Professions.
- Equipment and supplies for the Information Technology Department including Tablet Computers, Laptop Computers, and wireless routers.
- Computer Server upgrade for use in the Recording Technology and Animation Programs.
- Equipment and Supplies for use in the Manufacturing Design Program including Plasma Cutting Equipment, CNC Lathe, Metal Hardness Tester and Hydraulic Metal Fabricating Machine, and 3-D Printer.
- Equipment and supplies for Exercise Science program.
- Equipment and supplies for the Hotel Restaurant-Hospitality Management and Culinary Arts Programs including a Convection Steamer, Reach in Refrigerator and Reach in Freezer.
- Professional Development, especially in nontraditional student recruitment, enrollment, retention, and completion for CTE program faculty and staff.
- Adaptive equipment and software, instrumentation for special population students in CTE programs.
- CTE counseling staff, CTE technician for lab support, and project administrative costs.

No additional college funds are required.
Charge To: Perkins FY15 Grant
Account Number: 50-02-586900
Resolution
To accept a Ciarco Work First New Jersey Adult Basic Education Training Contract #14-700
from Bergen County Workforce Investment Board/Bergen One-Stop Career Center in the amount of
$48,000.00 for the period of July 1, 2014 – June 30, 2015, and to authorize President B. Kaye Walter, or
her designee, to execute required documents.

Submitted By
Dr. Yun K. Kim, Vice-President of Institutional Effectiveness
Dr. William P. Mullaney, Vice President, Academic Affairs
Ms. Sandra Sroka, Dean of the Ciarco Learning Center
Dr. William J. Yakowicz, Managing Director of Grants Administration

Justification
This long standing program provides Adult Basic Education to clients who receive assistance through
Temporary Assistance to Needy Families (TANF), General Assistance (GA), and Supplement Nutrition
Assistance Program (SNAP) categories. This contract is expected to serve a total of 84 individuals.

A copy of the Letter of Commitment and budget follow.

Charge To: Work First New Jersey Grant
Account Number:
Resolution:
Approved donation of stove/oven for Paramedic Science Residential Lab.

Submitted By
Dr. William Mullaney, Vice President, Academic Affairs
Dr. Susan Barnard, Dean of Health Professions

Action Requested
Acceptance of a gently used stove/oven for the Paramedic Science Residential Lab.

Justification:
The Paramedic Science Residential Lab includes a kitchen with stove/oven. The stove/oven will not be connected to gas or electric and is a prop only for realism. The prop will be used for reinforcing scene safety practices. Professor Jennifer McCarthy is providing a gently used stove/oven for the space. Nothing is expected in return by the donor. Transportation of the stove/oven will be provided by the donor.

Charge to: None
Account Number: None
Resolution
To approve a corrective action plan for the New Jersey Department of Education Office of Fiscal Accountability and Compliance for the Carl D. Perkins Grant FY2011.

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Dr. Yun K. Kim, Vice President of Institutional Effectiveness
Dr. William P. Mullaney, Vice President of Academic Affairs
Dr. Naydeen Gonzalez – De Jesus, Vice President, Student Affairs
Dr. William J. Yakowicz, Managing Director, Grants Administration
Ms. Marilyn Simpson, Perkins Project Manager

Justification
The New Jersey Department of Education, Office of Fiscal Accountability and Compliance completed a fiscal audit of the Carl D. Perkins Grant of the Bergen Community College on October 8-11, 2011 covering the period July 1, 2010 through June 30, 2011. The resulting report, received August 12, 2014, contained seven (7) Findings and Recommendations, three of which disallowed funds in the total amount of $54,360.31. Findings include the following:

1. Expenditures for payroll related costs and certain instructional and non-instructional supplies charged to the grant supplant other funding sources.
2. Adequate documentation was not provided which demonstrates that certain charges to the Perkins grant represent allowable costs.
3. The college inappropriately purchased extended warranties and service contracts with Perkins grant funds.
4. Perkins funded personnel did not prepare detailed time and activity reports to demonstrate the percentage of time chargeable to the federal program as required by OMB Circular A-21.
5. Inventory records were not maintained and a physical inventory was not performed in the previous two years pursuant to federal regulations.
6. Materials and supplies were improperly purchased prior to approval by appropriate personnel.
7. The college did not ensure compliance with the certain Perkins guidelines while administering the grant.

A draft of the Corrective Action Plan is attached.
Resolution:
Employee Code of Conduct Policy

Submitted By
E. Carter Coriston, Chairman, Board of Trustees
Dr. B. Kaye Walter, President

Action Requested
To approve the new Employee Code of Conduct Policy.

Justification
The College has a Student Code of Conduct, but did not have an Employee Code of Conduct Policy
New policy which will provide clear guidelines for all faculty and staff members.
Bergen Community College (hereinafter the “College”) is a college that exists to foster inquiry and public disclosure and prides itself on a strong commitment to the highest ethical standards. The College is committed to providing a campus environment that is conducive to student success and academic inquiry. At the College, all employees are expected to abide by certain standards of conduct that form the basis of this Employee Code of Professional Conduct (hereinafter “Code”). It is the intent of the Code to protect academic freedom, to preserve the highest standard of teaching and scholarship, to create a collegiate environment for all employees and to advance the mission of the College as an institution of higher learning. These standards are derived from a set of core values that include integrity, student success, academic and institutional excellence, lifelong learning, respect, accountability and innovation. These principles apply to employee interactions with students, employers, coworkers, government and the general public.

Consistent with the College mission, commitments, and other policies, the purpose of this code is to set forth the College’s expectations for the professional conduct of its employees. This Code is intended to be consistent with and amplify existing College policies, rather than supplant any policy.
The Board of Trustees of the College has adopted, by appropriate resolution, the terms and provisions of the Code and, by the adoption of the Code, has empowered the College to enforce the terms and provisions hereof.

Employees are charged with the responsibility to read and to abide by the provisions of this Code. As previously set forth herein, each employee shall be given a copy of the Code on July 1st of each current year. Each employee must certify that he/she has read and agrees to abide by the Code. When and if amendments to this Code are issued, the revised Code will be distributed to all employees and each employee must certify that he/she has read and agrees to abide by all amendments hereto. Employees of the College will also be provided notification that explains how they may access this Code on the College’s website. The printed document is also available in the Department of Human Resources. Incident reports related to the Code of Conduct can be filed with the Department of Human Resources.

This Code applies to conduct that takes place on the College campus, at all College locations, at College-sponsored events, off-campus locations, and/or whenever and wherever the College conducts sanctioned college business. This Code also applies to members of the College community, whose host may be held accountable for the misconduct of their guests.

Policy Statement:

Consistent with the mission, values, and vision of the College, employees are expected to:

- Treat all staff, students, and visitors with respect, civility, and fairness.
- When in a supervisory role provide clear direction and timely feedback as well as constructive suggestions and opportunities for improvement or remediation when
needed. Resolve conflicts and counsel colleagues and subordinates in a non-threatening, constructive and private manner.

