

**BOARD OF TRUSTEES
BERGEN COMMUNITY COLLEGE
Minutes of the Thursday, September 9, 2021
PUBLIC MEETING OF THE BOARD OF TRUSTEES**

The Public Meeting of the Board of Trustees of Bergen Community College was held on Thursday, September 9, 2021, in the Technology Building 128 BC at Bergen Community College, 400 Paramus Road, Paramus, New Jersey. Chairperson Dorothy Blakeslee 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 and on the College's website at <https://bergen.edu/about-us/board-of-trustees/meetings/> and was emailed to The Record and The Herald News and filed with the Clerk of the County of Bergen, July 27, 2021."

ROLL CALL

Present

Mrs. Dorothy Blakeslee
Mr. Louis DeLisio
Mr. Patrick J. Fletcher
Mr. Mark Longo
Mrs. Ritzy Morales-Diaz
Mr. Stephen F. Pellino, Esq.
Dr. Sheetal Ranjan
Mr. Adam Silverstein
Miss Crystal Yoo, Alumni Trustee

Also Present

Dr. Eric M. Friedman, President
Mrs. Judy Verrone, Esq.

Regrets

Mr. Joseph Barreto

PLEDGE OF ALLEGIANCE

Chairperson Blakeslee led those present in the Pledge of Allegiance.

REPORTS

VICE CHAIRMAN

Vice Chairman Silverstein commented that it was great to see everyone and thanked the President and his executive staff for all of the hard work that went into starting the fall semester and getting the campus open for students. Vice Chairman Silverstein reflected on the College playing an important role in the community beyond education. The campus was used for testing during COVID, elections by mail, and FEMA is now looking to use the campus to assist people affected by Hurricane Ida. Vice Chairman Silverstein pointed out the incredible work the college does not just by educating students but by being part of the community and being available when people need them.

TREASURER

Chairwoman Blakeslee noted that Trustee Barreto was absent this evening and there would be no report.

PRESIDENT'S REPORT

First and Foremost: Welcome Back, Students!

President Friedman welcomed over 11,000 new and returning certificate and degree BCC students back to campus this fall, with thousands more students in continuing education and workforce development. BCC encourages each and every student to come to the physical or virtual campuses and to find ways to fully engage with Bergen.

The faculty and staff enjoyed seeing students as the semester kicked off with "Welcome Week." Students had an opportunity to meet other students and staff, sing karaoke, enjoy the Club Day BBQ and more.

Welcome Mr. David Borzotta

President Friedman welcomed Associate Vice President, Safety and Security, David Borzotta, a new member of the BCC Staff. He thanked him for his crucial leadership role in response to recent weather-related events.

Public Safety Heroes

Hurricane Ida brought unprecedented rainfall and flooding throughout the state and county. Dr. Friedman recognized Assistant Director of Public Safety Marie Jardine, Public Safety Officers (PSOs) Steve Oldano, Dylan Horton, and Juan Rodriguez, and Senior Officer in Charge Humberto Felice, who were heroic in the face of the storm. They all remained on-campus overnight, as did some custodians and Bob Papp from the IT department.

PSO Rodriguez and PSO Horton helped a student who was trapped in her vehicle due to flooding at 10pm in the C Lot. They moved her vehicle and brought her to safety. The student credited the officers with *saving her life*.

20th Anniversary of Sept. 11, 2001

President Friedman acknowledged the heroes and the 20th anniversary of September 11, 2001. On September 10, 2021, the College hosted its annual remembrance event at 10 a.m. The event provided an opportunity to reflect, remember, and celebrate the triumph of the human spirit.

Former Student Gianfranco Iannotta, Paralympics

Dr. Friedman was proud to share that former student, Gianfranco Iannotta recently competed in the Tokyo 2020 Paralympic Games in track and field. While he didn't earn a medal at the 2020 games, Gianfranco is a two-time medalist, winning a gold medal in the 100-meter race and a bronze medal in the 400-meter race at the 2016 Paralympics in Rio de Janeiro.

