

CUMBERLAND COUNTY COLLEGE

BOARD OF TRUSTEES

MEETING OF MARCH 15, 2018

The regular meeting of the Board of Trustees was called to order by Chair Ms. Perez at 5:30 P.M. in the Executive Board Room located in George P. Luciano Family Center for Public Service and Leadership on Campus.

Solicitor Michael L. Testa, Esquire read the applicable section of the Open Public Meetings Act regarding the regular Board of Trustee meeting.

Ms. Perez asked everyone to stand for the Pledge of Allegiance led by Mr. Whelan.

Roll Call: Hon. Asselta, Ms. Brown, Mr. Cassisi, Mr. DeLeon, Mr. Guccio, Mr. McGrory, Mr. Riley, Mr. Whelan, Dr. Ward Garrison, Ms. Perez.

A motion was made by Mr. Guccio for consideration to adopt Resolution #2279-2018 authorizing the Board of Trustees to meet in Executive Session to discuss matters that are deemed privileged pursuant to N.J.S.A. 10:4-12(b)(7) pending or anticipated litigation or contract negotiation other than in subsection b.(4) herein in which the public body is, or may become, a party; and (8), regarding personnel. The motion was seconded by Mr. McGrory and was passed by roll call as follows:

Mr. Guccio	Yes	Mr. DeLeon	Yes
Mr. McGrory	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

Ms. Brown Left Conference Room 7:10 PM

Public Hearing Call to Order –

A. Reading Of Resolution #2280-2018, Considering The Approval Of Tuition And Fee Rates For 2018-2019.

B. Open For Public Comment And Discussion - NONE

A motion was made by Dr. Ward Garrison for consideration to adopt Resolution #2280-

2018, approving tuition and fee rates for 2018- 2019. The motion was seconded by Mr. Gruccio and passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. McGrory	Yes
Mr. Gruccio	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

C. Adjournment Of Public Hearing

Secretary's Report -

A motion was made by Dr. Ward Garrison to approve the Minutes of the Regular Meeting held on February 15, 2018. The motion was seconded by Mr. Cassisi and passed by roll call vote as follows:

Dr. Ward Garrison	Yes	Mr. McGrory	Yes
Mr. Cassisi	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Mr. DeLeon	Yes	Ms. Perez	Yes
Mr. Gruccio	Yes		

Ms. Brown Returned To Conference Room 7:15 PM

A motion was made by Mr. DeLeon to approve the Minutes of the Executive Meeting held on February 15, 2018. The motion was seconded by Mr. Cassisi and passed by roll call vote as follows:

Mr. DeLeon	Yes	Mr. McGrory	Yes
Mr. Cassisi	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Gruccio	Yes	Ms. Perez	Yes

Correspondence – NONE

Freeholder Liaison Remarks – NONE

Review of Consent Agenda

A. Personnel & Affirmative Action

1. Consideration to approve Employment of Nyambura (MiSun) Phillips as Full-time, Director III, Admissions & Recruitment, One Stop Enrollment Services, at an annual rate of \$71,505, effective March 1, 2018.

