

Essex County College Board of Trustees PUBLIC MEETING AGENDA

November 21, 2023 – 4:30 PM

In Person: Essex County College – Main Campus - Smith Hall

١.	Call to Order/Roll	Call	Chair M. Bolden
١١.	Open Public Meet	ings Act Announcement	Mrs. J. Grimes
III.	Minutes		Mrs. J. Grimes
IV.	Communications.		Mrs. J. Grimes
V.	Public Comments	on Agenda Items	TBD
VI.	Annual Organizati	on of the Board of Trustees	Mr. J. Zarra / Ms. I. Cruz
VII.	Finance Committe	e Report	Mr. J. Zarra
	Actions – Submitt	ed for Board Approval	
	3-1.1/11-2023	Authorize the Award of a Change order for the Physical Education Building Locker Renovation at the Newark Campus Molba Construction, Little Ferry, NJ Chapter XII Funded – Capital Expense	\$84,057.58
	3-1.2/11-2023	Authorize the Service to Replace the Damaged Parking Gate System in Parking Lot C at the Newark Campus Wanderlogic, Inc., Whippany, NJ Chapter XII Funded – Capital Expense	Amount not to exceed \$41,600.00
	3-1.3/11-2023	Authorize the Award of a Contract for Design Services for the new Elevator at the Southeast Corner of the Physical Education Building at the Newark Campus Comito Associates, PC, Newark, NJ Chapter XII Funded – Capital Expense	\$35,800.00
	3-1.4/11-2023	Authorize the Award of a Change Order for the West Essex Campus Netta Architects, Mountainside, NJ Building Our Future Bond Funded – Capital Expense	\$77,700.00
	3-1.5/11-2023	Authorize the Award of a Two-Year Contract for Professional Development Training Scenario Learning, LLC. DBA Vector Solutions, Tampa, FL College Funded – Operating Expense	Amount not to exceed \$24,000.00
	3-1.6/11-2023	Authorize the Award of a Payment for the College's Annual Golf and Tennis Scholarship Fundraiser Maplewood Country Club, Maplewood, NJ Fundraiser - Operating Expense	Amount not to exceed \$30,196.00

VIII.	Personnel Comm	nittee Report	Ms. B. Robinson
	Actions – Submit Appointments	ted for Board Approval	
	4-1/11-2023	Tanya Wright, Associate Director Training Inc. Effective November 22, 2023 Salary \$78,000.00	
	4-2/11-2023	Mario Reyes, Assistant Director of Extension Centers and ESL Programs Community and Continuing Education and Workforce Development Effective November 22, 2023 Salary \$67,000.00	
	4-3/11-2023	Nerline Arens, Advisor – Community Resources Center for Adult Transition Effective November 27, 2023 Salary \$42,000.00	
	4-4/11-2023	Andy Clitus, Enrollment Specialist - Graduation Enrollment Services Effective November 22, 2023 Salary \$45,500.00	
	4-5/11-2023	Johnathan Fuentes, Student Advisor and Mentor Enrollment Management & Services Effective November 27, 2023 Salary \$42,000.00	
	4-6/11-2023	Matthew Prado, Technical Support Specialist Information Technology Effective November 27, 2023 Salary \$50,000.00	
	4-7/11-2023	Juan Olivares, Maintenance Service Worker Facilities Management Effective November 27, 2023 Salary \$43,300.00	
	4-8/11-2023	Keith Burroughs, Security Officer Public Safety Effective November 27, 2023 Salary \$31,200.00	
	<u>Retirement</u> 4-9/11-2023	Roxanne Cunningham, Accounts Payable Clerk Accounts Payable Effective December 31, 2023	

Resign	ation

4-10/11-2023	Colin Archer, Instructor - Nursing
	Nursing & Health Sciences Division
	Effective December 31, 2023

Rescind Appointment

4-11/11-2023	Julissa Bravo, Student Services Specialist
	Financial Aid
	Effective October 30, 2023
	Salary \$35,900.00

Salary Increase and Bonus

Goldenrod	Augustine A. Boakye, President
4-12/11-2023	Contractual Salary Increase and Bonus
	Effective November 1, 2023

