



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

May 24, 2022 – 4:30 PM

A Virtual Meeting

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 4:41 by the Board Chair, Trustee Bolden.

Open Public Meetings Act Announcement

Trustee Grimes was asked to read the Open Public Meetings 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 provided a motion to approve minutes of the meetings of April 19, 2022. Trustee Robinson seconded the motion. ***The motion carried unanimously.***

Communications

Trustee Grimes announced that there were no communications.

Public Comments on Agenda Items

Comments submitted by Lev Zilbermints were read into the record of the meeting as follows:

Hello,

This is Lev D. Zilbermints, Class of 1993, speaking on Agenda Items.

(1) Settlement and General Release - Dr. Rashidah Hasan: This is item 3-2.5/5-2022 on your agenda. I must say it is about time this matter was taken care of. In January 2021 I spoke to the Board about addressing the lawsuits that Dr. Gale Gibson and Rashidah Hasan filed against the school. Finally, my advice was heeded. ECC can now move forward without being dragged down by lawsuits.

(2) Personnel Committee Report: Congratulations to all of the newly appointed employees. I am sure they will contribute greatly to the school in the years to come. Also, congratulations to Evens Wagnac on becoming Comptroller of Finance. Keep up the good work. Wishing the retiring employees much happiness and health in their retirement.

(3) Implementation of Open Public Meetings Act: I see it has been updated to reflect the Internet era. I take exception with the language you use in Section 1d of the Notice for Board of Trustees Meetings. "As soon as possible, after calling such meeting, notice must be posted in a public location, and telephoned, **telegraphed** Friends, the correct word should be **emailed**. No one uses the telegraph anymore.

That is it.

Lev D. Zilbermints

Class of 1993

Finance Committee Report

Trustee Zarra reported that the Finance Committee recommended approval of actions 3-1.1 through 3-2.5. He called attention to Action 3-2.1 and advised that the County Executive increased his portion of the parking deck construction cost from \$6M to \$8M and would therefore be voted on separately. The actions recommended for approval, absent 3-2.1 were presented for approval as follows:

3-1.1/5-2022	Authorize the Award of a Purchase of Equipment for the Print Shop Department Quadient Inc., King of Prussia, PA Minor Capital and College Funded – Operating Expense	\$26,933.00
3-1.2/5-2022	Authorize the Award of a Renewal for Preventive Maintenance Agreement for Printing Equipment Mark Andy, Inc., Chesterfield, MO College Funded – Operating Expense	\$26,927.00
3-1.3/5-2022	Authorize the Award of License Renewal for Support Services and Time and Attendance System Kronos, Lowell, MA College Funded – Operating Expense	\$21,202.07
3-1.4/5-2022	Authorize the Award of an Additional Payment for Learning Management System (LMS) License Learning Technologies Group, Inc. dba: Moodlerooms, Raleigh, NC College Funded – Operating Expense	\$42,200.00
3-1.5/5-2022	Authorize the Award of a Change Order for a Bid of the Exterior Doors Replacement Northeastern Interior Services, LLC., Little Falls, NJ Chapter XII Funded – Capital Expense	\$7,304.00

3-1.6/5-2022	Authorize the Award of a Two-Year Contract for Dental Insurance Services Delta Dental Plan of NJ, Inc., Parsippany, NJ College Funded – Operating Expense	\$515,505.00
3-1.7/5-2022	Authorize Award for Additional Blanket Order for Testing Materials National Healthcareer Association., Chicago, IL Newark One Stop and Pace Grant (NJDOL) Funded – Operating Expense	Amount not to Exceed \$40,000.00
3-1.8/5-2022	Authorize the Payment for Legal Services Fernandez Garcia, LLC., Morristown, NJ O’Toole Scrivo, LLC., Cedar Grove, NJ College Funded – Operating Expense	\$25,530.00 \$4,980.00
3-2.2/5-2022	Amendment to February 25, 2022 Construction Contract with DMD	
3-2.3/5-2022	Authorize the Payment for Services Crystal Plaza, Livingston, NJ Self-Funded – Fundraising Expense	\$31,087.13
3-2.4/5-2022	Settlement Agreement – Stanley Mendelson	
3-2.5/5-2022	Settlement and General Release – Dr. Rashidah Hasan	

Trustee Guyton moved the Finance Actions for approval. Trustee Morales seconded the motion. ***The motion carried unanimously.***

Trustee Zarra then presented the amendment to action 3-2.1 to update funding from the County of Essex as follows:

NOW THEREFORE, BE IT RESOLVED by the Essex County College Board of Trustees as follows:

The Board of Trustees of Essex County College accepts additional funding from the County of Essex in the amount of eight million dollars (\$8,000,000) in Fiscal Year 2022, exclusive of authorized Chapter 12 funds, for capital outlay dedicated to construction of a new parking deck at the West Essex Campus and other College pragmatic projects.