- Work collaboratively with supervisors to achieve high standards established by the mission, vision, and values statements of the College.
- Meet professional responsibilities.
- Familiarize with and follow the College policies and procedures applicable to their work and require those reporting to them to do the same.
- Promptly address violations of institutional policies and cooperate with investigations and audits as called upon.
- Respect the privacy of all individuals and the confidentiality of information entrusted to them regarding individuals and the College.
- Participate in education and training as necessary to maintain professional competence.
- Use College facilities, equipment, supplies and resources, including telecommunications and information technology resources, responsibly and for legitimate College business.
- Refer all media inquiries to the Managing Director of Public Relations who will provide all statements on behalf of the College. The College has collaborative programming with institutions throughout the world and the public expects the information we provide to be accurate. It is critical that information provided to the public be consistent and accurate, complete, and that confidential information be protected. Unless you are an authorized spokesperson for the College, you are requested not to speak on behalf of the college.
Consistent with the mission, values, and vision of the College, employees must refrain from:

- Behavior that is disrespectful of others and unprofessional interpersonal behavior that interferes with the working and learning environment.

- Use of the position or powers of employment to coerce a student or other employee, to secure unwarranted privileges or advantages for himself or herself, to cause harm to a student/employee, or to cause the student/employee to promulgate the employee's wishes rather than the student's/employee's wishes for arbitrary or personal reasons.

- Romantic relationships with an individual whom they supervise. Faculty members shall not engage in romantic relationships with a student for which the faculty member has any academic responsibility (such as having the student in his or her course, mentoring or otherwise advising the student, writing letters of recommendation for the student, etc.). If a supervisor becomes involved in a romantic relationship with someone he/she supervises, the supervisor must disclose this to the Director of Human Resources so that an appropriate transfer of supervisory authority can occur.

- Misrepresenting personal views as a statement of position of the College or any of its departments.

- Disruptive conduct which includes, but is not limited to, but reasonably related to violence committed against any member or guest of the College; forcible interference with the freedom of movement of any member or guest of the College, obstruction of
the normal processes, activities, and functions of the College community; assault or battery upon College or local security/police officers; disruptive and/or criminal activities as defined and prohibited in New Jersey Statute Title 2C – The New Jersey Code of Criminal Justice.

- Conduct that demonstrates a lapse of integrity which includes, but is not limited to, but reasonably related to intentionally furnishing false written or oral information to the College about an employee, student, or about the College; destroying or misusing any official College document, record and/or file before they are legally set to be destroyed; misusing or the unauthorized use of the College’s organizational names and/or images; making, affecting, or recommending employment decisions regarding an immediate family member; intentionally failing to notify the College of any irregularity or overpayment in any salary, compensation or benefit payment; committing serious violations of College policies governing the professional conduct of employees including, but not limited to, policies applying to research, outside activities, conflicts of commitment, clinical practices, violence in the workplace and whistleblower protections; breaching established rules governing confidentiality in personnel procedures; performing services for students outside those consistent with the College’s mission of providing higher education and career training programs.

- Conduct Detrimental to the College Community which includes, but is not limited to, but reasonably related to intentionally causing damage to the College’s property or the property of another; intentionally misusing access privileges to College premises or the unauthorized entry to or use of buildings including, but not limited to trespass; intentional and unauthorized taking of property of the College or personal property of
a member of the College community; using without authority College resources
(include, but be in no way limited to, office supplies, office furniture, fax machines,
computers, printers, copiers, software, hardware, internet services, email systems,
postage, supplies and equipment) or facilities for personal, commercial, political or
religious purposes; obtaining a personal financial benefit in any sale or loan of
College property.

- Conduct Demonstrating a Lack of Civility. Such conduct includes, but is not limited
to, but reasonably related to:
  - Assault or attempted assault which may include physical abuse or injury of an
    individual;
  - Threat, verbal assault or abuse, intimidation, coercion, or physical obstruction
    of any individual;
  - Stalking, which is defined as repetitive, menacing pursuit, following,
    harassment and/or interference with the peace and/or safety of a member of
    the College community, or the safety of an immediate family member of the
    College community, with the intent of annoying or alarming that person or
    placing that person in reasonable fear for his/her safety;
  - Inappropriate conduct which is disorderly, disruptive, or indecent while on
    College grounds or premises or at functions sponsored by, or participated in
    by, the College;
  - Violation of any College policy, rule, or regulation published in hard copy or
    available electronically on the College website;
• The College will maintain zero-tolerance towards the following behavior that is directed to students, fellow employees, members of the College community, and/or visitors:
  o Harassment, which includes, but is not limited to, any gesture, written, verbal or physical act, or any electronic communication that targets another individual and that takes place on or with College property or at any College sponsored function;
  o Bullying, which is hereby defined as repeated, unreasonable actions of employees (or a group of employees) directed towards an employee (or group of employees) which are intended to intimidate, degrade, humiliate or undermine, or which create a risk to the health or safety of employee(s); and which may include, but is not limited to:
    ▪ Unwarranted or invalid criticism;
    ▪ Blame without factual justification;
    ▪ Treatment of an employee that is different than the rest of the employee’s workgroup; or
    ▪ Shouting at or humiliating an employee or fellow worker
  o Lewd or obscene conduct;
  o Possession, viewing, or the distribution of obscene or pornographic material;
  and
  o Possession, viewing or the distribution of any obscene materials, as defined by the standards of the College community.
• Reckless or irresponsible behavior that would otherwise result in a violation of this Code.

• Definitions:

  • **Administration or Staff** - any person who currently holds a non-faculty appointment within the College.

  • **College** – Bergen Community College and all of its locations, divisions and programs.

  • **College grounds or premises** - buildings or grounds, used, owned, leased, operated, controlled or supervised by the College.

  • **College sponsored activity** - any academic, athletic, co-curricular, extra-curricular or other activity on-campus, at all College locations, or off-campus, which is initiated, aided, authorized or supervised by the College.

  • **Complainant** - the initiator of the complaint alleging an act or misconduct which may constitute a violation of this Code.

  • **Employee**- all persons employed by the College including, but not limited to, faculty, administration, staff, students or others working in a voluntary capacity.

  • **Faculty** - any person who holds a current academic appointment within the College.

  • **Fraud** – false representation of fact such as intentional misrepresentation and knowledge of hours worked or falsifying of an employee timesheet.

  • **Immediate Family Member** – the spouse, civil union partner, domestic partner, or the parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister of an employee or of an employee’s spouse, civil union partner or domestic partner, whether related to the employee through blood, marriage or adoption.

  • **Member of the College community** - any student, faculty, administrator or staff member of the College or visitor to the College.

  • **Student** - all persons taking courses at the College, including full-time, part-time and non-degree pursuing undergraduates, professional studies, and/or continuing education. This Code is in effect without regard to the physical location of the course and includes distance learning and online classes. Persons who are not
officially enrolled for a particular term, but who have a continuing relationship with the College are considered students.

- **Victim** - a member of the College community who alleges that he/she has suffered personal physical and/or emotional harm or injury as a result of an alleged violation(s) of this Code.

**COMPLIANCE WITH THE CODE**

All College employees must be familiar with the content of this Code and adhere to its guidelines. If questions arise, please contact the Department of Human Resources.

Section B: BD: BDF
Adopted: 6/3/2014
Resolution: #
Updated:
Amended:
ADMINISTRATIVE GUIDELINES, REGULATIONS AND PROCEDURES

Code of Professional Conduct

REPORTING ACTUAL OR SUSPECTED VIOLATIONS OF THE CODE

Actual or suspected violations of this Code should be reported to the Department of Human Resources or the Office of Public Safety (L-154). Employees will not be retaliated against or subject to any form of reprisal for raising a good faith concern under this Code or participating in an investigation into any such concern. Retaliation is a serious violation of this Code and should be reported immediately.

