



Essex County College

Board of Trustees

**PUBLIC MEETING AGENDA**

December 14, 2020 – 4:30 PM

*Meeting Conducted Virtually via Zoom Webinar*

*In Attendance:* M. Bolden; J. Grimes; L. Guyton; A. Lewis; C. Morales; B. Robinson; J. Wright; J. Zarra;  
A. Boakye, President; M. Townes, Board Counsel

*Excused:* I. Cruz

**Call to Order/Roll Call**

The meeting was called to order at 4:38 pm by the Chair, Trustee Bolden. In response to roll call, seven trustees were present, a quorum was declared. Trustee Zarra joined a short time later; Trustee Wright was excused early.

**Open Public Meetings Act Announcement**

Madame Chair invited Trustee Grimes to read the Open Public Meetings Act. She read the announcement as follows:

In compliance with the Open Public Meetings Act of the State of New Jersey, adequate notice of this regular meeting of the Board of Trustees of Essex County College was provided in the following manner:

Advance written notice of this virtual meeting was filed on October 6, 2021 and written notice for this meeting was provided to the Essex County College Community, indicating that the meeting will be held in accordance with the Open Public Meetings Act (P.L. 2020 c. 11, and the Governor of New Jersey's Executive Order 244, and N.J.A.C. 5:39-1 Emergency Regulations: Remote Public Meetings held During a Declared Emergency) regarding COVID 19 Emergency. Notice of the meeting was also posted on the College website at [www.essex.edu](http://www.essex.edu). According to records of Essex County College, we have not received written requests or prepayment from any parties for advance notice of meetings.

**Communications**

Trustee Grimes stated that there were no communications.

**Public Comments on Agenda Items**

Comments received from Mr. Lev Zilbermints were read into the record of the meeting as follows:

Hello, everyone,

How fast time flies! It is December, and the last meeting of the year is here. We are getting ready for Christmas, Santa Claus and the New Year. Do I hear bells jingling?

That said, let me get to the point. I am here to give tribute and thanks to Zewdnesh Kassa for her 44-year service at Essex County College. She helped the students a lot over the decades. As a Senator in the 1991-92 and the 1992-93 SGAs, I had frequent interaction with her. Back in those days, I served on the Academic Affairs Committee. We met like, once a month, and Dean Kassa was the chair.

My opinion, for what it is worth, is that the Board of Trustees should give Dean Kassa a recognition plaque or certificate for her long decades of service to the college and its students. I mean, we are talking about more than four decades! She was here when the original student government, the Old

Senate, held power. If my research is correct, she remembers when the original Information Booth opened. It was gifted to the college by the 1977-1978 SGA. Cost was \$10,000 in money of the day. \$5000 came from SGA, \$5000 from Student Activities Board.

So, let me thank Zewdnesh Kassa for everything she did to the school and wish her a happy retirement and good health.

Lev D. Zilbermints, '93

**Finance Committee Report**

Noting that Finance Action 3-1.11 would be voted upon separately, Trustee Guyton presented for approval, Finance Actions 3-1.1 through 3-1.10, 3-1.12, 3-2.1, and 3-2.2:

3-1.1/12-2021	Authorize the Award of a Two-Year Bid for Sewer Line Preventive Maintenance Services A Speedy Sewer & Drain Service, Corp., Bloomfield, NJ College Funded – Operating Expense	\$34,900.00
3-1.2/12-2021	Authorize the Award of a Maintenance Renewal for Barracuda Web Filter Equipment New Era Technology, Islandia, NY College Funded – Operating Expense	\$54,159.88
3-1.3/12-2021	Authorize the Award of a Furniture Purchase for the Center for Technology Business Furniture Inc. (BFI) A Herman Miller, Inc., Parsippany, NJ Chapter XII Funded – Capital Expense	\$10,106.70
3-1.4/12-2021	Authorize the Award of Additional Work at the Gymnasium Basketball Court in the Physical Education Building Classic Sport Floors, Inc., West Berlin, NJ Chapter XII Funded – Capital Expense	\$12,175.00
3-1.5/12-2021	Authorize the Award of Three (3) Maintenance Renewals for Premier Support Systems Oracle America, Inc., Dallas, TX College Funded – Operating Expense	\$875.21
3-1.6/12-2021	Authorize the Award of a Blanket Order for Child Development Center Food Services Dining Partnership Group (DPG), Verona, NJ Child Development Center Funded – Operating Expense	\$65,000.00
3-1.7/12-2021	Authorize the Award of a Contract for Advertisement Services Capstar dba: iHeart Media, New York, NY College Funded – Operating Expense	\$30,000.00
3-1.8/12-2021	Authorize the Award of a Bid for Biology Lab Supplies Carolina Biological, Burlington, NC Fisher Scientific, Pittsburgh, PA School Specialty Inc., Lancaster, PA VWR International, LLC, Rochester, NY College Funded – Operating Expense	\$11,418.08 12,151.32 1,128.63 <u>57,937.91</u> Total:
	Total:	\$82,635.94