IX.	Educational Progra	ams Committee Report	Dr. A. Lewis
	Actions – Submitte	ed for Board Approval	
	7-1.1/11-2023	Acceptance of Funds: Essex County Division of Training and Employ	rment
	7-1.2/11-2023	Acceptance of Funds: Uniform Construction Code, Tuition Remissio Jersey	n State of New
	7-1.3/11-2023	Contract for Services: Newark Day Center	
	7-1.4/11-2023	Memorandum of Understanding: College Readiness Now X Project New Jersey Council of County Colleges	Agreement of the
	7-1.5/11-2023	Partnership: Camden Dream Center Technology Training School – C Academy Support Center Agreement	Cisco Networking
	7-1.6/11-2023	Project Agreement and Acceptance of Funds: NJCCC and Tepper Fo	undation
Х.	Site Facilities and E	Equipment Committee Report	Rev. Dr. L. Guyton
	Actions - Submitte	d for Board Approval	
	7-2.1/11-2023	Acceptance of Equipment: T-Mobile's Project 10Million	
	7-2.2/11-2023	Conduct Online Auction: Surplus MLK Library Furniture and Equipm	ient
XI.	Policy and Governa	ance Committee Report	Ms. I. Cruz
XII.	Community Relation	ons Committee Report	Ms. J. Wright
XIII.	Alumni Association	n Report	Ms. Yulanda Spencer
XIV.	Student Governme	ent Association Report	Ms. Y. Rosales
XV.	Faculty Association	n Report	Prof. J. Alexandre
XVI.	President's Report		Dr. Augustine Boakye President
XVII.	New Business		TBD

XVIII.	Public Comments	TBD
XIX.	Notice of Executive Session	Mrs. J. Grimes
XX.	Adjournment	Chair M. Bolden

*Public meeting agenda subject to change



Subject:	Finance: Molba Construction
	Small Business Enterprise (SBE)
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	November 21, 2023
Agenda Item No.:	3-1.1/11-2023
	Resolution Authorizing the Award of a Change Order for Physical Education Building
	Locker Room Renovations at Newark Campus

WHEREAS, Essex County College needs to approve a change order in the total amount of **\$84,057.58** to **Molba Construction**, 392 Liberty Street, Little Ferry, New Jersey 07643, vendor approved by the State of New Jersey under Small Business Enterprise (SBE) for additional materials during the construction of the Physical Education Building Locker Room Renovations at the Newark Campus; and

WHEREAS, On April 18, 2023 (3-1.6/4-2023) the Board of Trustees awarded Bid# 8166 opened on March 23, 2023, for \$1,311,928.00. The change orders are for the following items; Ch.O. #1 – Furnish and install new feeds for lights for \$8,683.53, Ch.O. #2 – Replacement of water-damaged walls for \$27,741.63, Ch.O. #3 – Additional work at shower floor, and remove and replace radiator for \$30,947.73, Ch.O. #4 – Alternate handicap shower units for \$3,330.00, Ch.O. #5 – Column enclosure for \$2,812.09 and credit of \$10,000.00 for Steel Railings, Ch.O. #6 – Replace existing diffusers for \$9,500.00, and Ch.O. #7 - Staff Bathroom Door Relocation for \$6,666.78; and

WHEREAS, Essex County College wishes to award said contract without the need for public bidding in compliance with the provisions of the County College Contracts Law, N.J.S.A.18A:64A-25.1 et seq, and the provisions of N.J.S.A.19:44A-20, 4 et seq; and

WHEREAS, The award of this purchase shall be made as "Fair and Open" pursuant to the provisions of N.J.S.A. 10:44A-20,4. When the aggregation rules (NJAC 5:34-8-2) are applied, the value of this acquisition exceeds \$17,500.00; and

WHEREAS, The Comptroller of Essex County College has determined and certified in writing that the funds are available for this purpose; and

- The Essex County College Board of Trustees hereby authorizes and directs the appropriate officials of the College to approve a change order to Molba Construction for \$84,057.58 for additional material during the construction of the Physical Education Building Locker Room Renovations at the Newark Campus. Subject to the availability of funds;
- The specific line item against which this change order is to be charged is as follows: 9021A2-3126-7967A – Chapter XII, Ordinance #O-2021-00002. FY 2023/2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Finance: Wanderlogic, Inc.
	Small Business Enterprise (SBE)
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	November 21, 2023
Agenda Item No.:	3-1.2/11-2023
	Resolution Authorizing the Service to Replace the Damaged Parking Gate System in
	Parking Lot C at the Newark Campus

WHEREAS, Essex County College needs to approve a service in the amount not to exceed \$41,600.00 to Wanderlogic, Inc., 9 Whippany Road, Whippany, New Jersey 07981, vendor approved by the State of New Jersey under Small Business Enterprise (SBE) to replace the damaged parking gate system in Parking Lot C at the Newark Campus, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.3.(a), Purchases, contracts, and agreements not requiring advertising; and

WHEREAS, Essex County College wishes to award said contract without the need for public bidding in compliance with the provisions of the County College Contracts Law, N.J.S.A.18A:64A-25.1 et seq, and the provisions of N.J.S.A.19:44A-20, 4 et seq; and

WHEREAS, The award of this purchase shall be made as "Non-Fair and Open" pursuant to the provisions of N.J.S.A. 19:44A-20,4. When the aggregation rules (NJAC 5:34-8-2) are applied, the value of this acquisition exceeds \$17,500.00; and

WHEREAS, The Comptroller of Essex County College has determined and certified in writing that the funds are available for this purpose; and

