

**BOARD OF TRUSTEES
BERGEN COMMUNITY COLLEGE
Minutes of Thursday, October 7, 2025
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Thursday, October 7, 2025, at the Ciarco Learning Center Conference Rooms 102 / 103 at Bergen Community College, 355 Main Street, New Jersey, 07601. Chairwoman Blakeslee called the meeting to order at 5:01 p.m., and the following announcement was made:

The notice requirements of the Open Public Meetings Act of the State of New Jersey have been satisfied by an annual notice, including the date, time, and place of this meeting posted in the first-floor main lobby of the Pitkin Education Center of Bergen Community College, e-mailed, and published in The Record and The Herald News on December 13, 2024, and filed with the Clerk of the County of Bergen.

Ms. Judy Verrone, Esq., administered the Oath of Office to Ms. Michele Dilorgi, Trustee.

Chairwoman Blakeslee welcomed Trustee Dilorgi to the Bergen Community College Board of Trustees and assigned her to the Education and Student Affairs Committee and the Strategic Planning and Issues Committee.

ROLL CALL

Present

Ms. Dorothy Blakeslee
Mr. Louis DeLisio – participated via phone
Ms. Michele Dilorgi
Mr. Patrick Fletcher
Mr. Howard Haughton
Mr. Mark Longo – participated via phone
Ms. Ana Marti
Mrs. Ritzy Morales-Diaz
Ms. Sheetal Ranjan
Mr. Adam Silverstein – participated via phone

Absent

Mr. Damon Englese

Also, Present

Dr. Eric M. Friedman
Ms. Judy Verrone, Esq., DeCotiis, FitzPatrick, Cole, and Giblin, L.L.P.

PLEDGE OF ALLEGIANCE

Chairwoman Blakeslee led those present in the Pledge of Allegiance.

The Vice Chairman and Secretary had no reports to present.

PRESIDENT'S REPORT

President Friedman welcomed Trustee Dilorgi to the Board of Trustees and everyone to the Philip Ciarco Jr. Learning Center, Bergen's location in the county seat of Hackensack. He enjoys the opportunity to host a Board of Trustees meeting here each year; it is a chance to explore the facility and the numerous community resources available at this site.

The Ciarco Center represents an important part of its community. Many hundreds of students currently take classes here in English as a Second Language, grant programs, and continuing education courses. We continue to expand our offerings, including a new Certified Nurse Assistant program and Central Sterile Processing Technician course. The availability of jobs in the local and regional healthcare industry makes these a great fit.

As course offerings expand, we continue to make significant improvements to the facility, which has already undergone important refurbishments. Dr. Friedman is thankful for the dedicated team that works here, some real unsung heroes, who put the success of our students first.

Participatory/Shared Governance

With the fall semester in full swing, we have redoubled our efforts to offer opportunities in participatory and shared governance. In September, several events were held, including the All College Forum, a town hall, and a Pizza with the President event. Dr. Friedman is pleased that we have reached the moment where each event has developed a genuine following based on its objective, and the BCC community is responding positively.

The All College Forum plays a particularly important role as we transition from our successful Middle States Commission on Higher Education evaluation to preparing for the next program accreditation site visits for specialized programs. As noted by our evaluators, each of these shared governance functions, along with the Faculty Senate, Student Government Association, and President's Advisory Council, has firmly established Bergen's structure as exemplary and reflective of our community voices.

NJBIA Student

Congratulations to student Alicia Brownstein, who has received the New Jersey Business and Industry Association "Rising Star Award." The honor recognizes five female college students who have excelled in the classroom and made significant contributions to their communities.

Alicia serves as an NJ STARS student ambassador, communicating information and resources to prospective NJ STARS students, and as a student mentor in the Thrive Program, which aims to engage students in peer-to-peer mentorship. Alicia also participates in Phi Theta Kappa, where she has completed community service activities such as working with the Children's Specialized Hospital at RWJBarnabas Health.

Thank you to New Jersey STARS Coordinator Julia Gibson, who nominated Alicia for the honor.

PACE Grads

President Friedman congratulated 44 students who recently graduated from the Pre-Apprenticeship in Career Education program through the Division of Continuing Education and Workforce Development. The PACE initiative seeks to establish a talent pipeline to address the healthcare worker shortage in the state. Under a \$350,000 New Jersey Department of Labor and Workforce Development grant, students receive hands-on training in phlebotomy, EKG technology, and English-as-a-Second-Language for health professionals. These types of programs remain so important to our mission as we not only provide access to education, but move local residents up and forward through education.