3-1.9/12-2021	Authorize the Payment for Legal Services Fernandez Garcia, LLC, Morristown, NJ College Funded – Operating Expense	\$7,880.00
3-1.10/12-2021	Authorize the Payment for Legal Services Genova Burns Attorneys-At-Law, Newark, NJ College Funded – Operating Expense (\$119.89) CRRSAA <sup>1</sup> Grant Funds – Cares Act 2.0 – Operating Expense (\$4,650.00)	\$4,769.89
3-1.12/12-2021	Authorize an Additional payment for Consulting Services Afshan, Ajmiri Giner, Esq., LLC, Jersey City, NJ College Funded – Operating Expense	\$4,999.00
3-2.1/12-2021	Legal Service Walsh Pizzi O’Reilly Falanga LLP College Funded – Operating Expense	Amount not to exceed \$80,000
3-2.2/12-2021	Settlement Agreement and Release: Newark Day Center	

<sup>1</sup> Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (Higher Education Emergency Relief Fund II)

Trustee Morales moved the actions for approval, Trustee Grimes seconded the motion. **The motion carried unanimously.**

Trustee Guyton then presented for approval Finance Action 3-1.11:

3-1.11/12-2021	Authorize the Payment for Legal Services Florio, Perrucci, Steinhardt, Cappelli, Tipton & Taylor, LLC, Phillipsburg, NJ College Funded – Operating Expense	\$8,240.48
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Trustee Wright moved the action for approval; Trustee Morales provided the second. **The motion carried** – six affirmed, one abstention.

### **Personnel Committee Report**

On behalf of the Personnel Committee, the Chair, Trustee Grimes presented for approval the following actions:

#### Appointments

4-1/12-2021	Colin Archer, Instructor Nursing Salary – \$70,000.00 Effective January 4, 2022
4-2/12-2021	Kelsey Cruz, Financial Aid Officer Financial Aid Salary - \$45,000.000 Effective January 4, 2022

4-3/12-2021 John Olotewo, Coordinator – Participation, Retention and Completion Track  
Business  
Salary - \$56,100.00 *Grant Funded*  
Effective January 4, 2022

4-4/12-2021 Alex Nunez, Telecommunications Support Specialist  
Information Technology  
Salary - \$42,500.00  
Effective December 15, 2021

4-5/12-2021 Lance Simon, Administrative Assistant  
Community, Continuing Education and Workforce Development  
Salary - \$40,000.00  
Effective January 4, 2022

4-6/12-2021 Joyce Alexander, Teacher Assistant  
Child Development Center  
Salary - \$23,500.00 *Grant Funded*  
Effective January 4, 2022

4-7/12-2021 William Morrison, Maintenance Technician  
Facilities Management  
Salary - \$44,304.00  
Effective December 22, 2021

#### Promotion

4-8/12-2021 Hamza Wedam, Assistant Director  
Welcome Center  
Salary - \$68,348.34  
Effective January 1, 2022

#### Change in Salary

4-9/12-2021 Sonia Rios-Cardoso, Assistant Director - Enrollment Services Express Center  
Enrollment Services  
Salary from \$92,053.51 to \$99,553.51  
Effective January 1, 2022