- The Essex County College Board of Trustees hereby authorizes and directs the appropriate officials of the College to approve a service in the amount not to exceed \$41,600.00 to Wanderlogic, Inc. for the replacement of the damaged parking gate system in Parking Lot C at the Newark Campus. Subject to the availability of funds;
- 2. The service is awarded without public bidding in accordance with the provisions of the County College Contracts Law N.J.S.A.18A:64A-25.3.(a);
- The specific line item against which this service is to be charged is as follows: 9021A2-3126-797003 Funded by Chapter XII Funds, Ordinance #O-2021-00002 FY 2023/2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Finance: Comito Associates PC
	Small Business Enterprise (SBE)
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	November 21, 2023
Agenda Item No.:	3-1.3/11-2023
	Resolution Authorizing the Award of a Contract for Design Services for the New Elevator
	at the Southeast Corner of the Physical Education Building at the Newark Campus

WHEREAS, Essex County College needs to approve a contract of \$35,800.00 to Comito Associates PC, 23 Warrant Street, Newark, New Jersey 07102, vendor approved by the State of New Jersey under Small Business Enterprise (SBE) for architectural design services for the new elevator at the Southeast corner of the Physical Education Building at the Newark Campus, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.5.a(1), Professional services; and

WHEREAS, Essex County College wishes to award said contract without the need for public bidding in compliance with the provisions of the County College Contracts Law, N.J.S.A.18A:64A-25.1 et seq, and the provisions of N.J.S.A.19:44A-20, 4 et seq; and

WHEREAS, The award of this purchase shall be made as "Non-Fair and Open" pursuant to the provisions of N.J.S.A. 19:44A-20,4. When the aggregation rules (NJAC 5:34-8-2) are applied, the value of this acquisition exceeds \$17,500.00; and

WHEREAS, The Comptroller of Essex County College has determined and certified in writing that the funds are available for this purpose, and the Office of General Counsel reviewed and approved the contract attached; and

- The Essex County College is hereby authorized and directed to approve a professional service with Comito Associates, PC of \$35,800.00 for architectural design services for the new elevator at the Southeast corner of the Physical Education Building at the Newark Campus. Subject to the availability of funds.
- 2. The College has solicited and received proposals from the following vendors:
 - Arcari + Iovino Architects \$45,180.00
 - Comito Associates \$35,800.00
- 3. The contract is awarded without public bidding in accordance with the provisions of the County College Contracts Law N.J.S.A.18A:64A-25.5.5.a(1);
- The specific line item against which this contract is to be charged is as follows: 9021A2-3126-7936A Funded by Chapter XII Funds, Ordinance #O-2021-00002 FY 2023/2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Finance: Netta Architects
	Small Business Enterprise (SBE)
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	November 21, 2023
Agenda Item No.:	3-1.4/11-2023
	Resolution Authorizing the Award of a Change Order for the West Essex Campus

WHEREAS, Essex County College needs to approve a change order of \$77,700.00 to Netta Architects, 1084 Route 22 West, Mountainside, New Jersey 07092, vendor approved by the State of New Jersey under Small Business Enterprise (SBE) for additional services rendered for West Essex Campus restructuring project, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.5.a(1), Professional services; and

WHEREAS, On February 22, 2022 (3-1.7/2-2022) the Board of Trustees awarded a change order for \$175,000 for RFP# FY19RFP-06 Architectural/Engineering services - West Essex Campus Restructuring. The additional change orders are for the following items; Ch.O. #4 – Five (5) months of Construction Administration services to extend construction through June 13, 2023, for \$55,000.00, Ch.O. #9 – Retain Garden on the Wall to provide construction services for six (6) Tier 1 Wall Gardens for \$22,700.00; and

WHEREAS, The award of this Request For Qualifications (RFQ) shall be made as "Fair and Open" pursuant to the provisions of N.J.S.A. 19:44A-20,4. When the aggregation rules (NJAC 5:34-8-2) are applied, the value of this acquisition exceeds \$17,500.00.

WHEREAS, The Comptroller of Essex County College has determined and certified in writing that the funds are available for this purpose,

- The Essex County College is hereby authorized and directed to approve a change order with Netta Architects of \$77,700.00 for additional services rendered for the West Essex Campus restructuring project. Subject to the availability of funds;
- 2. The change order is awarded without public bidding in accordance with the provisions of the County College Contracts Law N.J.S.A.18A:64A-25.5.5.a(1);
- The specific line item against which this contract is to be charged is as follows: 902104-02104-7952B Building Our Future Bond Fund FY 2023/2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Finance: Scenario Learning, LLC. dba: Vector Solutions
	Non-SBE/MBE/WBE
Contact:	Afshan T. Ajmiri Giner, Chief Compliance & Equity Officer/Special Counsel
Meeting Date:	November 21, 2023
Agenda Item No.:	3-1.5/11-2023
	Resolution Authorizing the Award of a Two-Year Contract for Professional
	Development Training