NAPIC Membership

The celebration of cultures, people, and customs remains embedded in Bergen's fabric. With a goal of ensuring our efforts in inclusivity extend to all members of our College community, we recently partnered with the National Asian/Pacific Islander Council, an affiliated body of the American Association for Community Colleges, by becoming members of the organization for the first time! A big thank you to President Stephanie Fujii of Arapahoe Community College for extending the invitation. Dr. Friedman is excited about the prospects for collaboration and opportunities for associated programming at the College, just as we have leveraged through our expanded partnerships with other culturally-based organizations.

Hindu Heritage

The annual Hispanic Heritage Month celebration was held earlier this month, and we will soon enter our Hindu Heritage Month recognition period in October. This represents a new effort that aims to make our inclusive college even more inclusive.

Bergen Salon

On October 16, 2025, the Bergen Salon was held with President Friedman to discuss Lyndon Johnson's "Great Society" idea.

Terry Williams

Dr. Friedman announced that sociologist and scholar, Dr. Terry Williams, of the New School, will speak at Bergen on Wednesday, October 29. Dr. Williams will discuss his work on poverty, urban policy, and social inequity during his visit.

Dr. Williams has conducted extensive research on subcultures in New York City, where he has lived for most of his life. He has authored numerous books and garnered many awards for his scholarship. He is truly one of the world's foremost ethnographers.

COMMITTEE REPORTS

AUDIT, FINANCE, AND LEGAL AFFAIRS

Trustee Fletcher, Chairperson of the Audit, Finance, and Legal Affairs Committee, reported that the Audit and Finance Committee met on September 22, 2025, and will recommend resolutions A/F1 to A/F6.

EDUCATION AND STUDENT AFFAIRS

Trustee DeLisio, Chairperson of the Education and Student Affairs Committee, reported that the committee met on September 22, 2025, and will recommend resolutions E/SA1 through E/SA5.

PERSONNEL

Trustee Morales-Diaz, Chairperson of the Personnel Committee, reported that the Personnel Committee met on September 26, 2025, and will recommend resolutions P1 to P14.

SITE AND FACILITIES

Trustee Longo, Vice Chairperson of the Site and Facilities Committee, reported that the Site and Facilities Committee met on September 25, 2025, and will recommend resolution S/F1.

STRATEGIC PLAN AND ISSUES

Trustee Ranjan, Chairperson of the Strategic Planning and Issues Committee, reported that the Strategic Planning and Issues Committee met on October 3, 2025. A presentation was given by Dr. Tonia McKoy regarding the Implementation review of the Strategic Plan and AchieveIT Implementation Updates.

CHAIRWOMAN'S REPORT

Chairwoman Blakeslee appointed the 2026 Nominating Committee for Election of Officers:
Trustee Longo, Chairman
Trustee DeLisio
Trustee Englese

The Nominating Committee will present the slate of officers at Tuesday, November 25th, 2025, board meeting, where a vote will take place to approve these appointments.

UNFINISHED BUSINESS/BOARD MEMBERS

Trustee Ranjan, Chair, New Jersey Council of Community College reported that on September 30, 2025, the New Jersey Council of County Colleges, the state's 18 community colleges, and a wide array of partners launched the Future Ready New Jersey Coalition, a cross-sector, action-focused coalition dedicated to advancing broad-based economic mobility and prosperity in our state. Approximately 140 individuals attended the day-long convening at Middlesex College, representing education, employers, community-based and social justice organizations, philanthropic and charitable organizations, the public workforce system, researchers, librarians, and government officials.

Chairwoman Blakeslee requested a motion to close the Unfinished Business portion of the meeting. A motion was made by Trustee Fletcher and seconded by Trustee Ranjan. All were in favor.

NEW BUSINESS/BOARD MEMBERS

Chairwoman Blakeslee requested a motion to open the New Business portion of the meeting.

No board members came forward.

Chairwoman Blakeslee requested a motion to close the New Business portion of the meeting. A motion was made by Trustee Morales-Diaz and seconded by Trustee Ranjan. All were in favor.

OPEN TO THE PUBLIC

Chairwoman Blakeslee requested a motion to open to the Public. A motion was made by Trustee Haughton and seconded by Trustee Morales-Diaz.

No one came forward.

Chairwoman Blakeslee requested a motion to close the public portion of this meeting. A motion was made by Trustee Haughton and seconded by Trustee Ranjan. All were in favor.

