



**Essex County College
Board of Trustees
PUBLIC MEETING AGENDA**

September 22, 2020 – 6:00 PM

You are invited to a Zoom webinar.
When: Sep 22, 2020 06:00 PM Eastern Time (US and Canada)
Topic: Public Session of the ECC Board of Trustees

Please click the link below to join the webinar:

<https://essex-edu.zoom.us/j/92804206011?pwd=MXJkbWF5R3BINGNGQU40RmgwYllnZz09>

Passcode: 048613

Or iPhone one-tap :

US: +13017158592,,92804206011# or +13126266799,,92804206011#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656 or +1 253 215 8782 or +1 346 248 7799 or
+1 669 900 9128

Webinar ID: 928 0420 6011

International numbers available: <https://essex-edu.zoom.us/j/92804206011?pwd=MXJkbWF5R3BINGNGQU40RmgwYllnZz09>

- I. Call to Order/Roll CallChair M. Bolden
- II. Open Public Meetings Act Announcement.....Mrs. J. Grimes
- III. CommunicationsMrs. J. Grimes
- IV. Public Comments on Agenda Items TBD
- V. Personnel Committee ReportMrs. J. Grimes

Table of Organization

4-1/9-2020S College’s Table of Organization

Return to Faculty (Reorganization / Fiscal Exigency) – Effective 9/23/2020

4-2/9-2020S	Jeffrey Lee	Vice President of Academic Affairs / Chief Academic Officer (CAO) Academic Affairs
	Jill Stein	Dean of STEM and Health Sciences Academic Affairs

Reassignment (Reorganization / Fiscal Exigency) – Effective 9/23/2020

4-3/9-2020S	Michele Bryson	Coordinator – Humanities Social Science, Humanities and Bilingual Studies Division
	Wertley Dotson	Assistant – Welcome Center Recruitment & Student Services

Change of Status (Reorganization / Fiscal Exigency) – Effective 9/23/2020

4-4/9-2020S

Administrative

Mamie Bridgeforth Chairperson
Social Science, Humanities and Bilingual Studies Division

Gale Gage Chairperson
Nursing and Health Science Division

Zewdnesh Kassa Associate Dean
Registrar – Enrollment Services

June Persaud Associate Dean
Recruitment and Student Services

Patricia Slade Associate Dean
Student Activities and Financial Aid

Hamza Wedam Manager – Welcome Center
Recruitment and Student Services

Administrative Confidential

Alfred Bundy Executive Director
Institutional Advancement

Yvette Jefferies Director – College Advancement and Foundation
Institutional Advancement

Keith Kirkland Dean
Student Affairs

Nadiyah Samad Director
Custodial Services & Campus Events

Mohamed Seddiki Executive Dean / Chief Information Officer (CIO)
Information Technology & Operations

Jeff Shapiro Director
Facilities Management

Elvira Vieira Dean
Community & Continuing Education and Workforce Development

Separation (Reorganization / Fiscal Exigency) – Confidential Employees – Effective 10/22/2020

4-5/9-2020S

Administrative Confidential

Maureen Behr Senior Compliance Associate
Compliance

Stephanie Falana Assistant to the Dean
STEM and Health Sciences

Marvin Smith Director
 Purchasing

Professional Confidential

Ayesha Boyd Administrative Assistant
 STEM and Health Sciences

Evelyn Matos Office Manager
 Community & Continuing Education and Workforce Development

Separation (Reorganization / Fiscal Exigency) – Administrative Association – Effective 12/21/2020

4-6/9-2020S Yuri Kagan Associate Director – Custodial
 Facilities Management

Zoya McCants Clinical Director
 Student Wellness Center

Marva Rudder Director
 Enrollment Management Services

Bertram Shockley Associate Director – Business Services and Workforce Training
 Training Inc.