After graduating from Garfield high school in 2012, he came to Bergen Community College to study history. Born with spina bifida, a condition preventing him from using his legs, he began Paralympic track and field when he was only eight years old and made his international debut at the 2011 Parapan American Games in Guadalajara, Mexico. He plays wheelchair basketball, table tennis, archery and swimming, and prides himself as a history buff. His accomplishments serve as an inspiration to Bergen's diverse and inclusive community. He personifies "grit."

Economic Recovery Committee

Dr. Friedman established the Economic Recovery Committee to continue to position BCC at the center of economic recovery efforts in the County. The Committee serves in an advisory capacity to President Friedman as it creates opportunities that will catalyze economic recovery and provide recommendations on programs and services.

The committee has now established four working groups which are collecting data.

Bridging Non-Credit to Credit; Schedules and Modalities (#1) - this group focuses on the "logistics" of course delivery. It is examining ways that students can earn credits towards their degrees with the learning and skills they have already attained and is exploring scheduling models to make it easier for working students to complete their degree.

Another group is working to identify the most in-demand fields and skills, and are looking to fill those needs with targeted microcredential (#2) training, while another group is identifying core competencies (#3), such as soft skills, that are universally needed in any workplace.

The final working group is looking at how the College can continue to expand its local industry partnerships (#4) in a strategic manner that will support local businesses while expanding opportunities for student experiential learning.

Walgreens Partnership

Healthworks, a grant consortium led by Bergen, is working directly with Walgreens' corporate offices in Chicago to develop a workforce and apprenticeship model to be piloted regionally in New Jersey. Once implemented, these best practices will be used to coordinate training across the country for Walgreens. Bergen is having a national impact in an important employment sector. This is possible because of the earlier success between Bergen and CVS Health, another huge employment partner.

The College is also in conversations to add Los Angeles Community College (CA), Henry Ford Community College (MI) and Kapi'olani Community College (HI) as training partners to further expand the successful workforce development pipeline developed for CVS in New Jersey.

COVID Operations

On September 5th the fall semester began with new protocols that aim to protect the College community including required face masks, offering vaccinations on-site and announcing the Oct. 18 vaccine requirement for faculty and staff.

President Friedman was pleased to announce that since the beginning of the pandemic, BCC has not had a single case of community spread on campus. This remains a testament to the protocols and everyone's willingness to follow them.

In Dr. Hlavenka's reopening report, the last three vaccination events with Bergen New Bridge Medical Center have resulted in dozens of new vaccinations - a significant uptick from the events we offered over the summer. New Bridge will return Sept. 16 and 22 from 2 to 5 p.m. as well.

BCC has made good progress in developing the vaccine record keeping system, which will provide the secure database we need to ensure all faculty and staff can submit proof of vaccination or weekly test results. The database is expected to launch at least four weeks prior to the Monday, Oct. 18 deadline for vaccination.

President Friedman was pleased to report that the Bergen VIP lottery helped encourage 419 students to either get vaccinated or proudly share their COVID vaccination cards. Five of those students ultimately earned \$1,000 tuition incentives through the BCC Foundation. Dr. Friedman thanked the foundation board for allocating these funds and Dr. Hlavenka for leading the execution of this very successful program.

Enrollment Update

- Currently, 10,369 students are registered for the fall. The successful summer open house and new one-stop center have undoubtedly played a role and the admissions and enrollment staff are working tirelessly to help students enroll in courses. Fall 2 starts on Sept. 22nd and Flex 2 starts on October 25th. Registration continues through those periods. To support the efforts, the president approved posting documents for new, CCOG-funded recruiters and success coaches positions.
- President Friedman commented that the continuing student enrollment, not the “new student enrollment” represents the central challenge and the reason for the current overall decline of between 6-7 percent compared to last year. Student retention has many underlying factors -some are financial, some academic and some are life’s challenges.
- A “situation room” attended by key staff members in the College community now meets daily to discuss tactics targeting these challenges.
- One point of pride: accolades to Caroline Ofodile and her team for managing our extensive process of paying off student balances through COVID relief; the number of students that received write-off and are subsequently enrolled for 2021 Fall = 620. 2,500 student’s tuition balances have been addressed and the work continues.

