



Board of Trustees
PUBLIC MEETING AGENDA

April 22, 2025 | 4:30 PM
Smith Hall – Main Campus

- I. Call to Order/Roll Call Chair M. Bolden
II. Open Public Meetings Act Announcement Mrs. J. Grimes
III. Minutes Mrs. J. Grimes
IV. Communications..... Mrs. J. Grimes
V. Public Comments on Agenda Items.....TBD
VI. Finance Committee Report..... Mr. J. Zarra

Actions – Submitted for Recommendation for the Board’s Approval

- 3-1.1/Apr-2025 Resolution Authorizing the Award of a Contract for Dining Hall Renovations
Rbuild LLC, Bloomfield, NJ
Chapter 12 Funded – Capital Expense
Amount not to exceed
\$1,024,400.00
- 3-1.2/Apr-2025 Resolution Authorizing the Award of a Two-Year Blanket Order for Utility Services
Amount not to exceed
\$3,000,000.00
Per year
- | | |
|--|---|
| <u>Water & Sewage Services</u>
City of Newark/Water (5 accounts)
Township of West Caldwell (1 account) | <u>Electrical & Gas</u>
PSE&G Co. (32 accounts)
Constellation/Direct
Energy/Constellation/Direct /NRG Business
Marketing #48 Accounts |
| <u>Telephone Services</u>
Verizon | |
| College Funded – Operating Expense | |
- 3-1.3/Apr-2025 Resolution Authorizing the Contract for Center for Technology Renovation
Molba Construction, Little Ferry, NJ
Chapter 12 Funded – Capital Expense
Amount not to exceed
\$3,198,000.00
- 3-2.1/Apr-2025 Resolution Authorizing the Award of Legal Services
Brisman Law Firm, P.C., Passaic, NJ
College Funded – Operating Expense
Amount not to exceed
\$10,000.00

- VII. Personnel Committee Report.....Ms. B. Robinson

Actions – Submitted for Recommendation for the Board’s Approval

A. Appointment

4-1/April-2025	David DiPasquale Instructor – Art Humanities & Bilingual Studies Effective: September 1, 2025 Salary \$62,323.00
4-2/April-2025	Shawn Smith Assistant Professor – Communications Humanities & Bilingual Studies Effective: September 1, 2025 Salary \$62,323.00
4-3/April-2025	Lateefah Townes Manager Enrollment Services Effective: April 28, 2025 Salary \$58,200.00
4-4/April-2025	Jason Lin Programmer Information Technology Effective: April 28, 2025 Salary \$50,000.00
4-5/April-2025	Aleksandr Greben Maintenance Technician Facilities Management Effective: April 28, 2025 Salary \$40,200.00
4-6/April-2025	Britney Solano -Villa Library Assistant MLK Library Effective: April 28, 2025 Salary \$34,700.00
4-7/April-2025	Zaida Scott Dispatcher Public Safety Effective: April 28, 2025 Salary \$33,150.00

B. Reappointment Listing

4-8/Apr-2024	Administrative:	27
	Administrative Confidential:	19
	Tenure Track Faculty:	32
	Non-Tenure Track Faculty:	7
	Professional:	131
	<u>Professional Confidential:</u>	<u>19</u>
	Total Employees:	235

C. Retirement

4-9/April-2025 Doris Tori
Instructor - Computer Science/Programming
Mathematics, Engineering, Technology and Computer Science (METCS)
Effective: September 1, 2025

D. Resignation

4-10/April-2025 Kiswendsida Kaprou
Senior Comptroller
Finance
Effective: June 30, 2025

VIII. Educational Programs Committee Report.....Dr. A. Lewis

Actions – Submitted for Recommendation for the Board’s Approval

7-1.1/Apr-2025 Budget Amendment: Acceptance of Funds from the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) for \$864,316

7-1.2/Apr-2025 Dual Enrollment Program: Bloomfield Board of Education

7-1.3/Apr-2025 Dual Enrollment Program: Belleville Board of Education

7-1.4/Apr-2025 Dual Enrollment Program: Montclair Board of Education

7-1.5/Apr-2025 Dual Enrollment Program: Academy 360

7-1.6/Apr-2025 Dual Enrollment Program: Essex County Schools of Technology: Newark Tech High School, Donald Payne, and West Caldwell Tech

