



PASSAIC COUNTY COMMUNITY COLLEGE

Attached are the Board resolutions passed at the December 21, 2021 Board of Trustees meeting. If you have any questions, please call me.

STEVEN M. ROSE, Ed.D.
PRESIDENT/SECRETARY
BOARD OF TRUSTEES

**BOARD OF TRUSTEES
PASSAIC COUNTY COMMUNITY COLLEGE
AGENDA
Page 1 of 1**

NOTICE IS HEREBY GIVEN that on December 21, 2021 at 6:00 pm, the Passaic County Community College Board of Trustees will hold its regular meeting. The meeting will take place in The Paterson Room, Passaic County Community College, One College Boulevard, Paterson, New Jersey. The public is invited to attend, per the Open Public Meetings Act, N.J.S.A. 10:4-6. In addition, the Board will meet in executive session to discuss such issues as are allowed pursuant to NJSA 10:4-12. A copy of the agenda and packet are available for public inspection.

PLEDGE OF ALLEGIANCE (All Stand)

CALL TO ORDER – ROLL CALL

CONSIDERATION OF MINUTES – November 16, 2021

PRESENTATION – (1) Donohue, Gironda, Doria, & Tomkins, LLC Audit Reports

REPORTS – President: Significant Activities
New Jersey Council of County Colleges Fact Book and Directory
Chairman

DISCUSSION AGENDA

- A. POLICY MATTERS -**
Second Reading: Board Policy D103 – Readmission
- B. ACADEMIC ITEMS**
Advisory Councils Membership
- C. BUSINESS ITEMS**
Purchase of Goods and Services
- D. PERSONNEL ITEMS**

EXECUTIVE SESSION - Resolution #2 - Resolution to meet in Executive Session - Discussion of personnel, contract negotiations, and matters protected by attorney-client privilege.

ACTION ITEMS - Consent Resolution

- A. POLICY MATTERS**
Second Reading: Board Policy D103 – Readmission
- B. ACADEMIC ITEMS**
Advisory Councils Membership
- C. BUSINESS ITEMS**
Purchase of Goods and Services
- D. PERSONNEL ITEMS**

REMARKS

PUBLIC
TRUSTEES

ADJOURNMENT

PASSAIC COUNTY COMMUNITY COLLEGE
ROLL CALL

BOARD OF TRUSTEES	PRESENT	ABSENT
Alumni Rep Martinez	X	
Trustee Drakeford	X	
Trustee Esquiche	X	
Trustee Glovin	X	
Trustee Montanez-Diodonet		X
Trustee Moody	X	
Trustee Nutter		X
Trustee Pou	X	
Trustee Smith	X arrived at 6:05 pm	
Vice Chair Tanis	X	
Chairman Marco	X	

DATED: DECEMBER 21, 2021

PASSAIC COUNTY COMMUNITY COLLEGE
Resolution #1 – CONSIDERATION OF MINUTES

Offered by MARCO Seconded by MOODY

Board of Trustees	Yes	No	Abstain	Absent
Trustee Drakeford	X			
Trustee Esquiche	X			
Trustee Glovin	X			
Trustee Montanez-Diodonet				X
Trustee Moody	X			
Trustee Nutter				X
Trustee Pou			X	
Trustee Smith	X			
Vice Chair Tanis	X			
Chairman Marco	X			

CONSIDERATION OF MINUTES

BE IT RESOLVED that the Board of Trustees of Passaic County Community College hereby approves the regular and executive session meeting minutes for the November 16, 2021 Board of Trustees meeting.

DATED: DECEMBER 21, 2021

The following are the minutes of the Board of Trustees of Passaic County Community College, One College Boulevard, Paterson, NJ held on Tuesday, November 16, 2021.

CALL TO ORDER/PLEDGE OF ALLEGIANCE

Chairman Marco called the meeting order at 6:00 p.m., and then asked everyone to join him in the Pledge of Allegiance.

President Rose stated pursuant to the Open Public Meetings Act, notice of this meeting was emailed to the Herald News, The Record, the Office of the County Clerk, and posted on the PCCC Website and bulletin board on July 26, 2021.

ROLL CALL

Kesha Drakeford
Yolanda Esquiche
Michael Glovin
Sandra Montanez-Diodonet
Alonzo Moody

Harvey J. Nutter
Sharon C. Smith*
Julie "Jay Marie" Martinez
Steven M. Rose, Secretary
Barbara Tanis, Vice Chairwoman
Dennis F. Marco, Chairman

*Arrived 6:02 pm

Absent
Taina Pou

PROFESSOR EMERITUS FOR PROFESSOR EDWARD MOSLEY

President Rose deviated from the original agenda in order to honor and bestow, upon board approval, the distinction of Professor Emeritus to Professor Edward Mosley, who has been at the College for over forty-two years. Members of the Academic Community spoke highly of Professor Mosley, including President Rose, for which each were thanked for their kind words by him.

CONSIDERATION OF MINUTES –October 19, 2021

Chairman Marco asked if there were any corrections to the minutes for October 19, 2021. Hearing none, Trustee Glovin moved Resolution #1 – Consideration of Minutes for the October 19, 2021 board meeting; seconded by Trustee Moody. Upon roll call, Resolution #1 passed with all members present voting "yes."

ORGANIZATION OF THE BOARD

Election of Officers

Chairman Marco relinquished the gavel to Secretary Rose. Secretary Rose announced that State Statute requires the Board of Trustees to organize during the eleventh month. He then asked for nominations for Chairperson of the Board of Trustees. Trustee Nutter nominated Trustee Dennis Marco as Chairman of the Board. Trustee Glovin seconded the nomination. There being no other nominations, Secretary Rose asked for a motion to close nominations. Trustee Tanis moved to close the nominations, seconded by Trustee Nutter. Upon voice vote, with all members present voting in favor, approved the nomination to reelect Trustee Dennis Marco as Chairman of the PCCC Board of Trustees.

Chairman Marco then asked for nominations for Vice Chair. Trustee Esquiche nominated Trustee Barbara Tanis. Trustee Nutter seconded the nomination. There being no other nominations, Chairman Marco asked for a motion to close nominations. Trustee Nutter moved to close nominations; seconded by Trustee Glovin. Upon voice vote, with all members present voting in favor, approved the nomination to re-elect Trustee Barbara Tanis as Vice Chair of the PCCC Board of Trustees.

REPORTS

President/Chair: No separate reports given.

DISCUSSION AGENDA

The following items were approved for placement on the Action Items agenda:

A. POLICY MATTERS

Annual Notice of Meetings

President Rose stated that the meeting dates for the Board of Trustees meetings were scheduled for the third Tuesday of every month.

First Reading: Board Policy D103 – Readmission

President Rose presented the reasons for revising the above-named policy, namely reducing barriers in order for students to register and be able to attend college.

B. INSTRUCTIONAL ITEM

Articulation Agreement: PCCC-Ramapo College of New Jersey

President Rose provided the details of the Articulation Agreement with Ramapo College of New Jersey and PCCC. That Agreement provides for a smooth transition of PCCC graduates who earn 60 credits as an Associate in Science in Business Administration major to Ramapo College of New Jersey into appropriate level Bachelor degree programs at Ramapo. Those programs are: Bachelor of Science in *Accounting, Finance, Information Technology Management, Management, and Marketing*; Bachelor of Arts in *Economics and International Business*.

