

**BOARD OF TRUSTEES  
BERGEN COMMUNITY COLLEGE  
Minutes of Thursday, September 4, 2025  
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Thursday, September 4, 2025, in the Technology Building Conference Rooms B and C at Bergen Community College, 400 Paramus Road, Paramus, New Jersey. Vice-Chairperson Adam Silverstein called the meeting to order at 5:03 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.

**ROLL CALL**

Present

Mr. Louis DeLisio  
Mr. Damon Englese  
Mr. Patrick Fletcher  
Mr. Mark Longo – participated via phone  
Ms. Ana Marti  
Mrs. Ritzy Moralez-Diaz  
Mr. Adam Silverstein

Absent

Mrs. Dorothy Blakeslee  
Mr. Howard Haughton  
Dr. Sheetal Ranjan

Also Present

Dr. Eric M. Friedman  
Ms. Arlene Q. Perez, Esq., DeCotiis, FitzPatrick, Cole, and Giblin, L.L.P.

**PLEDGE OF ALLEGIANCE**

Vice-Chair Silverstein led those present in the Pledge of Allegiance.

**PRESIDENT'S REPORT**

Dr. Friedman requested a moment of silence in honor of his departed colleague, Mr. James Daly. He offered his condolences to friends and family on behalf of Bergen Community College.

New Semester/Enrollment

Dr. Friedman reported that the annual Bergen Community College Faculty Development Day took place last week. His remarks celebrated faculty accomplishments and requested continued momentum for positive change. Both Christina Mouser and Song Chung earned tenure, in addition to other faculty who moved along in the tenure process.

Dr. Friedman reported that enrollment is up with incremental increases year-over-year. The College also had strong summer enrollment, and he expects it to end in a very positive position year-over-year. A host of strategic, data-informed decisions over the last three years have propelled continued enrollment recovery and growth. Along with enrollment growth, there is a strong focus on student success. Because of the College's expanded partnership with Ad Astra, data-driven decisions about course offerings are being made. The enrollment ratio across all course sections has reached 82%, moving closer to the target of 85%. In addition, course cancellations were significantly minimized this fall. Overall, this reflects a higher level of scheduling efficiency, registrations remain strong, sections are filling as planned, and adjustments continue to be closely monitored and implemented as needed. In addition to Ad Astra, the College is working with "Achieve It", a software program utilized for tracking progress on the College's Strategic Plan and other key plans. Initial reports will be shared with the Strategic Planning Committee at their next meeting. He thanked everyone who has proactively contributed to improving the student experience, supporting enrollment growth, and helping Bergen shine.

### **Facilities**

President Friedman reported that next week, along with dining services partner American Dining Creations, the College will unveil the completely renovated student center coffee and pizza cafe in Paramus. Additionally, the College has made a capital investment in a new electronic sign and a new masonry "welcome wall" fronting Paramus Road. The sign is part of a multifaceted strategy that creates information touchpoints throughout the campus. It makes sense to have a clearer and visible display of BCC's name and identity for thousands of drivers to see each day.

### **Upcoming Events**

- The College will participate in Hispanic-Serving Institutions (HSI) Week beginning on Monday and will proceed into the Hispanic Heritage Month celebration the week after.
- Overpeck County Park Amphitheater will host "Bergenstock", a celebration of original music, on Saturday, September 20 from 1 to 7 p.m. The event features several Bergen student and faculty-led acts. It is free to attend.
- The Bergenstages theatre troupe will dedicate this season to the memory of departed faculty member Jared Saltzman. Performances will include "Unnecessary Farce," "Murder on the Nile" and "Hair." Please visit [tickets.bergen.edu](https://tickets.bergen.edu) to support the program. You can also support the Professor Jared Saltzman Memorial Scholarship Fund through the Bergen Community College Foundation.
- There is also opportunity to go to the Foundation's webpage to donate to students. Flyers were distributed.
- The Foundation will host an inaugural scholarship gala that will take place on Wednesday, December third from 5:30 to 8:30 p.m. at the Venetian in Garfield. Honorees include: Southpole Foundation, Kevin O'Toole from the Port Authority of New York and New Jersey, and Dr. Hillel Ephros of St. Joseph's University Medical Center.

### **OSHE Letter**

The Office of the Secretary of Higher Education (OSHE) sent a letter regarding their Fiscal Year 2024 Financial Assessment and Risk Monitoring Report, which stated that Bergen Community College was in the "Least Risk" Category based on their risk assessment rubric.