PTK Service

During the summer, the Phi Theta Kappa students volunteered at the MEVO Farm community garden, made sandwiches for the Newark Food Pantry and sponsored a school supply drive for elementary students in Garfield. Dr. Friedman thanked the faculty and staff for their leadership and for supporting our students in these initiatives.

Arts Events/Donation

“Bergenstock,” a music festival featuring an all-Bergen County lineup of singers and songwriters (including Bergen students and faculty) at the Overpeck County Park Amphitheater was held on Sept. 12.

On September 24th, Gallery Bergen invited the community to the exhibition space in West Hall for a “virtual exit,” a hybrid event closing the installation of Newark artist Gianluca Bianchino’s “An Attempt to Communicate with Reality” in the space. The exhibition conveyed the dichotomy between living “in reality” and “virtually” while offering commentary on the immersion of virtual realities and spaces since the beginning of the COVID-19 pandemic.

President Friedman was pleased to report that BCC received a gift of four paintings from Steven Montgomery and artist Mary Frances Judge. Ms. Judge’s work has been exhibited widely in the U.S. and Europe. Her paintings are in numerous prestigious public and private collections.

Dr. Friedman reported that four paintings from the series have been secured by the BCC Foundation and are now hanging in the Pitkin Education Center along the ramp leading to the new one-stop. President Friedman thanked Ron Miller and the Bergen Community College Foundation for developing this new program.

Recognizing Faculty

President Friedman recognized faculty member and doctoral candidate Melissa Krieger, whose piece "Community colleges open doors to a diverse teaching force: But barriers to equitable credit transfer must be addressed" is featured in this month's issue of *NJEA Review*. Professor Krieger explains that with community colleges having a high enrollment of minority students, there is an opportunity to increase the diversity of the public school teacher population. He thanked her for her unrelenting work in helping BCC students reach their full potential.

COMMITTEE REPORTS

AUDIT AND FINANCE COMMITTEE/LEGAL AFFAIRS

Trustee Fletcher, Chairman, Audit and Finance Committee, informed the board members that the Audit and Finance Committee met on August 25, 2021 and reviewed the financial position of the college and recommends resolutions A/F1 to A/F7.

EDUCATION AND STUDENT AFFAIRS

Chairwoman Blakeslee informed the board members that the Education and Student Affairs Committee met on August 24, 2021 and recommends approval of E/SA1 to E/SA6.

PERSONNEL

Trustee Morales-Diaz, Chairperson, Personnel Committee, informed the board members that the Personnel Committee met on August 24, 2021 and will be recommending P1 to P6.

SITE AND FACILITIES

Trustee Longo, Chairman, Site and Facilities Committee, informed the board members that Site and Facilities met on August 25, 2021. At this time, the committee is not recommending resolutions for Site and Facilities.

STRATEGIC PLANNING

Trustee Ranjan, Chairperson, Strategic Planning Committee, informed the board members that the committee will meet on Thursday, October 21, 2021.

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ALUMNI TRUSTEE

Miss Yoo, Alumni Trustee, joined The Association of Community College Trustees (ACCT) organization and will be attending the ACCT Leadership Congress with President Friedman, Chairwoman Blakeslee and Trustee Ranjan in October, 2021.

Trustee Yoo will be attending the Student Government Association meetings and will share student perspectives with the trustees.

CHAIRPERSON'S REMARKS

Chairperson Blakeslee thanked the BCC Foundation for allocating funds to the Bergen VIP lottery program. She also thanked Dr. Hlavenka for leading this successful program.

Chairperson Blakeslee thanked President Friedman and his staff for guiding the faculty, staff and students during the pandemic.

