**Board of Trustees**

**PUBLIC MEETING AGENDA**

October 20, 2026 | 4:30 PM

*Multipurpose Room – West Essex Campus*

I. Call to Order/Roll Call ..... Chair, Dr. A. Lewis
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/Oct-2026 Resolution Authorizing the Award of a Two-Year Blanket Order for Maintenance Renewal for Network Infrastructure Equipment

Amount not to exceed $4,000,000.00

| Vendor | Vendor | Vendor |
|---|---|---|
| Citrix Systems, Inc. | EDUCAUSE | Allegheny Educational Systems |
| Regroup Mass Notification | BMC Software, Inc. | American Registry Internet- Numbers (A.R.I.N) |
| Malwarebytes Corp. | 1st Run Computer Serv. | SmartEvals LLC |
| F5 Networks, Inc. | Helix Technology | Genius Sis |
| ePlus Technology | PTS Data Center | Learning Technologies Corp dba Moodlerooms |
| Thomas Reuters | CDW-G, Inc. | Oracle America, Inc |
| Apple | Informatics dba: Wasp | SHI Int'l |
| Digicert | Data443 Risk Mitigation | Evisions, LLC |
| Kronos | Ellucian Company | New Era Technology |
| Numbers (A.R.I.N) | Square 9 Soft Works | LS2 Investment, Inc |
| Dell | DocuSign Inc | Touchnet Info Systems |
| Insight Public Sector | ProQuest | B & H Foto & Electronics Corp |
| Johnston GP, Inc. | OculusIT LLC | Bloomberg Finance L.P. |
| Trajecsys | | |

College-funded – Operating Expense

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

**Actions – Submitted for Recommendation for the Board's Approval**

**A. Appointment(s)**

4-1/Oct-2026 Noushig Ohanian – Director – Institutional Research
Institutional Effectiveness Planning and Assessment
Effective: October 26, 2026
Salary: $80,000

4-2/ Oct--2026 Patricia Henriquez - Financial Compliance Assistant
Office of the Comptroller
Financial Operations
Effective: October 26, 2026
Salary: $55,166

4-3/Oct-2026 Sha'Nia Rivers – Human Resources Representative
Human Resources
Effective: October 26, 2026
Salary: $50,000

**B. Tenure**

4-4/Oct-2026 Cassandra Johnson
Instructor – Counseling
Student Development & Counseling
Student Affairs
Effective Date: November 1, 2026

**C. Retirement(s)**

4-5/Oct-2026 June Persaud – Associate Dean – Special Projects
Office of the Vice President
Academic Affairs
Effective: January 1, 2027

**D. Resignation(s)**

4-6/Oct-2026 Junette Williams – Administrative Assistant - Biology
Biology, Chemistry & Physics
Academic Affairs
Effective: October 2, 2026

Jalen Minor – Security Officer
Public Safety
Operations and Information Technology
Effective: September 15, 2026

**E. Administrative Leave with Pay**

4-7/Oct-2026 Kevin Huang– Technical Support Engineer
Information Technology
Operations and Information Technology
Effective Date: September 21, 2026 – October 23, 2026

**F. Suspension without Pay**

4-8/Oct-2026 Ahnad Bowens-Garrison – Testing Center Representative
Recruitment & Retention
Enrollment Management Services
Effective Date: October 21, 2026 – November 3, 2026

**G. Termination(s)**

4-9/Oct-2026 Juanita Jones - Coordinator – Testing Center
Recruitment & Retention
Enrollment Management Services
Effective Date: September 18, 2026

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

**Actions – Submitted for Recommendation for the Board's Approval**

7-1.1/Oct-2026 Newark Board of Education Middle School Academic Enrichment Program

7-1.2/Oct-2026 Acceptance of Funds: Essex County Division of Training and Employment

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. G. James
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, Dr. A. Lewis

***Note:*** *Public meeting agenda is subject to change*

# BOARD OF TRUSTEES
## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Finance: Maintenance I.T. Solutions |
| Contact: | Mohamed Seddiki / Executive Dean of Administrative & Learning Technology/CIO |
| Meeting Date: | October 20, 2026 |
| Agenda Item No.: | 3-1.1/Oct-2026<br>Resolution Authorizing the Award of a Two-Year Blanket Order for Maintenance Renewal for Network Infrastructure Equipment |