4-10/12-2021 Sanja Dizdarevic, Assistant Director – International Students and Veteran Services  
Enrollment Services  
Salary from \$81,228.63 to \$88,728.63  
Effective January 1, 2022

#### Retirements

4-11/12-2021 Zewdnesh Kassa, Associate Dean – Registrar / Enrollment Services  
Enrollment Services  
Effective December 31, 2021

Majuvy Sulse, Associate Professor  
Nursing  
Effective December 31, 2021

Resignations

4-12/12-2021 Said Omer, Telecommunications Support Specialist  
Information Technology  
Effective November 8, 2021

Socorro Reyes, Teacher Assistant  
Child Development Center  
Effective November 19, 2021

Supplements

4-13/12-2021 Clare Kajura, Faculty Mentor Lead  
Mentoring, Alignment, Preparedness, Support (MAPS) Grant  
Effective November 1, 2021 – October 31, 2022  
Amount - \$4,500.00

Sujatha Ramakrishnan, Faculty Mentor Lead  
Mentoring, Alignment, Preparedness, Support (MAPS) Grant  
Effective November 1, 2021 – October 31, 2022  
Amount - \$4,500.00

Jill Stein, Campus Coordinator  
Louis Stokes Alliances for Minority Participation (LSAMP) Program Grant and  
Science, Technology, Engineering and Mathematics  
(STEM) Grant  
Effective September 1, 2021 to June 30, 2022  
Amount - \$5,000.00

Bridget Turner, Faculty Mentor Lead  
Mentoring, Alignment, Preparedness, Support (MAPS) Grant  
Effective November 1, 2021 – October 31, 2022  
Amount – \$4,500.00

Trustee Wright moved the Personnel actions for approval. Trustee Morales seconded the motion. **The motion carried unanimously.**

Board Counsel, Mr. Townes was called on to present four Goldenrod Personnel actions for the consideration and approval of the Board. He read as follows:

4-14/12-2021 Addendum to the Memorandum of Understanding, Essex County College –  
Administrative Association

**RECOMMENDATION:** It is recommended that the Board of Trustees ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Administrative Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

**BACKGROUND AND RATIONALE:** The Essex County College Administrative Association is the recognized negotiating agent for the labor unit comprised of Administrative Association members. Essex County College and the Essex County College Administrative Association agree to the stated one-time Contract Retroactive Payment and one-time COVID-Related Extra Work Compensation as evidenced by the attached Memorandum of Agreement (MOA).

**FISCAL NOTES:** The recommended one-time payments are included in the College's annual operating budget for FY 2022.

**RESOLUTION:** The Board of Trustees of Essex County College ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Administrative Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

4-15/12-2021 Addendum to the Memorandum of Understanding, Essex County College – Professional Association

**RECOMMENDATION:** It is recommended that the Board of Trustees ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Professional Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

**BACKGROUND AND RATIONALE:** The Essex County College Professional Association is the recognized negotiating agent for the labor unit comprised of Professional Association members. Essex County College and the Essex County College Professional Association agree to the stated one-time Contract Retroactive Payment and one-time COVID-Related Extra Work Compensation as evidenced by the attached Memorandum of Agreement (MOA).

**FISCAL NOTES:** The recommended one-time payments are included in the College's annual operating budget for FY 2022.

**RESOLUTION:** The Board of Trustees of Essex County College ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Professional Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

2. One-time COVID-Related Extra Work Compensation for the Covid years:
    - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
    - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
- 4-16/12-2021 Addendum to the Memorandum of Understanding, Essex County College – Support Staff Association

**RECOMMENDATION:** It is recommended that the Board of Trustees ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Support Staff Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

**BACKGROUND AND RATIONALE:** The Essex County College Support Staff Association is the recognized negotiating agent for the labor unit comprised of Support Staff Association members. Essex County College and the Essex County College Support Staff Association agree to the stated one-time Contract Retroactive Payment and one-time COVID-Related Extra Work Compensation as evidenced by the attached Memorandum of Agreement (MOA).