UNFINISHED BUSINESS/BOARD MEMBERS

Trustee DeLisio, Trustee Pellino, Trustee Moralez-Diaz, and Trustee Ranjan thanked President Friedman for his humble leadership and the accomplishments he has made since joining BCC. The trustees feel very privileged to have Dr. Friedman as President of BCC.

Trustee Ranjan, Northeast Regional Director of ACCT Board of Directors was pleased to announce that Mr. Jee Hang Lee will serve as the new President and CEO of ACCT. Mr. Lee's presidency will become effective on November 1, 2021.

Chairwoman Blakeslee requested a motion to close the Unfinished Business portion of the board meeting. A motion was made by Trustee Moralez-Diaz and seconded by Trustee Longo. All were in favor.

NEW BUSINESS/BOARD MEMBERS

Vice Chairman Silverstein commended the Public Safety Officers who were heroic in the face of Hurricane Ida. He recommended a process to provide an award or accommodation to be presented to these individuals for their outstanding service as well as other individuals who go above and beyond their efforts. This process can be discussed at an upcoming committee meeting.

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

OPEN TO THE PUBLIC

Chairwoman Blakeslee requested a motion to open to the Public. A motion was made by Vice Chairman Silverstein seconded by Trustee Ranjan. All were in favor.

Mr. Luis DeAbreu, Director of the STEM Program, thanked the trustees for their donation of cookies to the STEM research project event. The event was well attended by 200 students who submitted their projects and showcased their outstanding work with the support of the community.

Mr. DeAbreu introduced Miss Shakila Behzadi, Vice President of Projects of the STEM Student Club.

Mr. Justin Diaz, a BCC student addressed his concerns for himself and his fellow classmates regarding accessing the main building at the Paramus Campus. Dr. Hlavenka will follow-up with the student.

Ms. Deborah Manning, Dean, Adjunct Administration.

Dean Manning thanked President Friedman and Dr. Fisher for their support and for leading with care and concern. On behalf of the Adjunct Faculty, Dean Manning thanked Dr. Friedman and Dr. Fisher for the office space that was allocated for the Adjunct staff.

Trustee Ranjan thanked Dean Manning and for speaking on behalf of the adjunct faculty.

Mr. Ryan Brown, Health and Safety Manager at BCC.

Mr. Brown has concerns regarding staffing needs in the department and asked trustees to address staffing requirements in the Health and Safety Department.

Chairwoman Blakeslee thanked Mr. Brown for his dedication to BCC and understands the concerns and the requirements of the department. Trustee Moralez-Diaz, Chairperson, Personnel Committee and President Friedman are aware of his concerns and are diligently working on staffing requirements.

Chairwoman Blakeslee requested a motion close the public portion of the meeting. A motion was made by Vice Chairman Silverstein and seconded by Trustee Moralez-Diaz.

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Chairwoman Blakeslee requested a motion to approve the August 3, 2021 board meeting minutes. A motion was made by Trustee Morales-Diaz and seconded by Trustee Longo.

Roll Call Vote for approval of the board meeting minutes dated August 3, 2021.

Mr. Joseph A. Barreto - Absent
Ms. Dorothy Blakeslee - Yes
Mr. Louis DeLisio – Yes
Mr. Patrick J. Fletcher - Yes
Mr. Mark Longo – Yes
Ms. Ritzy Morales-Diaz - Yes
Mr. Stephen F. Pellino, Esq. - Abstain
Dr. Sheetal Ranjan – Abstain
Mr. Adam Silverstein – Abstain
Miss Crystal Yoo - Yes

6 Yes, 3 Abstentions and 1 Absent.

Motion passed for approval of August 3, 2021 board meeting minutes.

Trustee Ranjan was unable to participate at the August 3, 2021 board meeting. The board meeting changed from a virtual meeting to in-person meeting and she had difficulty with communicating by teleconference.

Chairwoman Blakeslee requested a motion to approve the September 9, 2021 consent agenda. A motion was made by Trustee Morales-Diaz and seconded by Vice Chairman Silverstein.

