



**PASSAIC COUNTY COMMUNITY COLLEGE**

Attached are the Board resolutions passed at the July 21, 2015 Board of Trustees meeting. If you have any questions, please call me.

STEVEN ROSE, Ed.D.  
SECRETARY  
BOARD OF TRUSTEES

**BOARD OF TRUSTEES  
PASSAIC COUNTY COMMUNITY COLLEGE  
AGENDA**

**At 7:00 p.m. on Tuesday, July 21, 2015,** the Board of Trustees of Passaic County Community College will hold a regular meeting. The meeting will take place in The Main Conference Room, Passaic County Community College, Passaic Academic Center located at 2 Paulison Avenue, Passaic, 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.

**CALL TO ORDER**

**ROLL CALL**

**CONSIDERATION OF MINUTES – June 16, 2015**

**PRESENTATION**

Update on the Status of the Nurse Education Program

**REPORTS**

President; Chairman

PCCC Fact Book

**DISCUSSION AGENDA**

**A. BUSINESS ITEMS**

Purchases of Goods and Services

Proposed Revised Fiscal Year FY2016 Operating Budget

**B. PERSONNEL ITEMS**

**C. POLICY MATTERS**

Board Policy B102 – Nondiscrimination and Equal Opportunity Policy as to Students and Employees (**Second Reading**)

Board Policy B108 – Title IX: Sex Discrimination, Sexual Harassment, and Sexual Misconduct (**Second Reading**)

**EXECUTIVE SESSION**

Discussion of personnel, contract negotiations, and matters protected by attorney-client privilege

**ACTION ITEMS**

**Consent Resolution**

**A. Business Items**

Purchases of Goods & Services

Proposed Revised Fiscal Year FY2016 Operating

**B. Personnel Items**

**C. Policy Matters**

Board Policy B102 – Nondiscrimination and Equal Opportunity Policy as to Students and Employees (**Second Reading**)

Board Policy B108 – Title IX: Sex Discrimination, Sexual Harassment, and Sexual Misconduct (**Second Reading**)

**Individual Resolution(s)**

**REMARKS: PUBLIC; TRUSTEES**

**ADJOURNMENT**

The following are the minutes of the Board of Trustees of Passaic County Community College, One College Boulevard, Paterson, New Jersey, held on Tuesday, June 16, 2015.

### **CALL TO ORDER**

President Rose stated that notice of the meeting was mailed to the Herald News, the Record, the Office of the County Clerk, and posted on the bulletin board of the College Boulevard building on December 1, 2014.

Chairman Nutter stated that inasmuch as adequate notice of the meeting had been given, the meeting was called to order at 7:05 p.m. A copy of the agenda was reviewed and available for public inspection.

### **ROLL CALL**

Richard A. DuHaime  
Yolanda Esquiche  
Harry B. Gourley

Nitin Shukla  
Sharon Smith  
Steven M. Rose, Secretary  
Harvey J. Nutter, Chairman

Absent  
Aurora Blanco  
Robert H. Davis  
Jeffrey P. Gardner  
Patricia Kebrdle  
Barbara Tanis, Vice Chairwoman

### **CONSIDERATION OF MINUTES – May 19, 2015**

Chairman Nutter asked for a motion on Resolution #1 – Consideration of Minutes for May 19, 2015; moved by Trustee Gourley; seconded by Trustee Esquiche. Upon roll call, Resolution #1 passed with all members present voting “yes.”

### **REPORTS**

President: President Rose’s report included a video from a conference that is fondly referred to as “Nerd Nation.” The video was taken at a recent PTK (Phi Theta Kappa) conference, which included two of the students from PCCC. He noted that with 1,421 students at Commencement this year, what the Colleges were doing was definitely working in providing access and completion.

## **DISCUSSION AGENDA**

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

### **A. Academic Offerings**

- Appointment of Advisory Councils Members for the 2015-2016 Academic Year. President Rose stated that the program advice and support to academic departments these councils provide was invaluable. He also informed the Board that if they knew of any candidates they would like to recommend serving on an advisory council, the College would welcome their suggestions.
- The Reverse Transfer Agreement with William Paterson University;
- Articulation Agreement with Berkeley College.