**WHEREAS,** Essex County College needs the Board's approval to award a two year contract in the total amount not to exceed **$4,000,000.00** on an as-needed basis to the below-listed companies which will maintain the network infrastructure equipment, hardware/software licenses, from October 21, 2026, through October 20, 2028, in which contract goods are exempt from bidding pursuant to the provisions of County College Contracts Law N.J.S.A.18A:64A-25.11a(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-25.10, N.J.S.A.18A:64A-25.11a, N.J.S.A.18A:64A-25.5.a(24), N.J.S.A.18A:64A-25.5.a(19), 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 a two-year contract in a total amount not to exceed **$4,000,000.00** on an as-needed basis for maintenance of the network infrastructure equipment, hardware/software licenses, from October 21, 2026, through October 20, 2028, with the following vendors:

| Vendor | Vendor | Vendor |
|---|---|---|
| Citrix Systems, Inc. | EDUCAUSE | Allegheny Educational Systems |
| Regroup Mass Notification | BMC Software, Inc. | American Registry Internet- Numbers (A.R.I.N) |
| Malwarebytes Corp. | 1st Run Computer Serv. | SmartEvals LLC |
| F5 Networks, Inc. | Helix Technology | Genius Sis |
| ePlus Technology | PTS Data Center | Learning Technologies Corp dba Moodlerooms |
| Thomas Reuters | CDW-G, Inc. | Oracle America, Inc |
| Apple | Informatics dba: Wasp | SHI Int'l |
| Digicert | Data443 Risk Mitigation | Evisions, LLC |
| Kronos | Ellucian Company | New Era Technology |
| Numbers (A.R.I.N) | Square 9 Soft Works | LS2 Investment, Inc |
| Dell | DocuSign Inc | Touchnet Info Systems |
| Insight Public Sector | ProQuest | B & H Foto & Electronics Corp |
| Johnston GP, Inc. | OculusIT LLC | Bloomberg Finance L.P. |
| Trajecsys | | |

The specific line item against which this service is to be charged is as follows:
10-1723-7511 Operating Expense/ Computer Software & Site Licenses
FY 2027/2028

| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION | FINAL DISPOSITION |
|---|---|
| Dr. Augustine A. Boakye, President | |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES

## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Appointment, Noushig Ohanian |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-1/Oct-2026 |

**RECOMMENDATIONS:** It is recommended that the Board of Trustees approve the appointment of Noushig Ohanian, to the position of Director, Institutional Research, for the Department of Institutional Effectiveness Planning and Assessment, for the period October 26, 2026 through June 30, 2027, with an annual salary of $80,000.

**BACKGROUND AND RATIONALE:** This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 7 applications were received, and 3 were interviewed.

**DEGREE/CERTIFICATE QUALIFICATIONS:**

| Degree or Certification | Institution Name, Location | Major Area of Study |
|---|---|---|
| Master's | Montclair University<br>Montclair, NJ | Social Research and Analysis |
| Bachelor's | William Paterson University<br>Paterson, NJ | Sociology |

**FISCAL NOTES:** The recommended salary of $80,000 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 Noushig Ohanian, to the position of Director, Institutional Research, for the Department of Institutional Effectiveness Planning and Assessment, for the period October 26, 2026 through June 30, 2027, with an annual salary of $80,000.

| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION | FINAL DISPOSITION |
|---|---|
| Dr. Augustine A. Boakye, President | |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES

## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Appointment, Patricia Henriques |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-2/Oct-2026 |

**RECOMMENDATIONS:** It is recommended that the Board of Trustees approve the appointment of Patricia Henriques, to the position of Financial Compliance Assistant, for the Office of the Comptroller, Finance Operations, for the period October 26, 2026 through June 30, 2027, with an annual salary of $55,166.

**BACKGROUND AND RATIONALE:** This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 6 applications were received, and 2 were interviewed.