Roll Call Vote for approval of the Consent Agenda dated September 9, 2021.

Mr. Joseph A. Barreto - Absent
Ms. Dorothy Blakeslee - Yes
Mr. Louis DeLisio – Yes
Mr. Patrick J. Fletcher - Yes
Mr. Mark Longo – Yes
Trustee Mark Longo abstained from voting on Resolution A/F1: Exempt from Bidding
Appointment General Counsel – DeCotiis, FitzPatrick, Cole & Giblin, L.L.P.
Ms. Ritzy Morales-Diaz - Yes
Mr. Stephen F. Pellino, Esq. - Yes
Dr. Sheetal Ranjan – Yes
Mr. Adam Silverstein – Yes
Miss Crystal Yoo - Yes

8 Yes on A/F1, 1 Abstention and 1 Absent

9 Yes on A/F2 to A/F7, 1 Absent

9 Yes on E/SA1 to E/SA6, 1 Absent

9 Yes on P1A to P6, 1 Absent

Motion passed for Consent Agenda.

An executive session was not held.

Approved resolutions:

A/F1 – Approval of Legal Vouchers – DeCotiis, FitzPatrick, Cole & Giblin, L.L.P.

Approval is hereby granted to approve the following invoices:

| | |
|-------------------------------|--------------|
| June 1, 2021 to June 30, 2021 | \$ 23,828.85 |
| July 1, 2021 – July 31, 2021 | \$ 23,980.0 |
| Total: | \$ 47,308.85 |

A/F2 – To award Public Bid P-2346 Dental Hygiene Supplies to various vendors. The equipment and supplies will be used in the Dental Hygiene laboratories.

Approval is hereby granted to award the purchase of dental hygiene supplies for Fiscal Year 2022, in accordance with Public Bid P-2346 Dental Hygiene Supplies to the vendors listed below, quantities are estimated.

A/F3 – To authorize a license agreement for the upgrade to the “optimal” software option for National Council Licensure Examination (NCLEX) training for nursing program students with Assessment Technologies Institute.

Approval is hereby granted to upgrade our license agreement NCLEX training software through Assessment Technologies Institute for the Fall 2021 and Spring 2022 semesters in the amount of \$306,555.50.

A/F4 - To purchase new furniture for the Student Center Lounge from KI c/o Maco Office Source

Approval is hereby granted to purchase new furniture for the Student Center Lounge area at a cost of \$69,907.08 from KI c/o Maco Office Source, on Educational Services Commission of New Jersey (ESCNJ) cooperative contract # 20/21-01.

A/F5 - To authorize the purchase of miscellaneous computer hardware, peripherals, and data communications products from state contract vendors.

Approval is hereby granted to purchase lifecycle replacement equipment and products for day-to-day operational needs through June 30, 2022, estimated at \$500,000.00. Purchases will be made through vendors, on New Jersey State Contract numbers M-0483 and M-7000.

A/F6 - To authorize temporary accounting services through Accounting Principals, a division of The Adecco Group, for the Finance department.

Approval is hereby granted to spend an amount not to exceed \$50,000.00 with Accounting Principals, a division of The Adecco Group, for the provision of temporary employees.

A/F7 – To authorize a 1-year extension of the Gourmet Dining contract.

Approval is hereby granted to spend an amount not to exceed \$265,000.00 with Gourmet Dining Services, to provide uninterrupted campus dining services for the period of August 1, 2021 thru July 31, 2022.