**FISCAL NOTES:** The recommended one-time payments are included in the College's annual operating budget for FY 2022.

**RESOLUTION:** The Board of Trustees of Essex County College ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Support Staff Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

- 4-17/12-2021 Addendum to the Memorandum of Understanding, Essex County College – Security Association

**RECOMMENDATION:** It is recommended that the Board of Trustees ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Security Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

**BACKGROUND AND RATIONALE:** The Essex County College Security Association is the recognized negotiating agent for the labor unit comprised of Security Association members. Essex County College and the Essex County College Security Association agree to the stated one-time Contract Retroactive Payment and one-time COVID-Related Extra Work Compensation as evidenced by the attached Memorandum of Agreement (MOA).

**FISCAL NOTES:** The recommended one-time payments are included in the College's annual operating budget for FY 2022.

**RESOLUTION:** The Board of Trustees of Essex County College ratify the addendum to the Collective Bargaining Agreement between Essex County College and the Essex County College Security Association to provide the following combined one-time payment to current employees:

1. One-time Contract Retroactive Payment for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)
2. One-time COVID-Related Extra Work Compensation for the Covid years:
  - a. 1.5% for FY 20 (July 1, 2019 – June 30, 2020)
  - b. 1.5% for FY 21 (July 1, 2020 – June 30, 2021)

Trustee Morales provided the motion to approve the four goldenrod actions. Her motion was seconded by Trustee Grimes. **The motion carried unanimously.**

The Board Counsel, then advised that the approval of minutes was overlooked.

#### **Minutes**

Trustee Grimes moved and Trustee Morales seconded the motion to approve minutes of the October 19<sup>th</sup> and November 16<sup>th</sup> meetings of the Board of Trustees. **The motion carried unanimously.**

#### **Educational Programs Committee Report**

Trustee Lewis reported that six actions were recommended for approval. He then presented the following five actions for the Board's consideration:

- 7-1.1/12-2021 Acceptance of Funds: College Readiness Now
- 7-1.2/12-2021 Acceptance of Funds: EOF Grant - NJ OSHE/EOF
- 7-1.3/12-2021 Acceptance of Funds: Essex County Division of Training and Employment
- 7-1.4/12-2021 Contract for Services: Newark Day Center
- 7-1.5/12-2021 Partner Agreement: Early Head Start/Child Care

Trustee Robinson moved the actions for approval. Trustee Morales seconded the motion. **The motion carried unanimously.**

Trustee Lewis then asked for a motion to approve action 7-1.6 presented below:

- 7-1.6/12-2021 Addendum – License Agreement Authorizing Use of Facilities: West Caldwell High School Partnership

Trustee Robinson moved the action for approval. Trustee Grimes provided the second. The motion carried – six affirmed, one abstention.

#### **Site Facilities and Equipment Committee Report**



Trustee Morales reported that the committee had no actions to present for approval; however, she asked that Dr. Boakye share the presentation the committee received during their meeting. The presentation is attached at Appendix A.

#### **Policy and Governance Committee Report**

In the absence of Trustee Cruz, Trustee Grimes reported that the committee met and discussed a new board policy, however, it is a work in progress and will be presented at a later date.

#### **Community Relations Committee Report**

Trustee Grimes reported on behalf of Trustee Wright that the Community Relations Committee did not meet.

#### **Alumni Association Report**

Mr. Patrick, Saint Fort, Treasurer of the Alumni Association provided the report attached at Appendix B for the information of the Board of Trustees.

#### **Student Government Report**

Ms. Congleton read the Student Government report provided by its president, Ms. Jessica Clark. The report is attached at Appendix C. Madame Chair commented that she visited the Student Food Pantry and it is well stocked, also there are funds available to help meet the needs of students. She also mentioned that outside organizations provide students with perishable items and that gift cards from Shop Rite would be welcomed to help students purchase supplemental items.

#### **Faculty Association Report**

Prof. Frank seconded Lev Zilbermints' comments regarding Zee Zassa, noting that she was spectacular asset to the College. He then presented the Faculty Association Report which is attached at Appendix D.

Prof. Frank concluded his report by expressing that he had hoped the Faculty Association contract would be presented for approval today; however, it was not. With that, he extended wishes for a happy and healthy holiday.