7-1.7/Apr-2025 Dual Enrollment Program: East Orange Board of Education

7-1.8/Apr-2025 Dual Enrollment Program: Newark Public Schools Board of Education

7-1.9/Apr-2025 Dual Enrollment Program: Orange Public Schools Board of Education

IX. Site, Facilities and Equipment Committee Report.....Rev. Dr. L. Guyton

X. Policy and Governance Committee Report.....Ms. I. Cruz

XI. Community Relations Committee Report.....Ms. J. Wright

XII. Alumni Association Report.....Mr. G. Nti

XIII. Student Government Association Report.....Ms. N. Young

XIV. Faculty Association Report.....Prof. J. Alexandre

XV. President’s Report.....Dr. A. Boakye, President

XVI. New Business.....TBD

XVII. Public Comments.....TBD

XVIII. Notice of Executive Session.....Mrs. J. Grimes

XIX. Adjournment.....Chair M. Bolden

Note: Public meeting agenda is subject to change

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Finance: Rbuild LLC
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	April 22, 2025
Agenda Item No.:	3-1.1/APR-2025
Resolution Authorizing the Contract for Dining Hall Renovations	

WHEREAS, Essex County College needs the Board's approval to award a contract for Dining Hall Renovations in the total amount not to exceed **\$1,024,400.00** to **Rbuild LLC**, 45 N Spring Street, Bloomfield, NJ 07003 from April 23, 2025, through completion.

WHEREAS, Bid # 8208 Dining Hall Renovations was advertised in The Star-Ledger March 6, 2025. There were Forty-Five (45) vendors solicited. Four (4) responses were received on March 19, 2025.

WHEREAS, The Comptroller of Essex County College has done an assessment and indicated that money will be available for this purpose; and

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

1. The Essex County College Board of Trustees hereby approve a contract for dining hall renovations in the total amount not to exceed **\$1,024,400.00** to **Rbuild LLC**, from April 23, 2025, through completion;
2. The specific line item against which this contract is to be charged is as follows:
9021A2-3115-7951A Chapter XII - Ordinance # O-2021-00002/Construction
FY 2025

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Finance: Utility Services
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	April 22, 2025
Agenda Item No.:	3-1.2/APR-2025
Resolution Authorizing the Award of a Two-Year Blanket Order For Utility Services	

WHEREAS, Essex County College needs the Board's approval to award a two-year contract in the total amount not to exceed **\$3,000,000.00** per year to the below-listed companies, which will provide Utility Services, from July 1, 2025, through June 30, 2027 at the Newark Campus, West Essex Campus, and Student Housing, 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(8) The supplying of any product or the rendering of any service by the public utility which is subject to the jurisdiction of the Board of Public Utilities, in accordance with tariffs and schedules of charges made, charged and exacted, filed with said board; and N.J.S.A.18A:64A-25.11a(b), N.J.S.A.18A:64A-25.10, N.J.S.A.18A:64A-25.11a, N.J.S.A.18A:64A-25.5.a(24) and N.J.S.A.18A:64A-25.5.a(1); and

WHEREAS, The Comptroller of Essex County College has done an assessment and indicated that money will be available for this purpose; and

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

1. The Essex County College Board of Trustees hereby approve a two-year contract in the total amount not to exceed **\$3,000,000.00** per year to the companies listed below from July 1, 2025, through June 30, 2027 to provide Utility Services at the Newark Campus, West Essex Campus, and Student Housing:

Water & Sewage Services

City of Newark/Water (5 accounts)
Township of West Caldwell (1 account)

Electrical & Gas Services

PSE&G Co. (32 accounts)
Constellation/Direct
Energy/Constellation/Direct /NRG Business
Marketing #48 Accounts

Telephone Services

Verizon

2. The specific line item against which this purchase is to be charged is as follows:

10-7351-7660, 10-7252-7660 Operating Expense/Utilities-Water
10-7351-7640 Operating Expense/ Utilities-Light Heat, and Power
10-1751-7401 Operating Expense/ Telephone
FY 2025/2026/2027

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Finance: Molba Construction
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date:	April 22, 2025
Agenda Item No.:	3-1.3/Apr-2025
Resolution Authorizing the Contract for Center For Technology Renovation	

WHEREAS, Essex County College needs the Board's approval to award a contract for Center for Technology Renovation in the total amount not to exceed **\$3,198,000.00** to **Molba Construction**, 392 Liberty Street, Little Ferry, NJ 07643 from April 23, 2025, through completion.