All inquiries, complaints, and reports will be promptly investigated within thirty (30) calendar days of report to the Department of Human Resources or the Office of Public Safety (L-154). Employees are expected to cooperate in the investigation. Reasonable measures will be taken to preserve confidentiality of the claim and the identity of anyone who reports a suspected violation or participated in the investigation. If you are unsure whether a violation has occurred, the College encourages you to seek advice from the Department of Human Resources or the Office of Public Safety.

SPECIAL PROVISIONS

- Attempted Violations: in most circumstances, the College will treat attempts to commit any of the violations listed in this Code as if those attempts had been completed;
- College as Complainant: the College reserves the right to initiate a complaint, to serve as complainant, or to initiate conduct proceedings without a formal complaint by the victim of misconduct;
- False Reports: the College will not tolerate intentional false reporting of incidents. It is a violation of this Code to make an intentionally false report of any policy violation. Such false reporting may also violate applicable criminal statutes and civil defamation laws;
- Group Violations: When members of groups, individuals acting collusively, or members of an organization act in concert in violation of any policy, they may be held accountable
individually or as a group, or both, and an Administrative Hearing may proceed against 
the group as joint Accused Employees or against them individually. In any such action, 
however, determinations will be made with respect to the involvement of each accused 
individual;

- **Amnesty for Victims:** the College encourages the reporting of crimes and violations of 
  this Code by victims. Sometimes, victims are hesitant to report to College officials 
  because they fear that they may be accused of policy violations. It is in the best interest of 
  this community that as many victims as possible choose to report to the Department of 
  Human Resources or the Office of Public Safety (L-154). To encourage reporting, the 
  College pursues a policy of offering victims of severe conduct offenses amnesty from 
  policy violations related to the incident;

**REMEDIES AND SANCTIONS**

Violations of this Code of Conduct shall be cause for removal, suspension, demotion, or 
other appropriate disciplinary action by the College Board of Trustees.
Resolution
Appointment: Professional Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Chief Financial Officer
Dr. Naydeen Gonzalez-DeJesus, Vice President, Student Affairs
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individuals to the positions and annual salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nadine Phillips</td>
<td>Assistant Director of Records/Registration and One-Stop Supervisor/Records and Registration/Student Affairs</td>
<td>$68,500.00 (pro-rated)</td>
<td>08/04/14 (retroactive)</td>
</tr>
<tr>
<td>Annette Riser</td>
<td>Manager, Payroll/Finance</td>
<td>$72,000.00 (pro-rated)</td>
<td>09/15/14</td>
</tr>
<tr>
<td>Reginald Grant</td>
<td>Sr. Payroll Generalist/Finance</td>
<td>$55,000.00 (pro-rated)</td>
<td>09/22/14</td>
</tr>
<tr>
<td>Fatema Weeks</td>
<td>Sr. Financial Accountant/Finance</td>
<td>$62,000.00 (pro-rated)</td>
<td>10/06/14</td>
</tr>
<tr>
<td>David Fiore</td>
<td>Custodial Supervisor/Buildings and Grounds$55,000.00 (pro-rated)</td>
<td>$55,000.00 (pro-rated)</td>
<td>09/03/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
To fill a budgeted position through a successful search process.

Charge to: College Operating Funds
Account Number:
Resolution
Appointment: Lecturers, Fall 2014 Semester

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individuals as Lecturers for the Fall 2014 semester at the salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline/Division</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Linda Bowersox</td>
<td>Nursing/Health Professions</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Barbara Brown-Abolafia</td>
<td>English Basic Skills/English/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Helen-Ann Brown-Epstein</td>
<td>Library Services/Academic Affairs</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Shailendra Chainani</td>
<td>Physics/Math, Science and Technology</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Shannen Dawli</td>
<td>Success 101/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Amy Diaz</td>
<td>Radiation Therapy/Health Professions</td>
<td>$18,776.00</td>
</tr>
<tr>
<td>Barbara Guess</td>
<td>Philosophy/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Miren Hodgson</td>
<td>Spanish/World Languages &amp; Cultures/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Pamela Hughes</td>
<td>English Basic Skills/English/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Sara Malkowski</td>
<td>American Sign Language/World Languages &amp; Cultures/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Fred Nagler</td>
<td>Developmental Math/Math, Science and Technology</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Joanne Piccininni</td>
<td>Paramedic Science/Health Professions</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Jehyun Ro</td>
<td>Developmental Math/Math, Science and Technology</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Patricia Romero</td>
<td>Hotel, Restaurant Management/Business, Social Sciences and Public Service</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Jessica Sandfort</td>
<td>English Basic Skills/English/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>David Scalicone</td>
<td>Mathematics/Math, Science and Technology</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Huey Van Dine</td>
<td>Accounting/Business, Social Sciences and Public Service</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Sunita Verma</td>
<td>Developmental Math/Math, Science and Technology</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Susan Williams</td>
<td>Music/Performing Arts/Arts, Humanities and Wellness</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>Gloria Wong</td>
<td>Developmental Math/Math, Science and Technology</td>
<td>$19,307.00</td>
</tr>
</tbody>
</table>

Justification
To provide adequate coverage of classes for the Fall 2014 semester,
Resolution
Appointment: Support Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Executive Director, Finance
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individuals to the positions and annual salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Susan DiSanto</td>
<td>Secretary/Dental Hygiene/Health Professions</td>
<td>$49,574.00</td>
<td>06/25/14 (retroactive)</td>
</tr>
<tr>
<td>Elizabeth Hairston</td>
<td>Senior Accounting Assistant/Bursar/Finance</td>
<td>$50,000.00</td>
<td>06/16/14 (retroactive)</td>
</tr>
<tr>
<td>Azize Ruttler</td>
<td>Senior Secretary/PTK/Academic Affairs</td>
<td>$47,773.00</td>
<td>08/25/14 (pro-rated) (retroactive)</td>
</tr>
<tr>
<td>Abigail Santiago</td>
<td>Accounting Assistant/Bursar/Finance</td>
<td>$45,000.00</td>
<td>06/16/14 (retroactive)</td>
</tr>
<tr>
<td>Tabatha Tucker</td>
<td>Accounting Assistant/Bursar/Finance</td>
<td>$42,000.00</td>
<td>06/16/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
To fill budgeted positions through a successful search process and completion of probationary period.

Charge to: College Operating Funds
Account Number:
Resolution
Appointment: Support Staff (Completion of Probationary Period)

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To appoint the following individual, who has successfully completed the probationary period, to the indicated position at the annual rate, title and effective date as noted:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jason Gailes</td>
<td>Public Safety Officer/Public Safety</td>
<td>$30,000.00 (prorated)</td>
<td>02/24/14 (retroactive)</td>
</tr>
<tr>
<td>Daniel O'Connor</td>
<td>Public Safety Officer/Public Safety</td>
<td>$30,000.00 (prorated)</td>
<td>05/05/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
To fill a budgeted position through a successful search process and completion of probationary period.