The President of Essex County College shall ensure that a copy of the statement of the said amount of money estimated to be necessary for all capital outlay expenses for the fiscal year ending 2022 be delivered to each member of the board of school estimate as soon as practicable;

The President of Essex County College shall ensure that appropriate notice of a public hearing by the Essex County College Board of School Estimate be provided;

A copy of the itemized statement be on file and open to examination of the public: 1) on the Essex County College website at www.essex.edu; and 2) at the Office of Administration and Finance, Essex County College, Room 6116, 303 University Avenue, Newark, NJ 07102.

The Board of School Estimate shall hold a virtual public hearing with respect to the itemized statement on June 23, 2022 at 10:00 am via Zoom in accordance with the Open Public Meetings Act and the Governor’s Executive Order No. 107

The motion to amend the action was provided by Trustee Guyton and seconded by Trustee Grimes. ***The motion carried unanimously.***

The amended action 3-2.1 was then put forth for approval by Trustee Zarra.

3-2.1/5-2022 Acceptance of Funds from the County of Essex and Setting the Date and Time for a Board of School Estimate Meeting

The motion to approve was made by Trustee Morales. Her motion was seconded by Trustee Guyton. ***The motion carried unanimously.***

Personnel Committee Report

Trustee Grimes advised that the Personnel Committee met and recommended the approval of the following Personnel Actions:

Appointments

- 4-1/5-2022 Michael Cresci
EOF Program Manager, Educational Opportunity Fund (EOF)
Salary \$56,000
Effective May 25, 2022

- 4-2/5-2022 Michael Ferris
Coordinator – Circulation and Library Information Services, Martin Luther King Jr. Library
Salary \$50,000
Effective May 25, 2022

- 4-3/5-2022 Ana Lilia Cazares
Administrative Assistant, Non-Credit Program and Extension Centers
Salary \$35,900

- 4-4/5-2022 Tayannah Clark
Teacher Assistant, Child Development Center
Salary \$23,660
Effective May 25, 2022

- 4-5/5-2022 Jashawn Cherry
Maintenance Technician, Facilities Management
Salary \$40,500
Effective May 25, 2022

- 4-6/5-2022 Calvin Wilson
Police Officer, Public Safety
Salary \$42,000
Effective May 25, 2022

Change in Title

4-7/5-2022 Evens Wagnac
Comptroller, Finance
Salary \$120,000
Effective June 1, 2022

Resignations

4-8/5-2022 Victor Colon
Graphic Designer, Graphics
Effective April 22, 2022

Zoltan Nagy
Testing Center Coordinator, Testing
Effective May 13, 2022

Joyce Alexander
Teacher Assistant, Child Development Center
Effective April 4, 2022

The personnel actions were moved for approval by Trustee Wright and seconded by Trustee Zarra. ***The motion carried unanimously***

Educational Programs Committee Report

Trustee Lewis advised that the Committee met on Monday, May 16th and present the full slate of action items for Board approval. He called for a motion to approve actions 7-1.1 through 7-1.6:

- 7-1.1/5-2022 Acceptance of Funds: Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education Grant
- 7-1.2/5-2022 Acceptance of Funds: State of New Jersey Department of Human Services Division of Family Development – NJ ARP Stabilization Grant
- 7-1.3/5-2022 Approval of Agreement and Acceptance of Funds: Central New Jersey Maternal and Child Health Consortium, Inc.
- 7-1.4/5-2022 Application Submittal for: The Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Grant Application
- 7-1.5/5-2022 Contract for Services: FOCUS Contract
- 7-1.6/5-2022 Joint Admissions Agreement: New Jersey Institute of Technology

Trustee Robinson presented the motion to approve actions 7-1.1 through 7-1.6. Her motion was seconded by Trustee Grimes. ***The motion carried unanimously.***