2. Consideration to approve Employment of Migdalia Mercado as Part-time, Proctor/Tutor, Testing & Tutoring, Title V grant, at an hourly rate of \$21.06, effective April 3, 2018. (*This is a grant funded position of the Title V grant*)
3. Consideration to approve Employment of Siobhan Palau as Full-time Nursing Laboratory Technical Specialist, in Nursing, Health Service and Allied Health, at an annual salary of \$44,965, effective April 1, 2018.
4. Consideration to approve the reemployment of college funded Administrators for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Administrators Association Contract in accordance with the attached list.
5. Consideration to approve the reemployment of grant funded Administrators for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Administrators Association Contract in accordance with the attached list, contingent upon the renewal of grant dollars.
6. Consideration to approve the reemployment of college funded Faculty for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Faculty Association Contract in accordance with the attached list.
7. Consideration to approve the reemployment of grant funded Faculty for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Faculty Association Contract in accordance with the attached list, contingent upon the renewal of grant dollars.
8. Consideration to approve the reemployment of college funded Staff Personnel for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Staff Association Contract in accordance with the attached list.
9. Consideration to approve the reemployment of college funded Technical Assistants for 2018- 2019, under the terms of the negotiated collective bargaining agreement between the Board of Trustees and the Technical Assistants Association Contract in accordance with the attached list.
10. Consideration to approve the reemployment of college funded Management Team for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Management Team Association Contract in accordance with the attached list.
11. Consideration to approve the reemployment of grant funded Management Team for 2018-2019, under the terms of the collective bargaining agreement between the Board of Trustees and the Management Team Association Contract in accordance with the attached list, contingent upon the renewal of grant dollars.
12. Consideration to approve the reemployment of college funded Part-time staff for 2018-2019, at the rates indicated per the attached list.
13. Consideration to approve the reemployment of grant funded Part-time staff for 2018-2019, at the rates indicated per the attached list, contingent upon the renewal of grant dollars.

14. Consideration to approve the reemployment of college funded Executive Leadership Team for 2018-2019 per the attached list.
15. Consideration to approve the reemployment of the college funded Non-Aligned Staff for 2018- 2019 the attached list.
16. Consideration to accept the attached list of resignations/retirements/terminations.

B. Finance & Planning – NONE

C. Academic and Student Affairs - NONE

A motion was made by Dr. Ward Garrison to approve Consent Agenda Item(s). The motion was seconded by Mr. DeLeon and passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. Gruccio	Yes
Mr. DeLeon	Yes	Mr. McGrory	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

Reports of Standing Committees

A. Personnel & Affirmative Action – Dr. Christine Ward Garrison, Chair - NONE

B. Finance & Planning – Mr. Joseph P. Cassisi, Chair

1. A motion was made by Mr. McGrory for consideration to adopt Resolution #2281-2018 authorizing the College to award a contract for Engineering Tech supplies to Allegheny Educational Systems, Inc. of Tarentum, Pennsylvania in an amount between zero dollars and \$121,383.00 for the period March 16, 2018 through March 16, 2019. Funds for this purchase have been requested through a Perkins Grant amendment. Additional Perkins funding will be requested to support purchases in FY'19. The motion was seconded by Mr. Riley and passed by roll call as follows:

Mr. McGrory	Yes	Mr. DeLeon	Yes
Mr. Riley	Yes	Mr. Gruccio	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

2. A motion was made by Mr. McGrory for consideration to adopt Resolution #2282-2018 authorizing the College to enter into a joint agreement with the Educational Services

Commission of New Jersey for the purchase of a Cisco Meraki Firewall System from the vendor CDW Government in an amount of \$33,000.00, per the bid number MRESC 15/16-

The motion was seconded by Mr. Gruccio and was passed by roll call as follows.

Mr. McGrory	Yes	Mr. DeLeon	Yes
Mr. Gruccio	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

3. A motion was made by Dr. Ward Garrison for consideration to adopt Resolution #2283-2018 authorizing the College to award a contract for flood insurance, to Borden-Perlman Insurance Company of Lawrenceville, New Jersey, to be paid directly to American Bankers Insurance Company of Florida, in the amount of \$3,537.00 for the period of April 11, 2018 through April 11, 2019. The motion was seconded by Mr. McGrory and was passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. DeLeon	Yes
Mr. McGrory	Yes	Mr. Gruccio	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

4. A motion was made by Dr. Ward Garrison for consideration to adopt Resolution #2284-2018 authorizing the College to award a contract for the rental and installation for commencement tents, chairs, and associated equipment to Rental City of Vineland, New Jersey in the amount of \$23,820.76. The motion was seconded by Mr. McGrory and was passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. DeLeon	Yes
Mr. McGrory	Yes	Mr. Gruccio	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

