



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

March 22, 2022 – 4:30 PM

A Hybrid Meeting

Smith Hall

303 University Avenue, Newark, NJ

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

Call to Order/Roll Call

The meeting was called to order at 4:30 pm by Trustee Bolden, Chair of the Board of Trustees. At roll call, a quorum of nine Trustees was declared.

Open Public Meetings Act (OPMA) Announcement

Trustee Grimes was called upon to read the OPMA announcement. She read 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 January 4, 2022 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 Actions. Notice of the meeting was also posted on the College website at 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.

Minutes

Trustee Grimes moved the approval of minutes from the February 22, 2022 meetings of the Board. Trustee Robinson seconded her motion. ***The motion carried unanimously.***

Communications

Trustee Grimes announced that there were no communications for the Board's attention.

Public Comments on Agenda Items

Please see Appendix A for Public Comments submitted by Lev D. Zilbermints, Class of 1993

Finance Committee Report

Trustee Zarra reported that the Finance Committee met on March 14th, vetted the following actions, found them to be straight-forward and recommended them for approval:

3-1.1/3-2022	Authorize the Amended Agreement for Educational License Subscriptions Bloomberg Finance L.P., New York, NY Carl Perkins Grant Funded – Operating Expense	Amount not to exceed \$200,000.00
3-1.2/3-2022	Authorize the Award of a Proposal for Professional Services DMR Architects, Hasbrouck Heights, NJ Chapter XII Funded – Capital Expense	\$58,000.00
3-1.3/3-2022	Authorize the Award of a Two-Year Qualification for Legal Services Nineteen (19) firms as indicated based on experience in legal services for Community Colleges/Universities in the State of New Jersey as described in the scope of services section of the Request for Qualification College Funded – Operating Expense	
3-1.4/3-2022	Authorize the Award for Solar Benches Sol Street, LLC, New York NY	The College will receive 20% of all revenue
3-1.5/3-2022	Authorize the Award for Recruitment Campaign Pioneer Production Services, LLC/VIEWPOINT, FL College Funded – Operating Expense	\$28,000.00
3-1.6/3-2022	Authorize the Award for Software Subscription Insight Public Sector, Inc., Temple, AZ College Funded – Operating Expense	\$17,338.30
3-1.7/3-2022	Authorize the Award for Testing Materials National Healthcareer Association, Chicago, IL Newark One Stop and PACE Grant (NJDOE) Funded – Operating Expense	Amount not to exceed \$10,000.00
3-1.8/3-2022	Authorize the Award of a Contract for Class of 2022 Commencement Devils Arena Entertainment LLC, Newark, NJ College Funded – Operating Expense	\$80,000.00
3-1.9/3-2022	Authorize the Award – Blanket Order for Environmental Protection Services Treasurer State of New Jersey, Trenton, NJ Portion of Capital Fund for West Essex – Capital Expense	\$50,000.00
3-1.10/3-2022	Authorize the Amended Blanket Order Awards for Utility Services PSE&G City of Newark/Water Constellation New Energy, Inc.	Amount not to exceed \$1,700,000.00

3-1.11/3-2022	Authorize the Payment for Insurance Policy IMAC Insurance Agency, Belleville, NJ Portion of Capital Fund for West Essex – Capital Expense	\$18,555.67
3-1.12/3-2022	Authorize the Purchase of Phenolic Work Tables FORMASPACE, Austin, TX Carl Perkins Grant Funded – Operating Expense	\$36,410.16
3-2.1/3-2022	Acceptance of Grant Funds from the NJ Department of Children and Families/Workforce Registry	

Trustee Lewis moved the finance actions for approval. Trustee Morales seconded his motion. ***The motion carried unanimously.***

Personnel Committee Report

Trustee Grimes advised that the Personnel Committee met during the previous week and recommend the following actions for approval:

Appointments

- 4-1/3-2022 Aylin Brandon
Executive Director of Enrollment Management and Services
Salary \$130,000
Effective April 11, 2022
- 4-2/3-2022 Yelena Lyudmilova, Assistant Dean of Online Education and Resources
Academic Affairs
Salary \$98,000
Effective March 23, 2022
- 4-3/3-2022 Robert Hwang, Senior Database Administrator
Information Technology
Salary \$84,000
Effective March 28, 2022
- 4-4/3-2022 Taniel Moore, Administrative Assistant
President’s Office
Salary \$43,000
Effective March 28, 2022
- 4-5/3-2022 Shalia Story, Office Assistant
President’s Office
Salary \$36,000
Effective March 23, 2022
- 4-6/3-2022 Cumhuri Eski, Maintenance Technician
Facilities Operations
Salary \$42,000
Effective March 23, 2022