#### **President's Report**

Dr. Augustine Boakye opened his report with thanks and appreciation to everyone for their efforts and support during the fall semester. He also express thanks to those who have cooperated with the Covid-19 protocols and requirements.

The President then shared and provided details and highlights from his written report to the Board of Trustees; it is attached at Appendix E. He

Dr. Boakye concluded his report with special thanks to the Trustees on behalf of the students, faculty, and staff for the many hours they spend supporting, encouraging and working with members of the college community. He offered congratulations to Zee Kassa and Patt Slade on their retirements and holiday greetings to everyone.

Reflecting on the statistics provided in the President's report, Madame Chair stated that they were very impressive, especially under the circumstances of Covid. She said she was happy to see the increase in financial aid numbers as it translates to an increase in the graduation rate.

#### **New Business**

Trustee Robinson proposed some type of Trustee Award for those who have or are retiring after giving many years of service to the College. Trustee Grimes responded that Trustee Wright, Chair of the Community Relations Committee has also proposed something similar to acknowledge retirees and

Trustees which will be shared in the near future. Madame Chair concurred that the proposal is something we should do and she looked forward to the recommendation of the Community Relations Committee.

### **Public Comments**

Ms. Congleton read the following public comments submitted by Ms. Patricia:

Good Morning Board members and everyone present:

With all due respect ,

My name is Patricia Henriquez, Accounts Payable Clerk, my current salary, payroll deposit 12/3/2021 is \$31,910.82 (8 years of service).

The mailroom clerk annual salary beginning 11/17/21, is \$35,000 (just hired). Please kindly enlighten me, so I may understand the salary discrepancy. Aside from this occurrence, there are many more.

The salary for the Student Support Services Representatives in the Welcome Center, is \$35,900.00, Effective July 6, 2021.

My final inquiry is: where is the equal pay? Please understand my frustration, for the subsistence wage I receive.

Thank you for taking the time to hear my concerns.

Best regards,

**PATRICIA HENRIQUEZ**

Dean Kirkland then took the floor to share the value and legacy of Zee Kassa's tenure at the College. He noted that she started as a part-timer in 1978, worked in the registrar's office and eventually became the registrar. He shared that she 'ran' graduation and Dean Kassa told him "our greatest moment is when we see our students graduate". Dean Kirkland offered that a celebration will be planned in honor of her retirement.

Madame Chair then extended holiday wishes to everyone and the best to our retirees.

### **Notice of Executive Session**

Trustee Grimes was invited to read the Notice of Executive Session. She read as follow:

WHEREAS, The Open Public Meetings Act, 1975 (N.J. Law Chapter 231) permits a public body to exclude the public from that portion of a meeting at which certain topics are discussed:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Essex County College shall hold, following this meeting and prior to its next scheduled meeting on January 25, 2021 at 4:30 PM, an Executive Session to discuss the following topics, the general nature of which is limited to Collective Bargaining Agreements, Pending and Existing Contractual Negotiations, Litigation and Personnel Matters. The discussion of these said topics shall be disclosed to the public as soon as reasonable.

### **Adjournment**

Madame Chair called for the adjournment of the meeting. The meeting was adjourned at 5:48pm.

# Sites, Facilities & Equipment


December 6, 2021

## AGENDA

- ▶ Entrance Doors Renovation
- ▶ Gymnasium Renovation
- ▶ IT Department Renovation
- ▶ Pedestrian Bridge Repair
- ▶ West Essex Campus


### Entrance Doors Renovation

- ▶ Northeast Interior Services has started the doors' electrical work; demolition and door replacements will begin on December 7, 2021. The work will be divided into four phases. Each phase will take seven to ten days to complete.



### Gymnasium Renovation

- ▶ The new floor at the GYM is being laid out and will be completed by the end of the week. The floor will be stained and painted starting next week. The order for the new scoreboards has been placed and is due to arrive in early spring 2022.



ESSEX COUNTY COLLEGE WOLVERINES					
Home	3:59	Guests			
108		96			
< 88	period 4	8			
fouls	t.o.l.	player	t.o.l.	fouls	
8	4	4-33	2	10	
won		game		won	

### IT Department Renovation

- The project has reached 90% completion. The items pending include installing the HVAC system and completing the ductwork for the unit. The furniture for the space has been delayed and scheduled for delivery in January 2022.