WHEREAS, Essex County College needs to approve a contract in the total amount not to exceed **\$24,000.00** to **Non-SBE/MBE/WBE**, **Scenario Learning**, **LLC. dba: Vector Solutions**, 4890 West Kennedy Boulevard, Tampa, Florida 33609 for the professional development training for the Fiscal Years 2024 and 2025, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.3.(a), and N.J.S.A.18A:64A-25.5.a(19), Providing goods or services for the use, support, or maintenance of proprietary computer hardware, software peripherals, and system development for the hardware; and

WHEREAS, Essex County College wishes to award a said contract without the need for public bidding in compliance with the provisions of the County College Contracts Law, N.J.S.A.18A:64A-25.1 et seq, and the provisions of N.J.S.A.19:44A-20, 4 et seq; and

WHEREAS, The award of this purchase shall be made as "Non-Fair and Open" pursuant to the provisions of N.J.S.A. 10:44A-20,4. When the aggregation rules (NJAC 5:34-8-2) are applied, the value of this acquisition exceeds \$17,500.00; and

WHEREAS, The Comptroller of Essex County College has determined and certified in writing that the funds are available for this purpose, and the Office of General Counsel reviewed and approved the contract attached; and

- The Essex County College Board of Trustees is hereby authorized and directed to approve a contract with Scenario Learning, LLC. dba: Vector Solutions, in the total amount not to exceed \$24,000.00 for the professional development training for the Fiscal Years 2024 and 2025. Subject to the availability of funds;
- 2. This contract is awarded without public bidding in accordance with the provisions of the County College Contracts Law N.J.S.A.18A:64A-25.3.(a), and N.J.S.A.18A:64A-25.5.a(19);
- The specific line item against which this contract is to be charged is as follows: 10-0221-7460 Operating Expense FY 2023/2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Finance: Maplewood Country Club
	Non-SBE/MBE/WBE
Contact:	Dr. Leigh M. Bello-De Castro, Associate Dean – Student Affairs/Special Projects
Meeting Date:	November 21, 2023
Agenda Item No.:	3-1.6/11-2023
	Resolution Authorizing the Award of a Payment for the College's Annual Golf and
	Tennis Scholarship Fundraiser

WHEREAS, Essex County College needs to approve a payment in the total amount not to exceed **\$30,196.00** to **Non-SBE/MBE/WBE**, **Maplewood Country Club**, 28 Baker Street, Maplewood, New Jersey for use of the venue, goods, and services rendered at the College's annual Golf and Tennis Scholarship Fundraiser held on October 16, 2023, the College will be reimbursed the contract amount from proceeds of the fundraiser, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.3.(a), Purchases, contracts and agreements not requiring advertising; and

WHEREAS, Essex County College wishes to award said contract without the need for public bidding in compliance with the provisions of the County College Contracts Law, N.J.S.A.18A:64A-25.1 et seq, and the provisions of N.J.S.A.19:44A-20, 4 et seq; and

WHEREAS, The award of this purchase shall be made as "Non-Fair and Open" pursuant to the provisions of N.J.S.A. 10:44A-20,4. When the aggregation rules (NJAC 5:34-8-2) are applied, the value of this acquisition exceeds \$17,500.00; and

WHEREAS, The Comptroller of Essex County College has determined and certified in writing that the funds are available for this purpose; and

- The Essex County College Board of Trustees is hereby authorized and directed to approve a payment with Maplewood Country Club, in the total amount not to exceed \$30,196.00 for use of the venue, goods, and services rendered at the College's annual Golf and Tennis Scholarship Fundraiser held on October 16, 2023, the College will be reimbursed the contract amount from proceeds of the fundraiser. Subject to the availability of funds;
- 2. This contract is awarded without public bidding in accordance with the provisions of the County College Contracts Law N.J.S.A.18A:64A-25.3.(a);
- The specific line item against which this contract is to be charged is as follows: 25-9061-7501 Operating Expense FY 2023/2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Tanya Wright
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-1/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Tanya Wright to the position of Associate Director for Training Inc., for the period November 22, 2023 through June 30, 2024. The recommended annual salary for the position is \$78,000.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 5 applicants applied and were interviewed. Tanya Wright is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (MASTER'S DEGREE REQUIRED):

Degree or Certification	Date Awarded	Institution Name, Location	<u>Major Area of Study</u>
 Master of Administrative Science 	2009	Fairleigh Dickinson University Madison, NJ	Administrative Science
Bachelor of Science	1982	Virginia Union University Richmond, VA	Social Work