4-7/3-2022 Devere Blackwood, Security Officer
Public Safety
Salary \$27,040
Effective March 27, 2022

4-8/3-2022 Dawud Muhammad, Security Officer
Public Safety
Salary \$27,040
Effective March 27, 2022

4-9/3-2022 Asward DeBruhl, Police Officer
Public Safety
Salary \$42,000
Effective March 27, 2022

Retirement

4-10/3-2022 Jeffrey Curtis, Assistant Professor
Humanities and Bilingual Studies
Effective April 30, 2022

Resignations

4-11/3-2022 Salah Dami, Associate Director of Technical Services
Information Technology
Effective March 2, 2022

Patricia Paniagua, Program Coordinator
Educational Opportunity Fund (EOF)
Effective March 11, 2022

Trustee Robinson made the motion to approve the Personnel actions, Trustee Lewis seconded her motion. ***The motion carried unanimously.***

Educational Programs Committee Report

Trustee Lewis announced that the Educational Programs committee met on the March 14th and present the following four (4) items for the Board's approval:

7-1.1/3-2022 Acceptance of Funds: New Jersey Pathways to Career Opportunities Award

7-1.2/3-2022 Approval of Agreement and Acceptance of Funds: Central New Jersey Maternal and Child Health Consortium, Inc.

7-1.3/3-2022 Program Change: Academic Certificate in Business Career Development

7-1.4/3-2022 Memorandum of Understanding: Essex County Police Academy

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

Site Facilities and Equipment Committee Report

Trustee Morales advised that the Site Facilities and Equipment Committee did meet this month; however, there were no actions to present for approval.

Policy and Governance Committee Report

Trustee Cruz reported that the Policy and Governance Committee met and while there were no actions to present for approval, the committee recommends the adoption of the Notice of Executive Session by vote during public meetings in compliance with the Open Public Meetings Act.

Community Relations Committee Report

Trustee Wright opened by stating that there were no actions to present for the Board's approval. The Committee did meet and discussed the President's inauguration and the Gala on May 5th. She encouraged all to attend the May 5th events.

Alumni Association Report

Maria J. Andrade, Member at Large and Public Relations Committee Chairperson, made the report for the Alumni Association.

Student Government Association Report

The Student Government Association report submitted by Yolanda Brown, President, was read into the record of the meeting by Ms. Congleton. The report is attached at Appendix C.

Faculty Association Report

A transcript of the Faculty Association report, presented by Prof. M. Frank is attached at Appendix D.

President's Report

Dr. Boakye read his report to the Board of Trustees into the record of the meeting. His report is attached at Appendix E.

Following the conclusion of his report, Dr. Boakye introduced Mr. Michael Doughtie, Director of Athletics and Physical Education to share highlights of the College's indoor track and field and basketball teams. Members of the teams were present; Mr. Doughtie shared the following:

- Accomplishments of the indoor track and field team: both the Men's and Women's Track and Field teams competed in the National Junior College Athletic Association Indoor Championships held in Pittsburgh, KS where the men tied for 19th place and the women 21st place. Members of the teams stood and were recognized for their team and individual efforts.
- The Women's basketball team completed their season with a record 14 wins and 7 losses; and, 6 wins, 4 losses in Region 19 which earned them the number 2 seat in the Region 19 tournament. Their Region 19 standing gave them the opportunity to host a semi-final playoff game for the first time in five years. These accomplishments were achieved with a first-year coach and a freshman, only, team.
- Mr. Doughtie commented that because of the gymnasium being used by the County for vaccinations and testing or for renovations, the teams practiced at other locations and still had record successes.

Madame Chair commented that the Board is very proud of our student athletes' accomplishments.

New Business

There was no new business.

Public Comments (see Appendix F)

Duplicative public comments submitted with regard to Sharron Green's change to the midnight shift and concern about her safety on campus at night were summarized and reported. Those comments are attached at Appendix G. Public comments received from Lev Zilbermintz were read into the record of the meeting.

Notice of Executive Session

Trustee Grimes was called on to read the following Notice of Executive Session:

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 April 19, 2022 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.