ADOPTION OF MINUTES

Chairwoman Blakeslee requested a motion to approve the minutes of the September 4, 2025, board meeting. A motion was made by Trustee Moralez-Diaz and seconded by Trustee Fletcher.

Roll Call Vote for approval of the board meeting minutes dated September 4, 2025.

Ms. Dorothy Blakeslee - Yes
Mr. Louis DeLisio – Yes
Ms. Michele Dilorgi - Abstain
Mr. Damon Englese – Absent
Mr. Patrick Fletcher - Yes
Mr. Howard Haughton - Abstain
Mr. Mark Longo – Yes
Ms. Ana Marti - Yes
Ms. Ritzy Moralez-Diaz – Yes
Dr. Sheetal Ranjan – Abstain
Mr. Adam Silverstein – Yes

7 Yes, 1 Absences, 3 Abstentions

The motion was passed to approve the board meeting minutes for September 4, 2025.

CONSENT AGENDA

Chairwoman Blakeslee requested a motion to approve the Consent Agenda for October 7, 2025. A motion was made by Trustee Haughton and seconded by Trustee Fletcher. Motion passed for Consent Agenda.

A/F1 to A/F6
E/SA1 to E/SA5
P1 to P14
S/F1

No resolutions were submitted for Strategic Planning and Issues.

Roll Call Vote for approval of the Consent Agenda dated October 7, 2025

Ms. Dorothy Blakeslee - Yes
Mr. Louis DeLisio – Yes
Ms. Michele Dilorgi - Yes
Mr. Damon Englese – Absent
Mr. Patrick Fletcher - Yes
Mr. Howard Haughton - Yes
Mr. Mark Longo – Abstain on AF1, yes to the rest of the resolutions.
Ms. Ana Marti - Yes
Ms. Ritzy Moralez-Diaz - Yes
Dr. Sheetal Ranjan - Yes
Mr. Adam Silverstein – Yes

9 Yes to AF1, 1 Abstention, and 1 Absent

10 Yes to AF2-AF6 and 1 Absent

10 Yes to P1-P14 and 1 Absent

10 Yes to S/F1 and 1 Absent

An executive session meeting was not held.

Approved resolutions:

A/F1 - Approval of Legal Vouchers – DeCotiis, FitzPatrick, Cole & Giblin, LLP.

Approval is hereby granted for payment of the following legal vouchers:

DeCotiis, FitzPatrick, Cole & Giblin. LLP.

August 1, 2025, to August 31, 2025,

\$ \$ 25,300.35

A/F2 – To authorize renewal of the College's Elevate software application with Ellucian, Inc. for a one-year term in the amount of \$50,071.00.

Approval is hereby granted for renewal of the College's cloud based Elevate software application with Ellucian, Inc. for a one-year term, November 1, 2025, through October 31, 2026, in the amount of \$50,071.00.

A/F3 - To authorize Bergen community college (the College) to submit a grant application to the New Jersey Office of the Secretary of Higher Education (NJ OSHE) under the Higher Education Capital Facilities Programs, and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

Approval is hereby granted for submission of a Higher Education Facilities Trust Fund (HEFT) grant application to NJ OSHE in the amount of \$18,500,000 and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

A/F4 - To authorize the College to enter into a three-year contract to renew the annual Laserfiche electronic form software subscription from Accelerated Information Systems, Inc. at a cost of \$254,055.56.

Approval is hereby granted for a three-year contract to renew the College's annual Laserfiche electronic form software subscription from Accelerated Information Systems, Inc. for the term of December 22, 2025, through December 21, 2028, at a cost of \$254,055.56.

A/F5 - To authorize the Division of Continuing Education contract with JK Deluxe for the delivery of Advanced Manufacturing Instruction for an amount not to exceed \$81,000.

Approval is hereby granted for the contract for an amount not to exceed \$81,000 with JK Deluxe for the delivery of up to four (4) cohorts of training courses in advanced manufacturing and automation to adult students on campus at Bergen Community College.

E/SA1 - To authorize the acceptance of a grant award in the amount of \$601, 566 for the Bergen County Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education (ABS & IELCE) Grant Program funded through the New Jersey Department of Labor and Workforce Development, and to authorize Dr. Eric M. Friedman, President or his designee, to execute the required documents.

Approval is hereby granted for the acceptance of a grant award in the amount of \$601,566 to implement the FY 2026 Bergen County Consolidated Adult Basic Education and Integrated English Literacy and Civics Education (ABS & IELCE) Grant Program, and authorize Dr. Eric M. Friedman, President, or his designee, to execute the

required documents.