WHEREAS, Bid #8203 Center For Technology Renovation was rejected. Bid #8209 Center For Technology Renovation was cancelled. Bid # 8210 Center For Technology Renovation was advertised in The Star-Ledger March 13, 2025. There were Fourteen (14) vendors solicited. Three (3) responses were received on March 25, 2025 and rejected.

WHEREAS, in accordance with N.J.S.A.18A:64A-25.5 a(24c) The County College has advertised for bids pursuant to section 4 of P.L. 1982, c.189 (C.18A:64A-25.4) and has rejected such bids on two occasions because the county college has determined that they are not reasonable as to price; and

WHEREAS, The Comptroller of Essex County College has done an assessment and indicated that money will be available for this purpose; and

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

1. The Essex County College Board of Trustees hereby approve a contract for center of technology renovations in the total amount not to exceed **\$3,198,000.00** to **Molba Construction**, from April 23, 2025, through completion;
2. The specific line item against which this contract is to be charged is as follows:
902206-3126-7951A Chapter XII - Ordinance # O-2022-00006/Construction
FY 2025

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Finance: Resolution Authorizing the Award of Legal Services Brisman Law Firm, P.C.
Contact:	Board of Trustees
Meeting Date:	April 22, 2025
Agenda Item No.:	3-2.1/Apr-2025

WHEREAS, Essex County College has a need for outside legal services in accordance with College Policy, and Brisman Law Firm, P.C. possesses the skills and qualifications to perform the legal services needed; and

WHEREAS, Essex County College has determined that the value of the services to be rendered shall not exceed \$10,000.00, and the contract is being awarded pursuant to a non-open and non-fair process; and

WHEREAS, the Board of Trustees of Essex County College seeks to retain the services of Brisman Law Firm, P.C. at the rate of \$275/hour and in accordance with the terms and conditions of the letter of retention, dated March 26, 2025; and

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of Essex County College that Brisman Law Firm, P.C. shall be retained to provide legal services for an amount not to exceed \$10,000.00.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Ms. Marion Bolden Chairperson, Board of Trustees	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, David DiPasquale
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-1 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of David DiPasquale to the position of Instructor - Art, for the Department of Humanities & Bilingual Studies, for the period September 1, 2025 through August 31, 2026. The recommended annual salary for the position is \$62,323.00.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 5 applications were received. David DiPasquale is the recommended candidate.

DEGREE/CERTIFICATE QUALIFICATIONS (MASTER’S DEGREE REQUIRED):

<u>Degree of Certification</u>	<u>Date Awarded</u>	<u>Institution Name, Location</u>	<u>Major Area of Study</u>
Master’s Degree	2003	Pratt Institute Brooklyn, NY	Painting
Bachelor’s Degree	1999	Brooklyn College, CUNY Brooklyn, NY	Art

FISCAL NOTES: The recommended salary of \$62,323.00 is included in the Department’s annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of David DiPasquale at the annual salary of \$62,323.00 to the position of Instructor - Art, for the Department of Humanities & Bilingual Studies, for the period September 1, 2025 through August 31, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Shawn Smith
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-2 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Shawn Smith to the position of Assistant Professor - Communications, for the Department of Humanities & Bilingual Studies, for the period September 1, 2025 through August 31, 2026. The recommended annual salary for the position is \$62,323.00.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 25 applications were received. Shawn Smith is the recommended candidate.

