



Board of Trustees
PUBLIC MEETING AGENDA

April 21, 2026 | 4:30 PM
 Smith Hall – Main Campus

- I. Call to Order/Roll Call Chair, A. Lewis
- II. Open Public Meetings Act AnnouncementMrs. J. Grimes
- III. MinutesMrs. 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-2026	Resolution Authorizing the Purchase of Furniture for the Center for Technology Renovation	Amount not to exceed \$700,000.00									
	<table border="0" style="width: 100%;"> <tr> <td style="text-align: left;"><u>Company Name</u></td> <td style="text-align: left;"><u>Company Name</u></td> <td style="text-align: left;"><u>Company Name</u></td> </tr> <tr> <td>Commercial Furniture Interiors (CFI)</td> <td>Haworth</td> <td>Krueger International, Inc.</td> </tr> <tr> <td>Haskell Office LLC dba Haskell Education Exemplis, LLC</td> <td>Kimball International</td> <td>Affordable Interior Systems</td> </tr> </table>	<u>Company Name</u>	<u>Company Name</u>	<u>Company Name</u>	Commercial Furniture Interiors (CFI)	Haworth	Krueger International, Inc.	Haskell Office LLC dba Haskell Education Exemplis, LLC	Kimball International	Affordable Interior Systems	
<u>Company Name</u>	<u>Company Name</u>	<u>Company Name</u>									
Commercial Furniture Interiors (CFI)	Haworth	Krueger International, Inc.									
Haskell Office LLC dba Haskell Education Exemplis, LLC	Kimball International	Affordable Interior Systems									
	Securing Our Children's Future Bond Grant Funded – Capital Expense										
3-1.2/Apr-2026	Resolution Authorizing the Purchase of Audio-Visual System Sharp Electronics Corporation , Montvale, NJ Building Our Future Bond Fund – Capital Expense	Amount not to exceed \$80,000.00									
3-1.3/Apr-2026	Resolution Authorizing the Two-Year contract for As Needed General Contractor for Facilities Cynna Enterprises , Clifton, NJ Lizza Construction , Pinebrook, NJ Chapter 12 Funded – Capital Expense	Amount not to exceed \$150,000.00									
3-1.4/Apr-2026	Resolution Authorizing the Award of a Two-Year Contract for Books for College Students Akademios LLC , Raleigh, NC College Funded- Operating Expense	Amount not to exceed \$3,500,000.00									

Action Approved by the Executive Committee on March 26, 2026 – Presented for Ratification

3-2.1/Apr-2026 Resolution to Accept the FY 2025 Audit Report and Related Recommendations

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

Actions – Submitted for Recommendation for the Board’s Approval

A. Appointment(s)

4-1/Apr-2026 Benjamin Clotney
 Coordinator – Technical and Learning Resources
 Department of Online Education and Resources
 Effective Date: April 27, 2026
 Salary \$55,000

4-2/Apr-2026 Gwendolyn Smith - Security Officer
Public Safety
Operations & Information Technology
Effective Date: April 27, 2026
Salary \$33,475

B. Reappointment Listing

4-3/Apr-2026	Administrative:	25
	Administrative Confidential:	21
	Tenure Track Faculty:	47
	Non-Tenure Track Faculty:	7
	Professional:	134
	<u>Professional Confidential:</u>	<u>17</u>
	Total Employees:	251

C. Tenure

4-4/ Apr-2026 Dr. Clare Kajura*
Assistant Professor – Psychology
Social Sciences
Academic Affairs
Effective Date: September 1, 2026

4-5/ Apr-2026 Ruben Petrela
Assistant Professor - Engineering
Mathematics Engineering Technology & Computer Science
Academic Affairs
Effective Date: September 1, 2026

4-6/ Apr-2026 Ardian Selimi
Assistant Professor – Computer Science
Mathematics Engineering Technology & Computer Science
Academic Affairs
Effective Date: September 1, 2026

4-7/ Apr-2026 Dr. Bridget Turner
Assistant Professor – Education
Social Sciences
Academic Affairs
Effective Date: September 1, 2026