Trustee Cruz moved the notice for adoption. Trustee Robinson seconded the motion. ***The motion carried unanimously.***

Adjournment

Madame Chair stated that the business of the Board was concluded. She asked for a motion to adjourn. The motion was made by Trustee Cruz and carried unanimously by acclamation. and was adjourned at 5:25 pm.

Comments on Agenda Items

Greetings, everyone,

This is the first BOT meeting since the Russia - Ukraine war began. I will address that topic in Public Comments. Meanwhile, here are my comments on agenda items.

(1) 3-1.8/3-2022 : Nice to see that ECC is going back to normal slowly but surely. We are having graduation in Prudential Arena, Newark. My question is, will only the graduating class be there, or will we see spectators and others, as before the coronavirus?

(2) Congratulations to all those who were appointed to their positions. Best wishes to all.

(3) Wishing those who are retiring and resigning the best in their lives and careers.

(4) Site Facilities and Equipment Committee Report: When are you going to finish repairs in front of the Clara Dasher Student Center?

Sincerely yours,

Lev D. Zilbermints

Class of 1993

**Essex County College Alumni Association
Report to the Board of Trustees
Tuesday, March 22, 2022**

Good Evening Madam Chair, Board Members and fellow ECC Alumni,

My name is Maria Andrade, and I am the ECC Alumni Association Member at Large & Public Relations Chairperson. It is my pleasure to join you all this evening and provide another update on behalf of the Executive Alumni Association.

- ❖ The Executive Board has successfully relocated to a new office space. Our new office space is located on the fourth floor, Room 4120A.
- ❖ The Executive Board of the Alumni Association has finalized the Alumni Brochure and it will be going to print soon.
- ❖ We have obtained an “Alumni Association Donation Link”. Our link is finally live and active, if you are interested in making a donation to support student scholarships and more. Please visit our link at http://www.paypal.com/donate?hosted_button_id=94XWWWFMSEAW6 . You can also visit our social media pages via Facebook, LinkedIn, & Instagram for further information. We would like to thank Mr. Alfred Bundy and the Office of Institutional Advancement Staff for their assistance with this process.
- ❖ Our next general alumni meeting is scheduled for March 24th, 2022, at 6:30 pm and is going to be virtual via Zoom.

Student Government Association February 2022 Report

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

NJ COMMUNITY COLLEGE SGA FORUM

On February 22, 2021, the NJCCSGA meet for their second meeting of the Spring 2022 semester. The purpose for the meeting was to discuss ways to increase funding on clubs on each of our college campuses. Each SGA represented discussed ways they are planning to increase their funding through having fundraising events and talking to their administration about providing funding for their clubs.

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.

Essex County College ICC Club Meeting / Update on SGA Executive Board

On February 11, 2022, the Executive Board meet with President Boakye and Dean Kirkland. Yolanda Brown was sworn in as SGA President, Paula Moore was sworn in as Treasurer, Jenifer Reyes was sworn in as Parliamentarian. The Executive Board discussed their concerns with President Boakye and Dean Kirkland about the lack of funding for the clubs and the concerns the students still have about the cafeteria.

ICC met on Jan 31, 2022, the meeting was led by ICC Chairperson Yolanda Brown, the clubs informed the Chair of their plans for the spring semester and gave an update on plans to recruit new members to their clubs.

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. SGA is planning a food distortion for students on March 10, 2022.

Fundraiser-

SGA held a Valentine Day Fundraiser on February 11, 2022, on the 4th floor on the Welcome Center. The event was to help raise funds to support future events SGA will have the remainder of the Spring Semester. SGA was able raise 278.22

SGA Spring Semester initiatives

- Clothing Drive
- Student Grab and Go Food Drive
- SGA National Volunteer Day at ECC

Respectfully Submitted

Yolanda Brown
Student Government Association Interim President

Faculty Association Report

Prof. Frank
(Transcribed)

I will begin my report today by referencing the deplorable events transpiring in the Ukraine. We are all revolted by the events as they have evolved. We have a long history of welcoming immigrants from that part of the world; beginning when they were still the Soviet Union. At that time there was no distinction between Ukrainians and Russians only people escaping an intolerable regime. Many of those individuals came to work at ECC; most of them were highly qualified but were unable to use their credentials in this country. They were hired to work in maintenance positions at the College. Some of them are still here doing exceptional work.