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

<u>Degree of Certification</u>	<u>Date Awarded</u>	<u>Institution Name, Location</u>	<u>Major Area of Study</u>
Master's Degree	2026* <i>(*15 of 24 graduate credits earned)</i>	Lindenwood, University St. Charles, MO	Art History & Visual Culture
Master's Degree	2003	Lehman College, CUNY Bronx, NY	Art & Media Communications Studies
Bachelor's Degree	2003	Lehman College, CUNY Bronx, NY	Art & Media Communications Studies

FISCAL NOTES: The recommended salary of \$62,323.00 is included in the Department's annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Shawn Smith at the annual salary of \$62,323.00 to the position of Assistant Professor - Communications, for the Department of Humanities & Bilingual Studies, for the period September 1, 2025 through August 31, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Lateefah Townes
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-3 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Lateefah Townes to the position of Manager, for the Department of Enrollment Services, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026. The recommended annual salary for the position is \$58,200.00.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 19 applications were received. Lateefah Townes is the recommended candidate.

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

<u>Degree of Certification</u>	<u>Date Awarded</u>	<u>Institution Name, Location</u>	<u>Major Area of Study</u>
Bachelor's Degree	2024	Rutgers University Newark, NJ	Social Work

FISCAL NOTES: The recommended salary of \$58,200.00 is included in the Department's annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Lateefah Townes at the annual salary of \$58,200.00 to the position of Manager, for the Department Enrollment Services, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Jason Lin
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-4 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Jason Lin to the position of Programmer, for the Department of Information Technology, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026. The recommended annual salary for the position is \$50,000.00.

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

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

<u>Degree of Certification</u>	<u>Date Awarded</u>	<u>Institution Name, Location</u>	<u>Major Area of Study</u>
Bachelor's Degree	2024	Michigan State University East Lansing, MI	Computer Science

FISCAL NOTES: The recommended salary of \$50,000.00 is included in the Department's annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Jason Lin at the annual salary of \$50,000.00 to the position of Programmer, for the Department of Information Technology, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Aleksandr Greben
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-5 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Aleksandr Greben to the position of Maintenance Technician, for the Department of Facilities Operation, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026. The recommended annual salary for the position is \$40,200.00.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 10 applications were received. Aleksandr Greben is the recommended candidate.

DEGREE/CERTIFICATE QUALIFICATIONS (NO DEGREE REQUIRED):

FISCAL NOTES: The recommended salary of \$40,200.00 is included in the Department's annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Aleksandr Greben at the annual salary of \$40,200.00 to the position of Maintenance Technician, for the Department Facilities Operation, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Britney Solano-Villa
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-6 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Britney Solano-Villa to the position of Library Assistant, for the Dr. Martin Luther King Jr. Library, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026. The recommended annual salary for the position is \$34,700.00.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 17 applications were received. Britney Solano-Villa is the recommended candidate.

DEGREE/CERTIFICATE QUALIFICATIONS (NO DEGREE REQUIRED):

FISCAL NOTES: The recommended salary of \$34,700.00 is included in the Department's annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Britney Solano-Villa at the annual salary of \$34,700.00 to the position of Library Assistant, for the Dr. Martin Luther King Jr. Library, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Zaida Scott
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-7 / Apr-2025

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Zaida Scott to the position of Dispatcher, for the Public Safety Department, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026. The recommended annual salary for the position is \$33,150.00.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 10 applications were received. Zaida Scott is the recommended candidate.

DEGREE/CERTIFICATE QUALIFICATIONS (NO DEGREE REQUIRED):

FISCAL NOTES: The recommended salary of \$33,150.00 is included in the Department's annual budget. The salary is prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Zaida Scott at the annual salary of \$33,150.00 to the position of Dispatcher, for the Public Safety Department, for the period April 28, 2025 through June 30, 2025, and reappointment for the period July 1, 2025 through June 30, 2026. The recommended annual salary for the position is \$33,150.00.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Re-Appointment Listing
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.:	4-8/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees approve the re-appointment of the administrative, professional, tenure-track and non-tenure track faculty employees identified on the attached Re-Appointment of Personnel listings for the periods indicated.