FISCAL NOTES: The recommended salary of \$78,000 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Tanya Wright, at the annual salary of \$78,000, to the position of Associate Director for Training Inc., for the period November 22, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Mario Reyes
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-2/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Mario Reyes, to the position of Assistant Director of Extension Centers and ESL Programs, for Community and Continuing Education and Workforce Development, for the period November 22, 2023 through June 30, 2024. The recommended annual salary for the position is \$67,000.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 11 applications were received and 4 applicants were interviewed. Mario Reyes is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (MASTER'S DEGREE REQUIRED):

Degree or Certification	Date Awarded	Institution Name, Location	Major Area of Study
Master of Education	2022	Rutgers University Newark, NJ	Counseling Psychology
Bachelor of Arts	2017	Rutgers University Newark, NJ	Psychology
 Associate of Arts 	2015	Essex County College Newark, NJ	Communications

FISCAL NOTES: The recommended salary of \$67,000 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Mario Reyes, at the annual salary of \$67,000 to the position of Assistant Director of Extension Centers and ESL Programs, for Community and Continuing Education and Workforce Development, for the period November 22, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Nerline Arens
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-3/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Nerline Arens, to the position of Advisor – Community Resources, for the Center for Adult Transition, for the period November 27, 2023 through June 30, 2024. The recommended annual salary for the position is \$42,000.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 4 applications were received and 2 applicants were interviewed. Nerline Arens is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (BACHELOR'S DEGREE REQUIRED):

Degree or Certification	Date Awarded	Institution Name, Location	Major Area of Study
• Master of Arts	2023	Montclair State University Montclair, NJ	Child Advocacy and Policy
Bachelor of Arts	2021	Montclair State University Montclair, NJ	Family Science and Human Development
 Associate 	2019	Essex County College Newark, NJ	Social Science

FISCAL NOTES: The recommended salary of \$42,000 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Nerline Arens, at the annual salary of \$42,000 to the position of Advisor – Community Resources, for the Center for Adult Transition, for the period November 27, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Andy Clitus
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-4/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Andy Clitus, to the position of Enrollment Specialist – Graduation, for the Department of Enrollment Services, for the period November 22, 2023 through June 30, 2024. The recommended annual salary for the position is \$45,500.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of five applications were received and three applicants were contacted to be interviewed. Andy Clitus is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (BACHELOR'S DEGREE REQUIRED):

Degree or Certification	Date Awarded	Institution Name, Location	Major Area of Study
• Bachelor of Science	2015	Kean University Union, NJ	Management
 Associate of Science 	2020	Essex County College Newark, NJ	Paralegal Studies
Associate of Science	2008	Essex County College Newark, NJ	Computer Information Systems (CIS)

FISCAL NOTES: The recommended salary of \$45,500 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Andy Clitus at the annual salary of \$45,500 to the position of Enrollment Specialist – Graduation, for the Department of Enrollment Management and Services, for the period November 22, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Johnathan Fuentes
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-5/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Johnathan Fuentes, to the position of Student Advisor and Mentor for the Department of Enrollment Management and Services, for the period November 27, 2023 through June 30, 2024. The recommended annual salary for the position is \$42,000.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of eight applications was received and four applicants were interviewed. Johnathan Fuentes is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (BACHELOR'S DEGREE REQUIRED):

Degree or Certification	Date Awarded	Institution Name, Location	Major Area of Study
Bachelor of Arts	2021	Columbia University New York, NY	Writing

FISCAL NOTES: The recommended salary of \$42,000 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Johnathan Fuentes at the annual salary of \$42,000 to the position of Student Advisor and Mentor for the Department of Enrollment Management and Services, for the period November 27, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Matthew Prado
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-6/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Matthew Prado, to the position of Technical Support Specialist for the Information Technology Department, for the period November 27, 2023 through June 30, 2024. The recommended annual salary for the position is \$50,000.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of five applications was received. Matthew Prado is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (ASSOCIATE'S DEGREE REQUIRED):

Degree or Certification	Date Awarded	Institution Name, Location	Major Area of Study
Bachelor of Arts	2019	Rutgers University Newark, NJ	Information Systems

FISCAL NOTES: The recommended salary of \$50,000 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Matthew Prado at the annual salary of \$50,000 to the position of Technical Support Specialist for the Information Technology Department, for the period November 27, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Personnel: Appointment, Juan Olivares
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-7/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Juan Olivares, to the position of Maintenance Service Worker, for Facilities Management, for the period beginning November 27, 2023. The recommended annual salary for the position is \$43,300.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. Two applicants were interviewed. Juan Olivares is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (NO DEGREE REQUIRED):

FISCAL NOTES: The recommended salary of \$43,300 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Juan Olivares at the annual salary of \$43,300 to the position Maintenance Service Worker, for Facilities Management, for the period beginning November 27, 2023.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Keith Burroughs
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-8/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment of Keith Burroughs, to the position of Security Officer, for Public Safety, for the period beginning November 27, 2023. The recommended annual salary for the position is \$31,200.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. Keith Burroughs is the recommended candidate.