### **B. Business Items**

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 et al. are so noted and recommended:

- Wireless Equipment & Cisco IP Phones
- Smartnet – Cisco Telephony and Network Component
- HP Hardware & Software Maintenance Contracts
- APC/UPS's Support Contract Renewal
- UPS Power Back-up, Storage for Digital Media, Sharp LED Display, VEEAM Backup Software and Sophos Antivirus Renewal
- HP Notebooks
- Zero Clients
- Bid No. 16-05 HVAC Chiller Maintenance Service Contract
- Bid No. 16-06 Founders Hall & Academic Hall Exterior
- Food Start Up Help
- Utility Services
- Mail Services
- Insurance Benefits
- 2015 Jeep Cherokee 4X4
- Passaic County Community College Northeast Resiliency Consortium (NRC) & The Culinary School at Eva's Village
- Utility Services (additional consumption for current fiscal year)

### Proposed 2016 Tuition and Fees Schedule

President Rose gave a brief overview of the budget process and the current state of the budget approval in the State, which has yet to take place. With that said, he did not want to wait any longer to set the tuition and fees for the students attending the College, which was recommended to increase by approximately 2.76%. Once the State budget was approved and the College's allocation known, a revised budget would be given to the Board at its July meeting for approval.

### **C. Personnel Items**

The personnel items were pending the outcome of the Executive Session discussion.

### **D. Policy Matters**

President Rose recapped the explanation for the changes to Board Policy D401 – Graduation Requirements from last month's meeting, and recommended it as a second reading.

The next two Board Policies: B102 – Equal Employment Opportunity; and B108 – Affirmative Action Plan), were being recommended as a first reading to reflect current practices in higher education and to comply with the recently expanded Title IX guidance from the Office of Civil Rights. The recommended title changes are: B102 – Nondiscrimination and Equal Opportunity Policy as to Students and Employees; and B108 – Title IX: Sex Discrimination, Sexual Harassment, and Sexual Misconduct.

### **EXECUTIVE SESSION**

Chairman Nutter asked for a motion to go into executive session at 7:35 p.m.; moved by Trustee Gourley; seconded by Trustee Esquiche. Chairman Nutter stated that the Board would meet in Executive Session about twenty minutes to discuss personnel, campus expansion, and matters protected by attorney-client privilege, and that no action would be taken. Upon roll call, the motion to go into executive session was approved by all members present voting "yes."

### **ROLL CALL**

Richard A. DuHaime  
Yolanda Esquiche  
Harry B. Gourley

Nitin Shukla  
Sharon Smith  
Steven M. Rose, Secretary  
Harvey J. Nutter, Chairman

Absent  
Aurora Blanco

Robert H. Davis  
Jeffrey P. Gardner  
Patricia Kebrdle  
Barbara Tanis, Vice Chairwoman

Chairman Nutter called the meeting to order at 7:51 p.m., stating that the Board met in Executive Session to discuss personnel, campus expansion, and matters protected by attorney-client privilege, and that no action was taken.

### **PUBLIC HEARING**

Chairman Nutter stated that at this time, a Public Hearing would be held on the Proposed FY 2015-2016 Tuition and Fees Schedule for Passaic County Community College. Anyone wishing to be heard should step forward and give their name and address.

Hearing none, Chairman Nutter moved onto the next item on the agenda.

### **ACTION ITEMS AGENDA**

#### **Consent Resolution**

Trustee DuHaime moved Resolution #2-Consent Agenda Items A, B, C, and D; seconded by Trustee Esquiche. Upon roll call, Resolution #2, as stated, passed with all members present voting "yes."

#### **A. ACADEMIC ITEMS**

##### **Advisory Councils' Members**

Appointment of the 2015-2016 Academic Department Advisory Councils' members as outlined on the attachment.

##### **Reverse Transfer Agreement**

The Reverse Transfer Agreement with William Paterson University (WPU) permitting PCCC students who transfer to WPU after earning a minimum of thirty (30) credits from PCCC to be able to transfer earned credits from WPU towards graduation requirements from PCCC.

##### **Articulation Agreement**

The expanded articulation agreement with Berkeley College to include students who graduate with an Associate in Applied Science in Graphic Design and Digital Media, and accept

approximately sixty to sixty-three (60-63) credits for students who graduate from PCCC who seek to earn a Bachelor degree.