### **DePrenda Recognition**

President Friedman recognized the latest recipient of the President's Excellence Award, an honor he created to spotlight exemplary work of faculty and staff at the institution. Manager of New Media Services, Tom DePrenda, from the Department of Marketing and Communications, received the award for having been the driving force behind some of the College's most important - and successful - graphic design work, including the award-winning \$50 for 50 campaigns, the Inside Bergen Community College newsletter, and countless brochures, flyers, posters, and digital graphics. Dr. Friedman thanked Tom for his work.

### **Presentations**

Dr. Anthony Trump, Vice-President of Student Affairs, introduced two new members of the Student Affairs Department:

Ebony Williams, Director of Financial Aid and Compliance.

Nellie Capellan, Assistant Director of Financial Aid and Compliance.

### **COMMITTEE REPORTS**

#### **AUDIT, FINANCE, AND LEGAL AFFAIRS COMMITTEE**

Trustee Fletcher, Chairperson of the Audit, Finance, and Legal Affairs Committee, reported that the Audit and Finance Committee met on August 21, 2025, and will recommend resolutions A/F1 to A/F3.

#### **EDUCATION AND STUDENT AFFAIRS**

Trustee DeLisio, Chairperson of the Education and Student Affairs Committee, reported that the Education and Student Affairs Committee did not meet and has no resolutions to recommend.

#### **PERSONNEL**

Trustee Moralez-Diaz, Chairperson of the Personnel Committee, reported that the Personnel Committee met on August 25, 2025, and will recommend resolutions P1 to P12.

#### **SITE AND FACILITIES**

Trustee Longo, Vice Chairperson of the Site and Facilities Committee, informed the board members that Site and Facilities met on August 20, 2025, and has no resolutions to recommend.

#### **VICE-CHAIRMAN'S REPORT**

Vice-Chair Silverstein reported that the Applied Technical High School enrollment has grown substantially since its inception in 2015, and he commended Dr. Friedman for his contributions to growing the program.

#### **UNFINISHED BUSINESS/BOARD MEMBERS**

Vice-Chair Silverstein requested a motion to open the Unfinished Business portion of the meeting.

Trustee Fletcher congratulated Dr. Friedman and the College on the recent reaccreditation by Middle States on Higher Education.

Vice-Chair Silverstein requested a motion to close the Unfinished Business portion of the meeting. A motion was made by Trustee Morales-Diaz and seconded by Trustee DeLisio. All were in favor.

### **NEW BUSINESS/BOARD MEMBERS**

Vice-Chair Silverstein requested a motion to open the New Business portion of the meeting.

No board members came forward.

Vice-Chair Silverstein requested a motion to close the New Business portion of the meeting. A motion was made by Trustee DeLisio and seconded by Trustee Morales-Diaz. All were in favor.

### **OPEN TO THE PUBLIC**

Vice-Chair Silverstein requested a motion to open to the Public. A motion was made by Trustee DeLisio and seconded by Trustee Fletcher.

No one came forward.

Vice-Chair Silverstein requested a motion to close the public portion of this meeting. A motion was made by Trustee DeLisio and seconded by Trustee Englese. All were in favor.

### **ADOPTION OF MINUTES**

Vice-Chair Silverstein requested a motion to approve the August 5, 2025, board meeting minutes. A motion was made by Trustee Fletcher and seconded by Trustee Marti.

### **Roll Call Vote for approval of the board meeting minutes dated August 5, 2025.**

Ms. Dorothy Blakeslee - Absent

Mr. Louis DeLisio - Yes

Mr. Damon Englese – Abstain

Mr. Patrick Fletcher - Yes

Mr. Howard Haughton - Absent

Mr. Mark Longo – Yes

Ms. Ana Marti - Yes

Ms. Ritzzy Morales-Diaz – Abstain

Dr. Sheetal Ranjan – Absent

Mr. Adam Silverstein – Yes

5 Yes, 3 Absences, 2 Abstentions

The motion was passed to approve the board meeting minutes for August 5, 2025.

### **CONSENT AGENDA**

Vice-Chair Silverstein requested a motion to approve the Consent Agenda for September 4, 2025. A motion was made by Trustee Morales-Diaz and seconded by Trustee DeLisio. Motion passed for Consent Agenda.

A/F1 to A/F3

P1 to P12

No resolutions were submitted for Education and Student Affairs, Site and Facilities, or Strategic Planning and Issues.

**Roll Call Vote for approval of the Consent Agenda dated September 4, 2025**

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

6 Yes to AF1  
7 Yes to AF2-AF3  
7 Yes to P1-P12

3 Absences

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.

July 1, 2025, to July 31, 2025, \$ 32,075.41

**A/F2 - To authorize the renewal of the College's Bloomberg Terminal licensing with Bloomberg Financial L.P. for a term of one year from July 27, 2025, through July 26, 2027.**

Approval is hereby granted for authorization to renew the College's Bloomberg Terminal licenses from Bloomberg Financial L.P. at an estimated cost of \$113,280 for a term of one year from July 27, 2025, through July 26, 2026.