**DEGREE/CERTIFICATE QUALIFICATIONS:**

| Degree or Certification | Institution Name, Location | Major Area of Study |
|---|---|---|
| Bachelor's | Berkley College<br>Newark, NJ | Accounting |

**FISCAL NOTES:** The recommended salary of $55,166 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 Patricia Henriques, to the position of Financial Compliance Assistant, for the Office of the Comptroller, Finance Operations, for the period October 26, 2026 through June 30, 2027, with an annual salary of $55,166.

| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION | FINAL DISPOSITION |
|---|---|
| Dr. Augustine A. Boakye, President | |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES

## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Appointment, Sha'Nia Rivers |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-3/Oct-2026 |

**RECOMMENDATIONS:** It is recommended that the Board of Trustees approve the appointment of Sha'Nia Rivers, to the position of Human Resources Representative, for the Department of Human Resources, for the period October 26, 2026 through June 30, 2027, with an annual salary of $50,000.

**BACKGROUND AND RATIONALE:** This position vacancy was posted in accordance with College policy and EEO/AA guidelines. A total of 6 applications were received, and 2 were interviewed.

**DEGREE/CERTIFICATE QUALIFICATIONS:**

| Degree or Certification | Institution Name, Location | Major Area of Study |
|---|---|---|
| Bachelor's | William Paterson University<br>Paterson, NJ | Business Administration |

**FISCAL NOTES:** The recommended salary of $50,000 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 Sha'Nia Rivers, to the position of Human Resources Representative, for the Department of Human Resources, for the period October 26, 2026 through June 30, 2027, with an annual salary of $50,000.

| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION | FINAL DISPOSITION |
|---|---|
| Dr. Augustine A. Boakye, President | |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES

## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Granting of Tenure, Cassandra Johnson |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No.: | 4-4/Oct-2026 |

**RECOMMENDATION:** It is recommended that the Board of Trustees approve the granting of tenure of Cassandra Johnson, Instructor – Counselor, for the Department of Student Development and Counseling, Student Affairs, effective November 1, 2026.

**BACKGROUND AND RATIONALE:** Cassandra Johnson has served in the capacity of Instructor – Counselor, since November 1, 2021, and has received superior ratings for her effectiveness as a counselor, and for scholarly contributions to the professional organizations. 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 Cassandra Johnson, Instructor – Counselor, for the Department of Student Development and Counseling, Student Affairs, effective November 1, 2026.

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| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION<br>Dr. Augustine A. Boakye, President | FINAL DISPOSITION |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES

## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Retirement(s) |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-5/Oct-2026 |

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

| Name | Title<br>Department | Unit | Hire Date | Effective Date |
|---|---|---|---|---|
| June Persaud | Associate Dean – Special Projects<br>Office of the Vice President | Administrative | September 4, 2004 | January 1, 2027 |

**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.

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| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION<br>Dr. Augustine A. Boakye, President | FINAL DISPOSITION |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES

## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Resignation(s) |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-6/Oct-2026 |

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

| Name | Title<br>Department | Unit | Hire Date | Effective Date |
|---|---|---|---|---|
| Junette Williams | Administrative Assistant<br>Biology | Professional | March 25, 2024 | October 2, 2026 |
| Jalen Minor | Security Officer<br>Public Safety | Security | October 28, 2024 | September 18, 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 individual(s).

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| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION<br>Dr. Augustine A. Boakye, President | FINAL DISPOSITION |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES
## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Administrative Leave with Pay |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-7/Oct-2026 |

**RECOMMENDATION:** It is recommended that the Board of Trustees accept the Administrative Leave with Pay for the individual(s) listed below, effective on the date indicated:

| Name | Title<br>Department | Unit | From Date | To Date |
|---|---|---|---|---|
| Kevin Huang | Technical Support Engineer<br>Information Technology | Professional | September 18, 2026 | October 23, 2026 |

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

**RESOLUTION:** The Board of Trustees of Essex County College accepts the leave of absence with pay, of the individual(s) listed, effective on the date indicated.

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| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION<br>Dr. Augustine A. Boakye, President | FINAL DISPOSITION |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES
## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Suspension without Pay |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-8/Oct-2026 |

**RECOMMENDATION:** It is recommended that the Board of Trustees accept the Suspension without Pay, of the individual(s) listed below, effective on the dates indicated:

| Name | Title<br>Department | Unit | From Date | To Date |
|---|---|---|---|---|
| Ahnad Bowens-Garrison | Testing Center Representative | Professional | October 21, 2026 | November 3, 2026 |

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

**RESOLUTION:** The Board of Trustees of Essex County College accepts the suspension without pay, of the individual(s) listed, effective on the dates indicated.