E/SA2 - To authorize the submission of a grant application for the Hunger-Free Campus Grant program to the Office of the Secretary of Higher Education's (OSHE), and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

Approval is hereby granted for a grant application for the **Hunger-Free Campus** Grant program to the Office of the Secretary of Higher Education's (OSHE), and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

E/SA3 - To authorize acceptance of the Office of the Secretary of Higher Education's (OSHE) Community College Opportunity Grant (CCOG) for fiscal year 2026, and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

Approval is hereby granted to accept a CCOG grant in the amount of \$179, 643.00 for the budget period 07/01/2025- 06/30/2026, and authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

E/SA4 - To authorize submission of an application for a College Readiness Now XII (CRN XII) grant to the Office of the Secretary of Higher Education's (OSHE), and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

Approval is hereby granted for the application for a CRN XII grant program to request \$55,717 for the Budget period 07/01/2025- 06/30/2026, and authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

E/SA5 - To authorize the submission of an application to the New Jersey Community College Consortium for two new NJ Pathways projects, and to authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

Approval is hereby granted for the application to the New Jersey Community College Consortium for Year-4 funding from the New Jersey Pathways to Career Opportunities program for 745,000.00, and authorize Dr. Eric M. Friedman, President, or his designee, to execute the required documents.

P1 - To approve the specified personnel separations.

Approval is hereby granted to accept the separation of the following individuals:

	<u>Name</u>	<u>Reason</u>	<u>Position/Department/Division/Unit</u>	<u>Effective Date</u>
1.	Takeyah McCain	Resignation	Custodian/Facilities/Support	08/30/2025 (retroactive)
2.	Joan Cohen	Retirement	Associate Professor/Library/ Academic Affairs/Faculty	01/01/2026
3.	Rickey Davis	Termination	Custodian/Facilities/Support	09/10/2025 (retroactive)
4.	Danny Ramos	Termination	Research Analyst/Research and Institutional Effectiveness/Grant	09/19/2025 (retroactive)

5. Artur Jablonski Resignation System Administrator II/Information Technologies/Professional 09/16/2025 (retroactive)

P2 - To approve the appointments of the specified Professional personnel.

Approval is hereby granted for the appointment of the following individuals to the vacant positions and annual salaries indicated below:

<u>Name</u>	<u>Position/Division</u>	<u>Unit</u>	<u>Salary (pro-rated)</u>	<u>Effective Date</u>
1. Esma Gecir	Coordinator of Educational Outreach/Student Affairs	Professional	\$55,000.00	10/16/2025
2. Abiud Caban	Public Safety Sergeant/ Safety and Security	Professional	\$70,359.08	10/16/2025
3. Kamau Philips	Network Administrator II/ Information Technology	Professional	94,000.00	10/16/2025

P3 - To approve the appointments of the specified Support personnel.

Approval is hereby granted for the appointment of the following individuals to the vacant positions and annual salaries indicated below:

<u>Name</u>	<u>Position/Division</u>	<u>Unit</u>	<u>Salary (pro-rated)</u>	<u>Effective Date</u>
1. Zainab Kahloon	Office Assistant/Student Affairs	Support	\$44,000.00	10/16/2025
2. Saleem Allen	Custodian/Facilities	Support	\$42,500.00	10/16/2025
3. Sokol Doci	Custodian/Facilities	Support	\$42,500.00	10/16/2025
4. Angel Utrera	Custodian/Facilities	Support	\$42,500.00	010/16/2025

P4 - To approve the appointment of the specified Grant personnel.

Approval is hereby granted for the appointment of the following individual to the vacant position and annual salary indicated below:

<u>Name</u>	<u>Position/Division</u>	<u>Unit</u>	<u>Salary (pro-rated)</u>	<u>Effective Date</u>
1. Christian Abreu	CTE Advisor/Success Coach/Student Affairs	Grant	\$55,000.00	10/16/2025

P5 - Appointment: To approve the appointment of the specified temporary full-time (TFT) personnel

Approval is hereby granted to appoint the following individual for the temporary full-time position and annual salary indicated below.

<u>Name</u>	<u>Department//Division</u>	<u>Salary (pro-rated)</u>	<u>Effective Dates (retroactive)</u>
1. Joan Kalisch	Enrollment Generalist (TFT)/ Student Affairs	\$40,040.00	13 credit hours

P6 - To approve a Grant extension.

Approval is hereby granted to approve the extension of the following individual:

<u>Name</u>	<u>Department/Division</u>	<u>Effective Dates (retroactive)</u>
1. Brittany Weiner	Workforce Development Coordinator/ Student Affairs	10/01/2025 – 03/15/2026

P7 - To approve the promotion of the specified Confidential personnel.