BACKGROUND AND RATIONALE: Consistent with the annual contract renewal process, employee listings by employment classification are submitted to the Board of Trustees for approval. Employee count by classification is as follows:

	Effective Period	
Administrative	07/01/2025- 06/30/2026	27
Administrative Confidential	07/01/2025 - 06/30/2026	19
Tenure Track Faculty	09/01/2025 - 08/31/2026	31
Non-Tenure Track Faculty	09/01/2025 - 08/31/2026	7
Professional	07/01/2025 - 06/30/2026	131
Professional Confidential	07/01/2025 - 06/30/2026	19
TOTAL EMPLOYEE RENEWALS		235

FISCAL NOTES: Salaries of employees recommended for re-appointment are included in the College's 2025-2026 annual operating budget.

RESOLUTION: The Board of Trustees of Essex County College approves the re-appointment of the administrative, professional, tenure-track and non-tenure track faculty employees identified on the attached Re-Appointment of Personnel listings for the periods indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Retirement
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-9 / Apr-2025

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

<u>Name</u>	<u>Title</u> <u>Department</u>	<u>Unit</u>	<u>Hire Date</u>	<u>Effective</u> <u>Date</u>
Doris Tori	Instructor – Computer Science/Programming Mathematics, Engineering, Technology and Computer Science (METCS)	Faculty	9/1/2000	9/1/2025

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 listed, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Resignation
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 22, 2025
Agenda Item No.	4-10 / Apr-2025

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

<u>Name</u>	<u>Title</u> <u>Department</u>	<u>Unit</u>	<u>Hire Date</u>	<u>Effective</u> <u>Date</u>
Kiswendsida	Senior Comptroller	Administrative	5/16/2022	6/30/2025
Kaprou	Finance	Confidential		

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 listed, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Budget Amendment: Strengthening Career and Technical Education for the 21 st Century Act (Perkins V)
Contact: Meeting	Dr. Hamin Shabazz, Vice President, Academic Affairs/CAO
Date:	April 22, 2025
Agenda Item No.:	7-1.1/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College accept the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Fiscal Year 2025 Budget Amendment to the State of New Jersey Department of Education for the period of July 1, 2024 – June 30, 2025 (FY25).

BACKGROUND AND RATIONALE: Essex County College received \$864,316 for the College's Career and Technical Education programs. The budget amendment was prepared for the purchase of additional supplies, equipment, mentoring, and tutoring. All funds will be utilized in accordance with the amended FY25 spending strategy.

FISCAL NOTES: There will be no negative fiscal impact on the College. The budget amendment will assist in achieving the grant's purpose.

RESOLUTION: The Board of Trustees of Essex County College accept the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Fiscal Year 2025 Budget Amendment to the State of New Jersey Department of Education for the period of July 1, 2024 – June 30, 2025 (FY25).

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Bloomfield Board of Education- DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.2/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Agreement between Essex County College, hereinafter referred to as “Essex” and the Bloomfield Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Bloomfield High School, hereinafter referred to as “BLHS” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide BLHS students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of New Jersey. Additionally, BLHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: BLHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000 per credit as per the ECC Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). BLHS will pay for all instructional materials, including books, which are required to be purchased through Essex County College’s bookstore partner, RedShelf. Lastly, BLHS will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex and the Bloomfield Board of Education for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Bloomfield High School from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Belleville Board of Education- DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.3/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Agreement between Essex County College, hereinafter referred to as “Essex” and the Belleville Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Belleville High School, hereinafter referred to “BVHS” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide BVHS students an opportunity to complete their developmental sequence and thus be certified college-ready in the State of New Jersey. Additionally, BVHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: BVHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000 per credit as per the ECC Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). BVHS will pay for all instructional materials, including books, which are required to be purchased through Essex’s bookstore partner, RedShelf. Lastly, BVHS will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the Belleville Board of Education for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Belleville High School from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Montclair Board of Education- DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.4/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Agreement between Essex County College, hereinafter referred to as “Essex” and the Montclair Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Montclair High School, hereinafter referred to “MHS” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide MHS students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of NJ. Additionally, MHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: MHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000 per credit as per the ECC Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). MHS will pay for all instructional materials, including books, which are required to be purchased through Essex’s bookstore partner, RedShelf. Lastly, MHS will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the Montclair Board of Education for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Montclair High School from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Academy 360- DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce
Meeting Date:	Dev. April 22, 2025
Agenda Item No.:	7-1.5/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Program Agreement between Essex County College, hereinafter referred to as “Essex” and the Academy 360, hereinafter referred to as “School” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Academy 360, hereinafter referred to “School” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide School students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of New Jersey. Additionally, School students will be offered the opportunity to earn college credits towards an Associate’s degree.