Charge To:
Account Number:
Resolution
Appointment: Student Services Athletic Program (Coaching Staff)

Submitted By
Dr. B. Kaye Walter, President
Dr. Naydeen Gonzalez-De Jesus, Vice President, Student Affairs
Mr. James Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individuals to part-time Head Coach and Assistant Coach positions at the stipends indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Head Coach Position</th>
<th>Stipend</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jolynn Di Lenno</td>
<td>Women's Soccer</td>
<td>$5,500.00</td>
<td>08/01/14 – 11/30/14 (retroactive)</td>
</tr>
<tr>
<td>Erlka Czujko</td>
<td>Track &amp; Field (M&amp;W)</td>
<td>$5,722.00</td>
<td>12/01/14 – 05/31/15</td>
</tr>
<tr>
<td>Deana Dedovitch</td>
<td>Cross Country (M&amp;W)</td>
<td>$5,610.00</td>
<td>08/01/14 – 11/30/14 (retroactive)</td>
</tr>
<tr>
<td>Tracy Green</td>
<td>Women’s Basketball</td>
<td>$8,274.00</td>
<td>10/01/14 – 03/31/15</td>
</tr>
<tr>
<td>Salvador Guillen</td>
<td>Tennis (M&amp;W)</td>
<td>$6,395.00</td>
<td>08/01/14 – 05/31/15 (retroactive)</td>
</tr>
<tr>
<td>Fredy Herrera</td>
<td>Men’s Soccer</td>
<td>$5,000.00</td>
<td>08/01/14 – 11/30/14 (retroactive)</td>
</tr>
<tr>
<td>Ed Kochakji</td>
<td>Wrestling</td>
<td>$6,763.00</td>
<td>10/15/14 – 03/15/14</td>
</tr>
<tr>
<td>Helene Laci</td>
<td>Women’s Volleyball</td>
<td>$5,722.00</td>
<td>08/01/14 – 11/30/14 (retroactive)</td>
</tr>
<tr>
<td>Thomas McGovern</td>
<td>Golf</td>
<td>$6,763.00</td>
<td>02/01/15 – 06/30/15</td>
</tr>
<tr>
<td>Mallorie Gilbride</td>
<td>Softball</td>
<td>$7,150.00</td>
<td>08/01/14 – 05/31/15 (retroactive)</td>
</tr>
<tr>
<td>Steven Mimms</td>
<td>Baseball</td>
<td>$7,293.00</td>
<td>08/01/14 – 05/31/15 (retroactive)</td>
</tr>
<tr>
<td>Carlos Quinteros</td>
<td>Men’s Basketball</td>
<td>$6,500.00</td>
<td>10/01/14 – 03/31/15</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>Assistant Coach Position</th>
<th>Stipend</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jolynn Di Lenno</td>
<td>Softball</td>
<td>$3,300.00</td>
<td>12/01/14 – 05/31/15</td>
</tr>
<tr>
<td>Angel Solis</td>
<td>Track &amp; Field (M&amp;W)</td>
<td>$2,861.00</td>
<td>12/01/14 – 05/31/15</td>
</tr>
<tr>
<td>Ian Steepy</td>
<td>Baseball</td>
<td>$3,000.00</td>
<td>09/01/14 – 05/31/15 (retroactive)</td>
</tr>
<tr>
<td>Milt Rehan</td>
<td>Wrestling</td>
<td>$3,300.00</td>
<td>10/15/14 – 03/15/15</td>
</tr>
<tr>
<td>Charles Bell</td>
<td>Volleyball</td>
<td>$3,000.00</td>
<td>08/01/14 – 11/30/14 (retroactive)</td>
</tr>
<tr>
<td>Jillian Di Lenno</td>
<td>Women’s Soccer</td>
<td>$2,750.00</td>
<td>08/01/14 – 11/30/14 (retroactive)</td>
</tr>
<tr>
<td>Name</td>
<td>Assistant Coach Position</td>
<td>Stipend</td>
<td>Effective Dates</td>
</tr>
<tr>
<td>---------------------</td>
<td>--------------------------------</td>
<td>-----------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>Hannah Jensen</td>
<td>Women’s Basketball</td>
<td>$3,300.00</td>
<td>10/01/14 – 03/31/15</td>
</tr>
<tr>
<td>Paul Bancroft</td>
<td>Men’s Soccer</td>
<td>$2,750.00</td>
<td>08/01/14 – 11/30/14</td>
</tr>
<tr>
<td>Anthony Verdi</td>
<td>Baseball</td>
<td>$3,000.00</td>
<td>09/01/14 – 05/31/15</td>
</tr>
<tr>
<td>Peter Jablonski</td>
<td>Men’s Basketball</td>
<td>$3,300.00</td>
<td>10/01/14 – 03/31/15</td>
</tr>
<tr>
<td>Dan Winters</td>
<td>Tennis (M&amp;W)</td>
<td>$3,300.00</td>
<td>08/01/14 – 05/31/15</td>
</tr>
<tr>
<td>Hernan Castano</td>
<td>Athletic Trainer</td>
<td>$36.00/hour</td>
<td>08/01/14 – 06/30/14</td>
</tr>
</tbody>
</table>

**Justification**
The above-mentioned stipends are seasonal.

Charge To:
Account Number:
Resolution
Appointment: Tenure Track Faculty

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resource

Action Requested
To approve the appointment of the following individuals to the tenure track positions and salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Discipline/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geralyn Collins-Eisler</td>
<td>Associate Instructor/Diagnostic Medical Sonography/Health Professions</td>
<td>$50,224.00</td>
<td>09/02/14 – 06/30/15</td>
</tr>
<tr>
<td>Carmen Torres</td>
<td>Assistant Professor/Nursing/Health Professions</td>
<td>$61,008.00</td>
<td>09/02/14 – 06/30/15</td>
</tr>
</tbody>
</table>

Justification
To fill a budgeted position through a successful search process.
Resolution
Appointment: Clinical Coordinator

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President of Academic Affairs
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To appoint the individual listed below to the position of Clinical Coordinator at the stipend shown for the period September 2, 2014 – June 30, 2015.

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline/Division</th>
<th>Annual Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geralyn Collins-Eisler</td>
<td>Diagnostic Medical Sonography/Health Professions</td>
<td>$4,540.00 (pro-rated)</td>
</tr>
</tbody>
</table>

Justification
In accordance with the terms of the Agreement between Bergen Community College and the Bergen Community College Faculty Association,

Charge To:
Account Number:
Boards of Trustees Action P1H
Approval Date: September 9, 2014

Resolution
Appointment: Testing Coordinators

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President of Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To appoint the individuals listed below to the position of Testing Coordinators at the stipends shown for the period September 1, 2014 – December 30, 2014.