C. BUSINESS ITEMS

Purchase of Goods and Services

The following purchase of Goods and Services, which were obtained through a Fair and Open Process, in compliance with NJSA 19:44A-20.4 et seq and NJSA: 18A:64A-25 et al. are so noted and recommended. President Rose stated he would be happy to answer any questions.

- Software Licensing and Maintenance (Adobe *Creative Cloud* licenses for academic use)
- Software Licensing and Maintenance (Software and services to transition to instant ID card system)
- Audio-Visual Equipment Services (Programming and configuration of audio-visual equipment for classrooms)
- Consulting Services (Extension of interim Registrar services);
- Consulting Services (Systems engineering and administration services);
- Telephone Services (Interim telephone services by existing supplier during transition to new system and supplier);
- Bergen County Cooperative Purchasing and Pricing Systems (BCCPS) Bid 19-34 – Computer Equipment & Peripherals (Disk based storage system, network-attached storage (NAS) servers and associated accessories support);
- Janitorial Services (Janitorial staffing services for disinfectant cleaning operations);
- Security Services (Security services for access control and temperature checking requirements).

D. PERSONNEL ITEMS

The personnel items included Separations, Appointments, Reappointment of Exempt Administrators FY 2022-23; Reappointment of Professional Staff FY 2022-23, Administrators Association Collective Bargaining Negotiations Agreement, Support Staff

Association Collective Bargaining Negotiations Agreement, Part-time Temporary Appointments, and the Temporary Employee Wage Guide.

EXECUTIVE SESSION

Chairman Marco asked for a motion to go into executive session at 6:25 p.m.; moved by Vice Chairwoman Tanis, seconded by Trustee Esquiche. Chairman Marco stated that the board would meet in executive session for approximately twenty minutes to discuss personnel, contract matters, and matters protected by attorney-client privilege, and stated that no action would be taken in executive session.

Chairman Marco resumed the public meeting at 6:38 p.m. stating that the board met in executive session to discuss personnel, contract matters, and matters protected by attorney-client privilege, and that no action was taken. He then asked for a motion to adopt Consent Resolution #3, approving the following items as set forth in the Memoranda dated November 16, 2021:

- A. Annual Notice of Meetings
First Reading: Board Policy D103-Readmission
- B. Articulation Agreement with Ramapo College of New Jersey
- C. Purchases of Goods and Services
- D. Professor Emeritus for Edward Mosley
- E. Personnel Actions as listed in the Personnel Actions Memorandum

ACTION ITEMS AGENDA - Consent Resolution

A. POLICY MATTERS

PASSAIC COUNTY COMMUNITY COLLEGE BOARD OF TRUSTEES SCHEDULE OF ANNUAL MEETINGS 2021-2022

In accordance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., the Board of Trustees of Passaic County Community College will meet at 6:00 pm in the Paterson Room, Passaic County Community College, One College Boulevard, Paterson, NJ (entrance at the corner of Memorial Drive and Broadway) on the following dates:

DECEMBER 21, 2021
JANUARY 18, 2022
FEBRUARY 15, 2022
MARCH 15, 2022
APRIL 19, 2022*
MAY 17, 2022
JUNE 21, 2022
JULY 19, 2022**
AUGUST 16, 2022
SEPTEMBER 20, 2022
OCTOBER 18, 2022
NOVEMBER 15, 2022 (Organization Meeting)

*PCCC Passaic Academic Center, 2 Paulison Avenue, Passaic, NJ

**PCCC Wanaque Academic Center, 500 Union Avenue, Wanaque, NJ

At each meeting, official action will be taken and an Executive Session may be held.

In addition to attending the in person meeting, members of the public may watch the meeting on the College's YouTube channel, which can be found at

<https://www.youtube.com/c/PassaicCountyCommunityCollege>

Members of the public that cannot attend the in person meeting and wish to make a public comment may email their comments to publiccomment@pccc.edu or by written letter addressed to Passaic County Community College Board of Trustees, Attn: Board Secretary. Emails or letters must state your name, address and must be received by the Board Secretary no later than Noon the day of the meeting. All public comments submitted via email and written letter will be read into the public record pursuant Board Resolution establishing procedures for public comment for remote meetings.

On **First Reading**, Board Policy D103 – READMISSION

PASSAIC COUNTY COMMUNITY COLLEGE BOARD POLICY

CURRENT BOARD POLICY D103-READMISSION

Students who have not attended classes at the College for at least one semester must contact the Admissions Office for readmission. Students who were academically dismissed from the College must appear before the Academic Appeals Committee to be considered for readmission.

The student who is readmitted to the College must follow the academic requirements in effect at the time of readmission.

Approved: 08/14/85
Revised: 11/27/89
Revised: 04/13/09
Revised: 12/17/13

RECOMMENDED LANGUAGE – BOARD POLICY D103 - READMISSION

Students who have not attended classes at the College for at least two years must contact the Admissions Office for readmission. Students who were academically dismissed from the College must appear before the Academic Appeals Committee to be considered for readmission.

The student who is readmitted to the College must follow the academic requirements in effect at the time of readmission.

Approved: 08/14/85
Revised: 11/27/89
Revised: 04/13/09
Revised: 12/17/13
Revised: XX/xx/21

B. INSTRUCTIONAL ITEM

Articulation Agreement with Ramapo College of New Jersey

An Articulation Agreement between Passaic County Community College and Ramapo College of New Jersey, which will facilitate the smooth transfer and transition of graduates from PCCC who earn sixty (60) credits as an Associate in Science in Business Administration major to Ramapo College of New Jersey (RCNJ) into appropriate level Bachelor degree programs at RCNJ including the:

- Bachelor of Science in *Accounting, Finance, Information Technology Management, Management, and Marketing*
- Bachelor of Arts in *Economics and International Business*

C. BUSINESS ITEMS

Purchase of Goods and Services

The following goods and services, which were obtained through a Fair and Open Process, in compliance with NJSA 19:44A-20.4 et seq. and NJSA 18A:64A-25, are so noted and recommended.

Software Licensing and Maintenance (Public Bid Exception per NJSA 18A:64A-25.5 a. (19) – Goods or services for proprietary computer hardware, software, or systems) (Funding Source: Carl D. Perkins Career and Technical Education Grant; \$19,494.75 Available in FY-2022)

Adobe *Creative Cloud* licenses for academic use. FY-2023 and FY-2024 amounts contingent upon future grant awards and budget approvals. Business Entity and Political Contribution disclosures required.

JourneyEd.com, Inc.
80 East McDermott Drive
Allen, TX 75002

\$19,494.75 (FY-2022)
\$19,494.75 (FY-2023)
\$19,494.75 (FY-2024)
(Recommended Award)

Software Licensing and Maintenance (Public Bid Exception per NJSA 18A:64A-25.5 a. (19) – Goods or services for proprietary computer hardware, software, or systems) (Funding Source: FY-2022 College Capital Funds, \$96,864.27 Available)
Software and services to transition to instant ID card system. Vendor year-to-date spend exceeds Board review threshold.