FISCAL NOTES: School is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000) per credit as per the Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). School will pay for all instructional materials, including books. Lastly, School will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the Academy 360 for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Academy 360 from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Essex County Schools of Technology: Newark Tech High School, Donald Payne, and West Caldwell Tech - DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.6/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Program Agreement between Essex County College, hereinafter referred to as “Essex” and the Essex County Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Essex County Schools of Technology: Newark Tech High School, Donald Payne High School, and West Caldwell Tech hereinafter referred to “ECSTHS” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide ECSTHS students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of New Jersey. Additionally, ECSTHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: ECSTHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000 per credit as per the Adjunct Faculty Association contract with an additional 7.65% added to contribute to fringe/cost of benefits). Newark Technology High School, Donald Payne High School, and West Caldwell Tech will pay for all instructional materials, including books, which are required to be purchased through Essex’s bookstore partner, RedShelf. Lastly, ECSTHS will pay a \$975 administrative fee per course section.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the Essex County Schools of Technology for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Newark Technology High School, Donald Payne High School, and West Caldwell Tech from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	East Orange Board of Education- DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.7/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Program Agreement between Essex County College, hereinafter referred to as “Essex” and the East Orange Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to East Orange High Schools, hereinafter referred to “EOHS” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide EOHS students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of New Jersey. Additionally, EOHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: EOHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000) per credit as per the Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). EOHS will pay for all instructional materials, including books, which are required to be purchased through Essex’s bookstore partner, RedShelf. Lastly, EOHS will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the East Orange Board of Education for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to East Orange High Schools from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Newark Public Schools Board of Education - Dual Enrollment Program
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.8/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Agreement between Essex County College, hereinafter referred to as “Essex” and the Newark Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Newark Public High Schools, hereinafter referred to “NPHS” from July 1, 2025 to June 30, 2026. NPHS include, but are not limited to Arts High School, Barringer High School, Central High School, East Side High School, Technology High School, Science Park High School, University High School, West Side High School, Weequahic High School.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide NPHS students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of New Jersey. Additionally, NPHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: NPHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000 per credit as per the ECC Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). NPHS will pay for all instructional materials, including books, which are required to be purchased through Essex’s bookstore partner, RedShelf. Lastly, NPHS will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the Newark Public Schools Board of Education for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Newark Public High Schools from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Orange Public Schools Board of Education- DUAL ENROLLMENT PROGRAM
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.
Meeting Date:	April 22, 2025
Agenda Item No.:	7-1.9/Apr-2025

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Dual Enrollment Program Agreement between Essex County College, hereinafter referred to as “Essex” and the Orange Public Schools Board of Education, hereinafter referred to as “Board” for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Orange High School, hereinafter referred to “OHS” from July 1, 2025 to June 30, 2026.

BACKGROUND AND RATIONALE: The Essex Dual Enrollment Program was developed in 2004 in response to the State’s initiative to increase the first-year success rates of recent high school students. The Dual Enrollment Program will provide OHS students an opportunity to complete their developmental sequence and thus be certified as college-ready in the State of New Jersey. Additionally, OHS students will be offered the opportunity to earn substantial college credits towards an Associate’s degree.

FISCAL NOTES: OHS is expected to provide an instructor who meets Essex’s standards for college-level instruction or pay for an adjunct provided by Essex (\$870 - \$1000) per credit as per the Adjunct Faculty Association contract with an additional 10% added to contribute to fringe/cost of benefits). OHS will pay for all instructional materials, including books, which are required to be purchased through Essex’s bookstore partner, RedShelf. Lastly, OHS will pay a \$975 administrative fee per course.

RESOLUTION: The Board of Trustees of Essex County College accepts the Dual Enrollment Program Agreement between Essex County College and the Orange Public Schools Board of Education for the purpose of establishing a Dual Enrollment Program to be delivered by Essex to Orange High School from July 1, 2025 to June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 22, 2025	