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Discipline</th>
<th>Annual Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>April Adams</td>
<td>ALP Speech/English</td>
<td>$250.00</td>
</tr>
<tr>
<td>Gail Fernandez</td>
<td>ALP Level One/English</td>
<td>$500.00</td>
</tr>
<tr>
<td>Robert Freud</td>
<td>ALP Level One/English</td>
<td>$500.00</td>
</tr>
<tr>
<td>Peter A. Helff</td>
<td>EBS/English</td>
<td>$500.00</td>
</tr>
<tr>
<td>Harold Kahn</td>
<td>ALP Level Two/English</td>
<td>$500.00</td>
</tr>
<tr>
<td>Susana Lansangan</td>
<td>ALP Foundations/English</td>
<td>$500.00</td>
</tr>
</tbody>
</table>

Justification
In accordance with the terms of the Agreement between Bergen Community College and the Bergen Community College Faculty Association.
Resolution
Appointment: Temporary Third Shift Supervisor

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To appoint the following individual to the position at the salary indicated below from 08/05/14 until the hiring of the Third Shift Supervisor to replace Daniel Lewis due to retirement:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>William Dekker</td>
<td>Temporary 3rd Shift Supervisor</td>
<td>$33,000.00</td>
<td>08/05/14 – 09/02/14 (prorated)</td>
</tr>
</tbody>
</table>

Justification
As per Article XII (4) of the agreement with the BCC Support Staff/NJEIA Inc.

Charge To:
Account Number:
Resolutions
Appointment: Professional Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. Victor Anaya, Executive Director, Finance
Dr. Naydeen Gonzalez-DeJesus, Vice President, Student Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individuals to the positions and annual salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dawn Delasandro</td>
<td>Sr. Financial Accountant/Finance</td>
<td>$62,000.00</td>
<td>10/06/14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(pro-rated)</td>
<td></td>
</tr>
<tr>
<td>Dania Huie-Pasigan</td>
<td>College Nurse/Health Services/</td>
<td>$68,000.00</td>
<td>09/29/14</td>
</tr>
<tr>
<td></td>
<td>Student Affairs</td>
<td>(pro-rated)</td>
<td></td>
</tr>
<tr>
<td>Mary Randazzo-Noone</td>
<td>Sr. Financial Analyst/Payroll/Finance</td>
<td>$62,000.00</td>
<td>09/29/14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(pro-rated)</td>
<td></td>
</tr>
</tbody>
</table>

Justification
To fill budgeted positions through a successful search process.

Charge to: College Operating Funds
Account Number:
Resolution
Appointment: Lecturers, Fall 2014 Semester

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individual as Lecturer for the Fall 2014 semester at the salary indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline/Division</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Santorelli</td>
<td>Nursing/Health Professions</td>
<td>$19,307.00</td>
</tr>
</tbody>
</table>

Justification
To provide adequate coverage of classes for the Fall 2014 semester.
BOARD OF TRUSTEES ACTION P1L
Approval Date: September 9, 2014

Resolution
Appointment: Grant

Submitted By
Dr. B. Kaye Walter, President
Dr. Naydeen Gonzalez-DeJesus, Vice President, Student Affairs
Dr. William Mulaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the appointment of the following individuals to the positions and annual salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donna Collins</td>
<td>Program Assistant/Office of Specialized Services</td>
<td>$35,000.00</td>
<td>09/29/14</td>
</tr>
<tr>
<td></td>
<td>Student Affairs</td>
<td>(pro-rated)</td>
<td></td>
</tr>
<tr>
<td>Luis DeAbreu</td>
<td>Grant Coordinator/STEM/Math, Science, and Technology</td>
<td>$56,500.00</td>
<td>09/22/14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(pro-rated)</td>
<td></td>
</tr>
</tbody>
</table>

Justification
To fill grant-funded positions through a successful search process.

Charge to: Grant Funds
Account Number:
Resolution
Reappointment: Lecturers, Fall 2014 Semester

Submitted By
Dr. B. Kaye Walter, President
Dr. William P. Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the reappointment of the following individuals as Lecturers for the Fall 2014 semester at the salaries indicated.

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline/Division</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kerry McNerney</td>
<td>Business/Business, Social Sciences, and Public Service</td>
<td>$19,307.00</td>
</tr>
<tr>
<td>James Resnick</td>
<td>Accounting/Business, Social Sciences, and Public Service</td>
<td>$19,307.00</td>
</tr>
</tbody>
</table>

Justification
To provide adequate coverage of classes for the Fall 2014 semester.
BOARD OF TRUSTEES ACTION P2B
Approval Date: September 9, 2014

Resolution
Reappointment: Project Personnel – Grants

Submitted By
Dr. B. Kaye Walter, President
Dr. Naydeen Gonzalez-De Jesus, Vice President, Student Affairs
Dr. William Mullaney, Vice President, Academic Affairs
Dr. Yun Kim, Vice President, Institutional Effectiveness
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
That the grant personnel listed below be reappointed to the positions and salaries indicated for the period commencing July 1, 2014 through June 30, 2015, except where noted.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Current Salary</th>
<th>New Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ellen Aramini</td>
<td>Director of Career Placement</td>
<td>$75,000.00</td>
<td>$76,125.00</td>
</tr>
<tr>
<td>Juhi Bhatt*</td>
<td>Coordinator of Judicial Affairs &amp; Student Information</td>
<td>$45,000.00</td>
<td>$45,675.00</td>
</tr>
<tr>
<td>Vincent Cheng</td>
<td>Project Director</td>
<td>$74,095.00</td>
<td>$75,206.00</td>
</tr>
<tr>
<td>Jeremy Chin**</td>
<td>Enrollment Specialist</td>
<td>$35,000.00</td>
<td>$35,525.00</td>
</tr>
<tr>
<td>Justin Doheny</td>
<td>Project Director</td>
<td>$86,275.00</td>
<td>$87,569.00</td>
</tr>
<tr>
<td>Fernando Encarnacion</td>
<td>Evening Coordinator</td>
<td>$33,000.00</td>
<td>$33,495.00</td>
</tr>
<tr>
<td>Ann Gill</td>
<td>Project Coordinator</td>
<td>$56,100.00</td>
<td>$56,942.00</td>
</tr>
<tr>
<td>Elizabeth Gieske DeFeo</td>
<td>CLC Project Director/Adult Basic Education/Continuing Education and Community Outreach</td>
<td>$45,778.00</td>
<td>$46,465.00</td>
</tr>
<tr>
<td>Karen Kozlowicz</td>
<td>Grant Coordinator</td>
<td>$45,000.00</td>
<td>$45,675.00</td>
</tr>
<tr>
<td>Juan Leon*</td>
<td>Digital Studio Technician</td>
<td>$37,461.00</td>
<td>$38,023.00</td>
</tr>
<tr>
<td>Andrew Messiah</td>
<td>Program Assistant</td>
<td>$32,000.00</td>
<td>$32,480.00</td>
</tr>
<tr>
<td>Salwa Muhammad</td>
<td>Intake Specialist/Student Coordinator</td>
<td>$50,000.00</td>
<td>$50,750.00</td>
</tr>
<tr>
<td>Joseph Pitre</td>
<td>Math Lab Supervisor</td>
<td>$33,330.00</td>
<td>$33,830.00</td>
</tr>
<tr>
<td>Jill Rivera</td>
<td>EOF Assistant Coordinator</td>
<td>$54,101.00</td>
<td>$54,913.00</td>
</tr>
<tr>
<td>Marilyn Simpson</td>
<td>Manager of Grants</td>
<td>$56,100.00</td>
<td>$56,942.00</td>
</tr>
<tr>
<td>Jamie Smigelski</td>
<td>Grants Counselor</td>
<td>$50,000.00</td>
<td>$50,750.00</td>
</tr>
<tr>
<td>Jessica Steinheimer</td>
<td>Grants Counselor</td>
<td>$50,000.00</td>
<td>$50,750.00</td>
</tr>
<tr>
<td>Amanda Vaughan**</td>
<td>Office Assistant</td>
<td>$32,000.00</td>
<td>$32,480.00</td>
</tr>
<tr>
<td>Kelly Verkem</td>
<td>Manager of Grants</td>
<td>$56,100.00</td>
<td>$56,942.00</td>
</tr>
</tbody>
</table>
*Funded through Perkins Grant which only funds individuals for two years based on the individual's hire date.
Juhi Bhatt – Effective dates 07/01/14 – 11/30/14
Juan Leon – Effective dates 07/01/14 - 02/05/15