E/SA1 – Accept a grant award for \$74,353 from the New Jersey Department of Environmental Protection, Division of Solid and Hazardous Waste and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Approval is hereby granted to accept a grant award for a FY2020 Recycling Enhancement Act Grant Research program titled “*Aerated Static Pile Composting Demonstration Project at a Commuter College and On-Campus Technical High School*” from the New Jersey Department of Environmental Protection, Division of Solid and Hazardous Waste and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

E/SA2 – Accept a grant award of \$562,492.42 from the New Jersey Office of the Secretary of Higher Education (OSHE) and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Approval is hereby granted to accept a grant award of \$562,492.42 from the New Jersey Office of the Secretary of Higher Education (OSHE) and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

E/SA3 - Authorize submission of a grant application to the New Jersey Office of the Secretary of Higher Education (OSHE) in the amount of \$80,355 and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Approval is hereby granted to submit a grant proposal to OSHE in the amount of \$80,355 for the College Readiness Now VIII (CRN VIII) and authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

E/SA4 - Authorize submission of an application for a Humanities Connections Implementation Grant in the amount of \$150,000 to the National Endowment for the Humanities (NEH), and to authorize President Eric M. Friedman, or his designee, to execute required documents.

Approval is hereby granted to authorize submission of a National Endowment for the Humanities Connections Implementation Grant application in the amount of \$150,000 and authorize President Eric M. Friedman, or his designee, to execute required documents.

E/SA5 - Authorize submission of a campus sculpture restoration grant proposal to multiple funding sources to include private foundations as well as state and federal sources, and to authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

Approval is hereby granted to authorize submission of proposals to secure \$140,000 in funding for restoration of twelve sculptures in various locations on Bergen’s Paramus campus, and to authorize President Eric M. Friedman, Ph.D., or his designee to execute required documents.

E/SA6 - To authorize Rutgers University Newark's Center for Applied Appreciative Inquiry (CAAI) to design and facilitate Bergen Community College's (BCC) academic master planning process. This effort ties directly to our Strategic Plan through the "Reimagine Student Experiences", "Reimagine Human Talent and Internal Culture", "Reimagine Technology", "Reimagine Financial Resources" and "Reimagine Relationships and Partnerships" goals. Additionally, this effort directly supports Presidential Goal 5, "Develop an Academic Master Plan to serve as a blueprint for data-informed decisions around resource allocation, program development, staffing, and a variety of student success initiatives".

Approval is hereby granted to enter into an agreement with Rutgers University Newark's Center for Applied Appreciative Inquiry (CAAI) to serve as a consultant for the estimated period beginning September, 2021 through February, 2022. The total cost of services is \$17,000.

PERSONNEL

Trustee Morales-Diaz, Chairperson, Personnel Committee, informed the board members that the Personnel Committee met on July 20, 2021 and will be recommending P1 to P13.

P1A - Appointment: Confidential Staff

Approval is hereby granted to appoint the following individual to the indicated position at the annual rate, title and effective date as noted:

| <u>Name</u> | <u>Position/Division</u> | <u>Salary</u> | <u>Effective Date</u> |
|-----------------|------------------------------------------------------------------------------------|-----------------------|-----------------------|
| Meredith Gatzke | Vice President of Human Resources and Organizational Development / Human Resources | \$140,000 (pro-rated) | 11/15/21 |

P1B - Appointment: Student Affairs Athletic Program (Coaching Staff)

Approval is hereby granted to approve the appointment of the following individuals to part-time Head Coach and Athletic Trainer positions at the stipends indicated:

| <u>Name</u> | <u>Head Coach Position</u> | <u>Stipend</u> | <u>Effective Dates</u> |
|-------------------|----------------------------|----------------|------------------------|
| Erica Czujko-Wood | Track and Field (M&W) | \$5,892.00 | 12/01/21 – 05/31/22 |
| Paul Nganansou | Women's Soccer | \$5,500.00 | 06/01/21 – 11/30/21 |
| Deanna Fletcher | Softball | \$5,500.00 | 09/01/21 – 06/30/22 |
| Steven Mimms | Baseball | \$7,625.00 | 09/01/21 – 06/30/22 |

| <u>Name</u> | <u>Asst. Coach Position</u> | <u>Stipend</u> | <u>Effective Dates</u> |
|-------------------------|-----------------------------|----------------|------------------------|
| Tajuan Torres | Men's Basketball | \$3,500.00 | 10/01/21 – 03/31/22 |
| Ernie Thuring | Men's Basketball | \$3,500.00 | 10/01/21 – 03/31/22 |
| Sebastian Rojas | Men's Soccer | \$3,500.00 | 09/01/21 – 11/30/21 |
| Lesley Megan Vanderbeck | Women's Volleyball | \$3,500.00 | 09/01/21 – 11/30/21 |