**B. BUSINESS ITEMS**

The following goods and services outlined below which were obtained through a Fair and Open Process, in compliance with *NJSA 19:44A-20.4et. seq.* and *NJSA 18A:64A-25 et al.* are so noted and recommended. The Vice President for Finance and Administration certifies funding is available.

**Wireless Equipment & Cisco IP Phones, Western States Contract Alliance- 87720**

(Funding Source: College Capital Budget - 2015)

Aspire Technology Partners	\$28,685.36 FY 2015
100 Village Court, Suite 300	(Recommended Award)
Hazlet, NJ 07730	

**Smartnet – Cisco Telephony and Network Component,** (Funding Source: College Operating Budget)

Aspire Technology Partners	\$45,366.41 FY 2016
100 Village Court, Suite 300	(Recommended Award)
Hazlet, NJ 07730	

**HP Hardware & Software Maintenance Contracts, Western States Contracting Alliance –**

**A70262,** (Funding Source: College Operating Budget)

Hewlett Packard	\$22,945.56 FY 2016
Public Sector Contractual Services	(Recommended Award)
8000 Foothills Blvd., MS 5509	
Roseville, CA 95747	

**APC / UPS's Support Contract Renewal,** (Funding Source: College Operating Budget)

D & B Power Associates, Inc.	\$19,463.00 FY 2016
453 Dunham Road, Suite 100	(Recommended Award)
St. Charles, IL 60174	

**UPS Power Back-up, Storage for Digital Media, Sharp LED Display, VEEAM Backup**

**Software and Sophos Antivirus Renewal,** (Funding Sources: \$34,327.19 College Capital Budget – 2015, \$14,286.13 College Capital Budget – 2016, \$13,347.60 , College Operating Budget - 2016, and \$32,998.05, College Operating Budget - 2016)

CDW-G	\$34,327.19 FY 2015
75 Remittance Drive, Suite 1515	\$60,631.78 FY 2016
Chicago, IL 60675-1515	(Recommended Awards)

**HP Notebooks, Western States Contract Alliance/NASPO – A70262,** (Funding Source: College Bound Grant)

PKA Tech	\$11,693.25
One Executive Blvd., Suite 101	(Recommended Award)
Suffern, NY 10901	15 HP Notebooks

**Zero Clients** (Funding Source: College Bound Grant)

PKA Tech	\$ 2,453.08
One Executive Blvd., Suite 101	(Recommended Award)
Suffern, NY 10901	7 Zero Clients

**Bid No. 16-05 HVAC Chiller Maintenance Service Contract,** (Funding Source: College Operating Budget)

Johnson Controls, Inc.	\$20,300.00 FY 2016
264 Fernwood Avenue	\$20,909.00 FY 2017*
Edison, NJ 08837	\$22,100.00 FY 2018*
	(Recommended Award)
	*Pending Availability of Funds)

**Bid No. 16-06 Founders Hall & Academic Hall Exterior Restorations** (Funding Source: \$250,000.00 College Capital Budget, Chapter 12 – FY 2013, \$380,000.00 College Capital Budget, Chapter 12 – FY 2014, \$300,000.00 College Capital Budget, Chapter 12 – FY 2015 and, \$51,000.00 from College Reserve)

SMAC Corporation	\$ 981,000.00
27 East 33 <sup>rd</sup> Street	(Recommended Award)
Paterson, NJ 07514	

*Approval to acquire through a Business Entity Disclosure Process the following service:*

**Food Start Up Help, NJSA 18A:64A-25.5 – (Exemption 15 – Consulting Services) & Services)** (Funding Source: College Operating Budget)

Food Startup Help, LLC	\$ 23,000.00
4705 Henry Hudson Parkway, Suite 26	(Recommended Award -
Bronx, NY 10471	Not-to-Exceed)