DEGREE/CERTIFICATION QUALIFICATIONS (NO DEGREE REQUIRED):

FISCAL NOTES: The recommended salary of \$31,200 is included in the Department's annual budget.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Keith Burroughs at the annual salary of \$31,200 to the position of Security Officer, for Public Safety, for the period beginning November 27, 2023.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Retirement
Contact:	Dr. Augustine Boakye, President
Meeting Date:	November 21, 2023
Agenda Item No.:	4-9/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees accept the retirement of the individual(s) listed, effective on the date indicated:

<u>Name</u>	<u>Title</u> Department	<u>Unit</u>	<u>Hire Date</u>	<u>Effective</u> <u>Date</u>
Roxanne Cunningham	Accounts Payable Clerk Accounts Payable	Support Staff	09/01/1988	12/31/2023

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

RESOLUTION: The Board of Trustees of Essex County College accepts the retirement of the individual(s) listed, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Personnel: Resignation(s)
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-10/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees accept the resignation(s) of the individual(s) listed, effective on the date indicated:

<u>Name</u>	Title Department	<u>Unit</u>	<u>Hire Date</u>	Effective Date
Colin Archer	Instructor - Nursing Nursing & Health Sciences Division	Faculty	01/04/2022	12/31/2023

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

RESOLUTION: The Board of Trustees of Essex County College accepts the resignation of the individual(s) listed, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



REQUEST FOR BOARD ACTION

Subject:	Personnel: Rescind Appointment, Julissa Bravo
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	November 21, 2023
Agenda Item No.:	4-11/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees rescind the appointment of Julissa Bravo, to the position of Student Services Specialist, for Financial Aid, for the period October 30, 2023 through June 30, 2024. The recommended annual salary for the position was \$35,900.

BACKGROUND AND RATIONALE: The recommended candidate, Julissa Bravo, was approved by the Board of Trustees at the October 24, 2023 Meeting for an employment start date effective October 30, 2023. However, after multiple attempts, the candidate did not appear for work on the first day or any day thereafter.

DEGREE/CERTIFICATION QUALIFICATIONS (BACHELOR'S DEGREE ACCEPTED):

Degree or Certification	Date Awarded	Institution Name, Location	Major Area of Study
 Bachelor of Art 	2019	Rutgers University Newark, NJ	History
 Associate of Science 	2016	Essex County College Newark, NJ	Social Science

FISCAL NOTES: There is no impact to the College's annual fiscal budget.

RESOLUTION: The Board of Trustees of Essex County College approves rescinding the appointment of Julissa Bravo to the position of Student Services Specialist, for Financial Aid, for the period October 30, 2023 through June 30, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Salary Increase and Bonus: President Boakye
Contact:	Board of Trustees - Personnel
Meeting Date:	November 21, 2023
Agenda Item No.:	Goldenrod: 4-12/11-2023

WHEREAS, Dr. Augustine A. Boakye has served as the permanent President of Essex County College since November 1, 2021; and

WHEREAS, Dr. Boakye's employment contract with Essex County College requires the Board of Trustees of Essex County College to provide him with a one and one-half percent (1.5%) raise following a satisfactory job evaluation on November 1st of each year. The Board of Trustees may further award a Merit Bonus not to exceed three percent (3%) annually; and

WHEREAS, the Board of Trustees of Essex County College has determined that Dr. Boakye has satisfactorily performed his duties and that both a one and one-half percent (1.5%) raise and three percent (3%) Merit Bonus are appropriate; and

WHEREAS, Essex County College has determined that the funds are available for this purpose.

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

1. The Board of Trustees of Essex County College hereby directs that the President, Dr. Augustine A. Boakye, be paid a one and one-half percent (1.5%) raise and a three percent (3%) Merit Bonus based on his positive job performance in accordance with his employment contract retroactive to November 1, 2023.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Marion A. Bolden, Chair	
Essex County College Board of Trustees	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Acceptance of Funds: Essex County Div. of Tng. & Emp.
Contact:	Dr. Elvy M. Vieira, Dean, Comm,, Cont. Ed & Workforce Dev.
Meeting Date:	November 21, 2023
Agenda Item No.:	7-1.1/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College accept amended and increased funding from the Essex County Division of Training and Employment to provide Vocational Skills Training to Welfare to Work and General Assistance clients in the amount totaling \$791,234.84 for Contract Period February 6, 2023 – June 30, 2025, (12) and (2) additional contract extension. The agreement shall be in effect commencing the 6th day of February 2023 and shall terminate on the 30th day of June 2025, 12:00 midnight with an optional two (2) year extension

BACKGROUND AND RATIONALE: The Training, Inc. program has a long history of soliciting and securing funding from various foundations and public agencies. Training, Inc., utilizing the standards and practices of the business world, provides a wide variety of job training services at no cost to individuals, in business as well as allied health careers, to seeking initial entry, reentry or upward mobility in the workforce. The Training, Inc. program has operated successfully for the past thirty-seven years, attaining a 75% completion rate and an 80% graduate job placement rate.