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P1C - Appointment: Confidential Staff

Approval is hereby granted to appoint the following individual to the indicated position at the annual rate, title and effective date as noted:

| <u>Name</u> | <u>Position/Division</u> | <u>Salary</u> | <u>Effective Date</u> |
|------------------|----------------------------------------------|--------------------------|-----------------------|
| Nathaniel Saviet | Vice President of Facilities / Facilities | \$145,000 (pro-rated) | 10/11/21 |

P1D - Appointment: Clinical Coordinator

Approval is hereby granted to appoint the individual listed below to the position of Clinical Coordinator at the stipends shown for the period September 1, 2021 – June 30, 2022.

| <u>Name</u> | <u>Department/Division</u> | <u>Annual Stipend</u> |
|----------------|--------------------------------------|-----------------------|
| Amy Cacciatore | Radiation Therapy/Health Professions | \$2,375.00 |

P1E – Appointment: Lecturers, Fall 2021 Semester

Approval is hereby granted to approve the appointment of the following individuals as Lecturers for the Fall 2021 semester at the salary indicated.

| <u>Name</u> | <u>Discipline/Division</u> | <u>Salary</u> |
|--------------------|-----------------------------------------------|---------------|
| Philip G. Ross III | WEX / Health Professions | \$ 22,285.00 |
| Elizabeth Terhune | Medical Office Assistant / Health Professions | \$ 21,224.00 |
| Marites Alconis | Medical Surgical Nursing / Health Professions | \$ 22,285.00 |
| Joana Constantino | Medical Surgical Nursing / Health Professions | \$ 22,285.00 |

P1F - Appointment: Tenure Track Faculty

Approval is hereby granted to appoint the following individuals to the positions and annual salaries indicated.

| <u>Name</u> | <u>Rank/Discipline/Division</u> | <u>Salary</u> | <u>Effective Dates</u> |
|-------------------|-----------------------------------------------------|---------------|------------------------|
| Diana Constantino | Assistant Professor/ Nursing/ Health Professions | \$63,730.93 | 09/01/21 – 06/30/22 |

P1G - Appointment: Confidential Staff

Approval is hereby granted to appoint the following individual to the indicated position at the annual rate, title and effective date as noted:

| <u>Name</u> | <u>Position/Division</u> | <u>Salary</u> | <u>Effective Date</u> |
|---------------|----------------------------------------|---------------|-------------------------|
| Jeffrey Dulow | Controller / Finance and Accounting | \$120,000 | 09/27/21 (pro-rated) |

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P2A - Salary Increase: Confidential Personnel

Approval is hereby granted to approve retroactive increases for all confidential personnel who were employed as of July 1, 2019 and are still active on payroll as of August 3, 2021. In year 2019 and 2020, employees whose base salary is below \$80,000 will receive a retroactive payment of \$1,800 to base salary. Employees whose base salary is \$80,000 will receive a retroactive payment of \$1,600 to their base salary. In year 2021 and year 2022, employees will receive a 2.25% increase to their base salary.

P2B - Salary Increase: Grant Funded Personnel

Approval is hereby granted to approve retroactive increases for all confidential personnel who were employed as of July 1, 2019 and are still active on payroll as of August 3, 2021. In year 2019 and 2020, employees whose base salary is below \$80,000 will receive a retroactive payment of \$1,800 to base salary. Employees whose base salary is \$80,000 will receive a retroactive payment of \$1,600 to their base salary. In year 2021 and year 2022, employees will receive a 2.25% increase to their base salary.