We are trying to ascertain how many current ECC students are from the Ukraine so that we can make sure that their needs are met. I recently, just a few moments ago, got a message that we don't have information as to how many current students are from the Ukraine; but, we will be exploring that going forward. Starting on March 13th, we have started fundraising efforts to support our friends and students from Ukraine. Dr. Jose Chestnut has organized this event, this effort. Throughout our history, we have welcomed students from all over the world. Notably, we welcomed hundreds of Iranian students who came to us when their part of the world became untenable. Amongst many others, I recall one student in particular, who I personally mentored, who after graduating from ECC went on to receive a PhD, and an MD. We've had faculty members and administrators with similar stories, refugees from places like Iran, Syria, China, Korea, and all parts of Africa. We are truly an International College. As usual, ECC is unique.

I just received, moments ago actually, the New Jersey President's Council statement in support of Ukraine. Welcome news, the college's efforts predate the council by more than a week. The statement includes the admonition that we must respect Russian Americans who are clearly in no way responsible for the actions of the Putin regime. We agree.

On March 1st, the Faculty Association hosted a meeting with President Boakye and the faculty to update us on the current status of the college. The meeting was well attended and was rated as a great success. Dr. Boakye has met with other constituent groups as well. Prior to his presidency, effectively the only time we met with the President as a group was once a year at convocation. Dean Williams is following the same pathway, utilizing the faculty governance structure. Dr. Boakye's leadership in this regard is undeniable and welcomed by all, a giant step forward for the College.

We are more than halfway through the spring semester and all indicators suggest that student achievement is substantial. I am personally most familiar with what is happening in my division, which is biology, chemistry and physics. The 2300 students we have enrolled in courses in the division are attending in person, but only a few in the hybrid mode. As everyone should know by now, in person instruction is the gold standard for student learning. Students should have options as they do other divisions offerings are varied as they should be. We look forward to President Boakye's report which may supply additional data.

As usual, I will not end this report without reiterating remarks I made at multiple previous board meetings. To quote George Orwell "the first task of responsible citizens is to restate the obvious". We are all tired of the pandemic and wish to return to some kind of normalcy but wishing isn't a plan. There is no question that we have been lucky. As far as we know no student or staff member suffered a severe viral outbreak - that is hospitalization, or God forbid worse. Many have been infected, some more than once. But depending on 'luck' is not a viable plan. Statistically our student body is at high risk. Our faculty, mainly because of age, are also at high risk. If you refer to my previous reports, I described in great detail, the existential threats we face from the virus, and it's multiple variants, so I won't elaborate on that again. You've all heard it before. My multiple

requests to hire a part time health professional to assist our quote, unquote, COVID-19 taskforce, the members of which I have no idea who they are. That's gone unanswered. I will attempt to get funding for such a consultant, the cost would be minimal anyway. So that the college will not have to incur the expense. Of course the board and the college would have to accept the services of said consultant. I could go on for hours on the subject of COVID but instead, I'll end this report. I wish you all a safe trip home. Thank you very much.

Memorandum

To: Dr. M. Bolden & the Board of Trustees
From: Dr. Augustine A. Boakye, President, Essex County College
Date: March 22, 2022
Re: President's Report

General:

I am pleased to announce that Covid-19 cases have significantly dropped on our campus. It is our hope that this is the beginning of the end of the Covid-19 pandemic. Following current national and local trends and guidance, we have relaxed the vaccination and face covering requirements. We however, encourage everyone to remain cautious and keep practicing safety measures. The College will continue to monitor the situation and implement appropriate measures when necessary.

It must also be noted that the County is still offering free COVID-19 vaccination and testing at 84 W. Market St., Newark, NJ (adjacent to our Gym). Additionally, the College continues to maintain its partnership with Diligent Urgent Care to offer COVID-19 Testing on the main campus - 4th Floor Multipurpose Room on Tuesdays and Thursdays.

We appreciate the cooperation of everyone in the fight against Covid-19.

Academics:

The Spring 2022 semester is moving smoothly. We have approximately **5,151** students in the classrooms representing approximately **55,831** credit hours.

Our Student Athletes have been actively engaged in the seasonal games.