***Tenure and Promotion**

D. Title Revision

4-8/ Apr-2026 Dr. Christina Pennington
Assistant Professor – Paralegal Studies
Social Sciences
Academic Affairs
Effective Date: January 3, 2023

E. Resignation(s)

4-9/ Apr-2026 Anissa Cochrane
Administrative Assistant
Office of The President
Effective Date: April 6, 2026

Malik Harris
Security Officer
Public Safety
Effective Date: March 27, 2026

D. Withholding of Salary and Increment Adjustment

4-10/ Apr-2026 Mikal Nash
History, Philosophy & Religion
Assistant Professor
Academic Affairs
Effective Date: September 1, 2026

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

Actions – Submitted for Recommendation for the Board’s Approval

- 7-1.1/Apr-2026 Acceptance of Funds: NJ Career Accelerator Internship Grant 2026
- 7-1.2/Apr-2026 Acceptance of NJ Pathways to Career Opportunities Project Lead Award for FY ‘26
- 7-1.3/Apr-2026 Budget Amendment: Strengthening Career and Technical Education for the 21st Century Act (Perkins V)

- IX. Site, Facilities and Equipment Committee Report.....Ms. C. Martinez
- X. Policy and Governance Committee Report.....Ms. I. Cruz
- XI. Community Relations Committee Report.....Ms. J. Wright
- XII. Alumni Association Report.....Ms. S. Robinson
- XIII. Student Government Association Report.....Ms. A. Akinsola
- 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, A. Lewis

Note: Public meeting agenda is subject to change



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:		Finance: Furniture
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO	
Meeting Date:		April 21, 2026
Agenda Item No.:		3-1.1/Apr 2026
Resolution Authorizing the purchase of furniture for the Center for Technology renovation		

WHEREAS, Essex County College needs the Board’s approval to purchase furniture for the Center for Technology renovation project to the companies listed below in the total amount not to exceed **\$700,000.00** from April 22, 2026, through April 21, 2027, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.10 and N.J.S.A.18A:64A-25.11.(a), County college authorized to participate in cooperative pricing system, ESCNJ Contract #22/23-08, #65MCESCCP; N.J.S.A.18A:64A-25.11a(b) A county college may make purchases and contract for services through the use of a nationally-recognized and accepted cooperative purchasing agreement, N.J.S.A.18A:64A-25.5.a(24) and N.J.S.A.18A:64A-25.3.(a), Purchases, contracts, and agreements not requiring advertising; 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 approves the purchase of furniture for the Center for Technology renovation project to the companies below in the total amount not to exceed **\$700,000.00** from April 22, 2026, through April 21, 2027.

<u>Company Name</u>	<u>Company Name</u>	<u>Company Name</u>
Commercial Furniture Interiors (CFI)	Haworth	Krueger International, Inc.
Haskell Office LLC dba Haskell Education Exemplis, LLC	Kimball International	Affordable Interior Systems

2. The specific line item against which this contract is to be charged is as follows:
902109-02109-7902 Securing Our Children's Future Bond /Furniture
FY 2026

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES
REQUEST FOR BOARD ACTION

Subject:	Finance: Sharp Electronics Corporation
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date	April 21, 2026
Agenda Item No.:	3-1.2/Apr 2026
Resolution Authorizing the Purchase of Audio-Visual System	

WHEREAS, Essex County College needs the Board’s approval to purchase audio-visual system for the West Essex Campus Multipurpose Room. This is one of Essex County College’s most frequently used spaces, supporting instruction, community events, and board meetings to **Sharp Electronics Corporation**, 100 Paragon Drive, Montvale, NJ 07645 in the total amount not to exceed **\$80,000.00** from April 22, 2026, through April 21, 2027, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.11.(b) A county college may make purchases and contract for services through the use of a nationally recognized and accepted cooperative purchasing agreement, including a cooperative purchasing agreement; 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 approves the purchase of audio-visual system for the West Essex Campus to **Sharp Electronics Corporation**, in the total amount not to exceed **\$80,000.00** from April 22, 2026, through April 21, 2027.
2. The specific line item against which this contract is to be charged is as follows:
902104-02104-7907 West Essex Restructuring/ Audio Visual Equipment
FY 2026