FISCAL NOTES: The costs associated with the program are funded by the grant.

RESOLUTION: The Board of Trustees of Essex County College accepts amended and increased funding from the Essex County Division of Training and Employment to provide Vocational Skills Training to Welfare to Work and General Assistance clients in the amount totaling \$791,234.84 for Contract Period February 6, 2023 – June 30, 2025, (12) and (2) additional contract extension. The agreement shall be in effect commencing the 6th day of February 2023 and shall terminate on the 30th day of June 2025, 12:00 midnight with an optional two (2) year extension

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Acceptance of Funds: Uniform Construction Code, Tuition Remission State of NJ
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	November 21, 2023
Agenda Item No:	7-1.2/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the State of New Jersey Department of Community Affairs – Uniform Construction Code Tuition Remission Program for Fiscal Year 2024 (July 1, 2023 – June 30, 2024)

BACKGROUND AND RATIONALE: Essex County College offers and administers Uniform Construction Code courses for credit at the West Essex Branch Campus in conjunction with the Academic Division of Computer Science Engineering and Technology. Students are individuals who need to update and maintain licenses for the Industry including Construction Code Officials, Fire Code Officials, and Building and Subcode Officials. They are entitled to receive a 75% refund from the NJ State DCA office for successfully meeting the requirements of the course as outlined.

FISCAL NOTES: Essex County College can submit billing for Fiscal Year 2024 up to the amount of \$35,000 for tuition reimbursement. The administrative award is 10% for all tuition reimbursement requests payable to the college for handling all the necessary reports.

RESOLUTION: The Board of Trustees of Essex County College approves the grant awarded for reimbursement up to \$35,000 plus the 10% for administrative expenses.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Contract for Services: Newark Day Center
Contact:	Dr. Keith Kirkland, Dean of Student Affairs
Meeting Date:	November 21, 2023
Agenda Item No.:	7-1.3/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees approve the contract with Newark Day Center to provide child services to residents of the City of Newark, New Jersey under the Abbott Program for the period of September 1, 2023 through June 30, 2024.

BACKGROUND AND RATIONALE: Essex County College has worked cooperatively with the Newark Day Center since 2005 and has offered child service under the Abbott Program through Newark Public Schools for children between the ages of three and four years of age. Through this Abbott Program our college will receive instructional and indirect costs for three classrooms of fifteen pre-school children per class for residents from the city of Newark, New Jersey. This service agreement allows for the continuation of these services to this agency and extends our outreach to the community.

FISCAL NOTES: There is no fiscal impact on the college.

RESOLUTION: The Board of Trustees approves the contract with Newark Day Center to provide child services to residents of the City of Newark, New Jersey under the Abbott Program for the period of September 1, 2023 through June 30, 2024

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Memorandum of Agreement: College Readiness Now X Project Agreement of the
	New Jersey Council of County Colleges
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	November 21, 2023
Agenda Item No.:	7-1.4/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approve the College Readiness Now X Program Agreement between Essex County College, hereinafter referred to as "Essex" and the New Jersey Council of County Colleges, hereinafter referred to as "NJCCC" for the purpose of establishing a College Readiness Now X Program in the amount of \$54,554 to be delivered by Essex to Newark High School students from July 1, 2023 to August 20, 2024.

BACKGROUND AND RATIONALE: For ten years, The New Jersey Council of County Colleges (NJCCC) has partnered with the State of New Jersey Office of the Secretary of Higher Education (OSHE) and New Jersey's 18 community colleges to increase college readiness of high school students prior to graduation. Essex's College Readiness Now X Program proposes to enroll 75-100 Newark High School 9th, 10th, 11th and 12th grade students in a six-week Summer Boot Camp aimed to not only prevent the "Summer Slide" which often happens to disadvantaged students during the summer months, but also, propel students, particularly those entering their senior year into a college-ready mindset.

FISCAL NOTES: There is no fiscal impact to Essex.

RESOLUTION: The Board of Trustees of Essex County College accepts the College Readiness Now X Program Agreement between Essex County College and the New Jersey Council of Community Colleges for the purpose of establishing a College Readiness Now X Program in the amount of \$54,554 to be delivered by Essex to Newark High School students from July 1, 2023 to August 20, 2024.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Partnership: Camden Dream Center Technology Training School -Cisco
	Networking Academy Support Center Agreement
Contact:	Dr. Elvy Vieira, Dean, Community, Continuing Education & Workforce
	Development
Meeting Date:	November 21, 2023
Agenda Item No.:	7-1.5/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approve the Camden Dream Center Technology Training School - Cisco Networking Academy Support Center Agreement between Essex County College, hereinafter referred to as "Essex" and Camden Dream Center Technology Training School hereinafter referred to as to "Camden Dream Center" for the purpose of entering a Cisco Networking Academy Support Center (ASC) agreement from December 2023 to September 2026.