5. A motion was made by Mr. McGrory for consideration to adopt Resolution #2285-2018 authorizing the College's administration to submit to the New Jersey Office of Education a budget modification for the 2017-2018 Carl D. Perkins Career and Technical Education

Improvement Act of 2006 Grant. The motion was seconded by Mr. Riley and passed by roll call as follows:

Mr. McGrory	Yes	Mr. DeLeon	Yes
Mr. Riley	Yes	Mr. Guccio	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

6. A motion was made by Mr. Riley for consideration to amend Resolution # 2250-2017 authorizing an amended award to Laerdal Medical Corporation of Wappinger Falls, New York for an additional Sim Junior in the amount of \$39,286.15. Funds for this purchase are available through the Perkins Grant. The motion was seconded by Mr. McGrory and was passed by roll call as follows.

Mr. Riley	Yes	Mr. DeLeon	Yes
Mr. McGrory	Yes	Mr. Guccio	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

7. A motion was made by Dr. Ward Garrison for consideration to adopt Resolution #2286-2018 adopting a budget of TWENTY-FOUR MILLION, FOUR HUNDRED TWENTY SIX THOUSAND, FIVE HUNDRED DOLLARS (\$24,426,500) for the year July 1, 2018 to June 30, 2019 and providing the amount to be raised by the Board of Chosen Freeholders as SIX MILLION, FOUR HUNDRED SIXTY THREE THOUSAND, TWO HUNDRED DOLLARS (\$6,463,200) operating costs and requesting the Board of School Estimate of Cumberland County College to recommend and certify the same to the Board of Chosen Freeholders. The motion was seconded by Mr. Whelan and was passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. DeLeon	Yes
Mr. Whelan	Yes	Mr. Guccio	Yes
Hon. Asselta	Yes	Mr. McGrory	Yes
Ms. Brown	Yes	Mr. Riley	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

Mr. Cassisi asked Dr. Salomon-Fernandez if the budget is based on the potential agreement with the CCIA and if the College is locked into this agreement if the decision is not to use the CCIA for their services. Dr. Salomon-Fernandez reported there is flexibility to amend the agreement. It is not based on the potential agreement with the CCIA and it could be amended if the agreement does get approved.

8. A motion was made by Mr. McGrory for consideration to amend Resolution #2207-2017 authorizing an amended award to Ricoh of Mount Laurel, New Jersey for copiers/copies, under the provisions of cooperatives currently in effect, may enter into a 60 month lease agreement for the replacement of 16 copiers at a cost of \$2,709.55 per month for the period beginning March 30, 2018 and ending March 29, 2023 using NJ State Contract number 40467. The motion was seconded by Mr. Guccio and was passed by roll call as follows.

Mr. McGrory	Yes	Mr. DeLeon	Yes
Mr. Guccio	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

9. A motion was made by Dr. Ward Garrison for consideration to adopt revisions to Policy 6.40 – Volunteer Policy. The motion was seconded by Mr. McGrory and passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. DeLeon	Yes
Mr. McGrory	Yes	Mr. Guccio	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

10. A motion was made by Mr. Riley for consideration to adopt Resolution #2287-2018 authorizing purchases and disbursements in the amount of \$531,978.88 for the current period.

The motion was seconded by Mr. DeLeon and was passed by roll call as follows.

Mr. Riley	Yes	Mr. Guccio	Yes
Mr. DeLeon	Yes	Mr. McGrory	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

C. Academic & Student Affairs – Ms. Michelle D. Brown, Chair - NONE

Consideration of Old Business – NONE

Consideration of New Business –

Dr. Salomon-Fernandez reported this evening’s meeting would be Sherri Welch’s last board meeting due to her pursuing a new opportunity. Dr. Salomon-Fernandez praised Ms. Welch for her work and commented the Board will miss her dearly. Ms. Welch thanked Dr. Salomon-Fernandez and expressed her gratitude working with the Board for the past fifteen years.