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES
REQUEST FOR BOARD ACTION

Subject:	Finance: As Needed General Contractor for Facilities
Contact:	Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO
Meeting Date	April 21, 2026
Agenda Item No.:	3-1.3/Apr 2026
	Resolution Authorizing the Two-Year contract for As Needed General Contractor for Facilities

WHEREAS, Essex County College needs the Board’s approval to award a two-year contract for as needed general contractor for facilities in the total amount not to exceed **\$150,000.00** to **Cynna Enterprises**, 57 E 7th Street, Clifton, NJ 07011; and **Lizza Construction**, 38 Woodmont Road, Pinebrook, NJ 07058 from April 22, 2026, through April 21, 2028; and

WHEREAS, RFQ # 8234 As Needed General Contractor for Facilities was advertised in The Star-Ledger March 6, 2026. There were one hundred and twenty-seven (127) vendors solicited. Five (5) responses were received on March 24, 2026; 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 approves a two-year contract for an as-needed general contractor for facilities in the total amount not to exceed **\$150,000.00** to **Cynna Enterprises**, 57 E 7th Street, Clifton, NJ 07011; and **Lizza Construction**, 38 Woodmont Road, Pinebrook, NJ 07058, from April 22, 2026, through April 21, 2028;
2. The specific line item against which this contract is to be charged is as follows:
 902206-3126-7951A Chapter XII funds/Construction
 FY 2026

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



**BOARD OF TRUSTEES
REQUEST FOR BOARD ACTION**

Subject:	Finance: Akademos LLC
Contact:	Dr. Hamin Shabazz/ Vice President-Academic Affairs/Chief Academic Officer
Meeting Date	April 21, 2026
Agenda Item No.:	3-1.4/Apr 2026
	Resolution Authorizing the Award of a Two-Year Contract for Books for College Students

WHEREAS, Essex County College needs the Board’s approval to award a two-year contract for books for ECC students to **Akademos LLC (“Akademos”)**, an affiliate of VitalSource, a Delaware limited liability company, 227 Fayetteville Street, Suite 400, Raleigh, NC 27601 in the total amount not to exceed **\$3,500,000.00** from June 1, 2026, through June 30, 2028, 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.(6), Textbooks, copyrighted materials, student-produced publications and services incidental thereto, library materials including without limitation books, periodicals, newspapers, documents, pamphlets, photographs, reproductions, microfilms, pictorial or graphic works, musical scores, maps, charts, globes, sound recordings, slides, films, filmstrips, video and magnetic tapes, other printed or published matter and audiovisual and other materials of a similar nature, necessary binding or rebinding of library materials and specialized library services; 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 approves a two-year contract for books for ECC students to **Akademos LLC (“Akademos”)**, an affiliate of VitalSource, a Delaware limited liability company, in the total amount not to exceed **\$3,500,000.00** from June 1, 2026, through June 30, 2028.
2. The specific line item against which this contract is to be charged is as follows:
10-000-502401 Operating Expense/Technology Fee
FY 2026

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Finance: Acceptance of FY '25 Audit and Recommendations
Contact:	Dr. Khetan Gandhi, Senior Comptroller/CFO
Meeting Date:	April 21, 2026
Agenda Item No.:	3-2.1/Apr-2026

WHEREAS, The Board of Trustees of Essex County College retained the accounting firm of PKF O'Connor Davies as independent auditors to conduct an audit of the College's Fiscal Year 2024-2025 financial statements; and

WHEREAS, PKF O'Connor Davies completed an audit of said financial statements and expressed an opinion on same; and

WHEREAS PKF O'Connor Davies has opined that the College's financial statements present fairly, in all material respects, the financial position of Essex County College as of June 30, 2025, in conformity with Generally Accepted Accounting Principles in the USA; and

WHEREAS, PKF O'Connor Davies issued the audit report and presented its findings/ no findings for FY25 audit and recommendations to the Finance Committee of the Board of Trustees.