BACKGROUND AND RATIONALE: The Camden Dream Center, in the role of ASC, will promote and support Essex's Cisco Academy. Additionally, the Camden Dream Center may support Essex's instructor knowledge and professionalization through its Instructor Training Center (ITC). Ultimately, the Camden Dream Center will assist Essex to create a resilient Cisco Academy Community that shares information and ideas, enhances members' skill sets, and improves the education of Cisco Academy students.

FISCAL NOTES: The annual fee for the Camden Dream Center to serve as the ASC is \$3,000.

RESOLUTION: The Board of Trustees of Essex County College accepts the Camden Dream Center Technology Training School - Cisco Networking Academy Support Center Agreement between Essex County College and Camden Dream Center Technology Training School for the purpose of entering a Cisco Networking Academy Support Center agreement from December 2023 to September 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



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Subject:	Project Agreement and Acceptance of Funds: NJCCC and Tepper Foundation
Contact:	Dr. Keith Kirkland, Dean of Student Affairs
Meeting Date:	November 21, 2023
Agenda Item No.:	7-1.6/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College accept funding in the amount of \$80,000.00 from New Jersey Council of County Colleges and the Tepper Foundation for our participation in the Community to Opportunity: Building Community to Expand Opportunity Initiative for the period of July 1, 2023 through June 30, 2025.

BACKGROUND AND RATIONALE: The purpose of these funds is to facilitate the Community to Opportunity: Building Community to Expand Opportunity Initiative. As one of six New Jersey Community Colleges selected by The Tepper Foundation, Essex County College shall actively participate in a statewide professional learning community to strengthen the Culture of Care in order to better meet the basic needs of community college students.

FISCAL NOTES: There is no fiscal impact on the college. Our college will be awarded \$80,000.00 as follows:

- Year One Award of \$60,000, upon execution of this Agreement by both Parties
- Year Two Award of \$20,000 on July 15, 2024.

RESOLUTION: The Board of Trustees of Essex County College accepts funding in the amount of \$80,000.00 from New Jersey Council of County Colleges and the Tepper Foundation for our participation in the Community to Opportunity: Building Community to Expand Opportunity Initiative for the period of July 1, 2023 through June 30, 2025.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Acceptance of Equipment: T-Mobile's Project 10Million
Contact:	Dr. Elvira Vieira Dean, Dean of Community, Continuing Education and
	Workforce Development Academic Affairs
Meeting Date:	November 21, 2023
Agenda Item No.:	7-2.1/11-2023

RECOMMENDATION: It is recommended that the Board of Trustees accept T-Mobile's Project 10Million hotspot devices.

BACKGROUND AND RATIONALE: Through our partnership with Laptop Upcycle, the Adult Learning Center has received an invitation to partner with T-Mobile's Project 10Million as a means to support digital equity for students (hotspots) and allow them to connect at home. This partnership will assist in the removal of the barrier to internet connectivity for our students. Laptop Upcycle is a Montclair, NJ based division of HackNCraftNJ, Inc. committed to obtaining, refreshing, and distributing technology to students who need the tools to succeed in school.

FISCAL NOTES: This will have no impact on the College budget.

RESOLUTION: The Board of Trustees of Essex County College accepts T-Mobile's Project 10Million which will provide hotspots for our students.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	



Subject:	Conduct Online Auction: Surplus MLK Library Furniture and Equipment
Contact:	Mohamed Seddiki, Executive Dean/CIO
Meeting Date:	November 21, 2023
Agenda Item No.:	7-2.2/11-2023
	Resolution to Approve Auction of Unused Furniture in the MLK Library

WHEREAS, The Essex County College Auxiliary Services Department is requesting the Board of Trustees' approval to conduct an online auction to sell surplus of furniture and equipment of the MLK Library in preparation for renovation in accordance with Title 18A:64A-25.27.

WHEREAS, In accordance with the County College Contracts Law (N.J.S.A. 18A:64A-25.27 of NJ Statutes) items to be auctioned include desks, chairs, bookshelves, tables, soft seating, and other miscellaneous items no longer used by Essex County College and that have created a burden to store other, more needed supplies and equipment.

WHEREAS, The online auction would generate additional revenue for the College in an amount to be determined by the results of the online auction.

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

1. Permits the Essex County College Purchasing Department to conduct an online auction to sell surplus furniture and equipment of the MLK Library in preparation for renovation in accordance with Title 18A:64A-25.27.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION	FINAL DISPOSITION
Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE	
November 21, 2023	