P3A - Approve: Return from Leave of Absence/Support Staff

Approval is hereby granted to approve the return from a Leave of Absence, without pay, for the following individual from the position listed below, effective date as indicated:

| <u>Name</u> | <u>Position/Division</u> | <u>Salary</u> | <u>Effective Date</u> |
|---------------|-----------------------------------|----------------------------|-----------------------------|
| Ronald Barker | Custodian / Buildings and Grounds | \$31,746.72 (pro-rated) | 07/26/2021 (retroactive) |

P3B - Approve: Leave of Absence/Support Staff

Approval is hereby granted to approve an unpaid leave of absence per NJ FMLA guidelines, for the following individual from the position listed below, effective dates as indicated:

| <u>Name</u> | <u>Position/Division</u> | <u>Effective Date</u> |
|----------------|--------------------------|---------------------------|
| Parnell Watson | Officer / Public Safety | 06/08/21 (retroactive) |

P4A- Retirement: Faculty

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

| <u>Name</u> | <u>Position/Rank/Department/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|-------------------|-------------------------------------------------------------|------------------|---------------------------|
| Richard Comerford | Professor / Social Science Humanities / Academic Affairs | 09/01/73 | 07/01/21 (retroactive) |

P4B – Retirement: Support Staff

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

| <u>Name</u> | <u>Position/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|---------------|---------------------------------------------------------|------------------|-----------------------|
| Paul Ferguson | Senior Custodian / Custodial Operations / Facilities | 11/08/04 | 09/01/21 |

P4C – Retirement: Support Staff

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

| <u>Name</u> | <u>Position/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|-------------------|---------------------------------------------------------------------|------------------|-----------------------|
| Geraldine Farrell | Administrative Secretary / Health Professions / Academic Affairs | 02/19/03 | 11/01/21 |

P5A – Resignation: Confidential Staff

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

| <u>Name</u> | <u>Position/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|-------------|--------------------------------------------------------------------|------------------|-----------------------|
| Tyler Beebe | Managing Director, Systems Integration / Information Technology | 05/27/14 | 09/03/21 |

P5B – Resignation: Support Staff

Approval is hereby granted to accept the resignation of the following individual:

| <u>Name</u> | <u>Position/Department/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|-----------------|-------------------------------------|------------------|---------------------------|
| Desmond Aultmon | Custodian / Buildings and Grounds | 02/04/21 | 08/11/21 (retroactive) |

P5C – Resignation: Professional Staff

Approval is hereby granted to accept the resignation of the following individual:

| <u>Name</u> | <u>Position/Department/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|-------------|-------------------------------------|------------------|-----------------------|
| Tarek Yasin | Network Administrator II | 06/28/21 | 08/20/21 |

P5D – Resignation: Professional Staff

Approval is hereby granted to accept the resignation of the following individual:

| <u>Name</u> | <u>Position/Department/Division</u> | <u>Hire Date</u> | <u>Effective Date</u> |
|-------------|-------------------------------------|------------------|-----------------------|
| Ian Wolf | Coordinator – Student Conduct | 06/06/16 | 09/15/21 |

P6 - Rescind Appointment: Clinical Coordinator

Approval is hereby granted to rescind the appointment of the following individual as Clinical Coordinator (P1B, June 1, 2021):

| <u>Name</u> | <u>Department/Division</u> | <u>Effective Date</u> | <u>Annual Stipend</u> |
|---------------|----------------------------|-----------------------|-----------------------|
| James Zuzzolo | Radiation Therapy / | 09/01/21 | \$2,375.00 |

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ADJOURNMENT

As no further business was brought before the Board of Trustees, Chairwoman Blakeslee asked for a motion to adjourn the board meeting.

Trustee Moralez-Diaz made a motion to adjourn the meeting, seconded by Vice Chairman Silverstein. All trustees were in favor.

The board meeting adjourned at 5:44p.m.

Thank you,

Trustee Dorothy Blakeslee, Chairwoman, Board of Trustees
Bergen Community College