Transact Campus, Inc.
P.O. Box 392770
Pittsburgh, PA 15250

\$8,692.00
(Recommended Award)

Audio-Visual Equipment Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 Coronavirus Relief Funds; \$372,526.01 Available)
Programming and configuration of audio-visual equipment for classrooms. NJ State Contract # 81123.

Tele-Measurements, Inc.
145 Main Avenue
Clifton, NJ 07014

\$21,875.00
(Recommended Award)

Consulting Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (15) – Consulting Services) (Funding Source: FY-2022 College Operating Funds; \$15,165.00 Available)

Extension of interim Registrar services. Business Entity and Political Contribution disclosures required.

CampusWorks, Inc.
1767 Lakewood Ranch Boulevard, #305
Bradenton, FL 34211

\$22,747.50
(New Total: \$113,737.50)
(Recommended Award)

Consulting Services (Public Bid Exception per NJSA 18A:64A- 25.5 a. (15) – Consulting Services) (Funding Source: FY-2022 Coronavirus Relief Funds; \$2,141,126.16 Available)

Systems engineering and administration services. Not-to-exceed amount. Business Entity and Political Contribution disclosures required.

Cutaway Technologies LLC
82 Stuart Drive
Amount)
Freehold, NJ 07728

\$38,800.00
(Recommended

Telephone Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (3) – Sole Source) (Funding Source: FY-2022 College Operating Funds; \$51,000.00 Available)

Interim telephone services by existing supplier during transition to new system and supplier. Estimated amount.

Windstream Services LLC
4001 Rodney Parham Road
Little Rock, AR 72212

\$36,000.00
(Recommended Award)

Bergen County Cooperative Purchasing and Pricing Systems (BCCPS) Bid 19-34 - Computer Equipment & Peripherals

(Funding Source: FY-2022 Coronavirus Relief Funds; \$372,526.01 Available)

Disk based storage system, network-attached storage (NAS) servers and associated accessories and support. New Jersey Cooperative Purchasing Alliance #CK04 and #11BECCP

SHI International Corporation
290 Davidson Avenue
Somerset, NJ 08873

\$119,970.00
(Recommended Award)

Janitorial Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 Coronavirus Relief Funds; \$2,097,391.66 Available)
Janitorial staffing services for disinfectant cleaning operations. Estimated amount for winter intersession and Spring semester. Price comparison to NJ State Contract # 77110.

Sunshine Investment Group Inc.
dba Stratus Building Solutions
208 Passaic Avenue
Fairfield, NJ 07004

\$500,000.00
(Recommended Award)

Security Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 Coronavirus Relief Funds; \$2,097,391.66 Available)
Security staffing services for access control and temperature checking requirements. Estimated amount for winter intersession and Spring semester. Price comparison to NJ State Contract # 19-GNSV2-00840.

Guard Ex Security, Inc.
26 Park Street, Suite 2021
Montclair, NJ 07042

\$350,000.00
(Recommended Award)

D. PERSONNEL ITEMS

I. SEPARATIONS

<u>Bijal Pandya-Provenza</u> Education Specialist – Teacher Excellence	Resignation Effective: 11/12/21
<u>Neriko Doerr</u> Applied Learning Specialist – PROSPER	Resignation Effective: 12/24/21

II. APPOINTMENTS

Ruth Ann Roberts Success Coach Student Support Services – STEM (grant-funded) New position, external candidate	Effective: 11/29/21
Kyara Castano Staff Assistant – Admissions Replacement for Jacqueline David, external candidate	Effective: 11/29/21

Julie Martinez
Staff Assistant - Admissions Effective: 11/29/21
Replacement for Lucy Rivera, external candidate

Leonor Melendez
Staff Assistant – Financial Aid Effective: 11/29/21
Replacement for Daniela Colon, external candidate

Gustave Dominique
Assistant Director - Admissions Effective: 11/29/21
Replacement for Teya Eaton, external candidate

Linda Cianci
Instructor – Social Sciences Effective: 1/4/22
Replacement for Edward Mosley, temporary Spring 2022 one-semester appointment,
external candidate

Andrea Garzon
Financial Aid Officer – Financial Aid Effective: 11/29/21
Replacement for Thomas Askew, external candidate

Anthony Rodriguez
Financial Aid Officer – Financial Aid Effective: 11/29/21
Replacement for Rodolfo Arango, external candidate

Katherine Fernandez
Financial Aid Officer – Financial Aid Effective: 11/29/21
Replacement for James O.T. Sanders, external candidate

Andrew Sayegh
Director of IT Infrastructure Effective: 1/4/22
Informational Technology
Replacement for David Zambrano, external candidate

Paola Pawlak
Medical Assistant Instructor Effective: 11/29/21
Nurse Education (grant-funded)
New position, external candidate

Georgina Mencher
Student Success Coach/Transfer Counselor Effective: 11/29/21
Pathways to Teacher Certification (grant-funded)

Title conversion, formerly Student Success Coach

Deirdre Nance

Coordinator of Tutoring Services and Pathway/
Project Director, Fund to Improve Post-Secondary
Education (FIPSE) Effective: 11/29/21
Assignment of additional responsibilities related
to FIPSE grant

Stephanie Decker

Director of Enrollment Management Effective: 11/29/21
Communications and Technology
Replacement for James Wallace; former Director of Admissions

III. REAPPOINTMENT OF EXEMPT ADMINISTRATORS, FY 2022-23

In accordance with Board Policy B204, the following exempt administrators, who are not members of a bargaining unit, must be notified of their reappointment before December 1 of each given year. I therefore recommend the following exempt administrators for reappointment, effective July 1, 2022 through June 30, 2023.

Janet Albrecht	Justin Hull	Carl Padula
Tonya Anderson	Karen Humphris	Gilbert Rivera*
Michelle Baldino	Peter Hynes	Yanirys Rodriguez
Glenn Brown	Sabrina Johnson-Taylor	Theophilus Rowe
Michael Cerone	Anna Marie Keegan	Rebecca Royal*
Daniel Charles	Jacqueline Kineavy	Judith Santiago
Evelyn DeFeis	Svetlana Lider	Nancy Silvestro
Brian Egan	Thomas Lyons	Todd Sorber
Gregory Fallon	Elizabeth Marinace	Donna Stankiewicz
José Fernández	Julie McCourt	Bassel Stassis
Maria Gillan	Bradley Morton	Tonisha Taylor
Sharon Goldstein	Gayatri Nehrusingh-	James Wallace
Riad Hammoudeh	Pajerowski	Rasheena Williams
Steven Hardy	Enrique Noguera	
Debra Hannibal*	Dawn Norman	

* Subject to successful completion of probationary period.

IV. REAPPOINTMENT OF PROFESSIONAL STAFF, FY 2022-23

In accordance with Board Policy B201, all eligible professional staff shall be notified by the President, no later than December 15, after their fifth full consecutive year of service, of the reappointment or non-reappointment to a contract of from one to five years. I therefore recommend the following professional staff who meet the criteria above, to be reappointed for one year, effective July 1, 2022 through June 30, 2023.