Trustee Lewis then asked for Board approval of action 7-1.7:

- 7-1.7/5-2022 Memorandum of Agreement: Essex County Schools of Technology – West Caldwell High School Partnership

Trustee Robinson provided the motion to approve. Trustee Grimes provided the second. On a vote of seven affirmed, one abstention, ***the motion carried.***

Closing out his report, Trustee Lewis presented actions 7-1.8 through 7-1.11 for approval:

- | | |
|---------------|---|
| 7-1.8/5-2022 | Memorandum of Understanding: Program for Parents |
| 7-1.9/5-2022 | Service Agreement: Diligent Urgent Care, LLC and Essex County College |
| 7-1.10/5-2022 | Transfer Articulation Agreement Amendment: Montclair State University |
| 7-1.11/5-2022 | Honorary Degree, Associate in Liberal Arts – Assemblywoman Britnee N. Timberlake, 34 th Legislative District |

The motion to approve was made by Trustee Zarra and seconded by Trustee Robinson. ***The motion carried unanimously.***

Site Facilities and Equipment Committee Report

Trustee Morales announced that there were no actions to present for the Board's consideration.

Policy and Governance Committee Report

Trustee Morales reported that the Policy and Governance Committee met and recommended the approval of action 7-3.1:

- | | |
|--------------|--|
| 7-3.1/5-2022 | Revision to Board Policy 1-1: Implementation of Open Public Meetings Act |
|--------------|--|

Trustee Zarra moved the action for approval. Trustee Robinson provided the second. ***The motion carried unanimously.***

Community Relations Committee Report

Trustee Wright advised that the committee met and discussed the following topics:

- The President's Inauguration – which she described as fabulous and epic. She expressed thanks to the planning committee for all the work that was done.
- The Foundation Board
- The ribbon cutting for the Cleo Hill, Sr. Physical Education building. Trustee Wright invited everyone to attend on Friday, May 27th at noon.
- Formation of the ECC Athletic Hall of Fame.
- Celebrating Juneteenth at the College

Alumni Association Report

There was no report from the Alumni Association.

Student Government Association (SGA) Report

The Student Government Association report submitted by Ms. Yolanda Brown is attached at Appendix A.

Following the report, Madame Chair expressed thanks to the SGA for their very meaningful work and she commented that the Board supports their efforts.

Faculty Association Report

Professor Frank's report is attached at Appendix B.

President's Report

Dr. Boakye began his report by extending thanks to the Board of Trustees, faculty, staff, students and the Essex County community for supporting the inauguration. He stated that he was still overwhelmed by the support given. He also acknowledged the success of both events and that scholarship funds were raised through the Gala.

The President then shared his report, which is attached at Appendix C.

Closing out his report, Dr. Boakye introduced Ms. Danial Nazhat Al Fatal, the College's 18th recipient of the Jack Kent Cook scholarship. Her scholarship is worth \$165,000 for 3 years. The President noted that Essex County College leads New Jersey community colleges in Jack Kent Cook recipients.

Dr. Ladylease White was then called upon to present Ms. Al Fatal with a certificate signed by ECC President Dr. Augustine A. Boakye and Giuseppe Basili, Executive Director – Jack Kent Cooke Foundation. Dr. Ladylease White is the College liaison to the Jack Kent Cooke Foundation.

Madame Chair stated that Ms. Al Fatal has made us proud and receiving the Jack Kent Cook scholarship is quite an achievement. On behalf of the Board of Trustees, Madame Chair congratulated her.

The President then indicated that the scholarship presentation concluded his report.

Madame Chair then announced that another mass shooting had occurred at an elementary school in Texas. She called for a moment of silence for the community which (at the time of the report) lost fourteen students and a teacher.

New Business

There was no new business.

Public Comments

The following public comments were read into the record of the meeting as follows:

Hello,

This is Lev D. Zilbermints, Class of 1993. These are my public comments.

First, the implementation of the Open Public Meetings Act. Who decides what is right and wrong in terms of decorum and so forth? As I am aware, public demonstrations are protected by the First Amendment to the U.S. Constitution. So, if a demonstration of protest were held in a respectful manner, without any foul language, would protesters be allowed at the BOT meeting?