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| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION<br>Dr. Augustine A. Boakye, President | FINAL DISPOSITION |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES
## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Personnel: Termination |
| Contact: | Shunda Williams, Executive Director of Human Resources |
| Meeting Date: | October 20, 2026 |
| Agenda Item No. | 4-9/Oct-2026 |

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

| Name | Title<br>Department | Unit | Hire Date | Effective Date |
|---|---|---|---|---|
| Juanita Jones | Coordinator<br>Testing Center | Professional | October 20, 2021 | September 18, 2026 |

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

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

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| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION<br>Dr. Augustine A. Boakye, President | FINAL DISPOSITION |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES
## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Dual Enrollment: Newark Board of Education Middle School Academic Enrichment Program |
| Contact: | Dr. Elvy Vieira, Dean, Community, Continuing Education & Workforce Development |
| Meeting Date: | October 20, 2026 |
| Agenda Item No: | 7-1.1/Oct-2026 |

**RECOMMENDATION**: It is recommended that the Board of Trustees of Essex County College approves the Newark Board of Education Middle School Academic Enrichment Program between Essex County College, hereinafter referred to as "Essex," and Newark Board of Education, hereinafter referred to as "NBOE", in the amount of $100,287 from October 1, 2026 to May 30, 2027.

**BACKGROUND AND RATIONALE:** Essex has a well-established and robust Pre-College Dual Enrollment/Early College Program that annually enrolls over 1000 Essex County high school students, including NBOE high schoolers. Harnessing that experience, Essex now seeks to engage NBOE's middle school students by offering after-school and/or Saturday morning programming that promotes career exploration, stimulates awareness of postsecondary opportunities, and bolsters educational attainment beyond middle and secondary school.

**FISCAL NOTES:** There is no fiscal impact to Essex.

**RESOLUTION:** The Board of Trustees of Essex County College accepts the Newark Board of Education Middle School Academic Enrichment Program between Essex County College and the Newark Board of Education in the amount of $100,287 from October 1, 2026 to May 30, 2027

| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION | FINAL DISPOSITION |
|---|---|
| Dr. Augustine A. Boakye | |
| BOARD APPROVAL DATE<br>October 20, 2026 | |

# BOARD OF TRUSTEES
## REQUEST FOR BOARD ACTION

| | |
|---|---|
| Subject: | Acceptance of Funds: Essex County Div. of Training and Employment |
| Contact: | Dr. Elvy Vieira, Dean, Community, Continuing Education & Workforce Development |
| Meeting Date: | October 20, 2026 |
| Agenda Item No: | 7-1.2/Oct-2026 |

**RECOMMENDATION**: It is recommended that the Board of Trustees of Essex County College accepts funding from the Essex County Division of Training and Employment (DTE) to provide the delivery of In-School Work Experience at Essex County College for ten (10) participants through the WIOA Youth Work Experience program, ages 14-21. The total amount of the agreement is $50,000, including $25,000 for participant wages and $15,000 for programmatic costs. The terms of this agreement shall be October 12, 2026 – December 31, 2026.

**BACKGROUND AND RATIONALE:** The On-Campus Continuing Education department has worked with Essex County Division of Training and Employment (DTE), Summer Youth Work Experience program providing work experience for youth ages 16-24, for over 10 years, throughout the summer months. This new initiative is an extension of the same experiences for In-School Youth during the school year.

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

**RESOLUTION:** It is recommended that the Board of Trustees of Essex County College accept funding from the Essex County Division of Training and Employment (DTE) to provide the delivery of In-School Work Experience at Essex County College for ten (10) participants through the WIOA Youth Work Experience program, ages 14-21. The total amount of the agreement is $50,000, including $25,000 for participant wages and $15,000 for programmatic costs. The terms of this agreement shall be October 12, 2026 – December 31, 2026.

| EXECUTIVE RESPONSIBLE FOR RECOMMENDATION | FINAL DISPOSITION |
|---|---|
| Dr. Augustine A. Boakye | |
| BOARD APPROVAL DATE<br>October 20, 2026 | |