Eduardo Areche	Elizabeth Harrison	Patricia Medeiros
Susan Balik	John Hatala	Christopher Mueller
Hanumant Borate	Louis Hernandez	George Myers
Danielle Nepola-DeFelice	Deniese Hicks	Deirdre Nance
Patricia Carter	Manal Jabr	Ingrid Noesi-Jackson
Henry Cabrera	Lisa Jones	Adora Nonas
Winster Ceballos	Shavita Johnson	Elizabeth Pachella
Maritza Davila-Baez	Kenneth Karol	Rickey Perdew
Michael D'Agati	Sarah Khouzam	Laura Perez
Francisco De La Cruz	Mibong La	Ivelisse Recio-Hernandez
Stephanie Decker	John Lopez	Rafaela Ramirez
Mechelle Du'Monde	Karoll Madera	Frankie Rivera
Teya Eaton	Ruggiero Manente	Ozlem Rozanitis
Fatmir Fanda	Maria Marte	Lilian Saldua
Gladys Farias	Wayne Martin	Maricela Shrager
Yaroslav Furtak	Ibtisam Masri	Nikita Stephen
Linda Gayton	Darleen McGrath-Florence	Janet Varvara
Michael Grossi	Michele McQuaid	

V. ADMINISTRATORS ASSOCIATION COLLECTIVE NEGOTIATIONS AGREEMENT

The representatives of Passaic County Community College and the Administrators Association of Passaic County Community College, having negotiated in good faith the terms of a new Collective Negotiations Agreement covering the period from July 1, 2022 to June 30, 2025, have agreed to the terms and conditions summarized in the attached.

VI. SUPPORTIVE STAFF ASSOCIATION COLLECTIVE NEGOTIATIONS AGREEMENT

The representatives of Passaic County Community College and the Passaic County Community College Supportive Staff Association, having negotiated in good faith the terms of a new Collective Negotiations Agreement covering the period from July 1, 2022 to June 30, 2025, have agreed to the terms and conditions summarized in the attached.

VII. ADJUNCT FACULTY APPOINTMENTS, FALL 2021 (as presented)

VIII. TEMPORARY EMPLOYEE WAGE GUIDE (see below)

IX. PART-TIME TEMPORARY APPOINTMENTS (as presented)

Passaic County Community College

TEMPORARY EMPLOYEE WAGE GUIDE

This wage guide provides pay ranges for College-side and grant-funded temporary employees. It is to be used to set the hourly pay rate of an appointee, along with their level of skill, work experience, academic training, and the requirements of the position to be filled. New hires are to be appointed at the minimum of the pay range. Exceptions must be requested in writing to the AVP for Human Resources. Positions with a range starting at \$20 or more must be posted on the PCCC website for a minimum of 10 days. All new appointees are subject to a criminal background check.

OFFICE/LIBRARY WORKER	HOURLY PAY RANGE
Clerk	\$ 15.00 – 18.00
Registration Aide	15.00 – 18.00

Secretary	15.00 – 22.00
Technical Assistant	15.00 – 20.00
Librarian	20.00 – 25.00
Administrator	20.00 – 50.00

CHILD DEVELOPMENT CENTER WORKER	HOURLY PAY RANGE
Program Coordinator	\$ 25.00 – 30.00
Family Worker	15.00 – 25.00
Teacher	15.00 – 25.00
Instructional Aide	15.00 – 18.00
Teacher Assistant	15.00 – 18.00

PLANT FACILITIES / SECURITY WORKER	HOURLY PAY RANGE
Custodial Worker	\$ 15.00 – 18.00
Trades/Mechanical Services	15.00 – 25.00
Security Officer	15.00 – 20.00
Police	20.00 – 40.00

FOOD SERVICE WORKER	HOURLY PAY RANGE
Food Service Worker	\$ 15.00 – 18.00

INSTRUCTIONAL / STUDENT SERVICES	HOURLY PAY RANGE
Monitor	\$ 15.00 – 18.00
Tutor	15.00 – 20.00
Lab/Technical Assistant	15.00 – 20.00
Assistant Coach	15.00 – 20.00
Teacher/Instructor	15.00 – 50.00
Administrator	20.00 – 50.00

The Office of Human Resources reserves the right to create new titles and set the compensation of all appointees based on institutional and operational needs.

OFFICE / LIBRARY WORKERS

Clerk: Office or library work of a routine nature performed under the supervision of a full-time employee. Duties consist of filing, preparing documents for mail or distribution, delivering documents, responding to inquiries, operating office equipment, data entry.

Registration Aide: Duties assigned in direct support of the student registration process.

Secretary: Office or library work in direct support of a department manager or chairperson. Duties consist of all of those in the clerk title, but include scheduling appointments, producing correspondence, or other duties of a more complex nature.

Technical Assistant: Duties of a complex nature, performed under the supervision of a department administrator or chairperson. An Associate's degree or appropriate technical skill required.

Librarian: Professional library duties are performed. Bachelor's degree required.

Administrator: Professional duties performed in support of an administrative function. Bachelor's degree required.

CHILD DEVELOPMENT WORKERS

Program Coordinator: Responsible for the management of program operations, staff, and classroom activities. Bachelor's degree required.

Family Worker: Responsible for the implementation of the center's family outreach program, including conducting home visits, monthly workshops, and administrative work. Family Development Credentials or MSW required.

Teacher: Responsible for the daily operations and management of the classrooms, including lesson planning, assessment, and implementation of activities. P-3 Certification required.

Instructional Aide: Responsible for assisting the teacher in implementing classroom activities, lesson planning, assessment and other duties as assigned. A CDA or Associate's degree required.

Teacher Assistant: Responsible for assisting the teacher and assistant in implementing classroom activities. College credits in early childhood education required.

FACILITIES / SECURITY WORKERS

Facilities Custodial Worker: General building cleaning, grounds maintenance and building repairs performed.

Facilities Trades/Mechanical Services: College equipment, machinery and facilities repaired and maintained.

Security Officer: Public safety and security duties performed in support of college operation.

Police: Public safety and security duties performed when police experience needed.

FOOD SERVICE WORKER

Food Service Worker: Food service duties performed as chef, cook, food preparer, cashier and utility worker.

INSTRUCTIONAL / STUDENT SERVICES

Monitor: Work performed to monitor College facilities, events or activities.

Tutor: Tutoring services provided to students, clients, or participants in a classroom, clinical, lab, workshop, online, or field setting.

Lab/Technical Assistant: Work performed under the supervision of an administrator or faculty member in support of a student learning lab and/or in the performance of duties of a complex nature. An Associate's degree or appropriate experience and/or technical skill is required.

Assistant Coach: Coaching duties performed in support of the athletic program.

Teacher/Instructor: Teaching duties performed for students, clients, or participants in a classroom, clinical, lab, workshop, online, or field setting. Bachelor's degree required.

Administrator: Professional duties performed in support of an administrative, instructional, or student services function. A Bachelor's degree is required.

SPECIAL RECOGNITION

Professor Emeritus for Edward Mosley

That the designation of "Professor Emeritus" be granted to Professor Edward Mosley in grateful recognition of his 42 plus-years of dedicated service and outstanding contributions to Passaic County Community College.