**Funded through HPOG Impact Study Grant which ends 11/30/14.
Jeremy Chin - Effective dates 07/01/14 – 11/30/14
Amanda Vaughan - Effective dates 07/01/14 – 11/30/14

Justification
The salary adjustment for grant-funded positions has been approved by the respective funding agencies consistent with grant award budgets. There are no college funds required. These are at will positions.
Resolution
Approve: Leave of Absence and Return/Support Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To approve a Leave of Absence, without pay, and return from leave for the following individual from the position listed below, effective dates as indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eric Delgado</td>
<td>Public Safety Officer/Public Safety</td>
<td>$30,000.00</td>
<td>05/01/14 to 07/21/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
Medical leave and return from unpaid leave of absence at the same position and salary as the commencement of the leave.
Resolution
Approve: Leave of Absence /Professional Staff

Submitted By
Dr. B. Kaye Walter, President
Dr. Naydeen Gonzalez-DeJesus, Vice President, Student Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve a Leave of Absence, without pay, for the following individual from the position listed below, effective dates as indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Sansevere</td>
<td>Coordinator of Specialized Services/Office of Specialized Services/Student Affairs</td>
<td>08/04/14</td>
</tr>
</tbody>
</table>

Justification
Family Leave
Resolution
Approve: Military Leave of Absence/Support Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To approve an extension of Military Leave of Absence, without pay, for the following individual from the position listed below, effective dates as indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joquann Montgomery</td>
<td>Public Safety Officer/Public Safety/</td>
<td>08/04/14 through 10/10/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
Military Leave
Resolution
Approve: Return from Leave of Absence/Support Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the return from a personal Leave of Absence, without pay, for the following individual from the position listed below, effective date as indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Department</th>
<th>Annual Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>James Ruttler</td>
<td>Public Safety Officer/Public Safety</td>
<td>$30,563.00</td>
<td>07/15/14</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(retroactive)</td>
</tr>
</tbody>
</table>

Justification
Return from unpaid leave of absence at the same position and salary as the commencement of the leave.
Resolution
Approve: Return from Leave of Absence/Faculty

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the return from a medical Leave of Absence, without pay, for the following individual from the position listed below, effective date as indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Department</th>
<th>Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vivian Bassily</td>
<td>Lecturer/Success 101</td>
<td>$19,307.00</td>
<td>09/02/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
Return from unpaid leave of absence at the same position and salary as the commencement of the leave.
Resolution
Approve: Return from Military Leave of Absence/Support Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To approve the return from Military Leave, without pay, for the following individual from the position listed below, effective date as indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Department</th>
<th>Annual Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orlando Lazo</td>
<td>Public Safety Officer/Public Safety</td>
<td>$30,000.00</td>
<td>09/08/14 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
Return from unpaid leave of absence at the same position and salary as the commencement of the leave.
Resolution:
Approval of New Academic Department Structure

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs

Action Requested
To approve the following new structure of the academic departments at the College:

Science, Math and Technology Division
Departments:
* Math
* Biology and Horticulture
* Physical Sciences
* Technology

Humanities, English and Languages Division
Departments:
* Composition/Literature/English Basic Skills
* Communication
* English as a Second Language/World Languages
* Humanities and Visual Arts

Business, Arts and Social Sciences Division
Departments:
* Business/Hotel Restaurant Management
* Performing Arts
* Social Sciences
* Criminal Justice/Legal Studies

Division of Health Professions
Departments:
* Health Professions/Wellness
* Nursing
* Dental Hygiene

Justification
The proposed structure will allow the college to better fulfill its educational goals. Through reorganization and consolidation, the college is striving to create an academic climate that promotes stronger collaboration across related disciplines to benefit student learning.
Resolution
Approve stipends for Nursing Clinical Faculty for Fall 2014 semester

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James Miller, Executive Director, Human Resources

Action Requested
To approve payment of stipends for the following individuals in the Nursing Clinical Faculty in the amounts indicated for the Fall 2014 semester.

<table>
<thead>
<tr>
<th>Name</th>
<th>Semester stipend amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td></td>
</tr>
<tr>
<td>Maryanne Baudo</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Joanne Diamantidis*</td>
<td>$3,030.00</td>
</tr>
<tr>
<td>Patricia Durante</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Maria Fressola*</td>
<td>$3,030.00</td>
</tr>
<tr>
<td>Marie Griffo</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Margaret Hayes</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Maryellen McHale</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Joan McManus</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Lillian Ostrander</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Carrie Polnyj</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Natalie Timme</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Carmen Torres</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Toni Tortorella-Genova</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Sharon Zaucha</td>
<td>$2,020.00</td>
</tr>
</tbody>
</table>

| Lecturers                   |                         |
| Linda Bowersox              | $2,020.00               |
| Mary Santorelli             | $2,020.00               |

<p>| Adjuncts                    |                         |
| Jennifer Abitabilo          | $2,020.00               |
| Nancy Bonard                | $2,020.00               |
| Peggy Ensselin**            | $1,010.00               |
| Josephine Finnerty**        | $1,010.00               |</p>
<table>
<thead>
<tr>
<th>Name</th>
<th>Stipend amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jenna Forsythe**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Tara Gregorio**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Diana Hernandez**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Maureen Imbrogno</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Rhonda Joseph</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Michael Lang**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Carol Maye**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Teresa Meyer</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Thomas Negri</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Gail Okoniewski</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Pamela Pascarelli**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Suzanne Peller</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Janet Randall</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Noelle Schuster</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Barbara Schweiger**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Athena Serrano Torres**</td>
<td>$1,010.00</td>
</tr>
<tr>
<td>Najah Thompson</td>
<td>$2,020.00</td>
</tr>
<tr>
<td>Margaret Touw</td>
<td>$2,020.00</td>
</tr>
</tbody>
</table>

* for additional ½ semester clinical  
** for ½ semester clinical only

**Justification**
Payment of Nursing Clinical Faculty stipends for the hiring and retention of skilled clinical instructors as per the negotiated agreement with the BCCFA.

Charge To:  
Account Number:
Resolution
Rescind: Unpaid Medical Leave of Absence /Support Staff

Submitted By
Dr. B. Kaye Walter, President
Dr. Naydeen Gonzalez-DeJesus, Vice President, Student Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To rescind a Medical Leave of Absence, without pay, for the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonnie Rodriguez</td>
<td>Financial Aid Data Specialist/Financial Aid/Student Affairs</td>
<td>P3A-07/08/14</td>
</tr>
</tbody>
</table>

Justification
Leave is with pay.
BOARD OF TRUSTEES ACTION P7B
Approval Date: September 9, 2014

Resolution
Rescind: Clinical Coordinator

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President of Academic Affairs
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To rescind the appointment of the following individual as Clinical Coordinator.