Board of Trustees Minutes

June 16, 2015

Page 7 of 9

**UTILITY SERVICES, NJSA 18A:64A-25.5 (Exemption 8 – Public Utilities),** (Funding Source: College Operating Budget)

<u>PSEG</u> (Paterson – Transports Gas and Electric) (Wanaque – Transports Gas) (Wayne – Transports Gas and Electric) (Passaic – Transports Gas and Electric)	\$565,000.00
<u>Hess Corporation/Direct Energy</u> – Supplies Third Party Gas & Electric	\$686,000.00
<u>NRG Business Solutions</u> (Supplies Electric to JCP&L)	\$ 69,000.00
<u>Jersey Central Power &amp; Light – Wanaque</u> (Transports Electric to Wanaque)	\$ 32,000.00
Passaic Valley Water Commission	\$ 70,000.00
Wanaque Water	\$ 45,000.00
City of Paterson	\$ 10,000.00 (Est. Recommended Awards)

**MAIL SERVICES, NJSA 18A:64A-25.5 (Exemption b),** (Funding Source: College Operating Budget)

US Postal Service	\$ 134,045.00 (Est. Recommended Award)
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**INSURANCE BENEFITS, NJSA 18A:64A-25.5 (Exemption 11 – Insurance),** (Funding Source: College Operating Budget)

NJ Division of Pension & Benefits – State Health Insurance	\$5,030,779.00
NJ Division of Pension & Benefits – PERS	\$1,068,594.00
Alternate Benefit Plan for Retirement	\$ 263,000.00
Unemployment Insurance	\$ 130,000.00

**2015 Jeep Cherokee 4X4** (Funding Source: College Capital Budget)

Nielsen Dodge Chrysler Jeep Ram  
175 Route 10  
East Hanover, NJ 07936

\$ 28,254.00  
(Recommended Award)

**Passaic County Community College Northeast Resiliency Consortium (NRC) & The Culinary School at Eva's Village (Exemption 15 – Consulting Services)**, (Funding Source: \$150,000.00 from the TAACCCT Grant)

Eva's Village  
393 Main Street  
Paterson, NJ 07505

\$ 37,500.00 FY 2015  
\$ 112,500.00 FY 2016  
(Recommended Award)

**Utility Services, NJSA 18A:64A-25.5 (Exemption 8 – Public Utilities), NJSA 18A:64A-25.10 (Joint Purchasing Agreement)** (Funding Source: College Operating Budget)

NRG Business Solutions  
(Supplies Electric to JCP&L.)

\$ 20,000.00  
(Recommended Award)  
(For additional expenses FY2015)

**C. PERSONNEL ITEMS**

- I. Separation A: Freddie Torres, Custodian
- II. Appointments A: Kenneth Pierce, Sociology Faculty (Instructor)  
B: Leo Kazan, Assistant Director of Adult Learning and Bridge Programming  
C: Jonathan Reyes, Institutional Research Analyst  
D: Judith Santiago, Human Resources Systems Administrator  
E: Susan Balik, Manager, Cultural Affairs  
F: Tanya Da Silva, Program Coordinator, NJ Health Professions Consortium  
G: Dominic Gerardi, Manager of Plant Operations-Remote Campuses  
H: Russell Gambino, Student Development Specialist, STEM  
I: Michael D'Agati, Director of Purchasing
- III. Grant Support Staff Reappointment FY2015-2016
- IV. Exempt Support Staff Salaries FY2015-2016
- V. Exempt Administrators' Salaries FY2015-2016

- VI. Grant Administrators Salaries FY 2015-2016
- VII. Grant Administrator Reappointments FY2015-2016
- VIII. Appointment of Child Development Center Grant Employees FY2015-2016
- IX. Faculty Promotions:
  - Palma Benko, Professor
  - Kathleen Kelly, Associate Professor
  - Nina Alsbrook, Associate Professor
  - Kala Mayur, Associate Professor
  - Petar Drakulich, Associate Professor
- X. Reappointment of College Counsel
- XI. Adjunct Faculty Spring 2015
- XII. Part-time / Temporary Appointments

#### **D. POLICY MATTERS**

The proposed changes to Board of Trustees Policy D 401 – Graduation Requirements, as a **SECOND READING**.

The proposed replacement of the current Board of Trustees Policy B102 (Equal Employment Opportunity) with the new “Nondiscrimination and Equal Opportunity Policy as to Students and Employees” as a **FIRST READING**.

The proposed replacement of the current Board of Trustees Policy B108 (Affirmative Action Plan) with the new “Title IX: Sex Discrimination, Sexual Harassment, and Sexual Misconduct” as a **FIRST READING**.