REMARKS:

Trustees: Trustee Drakeford informed everyone that substitute teachers were currently being hired in Passaic County. The criteria for that position entails: you must be enrolled in an accredited institution, have earned thirty college credits, and are twenty years old. The pay is \$200 per day.

Public: Ms. Patricia Medeiros, President of the Administrators Association; and Mr. Edwin Figueroa, Vice President of the Supportive Staff Association, thanked the Board of Trustees and President Rose for approving their respective collective bargaining union agreements. Both commented as well, at their willingness to help the College in any way possible

ADJOURNMENT

Chairman Marco asked for a motion to adjourn the meeting at 6:45 pm; moved by Trustee Glovin; seconded by Trustee Esquiche. Upon roll call, the motion to adjourn the meeting passed unanimously with all members present stating “yes.” Chairman Marco acknowledged that the meeting was now adjourned.

PASSAIC COUNTY COMMUNITY COLLEGE
RESOLUTION #2 – RESOLUTION TO MEET IN EXECUTIVE SESSION

Offered by MARCO Seconded by ESQUICHE

Board of Trustees	Yes	No	Abstain	Absent
Trustee Drakeford	X			
Trustee Esquiche	X			
Trustee Glovin	X			
Trustee Montanez-Diodonet				X
Trustee Moody	X			
Trustee Nutter				X
Trustee Pou	OUT OF	THE ROOM	TIME OF	VOTE
Trustee Smith	X			
Vice Chair Tanis	X			
Chairman Marco	X			

Whereas, the Board of Trustees of Passaic County Community College is subject to certain requirements of the *Open Public Meetings Act*, and

Whereas, the *Open Public Meetings Act*, provides that an Executive Session, not open to the public, may be held for certain specified purposes when authorized by Resolution, and

Whereas, it is necessary for the Board of Trustees of Passaic County Community College to discuss in a session not open to the public certain matters relating to the following items authorized by N.J.S.A. 10:4-12b and designated below:

____(1) *Matters Required by Law to be Confidential*: Any matter which, by express provision of Federal law or State statute or rule of court shall be rendered confidential or excluded from the provisions of the *Open Public Meetings Act*.

____(2) *Matters Where the Release of Information Would Impair the Right to Receive Funds*: Any matter in which the release of information would impair a right to receive funds from the Government of the United States.

____(3) *Matters Involving Individual Privacy*: Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly.

 X 4) *Matters Relating to Collective Bargaining Agreements*: Any collective bargaining agreement, or the terms and conditions which are proposed for inclusion in any collective bargaining agreement, including the negotiation of the terms and conditions thereof with employees or representatives of employees of the public body.

____(5) *Matters Relating to the Purchase, Lease of Acquisition of Real Property or the Investment of Public Funds*: Any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matters were disclosed.

____(6) *Matters Relating to Public Safety and Property*: Any tactics and techniques utilized in protecting the safety and property of the public, provided that their disclosure could impair such protection. Any investigations of violations of possible violations of the law.

____(7) *Matters Relating to Litigation, Negotiations and the Attorney-Client Privilege*: Any pending or anticipated litigation or contract negotiation in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is require in order for the attorney to exercise his ethical duties as a lawyer.

____ (8) *Matters Relating to the Employment Relationship*: Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all the individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting.

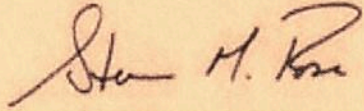
____(9) *Matters Relating to the Potential Imposition of a Penalty*: Any deliberations of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party bears responsibility.

Now, THEREFORE, BE IT RESOLVED by the Board of Trustees of Passaic County Community College that an Executive Session closed to the public shall be held on this date for the discussion of matters relating to the specific items designated above.

It is anticipated that the deliberations conducted in closed session may be disclosed to the public upon the determination of the Board of Trustees that the public interest will no longer be served by such confidentiality.

The foregoing resolution was duly adopted by the Board of Trustees of Passaic County Community College on

The foregoing is a true copy of a resolution adopted by the Board of Trustees of Passaic County Community College on December 21, 2021.

A handwritten signature in dark ink, appearing to read "Steven M. Rose", is written above a horizontal line.

Steven M. Rose, Ed.D.
President/Secretary, PCCC Board of Trustees

PASSAIC COUNTY COMMUNITY COLLEGE

RESOLUTION #3-CONSENT RESOLUTION – ACTION ITEMS A, B, C, and D

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Offered by GLOVIN Seconded by ESQUICHE

Board of Trustees	Yes	No	Abstain	Absent
Trustee Drakeford	X			
Trustee Esquiche	X			
Trustee Glovin	X			
Trustee Montanez-Diodonet				X
Trustee Moody	X			
Trustee Nutter				X
Trustee Pou	X			
Trustee Smith	X			
Vice Chair Tanis	X			
Chairman Marco	X			

BE IT RESOLVED that the Board of Trustees of Passaic County Community College, upon the recommendation of the President, hereby approve the following actions:

A. POLICY MATTER

On SECOND READING – Board Policy D103 – Readmission

**PASSAIC COUNTY COMMUNITY COLLEGE
BOARD POLICY**

CURRENT - D103 READMISSION

Students who have not attended classes at the College for at least one semester must contact the Admissions Office for readmission. Students who were academically dismissed from the College must appear before the Academic Appeals Committee to be considered for readmission.

The student who is readmitted to the College must follow the academic requirements in effect at the time of readmission.

Approved: 08/14/85
Revised: 11/27/89

PASSAIC COUNTY COMMUNITY COLLEGE

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Revised: 04/13/09

Revised: 12/17/13

RECOMMENDED LANGUAGE

D103 READMISSION

Students who have not attended classes at the College for at least two years must contact the Admissions Office for readmission. Students who were academically dismissed from the College must appear before the Academic Appeals Committee to be considered for readmission.

The student who is readmitted to the College must follow the academic requirements in effect at the time of readmission.

Approved: 08/14/85

Revised: 11/27/89

Revised: 04/13/09

Revised: 12/17/13

Revised: XX/xx/21

B. ACADEMIC ITEM

The Advisory Council members presented for the noted A.A.S. programs as follows:

Accounting	Mr. Brian	Nafash	CPA
	Mr. Bassam	Mustafa	
	Mr. Greg	Haralamdoudis	
	Mr. Richard	Giglio	
	Mr. James	Jimenez	CPA
Automotive Technology	Mr. Steven	Hopper	
	Mr. Ken	Bergen	
	Mr. Mark	Cacace	
Computer Information Systems	Mr. Vinnie	Almonte	
	Mr. Miguel	Cedeno	
	Mr. Gabriel	Colon	
	Mr. Sal	Gambino	
	Mx. Glotia	Gibbs	
	Ms. Amy	Gideon	
	Mr. Andrew	Gideon	
	Mr. Ed	Hayward	
	Mr. Scott	Hlavacek	