**A/F3 - To authorize the leasing of Hydroponics Grow Containers from Greens Do Good, a part of the REED Autism Services Family of Programs, and Dr. Eric M. Friedman, President, or his designee, to authorize and execute required documents.**

Approval is hereby granted to authorize the leasing of **Hydroponics Grow Containers** from **Greens Do Good** at a cost of \$1 per year for a 10-year period (on or about September 6, 2025, through September 5, 2035) with a provision of renewal. To authorize Dr. Eric M. Friedman, President, or his designee, to authorize and execute

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.	Chimene Taylor	Resignation	Custodian/Facilities/Support	08/18/2025 (retroactive)
2.	Dolores Hunt	Retirement	Department Coordinator/Continuing Education and Workforce Development/ Support	10/31/2025

**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.	Raysa Creque	Mental Health Support Specialist/Student Affairs	Professional	\$76,500.00	09/16/2025

**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.	Sandra Ferreria	Child Development Center Assistant/Academic Affairs	Support	\$42,000.00	09/16/2025
2.	Nexhmi Cufja	Custodian/Facilities	Support	\$42,500.00	09/16/2025
3.	Robert Gutierrez	Public Safety Officer/ Safety and Security	Support	\$42,500.00	09/16/2025
4.	William Escobar	Public Safety Officer/ Safety and Security	Support	\$42,500.00	09/16/2025

**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. Morgan Mulhall	NJBIA Program Supervisor/ Continuing Education and Workforce Development	Grant	\$55,000.00	09/16/2025

**P5 - Appointment: Academic Chair and Coordinator**

Approval is hereby granted to appoint the individuals listed below to the position of Academic Chair at the stipends and release time shown for the period July 1, 2025 - June 30, 2026.

**ACADEMIC CHAIR**

<u>Name</u>	<u>Department//Division</u>	<u>Annual Stipend</u>	<u>Annual Release Time (prorated)</u>
Lawrence Joel	Criminal Justice and Legal Studies/ Business and Social Sciences	\$3,222.98	13 credit hours

**P6 - To approve the appointment of the specified personnel to Academic Coordinator.**

Approval is hereby granted to appoint the individuals listed below to the position of Academic Coordinator at the stipend and release time shown for the period Sept 1, 2025 - June 30, 2026.

**ACADEMIC COORDINATOR**

<u>Name</u>	<u>Department/Division</u>	<u>Annual Stipend</u>	<u>Annual Release Time</u>
David Wang*	Computer Science/ Mathematics, Sciences and Technology	\$1,611.49	11 credit hours
Minas Kousoulis	Information Technology/Mathematics, Sciences and Technology	\$1,611.49	11 credit hours

**P7 - To approve the appointment of the specified Confidential personnel.**

Approval is hereby granted to approve 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 (retroactive)</u>
1. Erin Van Nostrand	Director of Athletics/ Student Affairs	Executive	\$99,500.00	06/01/2025

**P8 - To approve stipends for Nursing Clinical Faculty for the Fall 2025 semester.**

Approval is hereby granted for payment of stipends for the following individuals in the Nursing Clinical Faculty in the amounts indicated for the Fall 2025 semester.

**Fall 2025**

<u>Name</u>	<u>Semester stipend amount</u>
<b><u>Full time</u></b>	
Marites Alconis**	\$1,200.00
Diana Constantino	\$2,400.00
Joana Constantino**	\$2,400.00
Claire Cyriax	\$2,400.00
Joanne Diamantidis*	\$3,600.00
Sharon Mancini**	\$1,200.00
Tiffany Cuello-Siegel**	\$2,400.00

<u>Adjuncts</u>	<u>Semester stipend amount</u>
Edward Acquah	\$2,400.00
Kryselle Alconis-Vo	\$2,400.00
Jasmine Bernard-Starker** (N)	\$1,200.00
Jessica Brown**	\$1,200.00
Valeria Burgos** (N)	\$1,200.00
Cyndi Chiulli	\$2,400.00
Nicole Cofini	\$2,400.00
Jessica Colucci** (N)	\$1,200.00
Diahana Defina	\$2,400.00
Cora Dumalagan**	\$1,200.00
Jackie (Ceki) Fox**	\$1,200.00
Natalie Hanikeh	\$2,400.00
Elizabeth Plange-Kaye**	\$1,200.00
Maureen Imbrogno	\$2,400.00
Siew Jackson	\$2,400.00