### Pedestrian Bridge Repair

- The work to remediate the structural problems at the pedestrian bridge has started, masonry work and pouring of concrete are underway. The project will be completed by January 2022.



## West Essex Campus

- ▶ On November 12, 2021, the Hudson Essex Passaic Soil Conservation District (HEPSD) placed a cease and desist order on the demolition operation for the West Essex Campus Project. On November 30, the HEPSD issued the correct certification/permit, and the project resumed.
- ▶ The abatement and remediation work are complete in the crawspace/tunnel area found underneath the floor in a section of the original building.
- ▶ Building demolition activity is in the last stages of the project. The three sections of the building structure are down. The contractor is in the process of crushing various materials with mobile crushing equipment onsite. The crushed material serves as backfill to help level the ground. The upcoming phases to complete the demolition aspect includes site restoration and demobilization.



**Thank you  
For Your Attention**

**Essex County College Alumni Association  
Report to the Board of Trustees  
Tuesday, December 14, 2021**

Good evening, Madam Chair, Board Members, and fellow Essex County College Alum,

My name is Patrick Saint Fort, and I am the Treasurer of the Essex County College Alumni Association, and it is with great pleasure I join you this evening on behalf of the association to provide once again an update on the Association's activities.

- Since our last report to the Board, one of our member at large Ms. Serena Barnes resigned. Last week, ECC alumni welcomed a new member: Rolguens Wally Saturne replacing Ms. Barnes as a new member at Large.
- As we announced at the last meeting, the media account has been created. The school is still the social media account administrator, but the group VP and secretary have access to post.
- We are planning to have a meet and greet this month to welcome fellow alums back and connect with each other. We are still working on the date and place.
- ECCAA, participated actively in Giving Tuesday. The board distributed the flyer through email to friends and family and we are still encouraging people to donate.
- Our next General Board meeting is this Thursday December 16<sup>th</sup>.
- The Executive board of the alumni association is still working with the Office of institutional Advancement, spearheaded by Mr. Alfred Bundy, to create an alumni brochure.
- Lastly, the Executive Board is working with the office of the president to staff the alumni office with personnel and resources.

Thank you once again for the opportunity to speak on behalf of the ECCAA

Patrick Saint Fort, ECCAA Treasurer

## **Student Government Association November Fall 2021 Report**

**Good afternoon, members of the Board of Trustees, Dr. Boakye, Faculty and Staff**

### **NJ COMMUNITY COLLEGE SGA FORUM**

On November 19, 2021, the NJCCSGA meet for their second meeting of the semester. We have continued to hold a presence in the NJCC SGA community where President Clark has regularly attended events hosted by the group. She has shared ways to help the Essex SGA become more involved with the community such as volunteer opportunities, advocates for the distribution of food pantry to students and the need for more mental health services across of state and community colleges.

### **NJ CCC Student and Alumni Committee Quarterly Meeting**

As student representative President Clark attended the quarterly NJ CCC Student and Alumni Committee meeting where updates were made from our September 2021 meeting. These updates included the FY2022 state budget, Mental Health of Student Initiative and Pathways to Career Opportunities Fund.

### **Essex County College Reopening Plan/ SGA Care for Covid Initiative**

We continue advising students of the rules and regulations of the Colleges re-opening plan. Advising students of the CDC guidelines, mask mandates, and Covid-19 vaccination requirements for vaccinated and non-vaccinated students. We have also advised students of the procedure of how to upload their vaccination cards through the student portal.

All SGA Executive Board Members along with other Student Leaders from other colleges were invited to join First Lady Tammy Murphy to a roundtable discussion with regards to education, financial aid, and ways to improve the college experience in and outside of the classroom.

