



400 Paramus Road, Paramus, New Jersey 07652
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BOARD OF TRUSTEES
PUBLIC MEETING

Tuesday, June 27, 2017 - 5:00 p.m.

Health Professions Building – Conference Rooms 302/304

- I. Call to Order
- II. Open Public Meetings Act Statement
- III. Roll Call
- IV. Pledge of Allegiance
- V. Executive Session

Discuss Personnel Matters pursuant to N.J.S.A. 10:4-12b (President's contract; reappointment of staff; salary increases for confidential employees; salary increases for public safety officers and custodians per Equity Report; elimination of positions; selection of labor negotiations attorney; and professional services for Phases II through V Ender Hall renovations)

- VI. New Business/Board Members

Personnel Items

- VII. Open to the Public

- VIII. Actions

A. Approve S/F1 - To award services to RSC Architects for the preparation of plans and specifications for Phases II thru V for the relocation/renovation of the existing Ender Hall Facilities required to accommodate the Bergen County Technical High School collaborative program relocation to Ender Hall at a cost not to exceed \$194,078. This is funded by FY17 Chapter 12, County Bond.

B. Other

- IX. Adjournment



Around the Corner, Ahead of the Curve

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BOARD OF TRUSTEES ACTION P1
Approval Date: June 27, 2017

Resolution

Reappointment: Personnel

Submitted By

Dr. B. Kaye Walter, President

Action Requested

That the following individuals be reappointed to the positions indicated for the period not to exceed one year commencing July 1, 2017, or until further action of the Board of Trustees.

Name

Susan Callahan Barnard [Dr.]
Ursula Daniels [Dr.]
Denise L. Liguori
Pascal J. Ricatto [Dr.]

Position

Dean, Division of Health Professions
Executive Assistant to the President
Dean of Student Affairs at the Philip Ciarco Jr. Learning Center
Dean, Division of Science, Math, and Technology

Justification

Reappointment pursuant to N.J.A.C. 9A:7-4.2(d). These administrative positions are at will and the reappointed individuals serve at the pleasure of the Board for a term not to exceed one year or until further action of the Board of Trustees.



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BOARD OF TRUSTEES ACTION P2
Approval Date: June 27, 2017

Resolution

Salaries for Personnel

Submitted By

Dr. B. Kaye Walter, President

Action Requested

To approve recommended salaries for the confidential personnel listed below within the 2.5% overall increased budget for the College to be effective 07/01/17.

<u>Name</u>	<u>Position</u>	<u>New Salary</u>
Nancy Adis	Administrative Assistant	\$ 73,339.00
Victor Anaya	Executive Director, Finance	\$134,306.00
Susan Callahan Barnard [Dr.]	Dean, Division of Health Professions	\$136,800.00
Patricia Bonomolo	Director, Human Resources	\$ 94,398.00
Brandie Bookhart	Benefits Administrator	\$ 61,500.00
Beatrice Bridglall	Dean, Humanities	\$117,875.00
Victor Brown	Dean, Business, Arts and Social Sciences	\$117,875.00
Kathryn Plessing Brunetto	Managing Director of Admissions and International Programs	\$ 97,810.00
Timothy Burger	Managing Director, Networks & Infrastructure	\$99,425.00
Gean Chin	Executive Secretary	\$ 54,344.00
Ralph Choonoo [Dr.]	Executive Assistant to the Vice President of Student Affairs	\$113,206.00
Patricia Cioce	Development Coordinator, Foundation	\$ 47,753.00
Carol Clarke	Administrative Assistant	\$ 63,653.00
William Corcoran	Vice President, Facilities Planning, Operations & Public Safety	\$144,567.00
Frank Cuozzo	Managing Director, Financial Aid	\$105,000.00
Ursula Daniels [Dr.]	Executive Assistant to the President	\$156,718.00
Damyen Davis [Dr.]	Director, Summer Intensive Program	\$ 85,731.00
Diana Davis	Human Resources Generalist	\$ 66,730.00
Lisa DiGaetano	Managing Director of User Support Services	\$ 82,599.00
Janet Doyle	Human Resources Generalist	\$ 61,500.00
David Eichenholtz [Dr.]	Associate Dean, College/High School Partnerships	\$ 85,515.00
Linda Emr	Dean of Off-Site Locations Meadowlands	\$ 105,109.00
Jianhua Falcone	Managing Director, Financial Administration	\$ 85,795.00
Khairia Fazal	Managing Director of Learning Assistance	\$ 98,834.00
Gail Fernandez	Interim Dean of Assessment	\$107,625.00

Board of Trustees Action P**June 27, 2017****Page 2**

<u>Name</u>	<u>Position</u>	<u>New Salary</u>
Maria Ferrara	Executive Assistant to the Board of Trustees and the President	\$ 68,948.00
Christine Gillespie	Dean of Continuing Education	\$112,714.00
Angie Goldszmidt	Phi Theta Kappa Administrative Advisor	\$ 54,252.00
Jaymee Griffin	Director, Achieving the Dream	\$ 80,373.00
Ruth Heck	Executive Secretary	\$ 55,837.00
Jorge Hernandez	Managing Director of Athletics	\$ 79,295.00
Lawrence Hlavenka	Managing Director of Public Relations	\$ 88,405.00
Amarjit Kaur [Dr.]	Managing Director of the Center for Innovation in Teaching and Learning	\$ 93,914.00
Yun Kim [Dr.]	Vice President of Institutional Effectiveness	\$152,752.00
Ilene Kleinman [Dr.]	Associate Dean of Curriculum	\$ 97,213.00
Dawn Kozlowski [Dr.]	Associate Dean of Nursing	\$121,621.00
Theresa Kyle	Human Resources Coordinator	\$ 54,794.00
Rachel Lerner-Colucci	Dean, Student Life and Conduct	\$101,806.00
Denise L. Liguori	Dean of Student Affairs at the Philip Ciarco Jr. Learning Center	\$155,632.00
Deborah Manning	Human Resources Generalist	\$ 65,102.00
David Marks	Dean, Library Services	\$112,750.00
Tonia McKoy [Dr.]	Managing Director of Institutional Research	\$ 98,291.00
Bridget McLaughlin	Gifts Coordinator	\$ 42,866.00
Margaret Tracy Miceli	Managing Director, Events Planning	\$ 81,278.00
Jennifer Migliorino-Reyes	Dean of Student Support Services	\$106,228.00
James R. Miller	Executive Director, Human Resources	\$143,898.00
Laura Montenegro	Coordinator of Multicultural Affairs	\$ 49,912.00
William Mullaney [Dr.]	Vice President of Academic Affairs	\$149,431.00
Magali Muniz	Managing Director of Student Affairs at the Meadowlands	\$ 82,498.00
Caroline Ofodile	Managing Director of Financial Operations And Student Assistance	\$116,481.00
Jacqueline Ottey	Managing Director of Registration and Records	\$ 95,736.00
Nancy Owens	Associate Dean, Health Professions	\$ 91,159.00
Paul Ragusa	Managing Director of Continuing Education	\$109,428.00
Tracy Rand	Managing Director of Office of Specialized Services	\$ 86,728.00
Pascal J. Ricatto [Dr.]	Dean, Division of Math, Science and Technology	\$136,800.00
Jill Rivera	Associate Dean of Student Success and Completion	\$ 80,373.00
Michelle Roche	Director of Administration	\$ 73,544.00
Christine Silvestri	Executive Secretary	\$ 53,300.00
Sandra Sroka	Dean of Off-Site Locations	\$105,109.00
Christopher Talmo	Director of Custodial Services	\$ 79,020.00
Stephen Valkenburg	Executive Director, Information Technology	\$120,822.00
Peter Vida	Dean, Enrollment Management	\$ 99,375.00
Darlene Zales-Russamano	Assistant Dean of Nursing	\$ 98,593.00

Justification

To increase confidential staff salaries within a 2.5% budget to be consistent with salary increases given to other employees through collective bargaining agreements.



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BOARD OF TRUSTEES ACTION P3
Approval Date: June 27, 2017

Resolution

Equity Adjustment: Support Staff Personnel

Submitted By

Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

Action Requested

That the salaries for the support staff personnel in the job positions of Public Safety Officer and Sr. Public Safety Officer be adjusted with a lump sum payment of \$3,500.00 effective 07/01/17.

Justification

Based on the results of an equity study to increase salaries over a two-year period to bring the starting salary of Public Safety Officers to \$33,500.00 effective 7/1/17 and \$37,000.00 effective 7/1/18.



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BOARD OF TRUSTEES ACTION P4
Approval Date: June 27, 2017

Resolution

Equity Adjustment: Support Staff Personnel

Submitted By

Mr. William Corcoran, Vice President, Facilities Planning, Operations and Public Safety
Mr. James R. Miller, Executive Director, Human Resources

Action Requested

That the salaries for the support staff personnel in the job positions of Custodian, Sr. Custodian and Head Custodian be adjusted with a lump sum payment of \$2,491.00 effective 07/01/17.

Justification

Based on the results of an equity study to increase salaries over a two-year period to bring the starting salary of Custodians to \$31,124.00 effective 7/1/17 and \$33,615.00 effective 7/1/18.



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BOARD OF TRUSTEES ACTION P5
Approval Date: June 27, 2017

Resolution

Authorizing a professional services agreement with the firm of Eric M. Bernstein & Associates, LLC to provide legal services for labor negotiations, as and when required by the College.

Submitted By

Personnel Committee

Action Requested

Qualifying Eric M. Bernstein, Esq., of the firm of Eric M. Bernstein & Associates, LLC, pursuant to the Request for Qualifications for Legal Services for Labor Negotiations issued by the College, and authorizing the award of a professional services agreement to Eric M. Bernstein & Associates, LLC to perform such legal services, as and when required by the College, commencing on July 1, 2017 and ending on the next Reorganization Meeting of the Board of Trustees.

All legal services performed under the professional services agreement shall be billed at the rate of \$150.00 per hour for attorneys and in accordance with the proposal submitted on February 17, 2017, by Eric M. Bernstein & Associates, LLC, which proposal is on file in the office of the President.



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BOARD OF TRUSTEES ACTION P6
Approval Date: June 27, 2017

Resolution

Authorizing a severance package for President B. Kaye Walter in accordance with her employment contract. Pursuant to paragraph 8 and 9 of the Agreement to Employ College President, dated July 30, 2012, as amended March 4, 2014 and July 16, 2014, the Board will exercise the option to pay twelve (12) months' salary in order to buy out her contract and any further benefits the Board deems appropriate.

Submitted By

Personnel Committee

Action Requested

Approving a severance package for President Walter in accordance with her employment contract, terminating her employment without cause, effective upon written notice, and authorizing payment of twelve (12) months' salary, all pursuant to Paragraph 8 and 9 of the Agreement to Employ College President, dated July 30, 2012, as amended March 4, 2014 and July 16, 2014, and any further benefits the Board deems appropriate.

Justification

Pursuant to Paragraph 8 of President Walter's employment contract, which would otherwise terminate on July 30, 2018, her employment may be terminated prior thereto, without cause, and upon termination, she shall be entitled to a severance payment equal to 12 months' salary, and any further benefits the Board deems appropriate.



BOARD OF TRUSTEES ACTION P7
Approval Date: June 27, 2017

Resolution

Authorizing the appointment of Michael D Redmond, Ph.D., as Interim President of Bergen Community College.

Submitted By

Personnel Committee

Action Requested

Approving the appointment of Michael D. Redmond, Ph.D., as Interim President of the College pending the appointment of a new President.

Justification

The College will require an Interim President to perform the administrative power and duties granted to the office of President by law, or otherwise delegated by the Board, pending the selection and appointment of a new President of the College upon completion of a successful search in accordance with the Board's presidential Search policy. Dr. Redmond, currently a professor at the College, held the position of Executive Vice President in a prior administration making him particularly well-suited to serve as Interim President.



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BOARD OF TRUSTEES ACTION S/F 1
Approval Date: June 27, 2017

Resolution

To award services to RSC Architects for the preparation of plans and specifications for Phases II thru V for the relocation/renovation of the existing Ender Hall Facilities required to accommodate the Bergen County Technical High School collaborative program relocation to Ender Hall for cost not to exceed \$194,078.00.

Submitted By

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

Action Requested

Authorization for RSC Architects to provide professional services at a cost not to exceed \$194,078.00 for the preparation of multiple plans and specifications for Phases II thru V for the relocation/renovation of the existing Ender Hall Facilities required to accommodate the Bergen County Technical High School collaborative program relocation to Ender Hall.

Justification

With the relocation of the Bergen County Technical High School from Pitkin Education Center to Ender Hall, the existing Ender Hall facilities need to be reworked/renovated in order to provide facilities that specifically meet the requirements of the Bergen County Technical High School program and the requirements of the State of New Jersey. In order to complete the required rework/renovation of the existing facilities, the project needs to be completed in multiple phases (Phase II thru V) (See attached Phasing Document) in order to minimize the impacts to the program and provide the required facilities in a timely manner that is coordinated with the Bergen County Technical High School program facilities needs, which is indicated below:

<u>Phase II</u>	-	not to exceed A&E Fee of \$19,800.00 and Direct Costs of \$3,550.00 for a not to exceed A&E Fee of \$23,350.00	total
<u>Phase III</u>	-	not to exceed A&E Fee of \$73,590.00 and Direct Costs of \$6,000.00 for a not to exceed A&E Fee of \$79,590.00	total
<u>Phase IV/IVA</u>	-	not to exceed A&E Fee of \$65,758.00 and Direct Costs of \$6,000.00 for a not to exceed A&E Fee of \$71,758.00	total
<u>Phase V</u>	-	not to exceed A&E Fee of \$15,730.00 and Direct Costs of \$3,650.00 for a not to exceed A&E Fee of \$19,380.00	total

A Request for Qualifications was advertised on the College website and conforms to a "fair and open process".

Charge to: Fiscal Year 17 Chapter 12, County Bond
Account Number: 20-00-116500-604226