**REMARKS:** Public, Trustees: None

#### **ADJOURNMENT**

Chairman Nutter asked for a motion to adjourn the meeting at 7:53 p.m.; moved by Trustee DuHaime; seconded by Trustee Shukla. Upon roll call, the motion to adjourn the meeting passed unanimously with all members present voting “yes.”

**PASSAIC COUNTY COMMUNITY COLLEGE**  
**Resolution #1 – CONSIDERATION OF MINUTES**

Offered by SMITH Seconded by SHUKLA

Board of Trustees	Yes	No	Abstain	Absent
Blanco				X
Davis			X	
DuHaime	X			
Esquiche				X
Gardner			X	
Gourley				X
Kebrdle			X	
Shukla	X			
Smith	X			
Tanis			X	
Nutter				X

**CONSIDERATION OF MINUTES**

**BE IT RESOLVED** that the Board of Trustees of Passaic County Community College hereby approves the minutes of the June 16, 2015 Board of Trustees meetings, as presented.

**DATED: JULY 21, 2015**



PASSAIC COUNTY COMMUNITY COLLEGE

RESOLUTION #2-CONSENT AGENDA ITEMS A, B, and C

Offered by KEBRDLE Seconded by GARNDER  
(To amend Item C, Board Policy B102, Second Paragraph, Line 3)

Offered by KEBRDLE Seconded by DUHAIME (as amended)

	Yes	No	Abstain	Absent
<b>Board of Trustees</b>				
Blanco				X
Davis	X			
DuHaime	X			
Esquiche				X
Gardner	X			
Gourley				X
Kebrdle	X			
Shukla	X			
Smith	X			
Tanis	X			
Nutter				X

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

**A. BUSINESS ITEMS**

The following goods and services outlined below which were obtained through a Fair and Open Process, in compliance with *NJSA 19:44A-20.4et. seq.* and *NJSA 18A:64A-25 et al.* are so noted and recommended. The Vice President for Finance and Administration certifies funding is available.

**Bid No. 16-07 Janitorial Supplies** (Funding Source: College Operating Budget)

American Paper Towel Co., LLC



PASSAIC COUNTY COMMUNITY COLLEGE

**RESOLUTION #2-CONSENT AGENDA ITEMS A, B, and C**

10 Industrial Road Carlstadt, NJ 07072	\$ 23,572.14 (Partial Recommended Award)
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Central Poly-Bag Corp. 2400 Bedle Place Linden, NJ 07036	\$ 19,183.00 (Partial Recommended Award)
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Atra Janitorial Supply Co., Inc. 220 West Pkwy., Bldg. B, Unit 6 Pompton Plains, NJ 07444	\$ 15,669.47 (Partial Recommended Award)
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Spruce Industries 759 E. Lincoln Ave. Rahway, NJ 07065	\$ 15,353.57 (Partial Recommended Award)
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United Sales, USA Corp. 250 44 <sup>th</sup> Street Brooklyn, NY 11232	\$ 6,000.00 (Recommended Award)
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Staples Contract & Commercial, Inc. 500 Staples Dr. Framingham, MA 01702-4478	\$ 4,262.19 (Partial Recommended Award)
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Interboro Packaging Corp. 114 Bracken Road Montgomery, NY 12549	\$ 1,080.00 (Partial Recommended Award)
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**Bid No. 16-08 Classroom / Office Furniture** (Funding Source: College Capital Budget)

Paper Clips, Inc. 321 Charlton Ave. Hasbrouck Heights, NJ 07604	\$158,964.29 (Partial Recommended Award)
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Tanner North Jersey, Inc. 1251 Lakewood-Farmingdale Road Howell, NJ 07731	\$149,395.10 (Partial Recommended Award)
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Staples Contract & Commercial, Inc. 500 Staples Dr. Framingham, MA 01702-4478	\$135,683.09 (Partial Recommended Award)
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PASSAIC COUNTY COMMUNITY COLLEGE

**RESOLUTION #2-CONSENT AGENDA ITEMS A, B, and C**

WB Mason Co., Inc.  
535 Secaucus Road  
Secaucus, NJ 07094-2529

\$ 3,887.62  
(Partial Recommended Award)