### **Essex County College ICC Club Meeting / Update With SGA**

On November 22, 2021, Vice President of SGA Yolanda Brown who also serves as Chairperson of ICC held the first meeting of the semester with twelve active clubs on the ECC campus. Each club had a representative to talk more about their clubs and what events they held for the Fall semester and what their plans are for the Spring semester. The meeting was very productive, and VP Yolanda Brown was able to take the information shared from the clubs about their needs and expectations back to the SGA Executive Board. SGA Executive Board members did an update Zoom with Mr. Ott on Nov 30, 2021, to let the students know what SGA has done this semester and plans we have for the upcoming semester.

### **Food Pantry**

Since being back on campus SGA continues to help and provide students in need that are requesting assistance with food supplies from the food pantry.

### **Monthly Meeting with Dr. Boakye**

During the Executive Board's meeting with Dr. Boakye, the following topics were discussed, Dasher Bridge Completion Timeline, Food vendors and new student café hours, re-opening plan and continued support to the students, funding for all student clubs, mental health services and advocates for students, restocking the food pantry for holiday distribution to students.

### **SGA End of the Semester initiatives**

- Holiday Food Pantry distributions for students
- Coat Drive Donations
- Donations for Help for Haiti
- SGA National Volunteer Day of ECC
- SGA Office Hours

### **ASGA Fall 21 Virtual Student Government Training Summit**

On the dates of November 12-13, SGA Executive Boards member partook in the ASGA Conference that was a two-day training seminar to assist in board member in building a better SGA. Some topics that the board took part in were 13 Steps to a Super Student Government, How to Improve our SGA Web and Social Media Presence, Supporting Survivors and Title IX on Campuses, the Importance of getting Student Feedback and The Importance of SGA accomplishments.

Respectfully Submitted

Jessica Clark

Student Government Association President



# Faculty Association Report

December 14, 2021

As we end the fall 2021 semester, it appears that the experiment we subscribed to mandating that students be vaccinated in order to be enrolled at ECC has been successful.

It is too early to evaluate student academic success for the semester but preliminary data suggests that student achievement has been at a high rate. Looking ahead to the spring semester it appears that returning students will be relatively plentiful. Dr Boakye's report will confirm the status of putative student enrollment including projections for new students. Going into the spring semester we are facing a new existential threat. New variants of the corona virus may have achieved the ability to evade vaccine protection at least so far as neutralizing antibodies are concerned. We can hope that the second part of the immune response: T-cells and B cells may protect against "severe disease!

The WHO says that vaccinated and previously infected individuals may not be able to ward off infection, resulting in high transmission rates and severe "consequences". Translation: reinfections, that is breakthroughs are very likely. The reality is that we may be facing the "pandemic of the vaccinated". By the time we enter the spring semester the definition of "fully vaccinated" almost certainly will include a booster shot which begs the question: should we require booster shots for students and staff going into the spring semester? Of course we will still have to honor exemptions granted to students and staff provided that our protocols which include regular testing for those who are not fully immunized are followed. I am unaware of who presently determines policy regarding the virus. I strongly recommend that the board address this issue and consider engaging a health professional to guide us going forward.

## Memorandum

**To:** Dr. M. Bolden & the Board of Trustees  
**From:** Dr. Augustine A. Boakye, President, Essex County College  
**Date:** December 14, 2021  
**Re:** President's Report

### General:

While we have faced some challenges, the global Covid-19 pandemic has not stopped Essex County College from fulfilling its mission to serve the diverse needs of its students and community through comprehensive educational programs, training and continuing education.

For the safety of our students, faculty, staff and the entire campus community, we require vaccination and face covering while on campus. Individuals with medical or religious reasons can seek an exemption. Anyone that opts-out must test weekly and provide proof of negative test.

- ❖ We continue to encourage all employees and students to participate in the free COVID-19 vaccination program. Our Gymnasium continues to be a site for COVID-19 vaccination and testing. Additionally, the College has partnered with Diligent Urgent Care to offer COVID-19 Testing on the main campus - 4<sup>th</sup> Floor Multipurpose Room on Tuesdays and Thursdays. We continue to urge every employee and student to upload their Covid-19 Vaccine records and/or test result to the ECC portal.
- ❖ Our next Covid-19 information sharing Townhall meeting is scheduled for Thursday, December 16, 2021.