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	Ms. Kaye	Lee	
	Dr. David	Lubliner	
	Mr. John	Monsalve	
	Mr. Carlos	Oblitas	
	Mr. Jose G.	Ortiz	
	Mr. George	Roa	
	Mr. Tony	Rosato	
	Ms. Kathy	Yeomans	
	Mr. Tavaris	Walton	
Criminal Justice	Captain Michael	Campanello	
	Lieutenant Todd	Pearl	
	Captain Charles	Tucker	
	Chief Luis	Guzman	
	Deputy		
	Chief Louis	Gentile	
	Dr. Robert F.	Vodde	PhD
	Mr. Jerry	Speziale	
	Dr. Maria R.	Haberfeld	PhD
Culinary Arts	Chef David	Ritter	
	Chef David	Little	
Digital Media Production & Distribution	Mr. Michael	Damergis	
	Mr. Eric	Haugesag	
	Mx. Lynda	Gallashaw	
	Mr. Pete	Oneglio	
	Mr. Ron	Kelly	
	Mr. Dan	Shiver	
	Mr. Pastor	Simpson	
Early Childhood Education	Ms. Dina	Benaquista	
	Ms. Cynthia	Soete	
	Ms. Gloria	Bodker	
	Dr. Anita	Kumar	
	Ms. Jennifer	Santana	
	Ms. Mariella	Beck	
	Ms. Nicole	DeNude	
Electrical Engineering Technology	Mr. Bruce	Alatary	
	Mr. Mohammed	Behi	
	Mr. Daniel J.	Brateris	
	Mr. Orlando	Blanco	
	Mr. Mark	Cacace	

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	Mr. Kurt	Maley	
	Mr. Hector	Dominguez	
	Dr. Thomas	Devine	
	Dr. Sara R.	Dubowski	
	Mr. Nathan	Dominguez	
	Mr. Elderamneh	Nidal	
	Mr. Omar	Elmessalamy	
	Mr. Andres	Gomez	
	Mr. John	Sneyers	
	Mr. Gary	Laviery	
	Mr. Bill	Lynch	
	Ms. Margaret	Miller	
	Mr. Joseph	Miktus	
	Mr. Ankur	Mohan	
	Mr. Michael	Redling	
	Mr. Daniel	Saporito	
	Ms. Hana	Saba	
	Mr. Salem	Saykali	
	Mr. Howard	Silver	
	Dr. Sabrie	Soloman	PhD, ScD, MBA, PE
Fire Science	Mr. Jerry	Speziale	
	Chief Brian	McDermott	
	Deputy		
	Chief Jason	MacOnes	
Graphic Design	Mx. Phifeod	Nash	
	Mx. Amy	Gideon	
	Mx. Marcony	Lora	
	Mr. Carlos	Cruz	
	Mr. Frank	Filipell	
	Ms. Jenna	Minutoll	
	Mx. Linsy	Patel	
	Mr. Henry	Sosa	
	Mx. Alia	Suqi	
	Mx. Isa	Suqi	
	Mx. Lenuare	Foxworth	
Hospitality Management	Ms. Yendric	Villamar	
	Mr. John	Magnifico	
Music Technology	Mr. William	Dalton	
	Ms. Jasmine	Henry	
	Mr. Shane	Stanton	

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Nursing	Mx. Stephanie	Hernandez	DNP, RN, EMT
	Mx. Frances	Paulison	MSN, RN
	Mx. Noreen	Frodella	BSN, RN
	Mx. Marion	Villaverde	DNP, RN
	Ms. Ezgi	Ozen	RN
	Mr. Robby	Rosa	RN
	Mx. Denece	Forenback	RN
Radiography	Mr. John	Hart	
	Ms. Gina	Matarazzo	
	Ms. Sandra	Moro	
	Ms. Stacey	Moro	
	Mr. Eric	leuthold	
	Ms. Amy	McAndrews	
	Mr. Miguel	Zapata	
	Mr. Thomas	White	
	Ms. Jil	Gonzalez	
	Ms. Maureen	Firth	
	Ms. Eileen	Maloney	
	MS Alexandra	Giannini	
	Ms. Sandra	Stammer	
	Ms. Alicia	Johnson	

C. BUSINESS ITEMS - Purchase of Goods and Services

The following goods and services, which were obtained through a Fair and Open Process, in compliance with NJSA 19:44A-20.4 et seq. and NJSA 18A:64A-25, are so noted and recommended.

Audio-Visual Equipment (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 HEERF (Higher Education Emergency Relief Fund) III Funds \$705,972.25 Available)

Upgrade to audio-visual equipment for classrooms. NJ State Contract # 81123.

Tele-Measurements, Inc.
145 Main Avenue
Clifton, NJ 07014

\$670,637.50
(Recommended Award)

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Information Technology Hardware (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 HEERF (Higher Education Emergency Relief Fund) III Funds \$705,972.25 Available)

Lenovo *ThinkStation* computers and Wacom *Intuos* pen tablet digitizers to support upgrade to audio-visual equipment for classrooms. Fulfillment Agent for NJ State Contract # 40121.

CDW Government

75 Remittance Drive, Suite 1515

Chicago, IL 60675

\$35,334.75

(Recommended Award)

Consulting Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (15) – Consulting Services) (Funding Source: FY-2022 Folk Arts Center Grant Funds; \$44,707.00 Available)

Fieldwork in support of the Folklife Center of Northern New Jersey (FCNNJ) at PCCC. Business Entity and Political Contribution disclosures required.

Marion Jacobson

13 Colony Drive W.

West Orange, NJ 07052

\$27,860.00

(Recommended Award)

Consulting Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (15) – Consulting Services) (Funding Source: FY-2022 HEERF (Higher Education Emergency Relief Fund) III Funds \$1,565,202.05 Available)

Enterprise Resource Planning (ERP) system review and planning. Business Entity and Political Contribution disclosures required.

CampusWorks, Inc.

1767 Lakewood Ranch Boulevard, #305

Bradenton, FL 34211

\$285,925.00

(Recommended Award)

Fire Command Vehicle (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 College Capital Funds, \$725,855.01 Available)

Customized fire command vehicle. NJ State Contract # 17-FLEET-00758.

Gentilini Motors

2703 Fire Road

Egg Harbor Township, NJ 08234

\$44,172.60

(Recommended Award)

Request for Proposal 22-02 – Coaching and Training Consulting Services (Public Bid

Exception per NJSA 18A:64A-25.5 a. (15) – Consulting Services) (Funding Source: FY-2022-2023 Opportunity Meets Innovation Challenge (OMIC) Grant Funds; \$133,954.00 Available in FY-2022)

Training of select College staff in coaching and training methodologies for *Opportunity Meets Innovation Challenge – Students Success and On-ramps to College* grant program.

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Inside Track, Inc.	\$130,455.00 (FY-2022)
121 SW Salmon Street, Suite 800	\$119,155.00 (FY-2023)
Portland, OR 97204	(Recommended Award)

Request for Proposal 22-03 – Grant External Evaluator (Public Bid Exception per NJSA 18A:64A-25.5 a. (15) – Consulting Services) (Funding Source: FY-2022-2025 U.S. Department of Education Title V Grant Funds; \$74,200.00 Available in FY-2022)

External evaluator for *PROSPER (Passaic-Ramapo Onramp to Student Persistence and Employment Readiness)* grant program.