Second, I must voice concern at the growing number of adjuncts. We have had good and bad adjuncts in the schools I have attended. Tenured professors have a commitment to the schools they teach at. Since adjuncts do not have tenure, they may not have as much of a commitment. Thus, it is in the interest of this school to make sure there are more tenured professors. I would propose putting some of the more talented adjuncts on a tenure track. There would be, of course, some criteria for getting adjuncts on tenure track. Publishing articles and books, excellent recommendations by students and colleagues are what comes to mind.

That is it. I enjoyed the Presidential Scholarship Gala. You want me to share some of my pictures with you?

Keep in touch.

Lev D. Zilbermints, '93

Notice of Executive Session

Trustee Grimes was asked to read the 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 June 21, 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 Morales moved the Notice of Executive Session for adoption. Trustee Zarra provided the second. ***The motion carried unanimously.***

Adjournment

Chair Bolden called for a motion to adjourn. Trustee Robinson moved to adjourn. Trustee Lewis seconded her motion. By acclamation, the meeting was adjourned at 5:31 pm.

Student Government Association May 2022 BOT Report

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

NJ COMMUNITY COLLEGE SGA FORUM The NJ Community College SGA Forum met on April 22, 2022. We discussed our respective colleges' SGA upcoming elections and shared ideas on how to get more students to vote in the upcoming elections.

Essex County College Reopening Plan/ SGA Care for Covid Initiative

We continue advising students on the rules and regulations of the College re-opening plan. Advising students on the CDC guidelines, mask mandates, and Covid-19 vaccination requirements for vaccinated and non-vaccinated students. We have also advised students on 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 April 28, 2022, ICC had its last meeting for the Spring 2022 semester, Chairperson Yolanda Brown thanked the clubs for all their hard work this semester and let them know that the current administration would be available to help them until June 30, 2022. SGA held elections for the 2022/2023 school year. We are happy to announce that we have a wonderful new President and Vice President and we look forward to helping the new administration transition into office.

Food Pantry

SGA keeps all students informed that the food pantry is open and available for them to use when they need it.

End of Year Bash

SGA hosted an end-of-the-year party on April 28, 2022, for the students on campus at the Dasher Center. We provide the students with food, drinks, music, and games. We want to show the students how much we appreciate all the love and support they gave SGA this year. We had 80 students in attendance

Clothing Drive

On April 28, 2022, our Spring clothing drive came to an end, we collected many clothes, shoes, and other items that we will be donating to families in need. Special thanks to our secretary Sarah Dolisca for putting the clothing drive together and making it such a success.

Respectfully submitted,

Yolanda Brown
Student Government Association Interim President

Faculty Association Report

The recent inaugural events were inspirational. Those of us who were able to participate were delighted by the celebration including the inspiring Gala. Congratulations, again, to President Boakye who has overwhelming support from faculty and staff. We are looking forward to the next major event which is graduation, the most important function for our students and their families.

Absent some new covid related crisis graduation will be in person. The academic year is completed. Summer I is commencing and information regarding enrollment will be available as we close out the fiscal year. We are awaiting Dr. Boakye's report to provide us with preliminary estimates. As far as student success is concerned, anecdotal reports from faculty members and academic administrators, student achievement, once again, is substantial.

I'm going to repeat George Orwell's observation, "That the first task of responsible citizens is to restate the obvious." What is obvious is that most of the country notwithstanding one billion deaths, which is probably an underestimate, along with a staggering number of infections against fully vaccinated and boosted individuals is preparing to count on luck again to avoid the worst consequences of the covid plague. Case in point, I am one of the very lucky – in the last several weeks I've had two confirmed cases of covid despite having multiple co-morbidities and possibly even more importantly, advanced age. I understand that 80% of covid deaths occurred in individuals over the age of 65 and I am much older than that. I avoided hospitalization. I have not, however, evaded post covid conditions (PCC), that is long covid. My experience was not asymptomatic – being ill with covid is no picnic.

I am sharing private and privileged information with everyone so individuals may make informed decisions regarding their individual plans going forward. The Board of Trustees has already made their choice, which I applaud. Board of Trustees meetings starting today and at least through the June session will be virtual. If it is still a case that no student or staff member has suffered a severe viral outcome, then we have dodged the proverbial bullet. As far as we know, there have been no super spreader events at the College. There are still consequences when students or staff become infected. Students with asymptomatic or mild disease can easily make up lost class time as they have easy access to course materials; thus, there is less of a threat to educational outcomes. It is more problematic when teaching faculty get covid. At the very least, they must isolate for a minimum of five days and probably longer and that is for asymptomatic or so-called mild cases. Course delivery will likely be affected in that event.