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

1. The Board of Trustees of Essex County College accepts the findings/ no findings in the audit report and recommendations of the independent auditors, and authorizes the release of the College's Fiscal Year 2024-2025 Audit report.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Benjamin Clottey
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.	4-1/Apr-2026

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Benjamin Clottey to the position of Coordinator of Technical and Learning Resources, for the Online Education and Resources Department, for the period April 27, 2026, through June 30, 2026, and reappointment for the 2026-2027 fiscal year. The recommended annual salary for the position is \$55,000.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 19 applications were received, and 3 were interviewed. Benjamin Clottey is the recommended candidate.

DEGREE/CERTIFICATE QUALIFICATIONS:

<u>Degree of Certification</u>	<u>Institution Name, Location</u>	<u>Major Area of Study</u>
Bachelor's	University of Phoenix Jersey City, NJ	Business Systems Analysis

FISCAL NOTES: The recommended salary of \$55,000 is included in the department's annual budget. The salary will be prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Benjamin Clottey, at the annual salary of \$55,000, to the position of Coordinator – Technical and Learning Resources, for the Online Education and Resources Department, for the period April 27, 2026, through June 30, 2026, and reappointment for the 2026-2027 fiscal year.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment, Gwendolyn Smith
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.	4-2/Apr-2026

RECOMMENDATIONS: It is recommended that the Board of Trustees approve the appointment of Gwendolyn Smith to the position of Security Officer, for the Department of Public Safety, for the period April 27, 2026, through June 30, 2026. The recommended annual salary for the position is \$33,475.

BACKGROUND AND RATIONALE: This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 22 applications were received, and 7 were interviewed. Gwendolyn Smith is the recommended candidate.

DEGREE/CERTIFICATE QUALIFICATIONS: (No degree required)

FISCAL NOTES: The recommended salary of \$33,475 is included in the department’s annual budget. The salary will be prorated for employees hired after the beginning of the fiscal year.

RESOLUTION: The Board of Trustees of Essex County College approves the appointment of Gwendolyn Smith at the annual salary of \$33,475 to the position of Security Officer, for the Department of Public Safety, for the period April 30, 2026, through June 30, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	

BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Re-Appointment Listing
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.:	4-3/Apr-2026

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	07/01/2026 - 06/30/2027	25
Administrative Confidential	07/01/2026 - 06/30/2027	21
Tenure Track Faculty	09/01/2026 - 08/31/2027	47
Non-Tenure Track Faculty	09/01/2026 - 08/31/2027	7
Professional	07/01/2026 - 06/30/2027	134
Professional Confidential	07/01/2026 - 06/30/2027	17
TOTAL EMPLOYEE RENEWALS		251

FISCAL NOTES: Salaries of employees recommended for re-appointment are included in the College’s 2026-2027 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 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Granting of Tenure and Promotion, Dr. Clare Kajura
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.:	4-4/Apr-2026

RECOMMENDATION: It is recommended that the Board of Trustees approve the granting of tenure and promotion of Dr. Clare Kajura, to the academic rank of Assistant Professor, in the discipline of Psychology, for the Social Sciences Division, effective September 1, 2026.

BACKGROUND AND RATIONALE: Dr. Clare Kajura has served in the capacity of Instructor of Psychology since September 1, 2021, and has demonstrated clear and positive evidence of excellence in scholarship and classroom performance. She has made significant contributions to the College, its students, and the community.

RESOLUTION: The Board of Trustees of Essex County College approves the granting of tenure and promotion of Dr. Clare Kajura to the academic rank of Assistant Professor, in the discipline of Psychology, for the Social Sciences Division, effective September 1, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Granting of Tenure, Ruben Petrela
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.:	4-5/Apr-2026

RECOMMENDATION: It is recommended that the Board of Trustees approve the granting of tenure of Ruben Petrela, in the discipline of Engineering, for the Mathematics, Engineering, Technologies and Computer Sciences (METCS) Division, effective September 1, 2026.

BACKGROUND AND RATIONALE: Ruben Petrela has served in the capacity of Assistant Professor of Engineering, since September 1, 2021 and has demonstrated clear and positive evidence of excellence in scholarship and classroom performance. He has made significant contributions to the College, its students, and the community.