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dario Campillo</td>
<td>Diagnostic Medical Sonography/Health Professions</td>
<td>P1E-06/03/14</td>
</tr>
</tbody>
</table>

Justification
Rescind the appointment of this individual due to the hiring of a full time tenure track individual through a successful search process.
Resolution
Rescind: Lecturer, Fall 2014 Semester

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President of Academic Affairs
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
To rescind the appointment of the following individuals as Lecturers for the Fall 2014 semester.

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>William Fulton</td>
<td>Music/Arts, Humanities and Wellness</td>
<td>P1A-07/08/14</td>
</tr>
<tr>
<td>Donald Kienz</td>
<td>Developmental Math/Math, Science &amp; Technology</td>
<td>P2A-06/03/14</td>
</tr>
<tr>
<td>Sarahfaye Mahon</td>
<td>Biology/Math, Science &amp; Technology</td>
<td>P2A-06/03/14</td>
</tr>
<tr>
<td>Charles Miceli</td>
<td>Philosophy and Religion/Arts, Humanities and Wellness</td>
<td>P2A-06/03/14</td>
</tr>
<tr>
<td>Joshua Weber</td>
<td>Library/Library Services</td>
<td>P2A-06/03/14</td>
</tr>
</tbody>
</table>

Justification
Resignation
BOARD OF TRUSTEES ACTION P8A
Approval Date: September 9, 2014

Resolution
Resignation: Professional Staff

Submitted By
Dr. B. Kaye Walter, President
Ms. Sharyne Miller, Executive Director, Information Technology
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the resignation of the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lloyd Brown</td>
<td>Technical Support Specialist II – Procurement/</td>
<td>07/23/2014</td>
</tr>
<tr>
<td></td>
<td>Information Technology</td>
<td>(retroactive)</td>
</tr>
<tr>
<td>Johanna Heule</td>
<td>Scheduling &amp; Facilities Planner/Event Planning</td>
<td>07/25/14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(retroactive)</td>
</tr>
</tbody>
</table>

Justification
Resignation
Resolution
Resignation: Support Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the resignation of the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christopher Doamekpor</td>
<td>HVAC Mechanic A/Buildings and Grounds</td>
<td>08/15/2014 (retroactive)</td>
</tr>
</tbody>
</table>

Justification
Resignation
Resolution
Resignation: Faculty

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the resignation of the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julia Peterson</td>
<td>Assistant Professor/Communications/Arts, Humanities &amp; Wellness</td>
<td>08/12/2014</td>
</tr>
</tbody>
</table>

Justification
Resignation
Resolution
Resignation: Confidential Staff

Submitted By
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations, and Public Safety
Ms. Sharyne Miller, Executive Director, Information Technology
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the resignation of the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angela Bryce</td>
<td>Information Security Officer/</td>
<td>08/29/14</td>
</tr>
<tr>
<td></td>
<td>Information Technology</td>
<td>(retroactive)</td>
</tr>
</tbody>
</table>

Justification
Resignation
BOARD OF TRUSTEES ACTION P8E
Approval Date: September 9, 2014

Resolution
Resignation: Grant

Submitted By
Dr. B. Kaye Walter, President
Dr. Yun Kim, Vice President, Institutional Effectiveness
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve the resignation of the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bernadette Moore</td>
<td>Site Coordinator/Health Professions Opportunity Grant/Academic Affairs</td>
<td>09/08/2014 (retroactive)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jasmine Delacruz</td>
<td>Tutorial Supervisor/Cerullo Learning Assistance Center/Academic Affairs</td>
<td>09/22/2014</td>
</tr>
</tbody>
</table>

Justification
Resignation
Resolution
Retirement: Professional Staff

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President, Academic Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve retirement for the following individuals:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Retirement Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marilyn King</td>
<td>Office Supervisor/Ciarco Learning Center/ Academic Affairs</td>
<td>10/01/14</td>
</tr>
</tbody>
</table>

Justification
Retirement
BOARD OF TRUSTEES ACTION P9B
Approval Date: September 9, 2014

**Resolution**
Retirement: Support Staff

**Submitted By**
Dr. B. Kaye Walter, President
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

**Action Requested**
To approve retirement for the following individuals:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Retirement Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ricardo Sanchez</td>
<td>Custodian/Buildings and Grounds</td>
<td>09/01/14 (retroactive)</td>
</tr>
<tr>
<td>Carlos Palomeque</td>
<td>Sr. Custodian/Buildings and Grounds</td>
<td>01/01/15</td>
</tr>
</tbody>
</table>

**Justification**
Retirement
BOARD OF TRUSTEES ACTION P9C
Approval Date: September 9, 2014

Resolution
Retirement: Support Staff

Submitted By
Dr. B. Kaye Walter, President
Dr. Naydeen Gonzalez-DeJesus, Vice President, Student Affairs
Mr. James R. Miller, Executive Director, Human Resources

Action Requested
To approve retirement for the following individual:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Division</th>
<th>Retirement Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victoria Marrone</td>
<td>Sr. Student Services Assistant/Student Affairs</td>
<td>10/01/14</td>
</tr>
</tbody>
</table>

Justification
Retirement
BOARD OF TRUSTEES ACTION P10  
Approval Date: September 9, 2014

Resolution:  
Authorize settlement of the matter Fitzgerald Georges v. Bergen Community College et al., Docket No. 14-CV-1439 (KSH)(CLW)

Submitted By  
E. Carter Corriston, Esq., Chairman of the Board of Trustees

Action Requested  
To approve settlement of litigation of Fitzgerald Georges v. Bergen Community College et al., Docket No. 14-CV-1439 (KSH)(CLW), by authorizing the President to enter into the Settlement Agreement and Release prepared by the College Attorney, a copy of which is on file in the President's Office.

Justification  
Resolution of pending litigation.
Resolution
Ratify a Memorandum of Understanding between the College and the BCCFA regarding a change in the tenure process.

Submitted By
Dr. B. Kaye Walter, President
Dr. William Mullaney, Vice President of Academic Affairs
Mr. James R. Miller, Executive Director of Human Resources

Action Requested
Subject to ratification by the Bergen Community College Board of Trustees, the attached MOU is mutually agreed by and between Bergen Community college ("BCC") and the Bergen Community College Faculty Association ("BCCFA").

Justification
Article XIII, section 5(a)(3) of the Agreement between the parties shall be amended to provide revised notification dates in accordance with the new tenure process.
MEMORANDUM OF UNDERSTANDING

Date:

Subject to ratification by the Bergen Community College Board of Trustees, it is mutually agreed by and between Bergen Community College ("BCC") and the Bergen Community College Faculty Association ("BCCFA") that Article XIII, section 5(a)(3) of the Agreement between the parties shall be amended as follows to provide revised notification dates:

3) Notification, in writing, by the President of the College or his/her designee, of intentions to reappoint and acceptance of said reappointment by the member shall be in accordance with the schedule listed below. If a member is not being reappointed, he/she shall be notified in accordance with the schedule listed in the second column below.