James Freeman Chairperson
 Humanities and Bilingual Studies

Separation (Reorganization / Fiscal Exigency) – Professional Association – Effective 12/21/2020

4-7/9-2020S Yuri Bisono Manager – Student Services and Retention
 Enrollment Management

Amber Heath Assistant Director – SAASAT
 Athletics

Dennia Rentzis Coordinator – Admission Services
 West Essex Campus

Laura Di Cola Coordinator – Non-Credit Enrollment Services
 Community and Extension Programs

Gerald Holloway Supervisor – PEB Operations
 Gymnasium

Shaniqua Murray Administrative Assistant
 On Campus Continuing Education

Sylvia Young Technical Support Specialist
 Administrative & Learning Technology

Patricia Vaden Coordinator
 Student Wellness Center

Separation (Reorganization / Fiscal Exigency) – Support Staff Association – Effective 11/21/2020

4-9/9-2020S	Linda Crayton	Secretary Enrollment Management
	Denise Gaskin-Rucker	Secretary Training Inc.
	Ruthie Hanciles	Secretary MLK Library
	Ellena Hardy	Custodian Facilities Management
	Choysten Hooker	Mailroom Clerk Shipping & Receiving

Separation (Reorganization / Fiscal Exigency) – Security Association – Effective 10/22/2020

4-8/9-2020S	Aaron Butisingh	Security Officer Public Safety
-------------	-----------------	-----------------------------------

Separation (Reorganization / Fiscal Exigency) – Fraternal Order of Police Lodge 99 – Effective 10/22/2020

4-10/9-2020S	Pamela Boskovski	Police Officer Public Safety
--------------	------------------	---------------------------------

- VI. New Business TBD
- VII. Public Comments TBD
- VIII. Notice of Executive Session Mrs. J. Grimes
- IX. Adjournment..... Chair M. Bolden

***Public meeting agenda subject to change**



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	College’s Table of Organization
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-1/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the College’s updated Table of Organization.

BACKGROUND AND RATIONALE: In accordance with New Jersey Administrative Code (NJSA) Title 9A – Higher Education (9A: 1-1.6 (d) 4 (i), the Chief Executive Officer holds the responsibility *inter alia* for the organization and administration of the institution, including the organizational structure, and for establishing academic/administrative regulations and procedures dealing with that structure.

To that end, the Acting/Interim President has led the College’s reorganization since July 21, 2020 and has worked with senior management to recalibrate the institution by aligning titles with positions and functions, establishing a clear management structure, and determining the disposition of personnel for optimum fulfillment of the College’s mission and its strategic goals and objectives. The Table of Organization that is presented here has been revised to reflect the current and correct positions, titles, and reporting lines in the College’s organizational structure.

FISCAL NOTES: There are no costs associated with the finalization of the College’s Table of Organization.

RESOLUTION: The Board of Trustees approves the College’s updated Table of Organization.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Return to Faculty (Reorganization / Fiscal Exigency)
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-2/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the return to faculty of the Administrative employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Name</u>	<u>Title - Department</u>	<u>Unit</u>	<u>Effective Date</u>
Jeffrey Lee	Vice President of Academic Affairs / Chief Academic Officer (CAO) Academic Affairs	Administrative	09/23/20
Jill Stein	Dean of STEM and Health Sciences Academic Affairs	Administrative	09/23/20

BACKGROUND AND RATIONALE: The returns to faculty are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the Return to Faculty of the Administrative employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Reassignment (Reorganization / Fiscal Exigency)
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-3/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the reassignment of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Name</u>	<u>Title - Department</u>	<u>Unit</u>	<u>Effective Date</u>
Michele Bryson	Coordinator – Humanities Social Science, Humanities and Bilingual Studies Division	Professional Level II	09/23/20
Wertley Dotson	Assistant - Welcome Center Recruitment & Students Services	Professional Level I	09/23/20

BACKGROUND AND RATIONALE: The reassignments are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the reassignment of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Change of Status (Reorganization / Fiscal Exigency)
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-4/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the change of status in job title, reporting structure, and/or responsibilities for the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Administrative	Mamie Bridgeforth	Chairperson Social Science, Humanities and Bilingual Studies Division	09/23/20
	Gale Gage	Chairperson Nursing and Health Sciences Division	09/23/20
	Zewdnesh Kassa	Associate Dean Registrar / Enrollment Services	09/23/20
	June Persaud	Associate Dean Recruitment & Students Services	09/23/20
	Patricia Slade	Associate Dean Student Activities and Financial Aid	09/23/20
	Hamza Wedam	Manager – Welcome Center Recruitment & Students Services	09/23/20
Administrative Confidential	Alfred Bundy	Executive Director Institutional Advancement	09/23/20
	Yvette Jeffries	Director - College Advancement and Foundation Institutional Advancement	09/23/20
	Keith Kirkland	Dean Student Affairs	09/23/20
	Nadiyah Samad	Director Custodial Services & Campus Events	09/23/20
	Mohamed Seddiki	Executive Dean / Chief Information Officer (CIO) Information Technology & Operations	09/23/20