A motion was made by Mr. Riley for consideration to adopt Resolution #2288-2018, approving the College's Mission and Vision Statements and Strategic Plan for the years 2018-2023. The motion was seconded by Mr. McGrory and passed by roll call as follows:

Mr. Riley	Yes	Mr. DeLeon	Yes
Mr. McGrory	Yes	Mr. Gruccio	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes

Dr. Salomon-Fernandez commented it was a long process creating the new Strategic Plan. She thanked Dr. Clark for his leadership during the process and everyone else involved in the process.

Campus Reports –

Ms. Anne Daly Eimer (Acting Executive Dean, Enrollment Services) gave the PowerPoint presentation on the official spring enrollment report.

She reported New Jersey Community Colleges have seen a low student enrollment trend throughout the southern region. She reported the College has seen an increase in younger non-degree seeking students attending the College due to the Early College High School program. She reported on Campus the ages of students range from eighteen to twenty-four. She reported more female students are currently attending the college than male students. She reported this trend is consistent with past trends at the College. She reported a growing number of students are choosing not to report

ethnicity on the application and she plans to explore more into why students are not choosing to report ethnicity because it could potentially affect funding for the College.

Mr. Cassisi asked Ms. Eimer if there were any differences from the last spring report. Ms. Eimer reported the Early College High School non-degree seeking students were the biggest change statically from the spring of 2017 presentation. Mr. Cassisi commented within the last year he has seen on the report the College dominantly serves females and he asked Ms. Eimer how the College is planning to close the gender gap by raising the number of males attending the College. Ms. Eimer reported the trend of low male enrollment at the College is consistent with nationwide trends regarding male college enrollment. Dr. Yves Salomon-Fernandez commented the College is exploring opportunities to raise male student enrollment at the College.

Ms. Eimer reported on scholarship programs offered at the college. She commented the School Counts! scholarship program served 198 students, the New Jersey Stars scholarship program served 127 students, and the Veterans scholarship program served 52 students. Ms. Eimer reported on student support programs offered at the college. She commented the EOF program served 161 students, the TRIO program served 250 students, the Las Vias program served 231 students, the Stem program served 114 students, the LWD served 35 students, and the Disability Support Services program served 138 students.

CCC Foundation Liaison Report – Mr. Patrick W. McGrory

Mr. McGrory reported the Annual Golf Classic will be held on June 6, 2018 at the Union League National (formerly known as the Sand Barrens Golf Club). He reported the golf course has been completely renovated prior to the event and the event will not incur any price increases. He commented the foundation is looking forward to the Annual Golf Classic and the events taking place through the months of April and May to celebrate student achievements. Dr. Ward Garrison added the annual College 5K Run & Campus Walk would be taking place on Saturday April 28, 2018.

NJCCC Trustee Ambassador Report – Mr. Joseph Cassisi

Mr. Cassisi reported a phone conference was held March 7, 2018 regarding the legislative push for health benefits to transfer from the school benefits program to the state benefits program. He reported New Jersey colleges and employees would save twenty-one million dollars by transferring benefits to the state benefits program. Mr. Cassisi reported he attended a legislative manufacturing conference. The conference discussed the possibility of increased funding for career and technical training facilities to expand services for an emerging workforce at community colleges throughout New Jersey.