RESOLUTION: The Board of Trustees of Essex County College approves the granting of tenure of Ruben Petrela, in the discipline of Engineering, for the Mathematics, Engineering, Technologies and Computer Sciences (METCS) Division, effective September 1, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Granting of Tenure, Ardian Selimi
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.:	4-6/Apr-2026

RECOMMENDATION: It is recommended that the Board of Trustees approve the granting of tenure of Ardian Selimi, in the discipline of Computer Science, for the Mathematics, Engineering, Technologies and Computer Sciences (METCS) Division, effective September 1, 2026.

BACKGROUND AND RATIONALE: Ardian Selimi has served in the capacity of Instructor of Computer Science since September 1, 2021 and has demonstrated clear and positive evidence of excellence in scholarship and classroom performance. He has made significant contributions to the College, its students, and the community.

RESOLUTION: The Board of Trustees of Essex County College approves the granting of tenure of Ardian Selimi, in the discipline of Computer Science, for the Mathematics, Engineering, Technologies and Computer Sciences (METCS) Division, effective September 1, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Granting of Tenure, Dr. Bridget Turner
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.:	4-7/Apr-2026

RECOMMENDATION: It is recommended that the Board of Trustees approve the granting of tenure of Dr. Bridget Turner, in the discipline of Education for the Social Sciences Division, effective September 1, 2026.

BACKGROUND AND RATIONALE: Dr. Bridget Turner has served in the capacity of Assistant Professor of Education since September 1, 2021 and has demonstrated clear and positive evidence of excellence in scholarship and classroom performance. She has made significant contributions to the College, its students, and the community.

RESOLUTION: The Board of Trustees of Essex County College approves the granting of tenure of Dr. Bridget Turner, in the discipline of Social Sciences Division, effective September 1, 2026.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Appointment Revision, Dr. Christina Pennington
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 21, 2026
Agenda Item No.:	4-8/Apr-2026

RECOMMENDATION: It is recommended that the Board of Trustees approve the appointment revision of Dr. Christina Pennington’s January 3, 2023 appointment of Instructor, to the academic rank of Assistant Professor, in the discipline of Paralegal Studies, for the Social Sciences Division, there is no impact to her salary.

BACKGROUND AND RATIONALE: Dr. Christina Pennington has served in the capacity of Instructor of Paralegal Studies since January 3, 2023. Upon review, it has been determined that an error occurred in the December 13, 2022 board agenda. As a corrective measure, it is recommended that her title be retroactively adjusted to Assistant Professor, consistent with her qualifications and the intended terms of her original appointment.

RESOLUTION: The Board of Trustees of Essex County College approves the revision of Dr. Christina Pennington’s title from Instructor to Assistant Professor, retroactively effective January 3, 2023.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Personnel: Resignation
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 24, 2026
Agenda Item No.	4-9/Apr-2026

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

<u>Name</u>	<u>Title</u> <u>Department</u>	<u>Unit</u>	<u>Hire Date</u>	<u>Effective Date</u>
Anissa Cochran	Administrative Assistant Office of the President	Confidential	9/2/2025	4/6/2026
Malik Harris	Security Officer Public Safety	Security	3/2/2025	3/27/2026

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 individuals listed, effective on the date indicated.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES

REQUEST FOR BOARD ACTION

Subject:	Personnel: Withholding of Salary and Increment
Contact:	Shunda Williams, Executive Director of Human Resources
Meeting Date:	April 24, 2026
Agenda Item No.	4-10/Apr-2026

Resolution: Withholding Salary Increment Adjustment for Employee Mikal Nash for the 2026–2027 Academic Year.

WHEREAS, President Augustine A. Boakye hereby recommends withholding the salary increment adjustment for Mikal Nash; and

WHEREAS, the Board finds that good cause exists to withhold the salary increment adjustment of Mikal Nash for the 2026–2027 academic year.

NOW, THEREFORE BE IT RESOLVED, that the Essex County College Board of Trustees hereby affirms the recommendation of President Augustine A. Boakye and withholds the salary increment adjustment for Mikal Nash for the 2026–2027 academic year.