- For the Basketball All-Region 19 Teams for the 2021-22 Year, **Pascal Dodard** and **Jonathan Delgado** were named to the Second Team on the Men's side and **Jakira Coar** has been named to the First-Team on the Women's side. Congrats to our Wolverines!
- NJCAA Indoor Track and Field Championship held in Kansas brought smiles into the faces of our students as they participated in the National for the first time in two years. ECC did well in many of the events.
- *The AD, Mr. Michael Doughtie will be given the chance to highlight some of their successes.*

The CCE & WD, led by Dean Vieira, is partnering with NJIT to apply for a grant to implement a Greater Newark Smart port project. This project is in line with President Biden's Build Back Better initiative.

The Business Division organized a successful Annual Business Week. This event brought together representatives from 4-year institutions, Publishers, ECC departments, Alumni and Entrepreneurs to share resources and opportunities with ECC students. Thank you to Chairperson Germaine Albuquerque and his team.

Dr. Boakye had a special meeting with Faculty (FT and Adjuncts on separate days) to discuss the state of the College and also used the opportunity to address some of our strategic initiatives in support of the students, faculty and staff.

Dr. Boakye and the Academic leaders had a successful meeting with ENG 099/101 instructors to review progress on this Developmental-Credit path and discussed best practices.

The 2022 Commencement is scheduled for Friday, June 3, 2022 at the Prudential Center.

Finances

The College had a successful Board of School Estimate meeting on March 10th and both the FY 23 budget and the Chapter 12 funds for FY 23 were approved.

Projects:

Capital projects at the College are progressing well and future projects are under review and discussion. The construction phase of the West Essex project began on March 15, 2022 and is expected to be completed by June 2023. We are currently renovating the Main Campus entrance doors, the IT suite, and the bridge in front of the Clara Dasher building. With the support of the County Executive, Mr. Joseph DiVincenzo, we have completed the renovation of the gym hallway. Work to affix Mr. Cleo Hill Sr's name on the Physical Education Building is underway. You will be informed of the official unveiling ceremony shortly.

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. Recent topics of discussion have focused on post-Covid-19 strategies to enhance higher ed, as well as financial opportunities.

Dr. Boakye also participates in regular meetings with the County leadership to share key updates on the College. He represented ECC at Newark Anchor Collaborative (NAC) and other affiliated organizations.

In the meantime, ECC expresses its compassion and support to the people of Ukraine and all foreigners who are caught in the war. ECC Nursing student **Alona Zhytovoz** from Ukraine, is collecting donations for refugees impacted by the Russian invasion.

Together with some of my cabinet members, we had a welcome meeting with all the newly hired employees and encouraged them to give their best to the College.

In order to increase our enrollment, the Welcome Center, under Student Affairs, has started organizing in-person Open House events. The plan is to run this on a monthly basis to provide college information and instant admissions to potential students.

Under the leadership of Dr. M. Bolden, Chair of the BOT, the Board and the president had a successful annual retreat on March 5, 2022.

Trustee A. Lewis and myself represented the College at the NJCCC Presidents-BOTs meeting held at Union County College on Monday, March 21, 2022.

Madam Chair, this ends my report. Thank you.

Public Comments

On Tue, Mar 15, 2022, 8:50 AM Minnie Pickett <minniepickett68@gmail.com> wrote:

----- Forwarded message -----

From: **sharron green** <sharronmgreen65@gmail.com>
Date: Sat, Mar 12, 2022, 11:46 PM
Subject: Public Safety Department
To: <minniepickett68@gmail.com>

Good evening, I'm writing this on behalf of my Goddaughter Sharron Green.

She is a wonderful person, she would give you the shirt off her back. She would do anything to help anyone and I know she has.

She is loved by her family and friends.

To know that she was wrongfully terminated from her job of 13 year's at the time is shameful.

I know she's a hard worker, too say she purposely put a virus in a computer is ridiculous.

For her to fight and win her job back, shows you the type of person she is.

But she is still dealing with the harassment from her Administration and Supervisor.

I am very much concerned about my Goddaughter working overnight on a College campus. Locking herself in the building with a couple of security officers and No Police Officer on duty for (8) hours.

Why is the person with the most time in the area working overnights, when she doesn't want to.

Thank you
Mrs. Minnie Pickett

Good day Broad of Tresses

I would like to stress my concerns of the safety of my friend Sharron Green. She works in the Public Safety Department as a dispatcher.

Her shift was just recently changed from 0700 to 1500 day time to 2300 to 0700 overnight.

The reason for my concern is thiers No Police Officer on duty for the 2300 ot 0700 shift, just security officers. It's been that way for 2 years or more.

The entrance door to where she sits is Broken.