<table>
<thead>
<tr>
<th>Faculty serving</th>
<th>Member recommended or not recommended for reappointment notified by President of his/her intention by</th>
<th>Member recommended for reappointment notifies President of his/her intention by</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st academic year*</td>
<td>1st Friday in March</td>
<td>3rd Friday in March</td>
</tr>
<tr>
<td>2nd academic year</td>
<td>1st Friday in March</td>
<td>3rd Friday in March</td>
</tr>
<tr>
<td>3rd or 4th academic year</td>
<td>3rd Friday in February</td>
<td>1st Friday in March</td>
</tr>
<tr>
<td>5th academic year</td>
<td>2nd Friday in January</td>
<td>4th Friday in January</td>
</tr>
<tr>
<td>Group A</td>
<td>1st Friday in April</td>
<td>3rd Friday in April</td>
</tr>
</tbody>
</table>

* Members appointed after September 1 may be subject to a revised schedule for the initial reappointment process.
(Note: After the fifth reappointment Group “A” members are not required to submit an application for reappointment.)

Agreed:

Tobyn DeMarco,
President, BCCFA

Date:

Alan Kaufman,
Secretary, BCCFA

Date:

William Mullaney,
Vice President of Academic Affairs, BCC

Date:

Kaye Walter,
President, BCC

Date:

This is to confirm that the attached Memorandum of Understanding, dated ___________ 2014, amending Article XIII, Section 5(a)(3) of the Agreement between BCC and the BCCFA, having been ratified by the Bergen Community College Board of Trustees on ___________ is of full force and effect as of said date of ratification.

E. Carter Corriston, Chairperson
Bergen Community College Board of Trustees

Date:
Resolution:
Appointment of Genova Burns Giantomasi Webster, LLC as Special Counsel for the establishment of alternative retirement compensation benefits.

Submitted By
E. Carter Corriston, Esq., Chairman, Board of Trustees

Action Requested
Appointment of the firm Genova Burns Giantomasi Webster, LLC to serve as Special Counsel for the establishment of alternative retirement compensation benefits. Said services shall be billed at $175.00 per hour.

Justification
Special Counsel is needed to assist the College for the establishment of alternative retirement compensation benefits.
Resolution
Appointment of Matthew Giacobbe, Esq. of the firm of Cleary, Giacobbe, Alfieri, Jacobs LLC:

1. As negotiator for all contracts with the Bergen Community College Faculty Association, the Bergen Community College Support Staff Association, the Bergen Community College Professional Staff Association, and the Bergen Community College Adjunct Faculty Association;

2. To provide legal services in relation to the Scope Petitions related to such contracts;

3. To perform legal functions relating to fact-finding before PERC and related union contract matters.

Submitted By
E. Carter Corriston, Esq., Chairman Board of Trustees

Action Requested
Appointment of Matthew Giacobbe, Esq. of the firm of Cleary, Giacobbe, Alfieri, Jacobs LLC:

1. As negotiator for all contracts with the Bergen Community College Faculty Association, the Bergen Community College Support Staff Association, the Bergen Community College Professional Staff Association, and the Bergen Community College Adjunct Faculty Association;

2. To provide legal services in relation to the Scope Petitions related to such contracts;

3. To perform legal functions relating to fact-finding before PERC and related union contract matters.

Said services shall be billed at the rate of $150.00 per hour and shall be in accordance with the proposal submitted by Matthew Giacobbe, Esq. of Cleary, Giacobbe, Alfieri, Jacobs LLC, which proposal is on file in the office of the President.
Resolution
Professional Service: Authorization for RSC Architects to Provide Architectural Design and Engineering Services for Chair Lift at International Student Center

Submitted By
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. Victor Anaya, Chief Financial Officer
Mr. Robert P. Coane Managing Director, Campus Planning and Improvements
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization for RSC Architects to provide Architectural and Engineering Services for the design of a Chair Lift system at a cost of $5600.00, plus direct costs not to exceed $300.00.

Justification
The International Student Center located in C102, is approximately 2'-0" above the first floor of the Pitkin Education Center. This space is currently only accessible by a set of stairs in the main entrance to C102. Per ADA and NJ Accessibility Codes this area needs to be Handicap accessible. Installation of a Chair Lift will provide the required handicapped access and comply with ADA and NJ Accessibility Codes. Since this project will exceed the Bid Threshold, the College needs the services of an Architectural and Engineering firm to create the required contract documents, which will allow the College to bid the project.

A Request for Qualifications for Architecture Services was advertised, in accordance with the New Jersey P.L. 2004, Chapter 19 “Pay to Play” Law, and conforms to a “Fair and Open Process”.

Professional services are exempt from bidding in accordance with County College Contracts Law 18A:64A-25.5 (a) (1).

Proposals were requested from three of the firms on the 2014 Approved Architects List. See below for responses received.

RSC Architects- $5,600.00, plus direct costs not to exceed $300.00
Arcari & Lorenzo- $13,000.00, plus direct expenses not to exceed $250.00
Fred Rosen Architect- $22,400.00, plus direct costs not to exceed $500.00

Charge To: College Funding
Account Number: 20-01-160100-604248
Resolution
UASI Grant: Authorization to Award Public Bid for Wireless Security Cameras

Submitted By
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. Victor Anaya, Chief Financial Officer
Mr. Robert P. Coane Managing Director, Campus Planning and Improvements
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to award Public Bid P-2152 Wireless Security Camera System to Integrated Systems & Services Inc., for a base bid amount of $86,500.00, plus Alternate 2 in the amount of $45,969.00. The total award amount is $132,469.00.

Justification
The College received a $157,000.00 grant from Homeland Security to address current safety and security concerns with the main campus Parking lots A, B, and C. This project will allow the College to address initial areas of concern with the existing wireless camera system, as well as allow for future expansion of the system as additional funding becomes available from Homeland Security.

A total of 25 companies registered for bid packages and 1 bid was received.

Charge To: UASI Grant
Account Number: 50-03-5862003-604217
Resolution
Public Bid: Authorization to Reject All Bids for Ender Hall Emergency Generator Bid

Submitted By
Mr. Victor Anaya, Chief Financial Officer
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Ms. Barbara Golden, Managing Director, Purchasing and Services
Samuel John, Interim Managing Director, Physical Plant

Action Requested
Authorization to reject all bids received for Public Bid #P-2149 Ender Hall Emergency Generator due to an error on the engineering drawings.

Justification
H&H Engineering notified the College on the day of the bid opening that they had discovered an error on drawing E-1. The drawing listed a scale of 1/8" = 1'-0", and the correct scale should have been 1/16" = 1'-0". The general note #12 on drawing E-3 directs the bidder to base the bid on actual field survey and measurement. This typographical error could lead to an inaccurate bid price if the bidder did not perform the requested field work. H&H Engineering recommends the project be re-bid with the corrected drawing scale.

Charge To:
Account Number:
Resolution
Authorization to Pay Sewer Connection Fee

Submitted By
Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. Victor Anaya, Chief Financial Officer
Mr. Robert Coane, Managing Director, Campus Planning
Ms. Barbara Golden, Managing Director, Purchasing and Services

Action Requested
Authorization to pay, under protest, sewer connection fee to the Bergen County Utilities Authority in the amount of $44,955.00.

Justification
To connect the Health Professions Building to the existing on-site sanitary sewer system.

This payment is being made under protest since the college is still pursuing whether it has an exemption from such fee.

This procurement is exempt from bidding in accordance with County College Contracts Law 18A:64A-25.5 (b) and is exempt from Pay-to-Play.

Charge To: Go Bond
Account Number: 20-00-115300-604227