BE IT FURTHER RESOLVED, that the Board hereby directs the Executive Director of Human Resources to provide Mikal Nash with written notice that his salary increment adjustment for the 2026–2027 academic year is being withheld, together with the reasons therefore, within ten (10) days of the date of this resolution, pursuant to N.J.S.A. 18A:29-14.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES
REQUEST FOR BOARD ACTION

Subject:	Acceptance of Funds: NJ Career Accelerator Internship Grant 2026
Contact:	Dr. Keith Kirkland, Dean of Student Affairs
Meeting Date:	April 21, 2026
Agenda Item No.:	7-1.1/Apr-2026

RECOMMENDATION: It is recommended that the Board of Trustees accepts funding for the New Jersey Career Accelerator Internship Grant Funding 2026 to hire 11 interns.

BACKGROUND AND RATIONALE: The New Jersey Office of Higher Education will make full payment of grant funds to Essex County College in the amount of \$44,000, to hire 11 interns. The grant is designed to encourage and facilitate internship opportunities between NJ businesses, students and institutions of higher education.

FISCAL NOTES: The grant amount is \$44,000 for FY 2026.

RESOLUTION It is recommended that the Board of Trustees accepts funding from the New Jersey Career Accelerator Internship Grant Funding 2026 in the amount of \$44,000.00

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	



BOARD OF TRUSTEES REQUEST FOR BOARD ACTION

Subject:	Acceptance of NJ Pathways to Career Opportunities Project Lead Award – FY 2026		
Contact:	Dr. Elvy Vieira, Dean, Community, Cont. Ed & Workforce Dev.		
Meeting Date:	April 21, 2026		
Agenda Item No:	7-1.2/Apr-2026		

RECOMMENDATION: It is recommended that the Board of Trustees of Essex County College approves the Agreement between Essex County College, hereinafter referred to as “Essex” and the New Jersey Community College Consortium for Workforce and Economic Development for Essex’s participation as Project Lead for two (2) New Jersey Pathways to Career Opportunities (Year 4) initiatives from January 1, 2026 to December 31, 2026. Essex will serve as Project Lead for the **Electronic Health Records Micro-Credential** Project and the **Certified Dementia Practitioner Micro-Credential** Project.

	Essex Funding
Center for Workforce Innovation for Patient Care	
1. Electronic Health Records Micro-Credential	\$5,000
2. Certified Dementia Practitioner Micro-Credential	\$5,000
	TOTAL \$10,000

BACKGROUND AND RATIONALE: As Project Lead, Essex will play a critical leadership role in advancing the work of the Centers and ensuring strong coordination among all participating community colleges and other education partners engaged in these projects.

FISCAL NOTES: There is no fiscal impact to Essex.

RESOLUTION: The Board of Trustees of Essex County College accepts the New Jersey Community College Consortium for Workforce and Economic Development award for Essex’s participation as Project Lead in two (2) New Jersey Pathways to Career Opportunities (Year 4) initiatives from January 1, 2026, to December 31, 2026. Essex will serve as Project Lead for the **Electronic Health Records Micro-Credential** Project and the **Certified Dementia Practitioner Micro-Credential** Project.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye, President	
BOARD APPROVAL DATE April 21, 2026	



**BOARD OF TRUSTEES
REQUEST FOR BOARD ACTION**

Subject:	Budget Amendment: Strengthening Career and Technical Education for the 21 st Century Act (Perkins V)
Contact:	Dr. Hamin Shabazz, Vice President, Academic Affairs/CAO
Meeting Date:	April 21, 2026
Agenda Item No.:	7-1.3/Apr-2026

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 2026 Budget Amendment to the State of New Jersey Department of Education for the period of July 1, 2025 – June 30, 2026 (FY26).

BACKGROUND AND RATIONALE: Essex County College received \$832,022 for the College’s career and technical education programs. The budget amendment was prepared for the purchase of additional supplies and equipment, and online certification preparation. All funds will be utilized in accordance with the amended FY26 spending strategy.

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

RESOLUTION: The Board of Trustees of Essex County College accepts the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Fiscal Year 2026 Budget Amendment to the State of New Jersey Department of Education for the period of July 1, 2025 – June 30, 2026 (FY26).

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION Dr. Augustine A. Boakye	FINAL DISPOSITION
BOARD APPROVAL DATE April 21, 2026	