### Academics:

The Fall 2021 semester is progressing well with students now preparing for their final exams. At the same time, we are aggressively helping students with registration for the Winter/Spring 2022 semester.

Our Student Athletes are actively engaged in the seasonal games. The women won their last game against the County College of Morris to push their current win streak to 5 games by a score of 68-53.

A cohort of 20 new students were welcomed by Dr. Boakye on December 10<sup>th</sup> as they prepare to begin the LPN program in January 2022.

ECC faculty participated in pre-ACUE training workshop. This program is sponsored by the college to provide pedagogical training for approximately 30 faculty members in the coming year.

### Finances

ECC, for the second year in a row, is raising funds in support of student scholarships and everyone is encouraged to join us on this Giving Tuesday Initiative.

### Capital Projects:

The capital projects at the College are progressing well. At the main campus, we are currently renovating the Gymnasium, the entrance doors, the IT suite, and the bridge in front of the Clara Dasher building. Similarly, the demolishing phase of the West Essex project is expected to be completed by the end of December, 2021.

### Community Relations:

Dr. Boakye continues to participate in all NJ Presidents Council Meetings to advocate for funds and contribute to the success of our state colleges.

Dr. Boakye also participates in regular meetings with the County leadership to share key updates on the College. He continues to represent ECC at the Newark Anchor Collaborative (NAC), Newark Collaborative Learning Community (NCLC), and Newark Regional Business Partnership (NRBP).

On November 23<sup>rd</sup>, Dr. Boakye attended the graduation ceremony of the Essex County Police Academy and reinforced the College's partnership with the institution.

On December 1<sup>st</sup>, Dr. Boakye participated in Governor McGreevey's re-entry workforce development event and renaming of their Atrium after senator Steve Sweeney.

On December 8<sup>th</sup>, Dr. Boakye, as an Advisory Board member, participated in a meeting with the Newark Vocational High School leaders to discuss the strategic plan for their Hospitality and Tourism program. This creates a pathway for students, in the future, to attend ECC and earn an AAS degree in Hospitality Management.

Madam Chair, this ends my report. Thank you.

## Fall 2021 Student Outcomes - Key Metrics

### One-Year Retention Rate\*

Year Cohort Entered	Retained in:	Retention Rate	Year-over-Year Change
Fall 2016	Fall 2017	56.3%	-2.3%
Fall 2017	Fall 2018	51.6%	+4.7%
Fall 2018	Fall 2019	52.5%	+0.9%
Fall 2019	Fall 2020	52.0%	-0.5%
Fall 2020	<b>Fall 2021</b>	<b>61.3%</b>	+9.3%

\* Includes first-time, full-time, degree-seeking students.

### Three-Year Graduation Rate\*

Year Cohort Entered	Graduated before:	Graduation Rate	Year-over-Year Change
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Fall 2014	Fall 2017	<b>13.3%</b>	+0.5%
Fall 2015	Fall 2018	<b>12.3%</b>	-1.0%
Fall 2016	Fall 2019	<b>10.7%</b>	-1.6%
Fall 2017	Fall 2020	<b>11.0%</b>	+0.3%
Fall 2018	<b>Fall 2021</b>	<b>14.4%</b>	+3.4%

\* Includes first-time, full-time, degree-seeking students.

### Enrollment Yield\*

Semester Applied	Percent Awarded	Year-over-Year Change
Fall 2017	42.0%	+1.4%
Fall 2018	34.0%	-8.0%
Fall 2019	44.8%	+10.8%
Fall 2020	41.9%	-2.9%
<b>Fall 2021</b>	<b>50.2%</b>	+8.3%

\* Includes all new applicants.

### Financial Aid Awarding to New Students\*

Semester Entered	Percent Awarded	Year-over-Year Change
Fall 2017	34.9%	-17.3%
Fall 2018	38.0%	+3.1%
Fall 2019	39.7%	+1.7%
Fall 2020	26.5%	-13.2%
<b>Fall 2021</b>	<b>50.4%</b>	+23.9%

\* Students taking less than 6 credits and non-matriculating (non-degree) students are ineligible for Federal Financial Aid.