In case anyone is wondering, I am not infectious, nor am I likely to be re-infected for at least 90 days. I was tempted to bring up the lost cause of hiring a health professional to guide us going forward, but, I'll not go there. Instead, I will end my report by wishing everyone a healthy end of the academic year; and, I'll see you all, hopefully, at graduation.

Thank you.

Professor Michael Frank

Memorandum

To: Ms. M. Bolden & the Board of Trustees
From: Dr. Augustine A. Boakye, President, Essex County College
Date: May 24, 2022
Re: President's Report

General:

I am pleased to announce that Covid-19 cases have significantly dropped on our campus but the College remains vigilant. Even though, we have relaxed the vaccination and face covering requirements, we 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 has ended successfully. Summer I semester is progressing smoothly and Summer II/Fall semesters are open for registration.

The Community and Continuing Education is leading the NJCCC workforce degree path program on Health Information Technology sector. ECC is currently offers an AAS degree in Health Information Technology but will now begin looking at stackable credentials and industry certifications to better position the students.

Dr. Boakye joined a special meeting with the instructors of the METCS Division to discuss the divisional programs and also used the opportunity to discuss teaching & learning best practices.

At the 2022 NJCAA Outdoor Track and Field Championship in Kansas, Essex County College students performed well in the following categories:

Shot Put - 5th Place

200M - 5th Place

800M - 4th Place

Long Jump - 3rd Place

High Jump - 2nd Place

And Jelese Alexander placed 4th overall competing across 7 events. We congratulate our student Athletes.

Finances

The College has successfully completed its Financial Audit for the FY21. We are also, pleased to welcome Ms. Kiswendsida Josiane Sonia Kaprou to the ECC family as our new Senior Comptroller.

The Finance Council, established by the President a few months ago, is engaged in identifying challenges and enhancing internal controls.

Projects:

Capital projects at the College are progressing well and future projects are under review and discussion. The bridge in front of the Clara Dasher building is almost complete. The construction phase of the West Essex project is in progress and is expected to be completed by June 2023. We are currently renovating the Main Campus entrance doors. With the support of the Essex County Executive, Joseph DiVincenzo, we have completed the renovation of the gym hallway and affixed Mr. Cleo Hill Sr's name on the Physical Education Building. The re-pavement of the front space of the gym is also done. We appreciate the support of the County Executive.

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), Newark City Learning Collaborative (NCLC) and other affiliated organizations.

In order to increase our enrollment, the Welcome Center, under Enrollment Management is 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.

The College had a successful launching of the Business Division **Bloomberg Terminal** on **Tuesday, April 26th 2022** in the Learning Center, Main Campus.

The **Presidential Inauguration** of Dr. Augustine A. Boakye (as the 9th President of Essex County College) and the Scholarship Gala were well organized. The week-long event included meeting with: (i). Employees, (ii). Ice Cream Social with students, (iii). Meeting with Faith leaders (clergy), and (iv). Social Justice Panel Discussion led by Rev. DeForest Soaries.

Other major events included:

- Middle States (MSCHE) Town Hall on April 21st
- Faculty retiree's (and new members) party at Cedar Grove on April 22nd
- NJCCC board chair, Mary Zimmermann's visit to ECC on April 26th
- The unveiling of PTK mural project on April 26th
- The Nursing (RN) pinning ceremony on May 17th
- Graduation Scholarship Award event on May 18th

Dr. Boakye attended the inauguration of Dr. Rupert Hayes - Pillar College on April 28th and the inauguration of Dr. James Crawford - 6th President of Felician College on April 29th.

ECC is once again proud of our Jack Kent Cook Scholars. This year's winner is Ms. Danial Nazhat Al Fatal. Her scholarship is worth \$165,000 for 3 years.

Save the dates - Upcoming Events.

The **Cleo Hill, Sr.** naming ceremony is scheduled for **Friday, May 27th, 2022** in the Physical Education Building. Time: 12:00 pm

The **2022 Commencement** is scheduled for **Friday, June 3, 2022** at the Prudential Center. Time: 9:00 am

The Middle States **Accreditation Site Visit** is set for **March 19-22, 2023**.

Madam Chair, this ends my report. Thank you.