Christy Neill	\$15,000.00 (FY-2022)
2245 Rogene Drive #201	\$15,000.00 (FY-2023)
Baltimore, MD 21209	\$15,000.00 (FY-2024)
	\$15,000.00 (FY-2025)
	(Recommended Award)

Bid 21-01 – On-Call Heating, Ventilation and Air Conditioning (HVAC) Maintenance

(Funding Source: FY-2022 College Operating and Capital Funds)

Increase to FY-2022 estimated amount for on-call HVAC maintenance and project work.

A&A Industrial Piping, Inc.	\$135,000.00
6 Gardner Road	(New total: \$210,000.00)
Fairfield, NJ 07004	(Recommended Award)

Joint Purchasing Consortium (JPC) Bid FY20JPC-31 – Laboratory and Medical Supplies

(Funding Source: FY-2022 College Operating Funds; \$35,000.00 Available)

Various small dollar value laboratory and medical supplies for Science curriculum. Estimated amount for FY-2022. Not-to-exceed amount. New Jersey Council of County Colleges (NJCCC) Joint Purchasing Consortium (JPC) Contract.

J&H Berge	\$35,000.00
4111 S Clinton Avenue	(Recommended Award)
South Plainfield, NJ 07080	

Educational Services Commission of New Jersey (ESCNJ) Bid # ESCNJ 18/19-67 - Information Technology Hardware

(Funding Source: FY-2022 Carl D. Perkins Career and Technical Education Grant Funds; \$21,250.00 Available)

iMac desktop computers for use in Computer and Information Sciences/Graphic Design curricula. Vendor year-to-date spend exceeds Board review threshold.

Apple, Inc.	\$11,929.95
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5505 W Parmer Lane, Building 7
Austin, TX 78727

(Recommended Award)

NJEdge RFP EMLAS-18-004 – Web Conferencing

(Funding Source: FY-2022 College Operating Funds, \$18,400.00 Available)

Site license for video conferencing software.

Zoom Video Communications, Inc.
55 Almaden Boulevard, 6th Floor
San Jose, CA 95113

\$18,400.00

(Recommended Award)

Consulting Services (Public Bid Exception per NJSA 18A:64A-25.5 a. (15) – Consulting Services) (Funding Source: FY-2022 College Operating Funds; \$83,421.55 Available in FY-2022)

Membership in Community College Executive Forum. Business Entity and Political Contribution disclosures required.

EAB Global, Inc.
2445 M Street NW
Washington, DC 20037

\$27,291.00 (FY-2022)

\$28,581.00 (FY-2023)

(Recommended Award)

Software Licensing and Maintenance (Public Bid Exception per NJSA 18A:64A-25.5 a. (19) – Goods or services for proprietary computer hardware, software, or systems)

(Funding Source: Carl D. Perkins Career and Technical Education Grant; \$9,382.00 Available)

Additional Adobe *Creative Cloud* licenses for academic use. Vendor year-to-date spend exceeds Board review threshold. Business Entity and Political Contribution disclosures required.

JourneyEd.com, Inc.
80 East McDermott Drive
Allen, TX 75002

\$8,470.00

(Recommended Award)

Information Technology Hardware (Public Bid Exception per NJSA 18A:64A-25.5 a. (24) – at or below State Contract pricing) (Funding Source: FY-2022 HEERF (Higher Education Emergency Relief Fund) III Funds \$1,033,258.43 Available)

Lenovo *ThinkStation* tower computers, monitors and accessories for academic program use. Fulfillment agent for NJ State contract 40121.

SHI International Corporation
290 Davidson Avenue
Somerset, NJ 08873

\$31,157.28

(Recommended Award)

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D. PERSONNEL ITEMS

I. SEPARATIONS

<u>Karoll Madera</u> Assistant Director – Financial Aid	Resignation Effective 11/26/21
<u>Wayne Geigges</u> Custodian/Handyperson - Facilities	Resignation Effective 12/1/21
<u>Sasha Ortiz</u> Counselor/Coordinator – Upward Bound	Resignation Effective 12/23/21
<u>Steve Levitt</u> Operations Manager – Culinary Arts	Resignation Effective 12/24/21
<u>Sherry Clark</u> Assistant Director – Youth Education Program	Resignation Effective 12/23/21
<u>Ivelisse Recio-Hernandez</u> Educational Assistant – Passaic Academic Center	Termination Effective 12/16/21
<u>Hector Velazquez</u> Custodian – Facilities	Retirement Effective 12/31/21
<u>Eva Ruiz</u> Senior Clerk – Accounts Payable	Retirement Effective 1/31/22

II. APPOINTMENTS

<u>Faribrooz Jamedar</u> Instructor – Mathematics Department Temporary one-semester replacement for Kristina Fleming, external candidate	Effective: 1/4/22
<u>Renee Griggs</u> Assistant Director Continuing Education and Workforce Development New position, internal candidate	Effective: 1/4/22
<u>Jodi Hirsch</u> Academic Specialist – Nursing Education Replacement for Sherod Nicholas, internal candidate	Effective: 1/10/22

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Ishiya Hayes

Director of Policy and Planning
City of Paterson (grant-funded)
New position, external candidate

Effective: 1/10/22

Kathleen Nelson

Registrar – Academic Affairs
Replacement for Lorraine Smith, internal candidate

Effective: 1/4/22

Yosmari Salcedo

Admissions Counselor – Admissions
Replacement for Clarissa Rosario-Chilimintris, external candidate

Effective: 1/24/22

III. EXEMPT ADMINISTRATOR AND EXEMPT SUPPORT STAFF SALARIES, FY 2021-22

It is recommended that exempt administrators and exempt support staff hired on or before July 31, 2021 earning less than \$100,000 receive a one-time bonus payment of \$950 within 45 days of approval by the Board. This bonus payment will not be added to, or become part of, the employee's base salary.

IV. FACULTY TENURE RECOMMENDATIONS

The following faculty members have met the College's standards for excellence in teaching and are hereby recommended for tenure. Tenure status, if approved, will become effective at the start of the Fall 2022 semester.

<u>Name</u>	<u>Department</u>
Amy Sailer	Nurse Education
John Robb, III	Criminal Justice

V. FACULTY ASSOCIATION COLLECTIVE NEGOTIATIONS AGREEMENT

The representatives of Passaic County Community College and the Faculty Association of Passaic County Community College, having negotiated in good faith the terms of a new Collective Negotiations Agreement (CNA) covering the period of July 1, 2022 to June 30, 2025, have agreed to the terms and conditions summarized in the attached.

VI. COACH'S SALARY – FY' 2021-22

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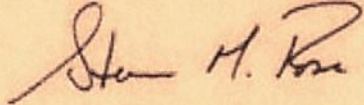
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The following part-time Coach's salaries are recommended for FY' 2021-22.

<u>Men's Volleyball</u>	<u>Salary</u>
Linda Hicks, Head Coach	\$8,000
Daniel Crespo, Assistant Coach	\$4,000

VII. PART-TIME TEMPORARY APPOINTMENTS (see attachment)

The foregoing is a true copy of a resolution adopted by the Board of Trustees of Passaic County Community College on December 21, 2021.



Steven M. Rose, Ed.D.
President/Secretary, PCCC Board of Trustees

DRAFT
Passaic County Community College Faculty Association
Contract Proposal:
2022-2025 Contract

- Members of the Association hired on or before September 1, 2021, will receive a one-time signing bonus in the amount of \$950, payable within 45 days of the ratification of this Agreement. This bonus payment shall not be added to or become part of the member's annual base salary.

5.1

Effective July 1, 2022, all faculty employed in the 2021-2022 academic year and employed as of July 1, 2022, shall receive an increase in base salary based upon rank, as follows:

Professor	1.5%
Associate Professor	1.5%
Assistant Professor	1.5%
Instructor	1.5%

Effective January 1, 2023, all faculty employed in the 2021-2022 academic year and employed as of July 1, 2022, shall receive an increase in base salary based upon rank, as follows:

Professor	\$950
Associate Professor	\$850
Assistant Professor	\$750
Instructor	\$600

5.2

Effective July 1, 2023, all faculty employed in the 2022-2023 academic year and employed as of July 1, 2023, shall receive an increase in base salary based upon rank, as follows:

Professor	1.5%
Associate Professor	1.5%
Assistant Professor	1.5%
Instructor	1.5%

Effective January 1, 2024, all faculty employed in the 2022-2023 academic year and employed as of July 1, 2023, shall receive an increase in base salary based upon rank, as follows:

Professor	\$1,050
Associate Professor	\$950
Assistant Professor	\$850
Instructor	\$700

5.3

Effective July 1, 2024, all faculty employed in the 2023-2024 academic year and employed as of July 1, 2024, shall receive an increase in base salary based upon rank, as follows:

Professor	1.5%
Associate Professor	1.5%
Assistant Professor	1.5%
Instructor	1.5%

Effective January 1, 2025, all faculty employed in the 2023-2024 academic year and employed as of July 1, 2024, shall receive an increase in base salary based upon rank, as follows:

Professor	\$1,150
Associate Professor	\$1,050
Assistant Professor	\$950
Instructor	\$800

5.31

Raise salary increase for faculty members who earn a doctor's degree from \$2,500 to \$2,750.

5.5

Minimum Salaries for faculty ranks shall be as follows:

	Year 1	Year 2	Year 3
Professor	\$82,000	\$82,000	\$85,000
Associate Professor	67,000	67,000	70,000
Assistant Professor	57,000	58,000	60,000
Instructor	53,750	55,500	55,500

5.6.3

Delete section.

5.6.6

Add new section as follows: *"Faculty members who both adopt open educational resources (OER) and conduct the entire course in that format will receive compensation in the amount of \$500. To ensure that the OERs meet all criteria permitting their use, including being Creative Commons licensed, they must be approved by a PCCC Librarian prior to their adoption."*

5.7

Raise the overload rate to \$1,140 per credit hour and eliminate the 20-years of service requirement for the higher standard rate applied to associate professors.

5.8.3

Add new section as follows: *Faculty who separate from the College before the start of the fall semester will not be entitled to receive salary pay for the months of July and August. If a faculty member leaves mid semester, the member will be entitled to receive a prorated amount of their base salary.*

5.9

Delete section.

6.1

Change language to reflect the following:

Faculty will receive 50 hours of sick leave per year. Faculty will utilize one (1) hour of sick leave for each contact hour or office hour missed, but the member will not have to use more than 4.5 hours for a given day. However, the member will be charged 20 hours if the leave extends to a full week or equivalent (four consecutive days), and 300 hours if the leave extends to a full semester or equivalent (72 consecutive days).

Faculty who retire after 25 years of service to the College shall receive payment for 50 percent of up to 500 hours of sick leave up to a maximum amount of \$15,000 (as permitted by law under NJ P.L. 2010 c.3). Faculty who utilize more than 100 hours of sick leave in their final 12 months of employment will not be eligible for this payment.

The faculty year will consist of 600 hours — 20 hours per week [15 contact hours plus five (5) office hours] for 30 weeks.

The College will convert existing sick leave balances using this new system at a rate of 4.1667 hours for each day accrued.

6.3

Delete section.

6.5

Delete "*if impossible*," from the section. Phone number and email address will be provided for reporting absences.

6.5.1

Convert three (3) personal days to 13 hours. Faculty members will utilize these hours the same as in 6.1 above.

6.6

Replace current language with "*The College shall provide members of the association electronic access to their accumulated sick leave balance.*"

6.7

Delete section.

7.3.2

Change "(60)" to "(90)" in the second sentence.

7.1.5

Delete "*immediately*" from the first sentence.

8.4

Delete current language and replace it with: "*The College shall post this Agreement online to be accessed by all members of the Association.*"

10.2

Delete section.

10.3

Add the following at the end of the sentence: "*unless the request at issue is from a court order or other legally binding document compelling the College to respond.*"

12.1.1

Delete the second paragraph.

12.1.4

Delete section.

12.1.5

Delete section.

12.1.6

Delete section.

12.1.7

Delete section.

12.1.9

Delete the following from the first sentence: "*except as provided in Sections 12.1.4 through 12.1.7 inclusive.*"

12.6.2

Extra Preparation: change the rate from \$145 to \$150.

12.11

Include the following language appearing in prior contracts that was inadvertently left out of the last contract: "The provisions of 12.2.2, 12.4, 12.6.1, 12.6.2, and 12.8, shall not apply if a faculty member would thereby be teaching an underload.

Section 12.8 was added to the language above per these negotiations. Renumber the language in current section 12.11 to 12.12, and so on.

12.13

Change to the following: "*All faculty shall be required to attend three (3) professional development days as set by the Senior Vice President of Academic and Student Affairs in consultation with the President of the Association.*"

14.1

Change hours per week for student consultation from 4 to 5. Faculty members may opt to provide the fifth hour for student consultation via a virtual meeting platform (Zoom, Webex, etc.). Add "Office hours must be posted and submitted to the Office of Academic Affairs at least one week prior to the beginning of the semester."

Delete sentences 5 through 9 of the section, starting at "*Faculty shall be responsible for advising...*"

15.2

Delete section.

15.6

Add new section to read *"Faculty members will receive compensation in the amount of \$450 for training and preparing to teach a dual-modality course. This payment will occur the first time a faculty member teaches in a dual-modality environment. The faculty member will not be entitled to further compensation for conducting different courses in this same environment. This provision will take effect upon the ratification of this agreement by both parties.*

18.3.2

Change "April 1" to May 1.

Memorandum of Understanding

The parties agree to conduct further negotiations regarding the following areas:

1. Terms and conditions of employment for Chairs.
2. Procedures for promotion of faculty members (Article XIX).
3. Distance education.

The parties further agree to a target resolution date of June 30, 2022, for these negotiations.

PART-TIME TEMPORARY APPOINTMENTS

[illegible]

PASSAIC COUNTY COMMUNITY COLLEGE
ADJOURNMENT

Offered by ESQUICHE Seconded by GLOVIN

BOARD OF TRUSTEES	YES	NO
Trustee Drakeford	X	
Trustee Esquiche	X	
Trustee Glovin	X	
Trustee Montanez-Diodonet	Absent	
Trustee Moody	X	
Trustee Nutter	Absent	
Trustee Pou	X	
Trustee Smith	X	
Vice Chair Tanis	X	
Chairman Marco	X	

DATED: DECEMBER 21, 2021