If something was to occur she would have to call an outside agency to respond, Newark Police or NJIT Police Department or Rutgers Police Department.

For the safety of the staff not just Sharron their need to be a Police officer on duty for the 2300 to 0700 hour shift.

Thank you
Mrs. Lorraine McCallum

Good morning Broad members and President Boakye.

President Boakye when you ask to meet with me and talk about my email I had written about my department. I was very open and honest with you.

Since then I had 2 grievance and written numerous emails to the administration, on the dispatcher area and dispatcher supervisor Rogers.

Per the contract the Administration is to use qualified security officers to sit the console. But administration is using unqualified security officers in the dispatch area.

Just a body to sit the console! They have no training.

But I have been transferred to the night shift 2300 to 0700 hours. So they don't have to see me.

Also thiers No Police Officer on the night shift. Sometimes between 8 to 12 hours no police officer, It's myself and 2 or 3 security officers. We lock ourselves inside the building until the morning.

I was told because of the pandemic, their was no need for a police officer. But the building is back open we need a police officer on duty.

If something happens I would have to call outside agency, NJIT police, Rutgers police or Newark Police Department.

Their have been homeless and mentally disturbed people who have gotten into the building. They sleep in the stairwell and around the building.

Thiers nothing we would be able to do.

Thank you
Sharron Green

Good afternoon;

I'm writing this on behalf of my great friend Sharron Green. When we met we became friends installing. She has always had my back. She is way more than a friend she's my sister. I love her more than anything.

To know she was terminated from her job because the administration there said she put a virus in a computer was ridiculous.

Now that she's been reinstated she even more stressed out.

Things was really bad for her, she was almost home due to her finances from losing her.

Now the department moved her to the night shift with No Police Officer. She has to lock herself in the college with 2 security officers.

It's okay until something happens. I pray for her every day and hope things gets better soon.

Thank you
Mrs. Nene Mckoy

hello,

my name is gabrielle hudey. my mother is sharron green. i am writing this letter to speak to the stress and emotional burden my mother has been under since her reinstatement. one of the happiest moments I have had with my mother; was once she received notice of her reinstatement as police dispatcher at Essex County College. These few years have been tough on everyone given the current state of the world. It is harder on the unemployed, especially if you feel you were wrongfully terminated.

I spoke with my mother about what to expect once she returned to work. My mother has strong feelings regarding her termination and to whom she holds responsible for her termination. Regardless of the situation, I told my mother to remain positive and work with management to the best of her ability. Since her reinstatement, my mother has become more stressed and frustrated with her job. she speaks constantly about tensions in the workplace and unfair treatment her supervisor. My mother has stated her direct supervisor does not speak or acknowledge her while in the office. recently, mother told me she believes her shift was changed in retaliation of speaking out against the department. she will be now working overnights and where there will not be a police officer present until the next shift. i am fearful of my mother safety and her coworkers.

My mother receives phones calls from other co-workers. Many of which are equally frustrations about matters within the department. It is constant conversations regarding unfair work practices and intimation within the department. I am extremely concerned for my mother while at work. I do not believe my mother is in a positive work environment and she often speaks of not being able to communicate with her supervisor about basic needs during her shift.

No one wants to see their parent unhappy. I hope that her issues can be resolved and that she can be treated fairly moving forward. At minimum a better work relationship with her supervisor and management.

Thank you,

Gabrielle Hudley

Greetings,

As stated prior, this is the first meeting of the BOT since the Russia - Ukraine war started. I feel like our school should organize some inter-college groups to help the Ukrainian people in general. My own grandfather and three generations before him lived in Ukraine, 1831-1921. So yeah, that makes me 25% Ukrainian Jewish.

What is going on is a disgrace. Putin should be brought to trial before an International Court, the way Nazi leaders were at Nuremberg in 1946. Same goes for the Belarussian President, Lukashenko.

Let me talk about ECC in general.

(1) Interesting, to see that Professor Jeffrey Curtis started teaching the same day I started Essex County College - September 6, 1990. What a coincidence!

(2) Solar Benches sound like a good idea.

(3) Cooperation with the Essex County Police Academy sounds interesting.

(4) 19 legal firms? Wow... I remember a few years back there were 22.

(5) Whatever happened to the Student Representative on the Board of Trustees?

(6) Are you going to celebrate ECC's 55th anniversary?

Sincerely yours,

Lev D. Zilbermints, '93