**RFQ-16-07 Environmental Engineer, NJSA 18A:64A 25.5 (Exemption 1 – Professional Services)** (Funding Source: College Operating Budget: not to exceed \$60,000 in total)

GZA Environmental, Inc.  
55 Lane Road  
Fairfield, NJ 07004

Lan Associates  
445 Godwin Avenue  
Midland Park, NJ 07432

T & M Associates  
1256 North Church Street  
Moorestown, NJ 08057

**Access Control, NJSA 18A:64A-25.5 (Exemption 15 – Consulting Services and Exemption 3 – Material Available from Sole Source)** (Funding Source: Grant from the NJ Office of Homeland Security)

Blackboard, Inc.  
650 Massachusetts Ave. NW  
Washington, DC 20001

\$24,073.33  
(Recommended Award)

**Utility Services, for Wanaque Campus Water, NJSA 18A:64A-25.5 (Exemption 8 – Public Utilities)** (Funding Source: College Operating Budget for the 2014-2015 fiscal year; not to exceed \$57,000.00)

*Approval to acquire through a Business Entity Disclosure Process the following services:*

**Cablevision Advertising, NJSA 18A:64A-25.5 (Exemption 20 – Advertising)** (Funding Source: College Operating Budget)

Cablevision Media Sales Corp.  
530 5<sup>th</sup> Ave.  
New York, NY 10036

\$35,000.00 FY 2016  
(Est. Recommended Award)



PASSAIC COUNTY COMMUNITY COLLEGE

RESOLUTION #2-CONSENT AGENDA ITEMS A, B, and C

**Interpreter, NJSA 18A:64A-25.5 (Exemption 15 – Professional Consulting Services)** (Funding Source: College Operating Budget)

ASL Interpreter Referral Service, Inc. 21 Clyde Road, Suite 103 Somerset, NJ 08873	\$45,000.00 (Not to Exceed)
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**Radio Frequency Identification Tags (RFID), NJSA 18A:64A-25.5 (Exemption 19 – Proprietary System)** (Funding Source: College Operating Budget)

Amano McGann, Inc. 130 Harrison Avenue Roseland, NJ 07068	\$35,981.40 (Recommended Award)
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**Passaic County Career Pathway Partnership Initiative, NJSA 18A:64A 25.5 (Exemption 15 – Professional Consulting Services)** (Funding Source: Northeast Resiliency Consortium Grant)

Workforce Enterprise Services, Inc. 54 Paradise Lane Riverton, IL 62561	\$51,500.00 (Recommended Award)
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The Revised Fiscal Year 2016 Operating Budget from **\$51,541,656** to **\$52,112,376**; an increase of **\$570,720** or **1%**.

**B. PERSONNEL ITEMS**

- I. Separations
  - A: Sara Abouelkheir, Pre-College STEM Coordinator
  - B: Kareen Louis, EOF Admissions Counselor
- II. Appointments
  - A: Angel Rivera, Security Supervisor
  - B: Gricel Davila, Security Officers
  - C: Harry Damato, Director of Prior Learning Assessment and Content
  - D: Aylin Brandon, Registrar
  - E: Michael Grinberg, Engineering Faculty, Instructor Rank
  - F: Emel Demirel, Mathematics Faculty, Instructor Rank
  - G: Henriette Mozsolits, Chemistry Faculty, Instructor Rank
  - H: Douglas Purnell, Jr., Faculty Diversity Fellowship
  - I: Jack Daly, Environmental Sustainability Faculty, Instructor Rank



PASSAIC COUNTY COMMUNITY COLLEGE

RESOLUTION #2-CONSENT AGENDA ITEMS A, B, and C

J: Khloud Kourani, Business Faculty, FT, Temp, one year appt

K: Josh Keiner, English/Developmental English Faculty, Instructor  
Rank

L: Rachel Kahn, Assistant Director of Institutional Research

- III. Grant Support Staff Reappointment FY2015-2016
- IV. Grant Administrator Reappointments FY 2015-2016
- V. Grant Support Staff Salary FY2015-2016
- VI. Grant Administrators Salaries FY2015-2016
- VII. Coaches' Salaries/Stipends FY2015-2016
- VIII. Part-time / Temporary Appointments

**C. POLICY MATTERS**

The proposed replacement of the current Board of Trustees Policy B102 (Equal Employment Opportunity) with the new “**Nondiscrimination and Equal Opportunity Policy as to Students and Employees**” as amended, as a **SECOND READING**.