President's Report – Dr. Yves Salomon-Fernandez –

1. We are gearing up to offer senior citizen programming that would provide special courses on social media, learning how to detect scams, opportunities of volunteering at the college, and expand the array of discounted workforce courses and performance ticket prices. This is intended to both provide a service to seniors and also expand our brand within the community.
2. Following the lock-down incident that we had, we have identified additional ways to increase safety on campus and improve our procedures and processes based on feedback and input solicited on campus. This year, we will be making a \$1.5M investment on security improvements from bond funding secured through the Freeholders. The funds are currently going through the process and will soon be allocated to us.
3. The Innovation and Sustainability Committee held its first meeting at the end of February. In addition to local enterprises like Century Savings Bank, Coraluzzo Trucking, Cumberland Insurance, SNJ Today, ChemGlass, and Espoma on board, the College also benefits from insights from MIT, Google, Inspira Health Network, Rowan, and Achieving the Dream. The current New Jersey Secretary of Agriculture also sits on the Committee.
4. The College recently held its first STEM Symposium organized by the HSI STEM team and Prof. Steve Donahue. The event drew students from across the county who competed in following disciplines: biology, physics, and chemistry and featured as keynote a former advisor to the Secretary of State for Science and technology.
5. Our Horticulture students, for the first time, participated in the Pennsylvania Horticulture Societies' "Philly Flower Show" competition this year. They won multiple prizes 1st, 2nd, and 3rd place prizes in the 9 categories within which they entered. Prof. Ned Gaines and others in the department advised them.
6. Our theatre students, under the leadership of Prof. Deborah Bradshaw, have been invited to perform our production of Godspell at Disney. It's a great distinction for our college to have been chosen.

7. For the second year in a row, students across multiple STEM and business disciplines have built and designed an Escape room experience that challenges participants to solve a series of problems to escape. Profs. Majid Noori, Joe Dugan, and Charles LaPalme advised our students on this project. The experience is open to local K-12 schools and the community.

Persons wishing to address the board –

John Lore, Assistant Professor of English, expressed his concerns regarding the possibility of the College merging with RCGC. He commented he hopes the merger would not affect the autonomy of the College.

Nick DiCicco, NJEA Representative, expressed his concerns regarding the possible agreement with the CCIA for services and the Board approval of resolution #2286-2018. He inquired as to how the Board could pass a budget without approved signed employee contracts. Dr. Salomon-Fernandez reported the possible agreement with CCIA is still being discussed and the idea is not a definitive agreement. She reported a contract will be created in four weeks and the Board will discuss the decision to proceed at that point in time. She commented as for resolution #2286-2018, the budget is flexible and may need to be amended due to an influx of circumstances.

Krissy Kosar, a community member, commented and expressed her concerns regarding the potential firing of the support staff at the College. She asked the Board if anything was available in print to the public regarding the possible agreement with the CCIA and how the Board is passing resolution #2286-2018 with the possible agreement still in progress. She commented with the potential firing of support staff the college is losing expertise, knowledge, and loyalty of dedicated employees.

Dr. Ward Garrison commented the budget resolution #2286-2018 is an amendable resolution. The College is working on several projects that require the resolution to be approved to move forward and the Board is trying to move forward the best we can.

Mr. DiCicco commented the Board is making the decision to cut dedicated people based on cost savings. He reported the College is going to make this cost-saving decision, but does not know how much the decision will save.

Mr. McGrory commented the Board does not know at this time how much it will save. He commented the Board does care about everyone on campus and the community. The changes and discussions about the potential cuts of employees were not done without care. He reported he is not able to answer some of the questions regarding people addressing the board at this time due to confidentiality.

Mr. DiCicco expressed his concerns regarding cutbacks because they were not discussed during employee contract negotiations over the past year. He commented this is not the way you treat people who are dedicated employees of the college.

Aaron Avion, NJEA Consultant, expressed his concerns regarding the privatization of a cohort of dedicated long standing employees. He commented prior to Camden County College privatizing their custodial, grounds, and security services the college was beautiful. He commented now the campus is disgraceful due to privatization and he did not want to see that happen to the campus at the College.

There being no further business to come before the Board, a motion was made by Dr. Ward Garrison to adjourn the meeting seconded by Mr. McGrory. The meeting was adjourned at 7:51 P.M.

Respectfully Submitted,

MS. MICHELLE BROWN,
SECRETARY