Approval is hereby granted to approve the promotion of the following individual to the position and annual salary indicated below:

<u>Name</u>	<u>Position/Division</u>	<u>Unit</u>	<u>Salary (pro-rated)</u>	<u>Effective Date</u>
1. Christine Silvestri	Executive Administrative Assistant/Academic Affairs and Provost	Confidential	\$73,000.00	10/16/2025

P8 - To approve the appointment of the specified personnel to a stipend position.

Approval is hereby granted for the appointment of the following individuals to a budgeted stipend position at the amount indicated:

<u>Name</u>	<u>Position</u>	<u>Stipend</u>	<u>Effective Dates (retroactive)</u>
1. Nicholas Grasso	Head Baseball Coach	\$8,000.00	09/01/2025 - 06/30/2026
2. Lawrence Luke Gomez	Head Men's Basketball Coach	\$9,000.00	09/02/2025 – 06/30/2026
3. Jason Smith	Assistant Men's Basketball Coach	\$4,500.00	09/01/2025 – 06/30/2026
4. Aticus Tamman	Assistant Women's Soccer	\$4,000.00	08/15/2025 – 06/30/2026

Coach

P9 - To authorize the appointment of the specified personnel to a stipend position.

Approval is hereby granted to appoint the following individuals to a budgeted stipend position at the amount indicated:

<u>Name</u>	<u>Position</u>	<u>Monthly Stipend</u>	<u>Effective Dates (retroactive)</u>
1. Johanna Reyes	Senior Financial Aid Specialist	\$ 500.00	03/15/2025 – 09/15/2025

P10 - To discontinue a monthly stipend.

Approval is hereby granted for the discontinued monthly stipend for the following individual as indicated:

<u>Name</u>	<u>Position</u>	<u>Unit</u>	<u>Monthly Amount</u>	<u>Effective Dates (retroactive)</u>
1. Candice Kaup-Scioscia	Manager, Cerullo Learning Assistance Center/Academic Affairs	Professional	\$1,000.00	09/12/2025

P11 - To approve the change of title and funding source.

Approval is hereby granted for the change in title and funding source for the following individual to the position and annual salary indicated.

<u>Name</u>	<u>Position</u>	<u>Unit</u>	<u>Salary</u>	<u>Effective Dates</u>
1. Olivia Sanchez	Academic Advisor, NextGen/Counseling Center/Student Affairs	Grant	\$55,824.96	10/01/2025-06/30/2026

P12 - To Leave of Absence.

Approval is hereby granted for the Leave of Absence, without pay, for the following individuals from the positions listed below, effective dates as indicated:

<u>Name</u>	<u>Discipline/Division</u>	<u>Effective Dates (retroactive)</u>
1. Bonnie Rodriguez	Senior Financial Aid Specialist/Student Affairs/Professional	08/06/2025 – 09/17/2025 Revised end date, Unpaid FMLA with benefits
2. Charlmaine Dunbar	Developmental Mathematics/Math, Science and Technology	03/25/2025 – 09/24/2025 Revised end date, Unpaid with no benefits

- | | | |
|------------------|---|--|
| 3. Susan Sanchez | Buyer/Purchasing and Services/Support | 09/04/2025 – 09/24/2025
Unpaid FMLA with benefits |
| 4. Serina May | Enrollment Generalist (Temporary Full-Time)/Student Affairs/N/A | 09/23/2025 – TBD
Unpaid FMLA with benefits |

P13 - To approve the Military Leave of Absence Policy (Employees Only).

Approval is hereby granted for the College's Military Leave of Absence Policy (Employees Only)

P14 - To approve the Pre-Employment Screening (Background Check) Policy.

Approval is hereby granted for the College's Pre-Employment Screening (Background Check) Policy.

S/F1 – To authorize the award of Public Bid P-2414 Ender Hall Roof Replacement to Mak Group LLC.

Approval is hereby granted for the Public Bid P-2414 Ender Hall Roof Replacement to Mak Group LLC.

ADJOURNMENT

As no further business was brought before the Board of Trustees, Vice-Chair Silverstein requested a motion to adjourn the board meeting.

A motion was made by Trustee Moralez-Diaz and seconded by Trustee Longo. All trustees were in favor.

The board meeting adjourned at 5:25 p.m.

Thank you,

Trustee Ritzy Moralez-Diaz, Secretary, Board of Trustees
Bergen Community College