The proposed replacement of the current Board of Trustees Policy B108 (Affirmative Action Plan) with the new “Title IX: Sex Discrimination, Sexual Harassment, and Sexual Misconduct” as a **SECOND READING**.

**PASSAIC COUNTY COMMUNITY COLLEGE  
PROPOSED REVISED FISCAL YEAR 2016 OPERATING BUDGET  
July 1, 2015 - June 30, 2016**

	Adopted Fiscal Year Budget July 1, 2015 <u>June 30, 2016</u>	Proposed Revised Fiscal Year Budget July 1, 2015 <u>June 30, 2016</u>	<u>Variance \$</u>
<b><u>REVENUE:</u></b>			
Tuition-Credit	\$ 16,782,454	\$ 17,770,611	\$ 988,157
Tuition-Non-Credit	728,000	728,000	-
Fees	8,055,578	8,173,929	118,351
Passaic County Operating Support	13,409,583	13,409,583	-
State of New Jersey Support	6,402,329	6,276,793	(125,536)
Workforce Consortium	73,000	73,000	-
(Return on Investment)		-	
From Fund Balance	650,000	400,000	(250,000)
Rental Income - Memorial Hall		-	
Less Deferred Maintenance	1,033,358	1,033,358	-
Other Revenue	<u>1,450,000</u>	<u>1,300,000</u>	<u>(150,000)</u>
Total College Revenue	<u>\$ 48,584,302</u>	<u>\$ 49,165,274</u>	<u>\$ 580,972</u>
Auxiliary and Agency Services			
Food Service	650,000	650,000	-
Child Care Center	1,843,186	1,843,186	-
Student Government Association	<u>464,168</u>	<u>453,916</u>	<u>(10,252)</u>
Total Auxiliary and Agency Services	<u>2,957,354</u>	<u>2,947,102</u>	<u>(10,252)</u>
Grand Total-All Revenue	<u>\$ 51,541,656</u>	<u>\$ 52,112,376</u>	<u>\$ 570,720</u>
<b><u>EXPENDITURES:</u></b>			
Instruction	\$ 23,050,913	\$ 23,016,190	\$ (34,723)
Research	246,974	246,178	(796)
Public Service	617,868	725,883	108,015
Academic Support	1,659,320	1,481,752	(177,568)
Student Services	5,375,165	5,628,237	253,072
Operation &			
Maintenance of Plant	6,223,678	6,262,733	39,055
Institutional Support	<u>11,410,383</u>	<u>11,804,302</u>	<u>393,919</u>
Total General &			
Educational Exp.	<u>\$ 48,584,302</u>	<u>\$ 49,165,274</u>	<u>\$ 580,972</u>
Capital	<u>-</u>	<u>-</u>	<u>-</u>
Total General, Education & Extraordinary	<u>\$ 48,584,302</u>	<u>\$ 49,165,274</u>	<u>\$ 580,972</u>
Auxiliary and Agency Services			
Food Service	650,000	650,000	-
Child Care Center	1,843,186	1,843,186	-
Student Government Association	<u>464,168</u>	<u>453,916</u>	<u>(10,252)</u>
Total Auxiliary and Agency Services	<u>2,957,354</u>	<u>2,947,102</u>	<u>(10,252)</u>
Grand Total All Expenditures	<u>\$ 51,541,656</u>	<u>\$ 52,112,376</u>	<u>\$ 570,720</u>

**PASSAIC COUNTY COMMUNITY COLLEGE**

**BOARD POLICY**

**B102 ~~EQUAL EMPLOYMENT OPPORTUNITY~~**

~~It is the policy of Passaic County Community College to provide equal opportunity for employment to all of its employees and applicants for employment without regard to race, sex, ethnic origin, creed, religion, marital status, age or physical handicap. Recruitment, hiring, training, promotion and the designation of salaries and benefits and all other personnel actions will be carried out in such a way as to impact equally on all qualified persons without preference to anyone on the basis of race, sex, marital status, age, ethnic origin, handicap, religion or creed. The Affirmative Action Officer of Passaic County Community College will implement and administer this policy in accordance with all applicable State and Federal laws and regulations.~~