<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
	Jeff Shapiro	Director Facilities Management	09/23/20
	Elvira Vieira	Dean Community & Continuing Education and Workforce Development	09/23/20

BACKGROUND AND RATIONALE: The change of status are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the change of status in job title, reporting structure, and/or responsibilities for the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Separation (Reorganization / Fiscal Exigency) Confidential Employees
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-5/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the separation of the Confidential employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Administrative Confidential	Maureen Behr	Senior Compliance Associate - Compliance	10/22/20
	Stephanie Falana	Assistant to the Dean STEM and Health Sciences	10/22/20
	Marvin Smith	Director Purchasing	10/22/20
Professional Confidential	Ayesha Boyd	Administrative Assistant STEM and Health Sciences	10/22/20
	Evelyn Matos	Office Manager Community & Continuing Education and Workforce Development	10/22/20

BACKGROUND AND RATIONALE: The separations are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the separation of the Confidential employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Separation (Reorganization / Fiscal Exigency) Administrative Association
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-6/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the separation of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Administrative	Yury Kagan	Associate Director Custodial Facilities Management	12/21/20
	Zoya McCants	Clinical Director Student Wellness Center	12/21/20
	Marva Rudder	Director Enrollment Management Services	12/21/20
	Bertram Shockley	Associate Director - Business Services and Workforce Training Training Inc.	12/21/20
	James Freeman	Chairperson Humanities and Bilingual Studies	12/21/20

BACKGROUND AND RATIONALE: The separations are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the separation of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Separation (Reorganization / Fiscal Exigency) Professional Association
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-7/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the separation of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Professional	Yuri Bisono	Manager – Student Services and Retention Enrollment Management	12/21/20
	Amber Heath	Assistant Director-SAASAT Athletics	12/21/20
	Dennia Rentzis	Coordinator – Admission Services West Essex Campus	12/21/20
	Laura Di Cola	Coordinator – Non-Credit Enrollment Services Community and Extension Programs	12/21/20
	Gerald Holloway	Supervisor – PEB Operations Gymnasium	12/21/20
	Shaniqua Murray	Administrative Assistant On Campus Continuing Education	12/21/20
	Sylvia Young	Technical Support Specialist Administrative & Learning Technology	12/21/20
	Patricia Vaden	Coordinator Student Wellness Center	12/21/20

BACKGROUND AND RATIONALE: The separations are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the separation of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Separation (Reorganization / Fiscal Exigency) Support Staff Association
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-8/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the separation of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Support Staff	Linda Crayton	Secretary Enrollment Management	11/21/20
	Denise Gaskin-Rucker	Secretary Training Inc.	11/21/20
	Ruthie Hanciles	Secretary MLK Library	11/21/20
	Ellena Hardy	Custodian Facilities Management	11/21/20
	Choysten Hooker	Mailroom Clerk Shipping & Receiving	11/21/20

BACKGROUND AND RATIONALE: The separations are the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the separation of the employees listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Separation (Reorganization / Fiscal Exigency) Security Association
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-9/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the separation of the employee listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Security	Aaron Butisingh	Security Officer Public Safety	10/22/20

BACKGROUND AND RATIONALE: The separation is the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the separation of the employee listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Separation (Reorganization / Fiscal Exigency) Fraternal Order of Police Lodge 99
Contact:	Dr. Augustine Boakye, Acting/Interim President
Meeting Date:	September 22, 2020
Agenda Item No.:	4-10/9-2020S

RECOMMENDATION: It is recommended that the Board of Trustees approve the separation of the employee listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated:

<u>Unit</u>	<u>Name</u>	<u>Title - Department</u>	<u>Effective Date</u>
Fraternal Order of Police	Pamela Boskovski	Police Officer Public Safety	10/22/20

BACKGROUND AND RATIONALE: The separation is the result of the college’s reorganization and fiscal exigency plan.

FISCAL NOTES: The impact of this recommendation is undetermined at this time.

RESOLUTION: The Board of Trustees of Essex County College approves the separation of the employee listed, in accordance with the College’s reorganization and fiscal exigency plan, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE September 22, 2020	