<u>Adjuncts (cont.)</u>	<u>Semester stipend amount</u>
Laleh Jasmidi	\$1,200.00
Rommell Jimenez	\$2,400.00
Reny Joseph	\$2,400.00
James Keogh	\$2,400.00
Saideh Labibi	\$2,400.00
Theresa LaFlam**	\$1,200.00
Michael Lang	\$2,400.00
Shelley Larsen**	\$1,200.00
Easter Grace Mana-ay-Rio	\$2,400.00

Sherry-Ann Munroe**	\$1,200.00
Issac Oppong	\$2,400.00
Mark Petesa	\$2,400.00
Josephine Rodriguez	\$2,400.00
Kristi Schmidt	\$2,400.00
Mary Jo Sharples	\$2,400.00
T. Dolma Siphur	\$2,400.00
Robelisa Sistoso	\$2,400.00
Tara Spruill	\$2,400.00
Patricia Strickland	\$2,400.00
Tenzin Lama-Tamang	\$2,400.00
Vesna Vidojevikj	\$2,400.00
Mandelia Williamson**	\$1,200.00

**P9 - To authorize stipends to college personnel providing services for the Bergen Community College theatre productions for Fall 2025.**

Approval is hereby granted to authorize stipends to the following individuals for their work on the Fall, 2025 Bergenstages productions of *Unnecessary Farce* and *Murder on the Nile*.

**UNNECESSARY FARCE – June 14 – Nov. 1, 2025**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Stipend</u></b>
1. Graham Frye	Scenic Designer	\$ 1,900.00
2. Miru Kim	Lighting Designer	\$ 1,200.00
3. Rod Shepard	Sound Designer	\$ 900.00
4. Soraya Marone	Costume Designer	\$ 1,200.00

**MURDER ON THE NILE – July 2 – Dec. 13, 2025**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Stipend</u></b>
1. Eireann Ingersoll	Scenic Designer	\$ 2,100.00
2. Miru Kim	Lighting Designer	\$ 1,200.00
3. Stephen Schwartz	Sound Designer	\$ 900.00
4. Marie Natali	Costume Designer	\$ 1,350.00

**P10 - 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:

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Stipend</u></b>	<b><u>Effective Dates (retroactive)</u></b>
1. Connor Best	Assistant Track Coach	\$3,500.00	07/01/2025 – 06/30/2026
2. Anthony Bowles	Head Women’s Soccer Coach	\$8,000.00	07/01/2025 – 06/30/2026

3. Julia Campen	Head Softball Coach	\$8,000.00	07/01/2025 – 06/30/2026
4. Janet Elder	Head Volleyball Coach	\$8,000.00	07/01/2025 – 06/30/2026
5. Deanna Fletcher	Head Cross Country Coach	\$7,000.00	07/01/2025 – 06/30/2026
6. Deanna Fletcher	Head Track and Field Coach	\$7,000.00	07/01/2025 – 06/30/2026
7. Shannon Landestoy	Assistant Volleyball Coach	\$3,500.00	07/01/2025 – 06/30/2026
8. Rey Miller	Head Wrestling Coach	\$8,500.00	07/01/2025 – 06/30/2026
9. Sean Pekarsky	Head Women’s Basketball Coach	\$9,000.00	07/01/2025 – 06/30/2026
10. Tariq Riley	Assistant Cross Country Coach	\$3,500.00	07/01/2025 – 06/30/2026
11. Sebastian Rojas	Assistant Men’s Soccer Coach	\$4,000.00	07/01/2025 – 06/30/2026
12. Jonathan Sanchez	Head Men’s Soccer Coach	\$8,000.00	07/01/2025 – 06/30/2026

**P11 - To rescind the appointment of the specified Lecturer for the Fall 2025 semester.**

Approval is hereby granted to rescind the appointment of the following individual as a Lecturer for the Fall 2025 semester:

<u>Name</u>	<u>Discipline/Division</u>	<u>Salary</u>
Jamila Haramuniz	Developmental Mathematics/Math, Science and Technology	\$24,234.76

**P12 - To approve the appointment of the specified Lecturers for the Fall 2025 Semester.**

Approval is hereby granted for the appointment of the following individuals as Lecturers for the Fall 2025 semester at the salary indicated:

<u>Name</u>	<u>Discipline/Division</u>	<u>Salary</u>
Marina Haikin	ESL/Humanities	\$24,234.76
George Haramuniz	Developmental Mathematics/Math, Science and Technology	\$23,081.15
Joseph Migliaccio	Biology/Math, Science and Technology	\$24,234.76

**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 Morales-Diaz and seconded by Trustee DeLisio. All trustees were in favor.

The board meeting adjourned at 5:21 p.m.

Board of Trustees Meeting Minutes  
September 4, 2025

Thank you,

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