~~Amended: 06/29/81~~

**PASSAIC COUNTY COMMUNITY COLLEGE**

**BOARD POLICY**

**B102 NONDISCRIMINATION AND EQUAL OPPORTUNITY POLICY AS TO STUDENTS AND EMPLOYEES**

Passaic County Community College is an Equal Opportunity Employer and institution. In accordance with the regulations referenced below, Passaic County Community College hereby gives notice of its nondiscriminatory policy as to students and employees.

Continuing its policy to take affirmative action to support equal opportunity for all persons, Passaic County Community College does not discriminate on the basis of race, gender *identity or expression*, color, age, creed, religion, national or ethnic origin, sexual orientation, military status, or physical or mental disability. This policy applies to the administration of Passaic County Community College's admission, employment, educational, scholarship, loan, athletic, and other programs and practices.

Inquiries concerning the application of any policy, program, or other activity at Passaic County Community College may be referred to the Affirmative Action Officer (Title IX

Coordinator), who has been especially designated by the College to oversee the continued application of the nondiscriminatory policies.

Inquiries, concerns, or complaints may also be referred to the Director of the Office for Civil Rights, U.S. Department of Health and Human Services.

## **REFERENCES:**

Title IX of the Education Amendments of 1972

Part 86 of the U.S. Department of Health, Education, and Welfare

Revenue Procedure 75-50, dated December 8, 1975

Title VII of the Civil Rights Acts of 1964 and 1990

Section 504 of the Rehabilitation Act of 1973

Older Americans Act of 1975

Americans with Disabilities Act of 1990

New Jersey Law Against Discrimination and New Jersey Anti-Bullying Bill of Rights Act,  
P.L. 2010, Chapter 122 and amendments

Approved:

**PASSAIC COUNTY COMMUNITY COLLEGE**

**BOARD POLICY**

**B108 AFFIRMATIVE ACTION PLAN**

~~It will be the policy of Passaic County Community College to recruit, employ, retain, and promote professional and support personnel without regard to race, sex, creed, color, national origin, ancestry, age (40 and above), marital status, handicap, military status (disabled or Vietnam era veteran), religion or sexual orientation. To achieve this policy, the College will eliminate or modify existing personnel practices that could be interpreted as discriminatory and actively recruit qualified persons of protected classes (racial minorities, women, and the handicapped) as required by law.~~

~~The attached Affirmative Action Plan for Passaic County Community College complies with Executive Order 11246 and conforms to criteria for Affirmative Action Plans set forth in 41 CFR Chapter 60 (7-1-87 Edition) Office of Federal Contract Compliance Programs and New Jersey State Law.~~

~~This Plan will be amended from time to time as deemed appropriate and necessary to keep current with legal decisions, the latest legislation, and campus programs.~~

Approved: 03/25/92  
Revised: 06/28/99  
Revised: 03/10/03  
Revised: 09/13/05 (modification only)

**PASSAIC COUNTY COMMUNITY COLLEGE**

**BOARD POLICY**

**B108 TITLE IX: SEX DISCRIMINATION, SEXUAL HARASSMENT, AND SEXUAL MISCONDUCT**

Passaic County Community College affirms its commitment to ensuring an environment for all students and employees that is fair, humane, and respectful. Every person is entitled to learn and work in an environment free from sex discrimination, sexual harassment, and sexual misconduct. It is the policy of Passaic County Community College that sexual discrimination, sexual harassment, and sexual misconduct in any

form will not be tolerated. Charges of sex discrimination, sexual harassment, and sexual misconduct will be treated seriously and pursued in accordance with established College procedures.

Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex against any person in education programs and activities receiving federal funding.

Inquiries concerning the application of the above mentioned Title IX statement to any policy, program, or other activity at Passaic County Community College may be referred to the Title IX Coordinator, who has been especially designated by the College to oversee the continued application of the Title IX and nondiscriminatory policies.

Inquiries, concerns, or complaints may also be referred to the Director of the Office for Civil Rights, U.S. Department of Health and Human Services.

Approved: