



BOARD OF TRUSTEES MEETING
1400 Tanyard Road, Sewell, New Jersey 08080

REGULAR SESSION MINUTES
November 11, 2014

Chair Gene J. Concordia called the Regular Session of the Board of Trustees of Rowan Collage at Gloucester County to order at 6:40 p.m. in the main dining room annex.

Trustee Yolette Ross read the Open Public Meetings Act Statement: "In compliance with the 'Open Public Meetings Act' of the State of New Jersey, adequate notice of this meeting of the Rowan College at Gloucester County Board of Trustees was provided by the forwarding of a notice on October 23, 2014, to the *South Jersey Times*, the *Courier Post*, the Gloucester County Freeholder Director and Education Liaison, the Gloucester County Administrator, and the College Community." Trustee Ross then led the group in the Pledge of Allegiance.

Chair Concordia asked that military Veterans in the room stand and be recognized on this Veterans Day. On behalf of the Board of Trustees, faculty, staff and students of RCGC, he thanked all of the dedicated men and women that have served in our armed forces, past and present, for defending our Country and protecting our freedoms.

President Frederick Keating announced that the college has been recognized as a "Military Friendly School" for the 6th year in a row. This honor acknowledges RCGC's culture of understanding that veterans need our support in education and recognizes the services we offer.

Roll call by Trustee Jean DuBois followed.

Members Present:

Mr. Gene Concordia
Mr. Len Daws
Ms. Jean DuBois
Dr. James Lavender
Mrs. Ruby Love
Mr. Cody Miller
Ms. Yolette Ross
Dr. George Scott
Mrs. Virginia Scott
Mr. Douglas Wills, Esq.
Dr. Frederick Keating, President, Ex-Officio

Members Absent:

Ms. Peggy Nicolosi

Executive Cabinet Present:

Ms. Judith Atkinson
Mr. Dominick Burzichelli
Dr. Linda Martin

Advisors Present:

Mr. Christopher Gibson, Esq.
Ms. Jessica Jolly

REGULAR SESSION MINUTES

November 11, 2014

Page 2

Chair Concordia welcomed everyone and acknowledged Ms. Jessica Jolly, Faculty Representative, and Mr. Lyman Barnes, Freeholder Education Liaison. After Mr. Concordia's greetings, he asked to move forward with the recognition portion of the agenda.

RECOGNITION

Dr. Linda Martin, Vice President, Academic Services, acknowledged English Instructor Keesha Patterson and her journalism students and thanked them for attending the meeting.

Dr. Linda Martin then recognized Automotive Technology Instructor Jeff Silvestri and announced that the college has received Continued Master Automobile Service Technology Accreditation for RCGC's Automobile Technician Training program for five years from the National Automotive Technicians Education Foundation. Mr. Silvestri gave an overview of the program.

Dr. Linda Martin then recognized Nuclear Medicine Technology Instructor and Program Director Laura Sharkey-Pyle and announced that the college has received Continued Accreditation for RCGC's Nuclear Medicine Technology Program for five years from the Joint Review Committee on Educational Programs in Nuclear Medicine Technology.

Dr. Linda Martin introduced Dr. Paul Rufino, Dean of Liberal Arts, who gave a presentation on Liberal Arts. Dr. Rufino then introduced English Professor Charles Harkins who spoke about the highly successful Teachers 2000 educator preparatory program. Professor Harkins introduced three current T2K students and they shared their T2K experiences with the audience. Dr. Rufino thanked the Board for their support of the Liberal Arts division. President Keating recognized Dr. Rufino and Dr. Martin for their leadership.

A ten minute recess began at 7:15 p.m.

COMMUNICATIONS

None.

ACCEPTANCE OF MINUTES

Chair Concordia declared the October 14, 2014 Regular Session minutes approved as presented.

REPORTS

1. President's Report

President Keating gave a report highlighting enrollment, audits, capital projects, athletics, and academics.

2. Student Government Association Report

Ms. Judith Atkinson, Vice President of Student Services, acknowledged this morning's moving Veterans Day ceremony, which was a joint effort of our Student Veterans Organization and the County of Gloucester.

REGULAR SESSION MINUTES

November 11, 2014

Page 3

3. Finance

At the request of Trustee Douglas Wills, Ms. Elizabeth Hall, Executive Director, Financial Services, gave a brief update on financial services.

a. **Statement: FY14**

Information: The FY14 Operating Report of revenues and expenditures as of 10/16/14 was presented to the Board (attached).

b. **Statement: Month Ending September 30, 2014**

Information: The Monthly Operating Report of revenues and expenditures was presented to the Board (attached).

4. Facilities/Property

At the request of Trustee Jean DuBois, Mr. Dominick Burzichelli, Vice President and Chief Operating Officer, gave a brief update on construction projects. Trustee DuBois then proceeded with the following Facilities/Property items:

a. **Utility Easement: Atlantic City Electric**

On the recommendation of the President, Ms. DuBois made a motion, seconded by Mr. Daws and unanimously passed, to approve a utility easement to Atlantic City Electric to provide the electrical transmission and communication facilities and to award the work in the amount of \$35,481.90 on properties owned by the College in connection with the construction of the new Adult Center for Transition.

b. **Bid Award: Levy Construction Company**

On the recommendation of the President, Ms. DuBois made a motion, seconded by Ms. Ross and unanimously passed, to award a contract to Levy Construction Company for the renovation of College Center rooms 209 and 210 into office space in the amount of \$117,600.

5. Academic and Student Services

At the request of Trustee James Lavender, Dr. Linda Martin, Vice President of Academics, gave a brief update on academic happenings.

6. Personnel

On the recommendation of the President, Ms. Ross made a motion, seconded by Ms. DuBois and unanimously passed, to approve the Education/General Fund Actions as listed on the attached.

7. Policy

On the recommendation of the President, Mr. Miller made a motion, seconded by Dr. Lavender and unanimously passed, approving the following Board Policies:

- a. 6021 Tuition Reimbursement and Waivers (New)
- b. 7002 Workers' Compensation (New)
- c. 3003 Online Credit Restrictions (Rescind)
- d. 7012 Tuition Waiver and Reimbursement (Rescind)
- e. 8111 Sexual Assault (Rescind)

REGULAR SESSION MINUTES

November 11, 2014

Page 4

OTHER

1. Amendment to President's Employment Agreement

On the recommendation of the Executive Committee, Mrs. Scott made a motion, seconded by Dr. Lavender and unanimously passed, to authorize and direct the Board Chair to execute the attached amendments to the President's employment contract.

DATES TO REMEMBER

Mrs. Karen Sitarski, Senior Executive Assistant to the President and Board of Trustees, reported the following dates of upcoming events:

November

- 25 Phi Theta Kappa Induction Ceremony, 6:30 pm, Fine Arts Center
- 27, 28 Thanksgiving Holiday – College closed
- 29 Holiday – no classes

December

- 9 Board of Trustee meeting, 6:30 pm, Faculty/Staff Lounge
- 10 Police Academy graduation, 6:00 pm, Gymnasium
- 18 Fire Academy graduation, 7:00 pm, Fine Arts Center
- 24-1/2 Holiday - winter break

PUBLIC PORTION

Chair Concordia opened the public portion of the meeting for comment. Ms. Jane Crocker invited all to attend South Jersey Times Columnist Bob Shryock's book signing in the library on November 18, from noon to 3 p.m.

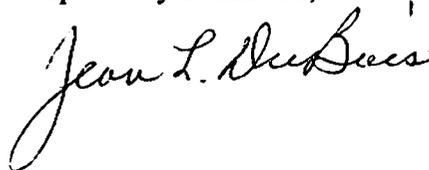
President Keating acknowledged Ms. Danielle Morganti, Executive Director, Human Resources, and congratulated her on her appointment to faculty which was approved tonight. He commended her for her leadership of the Human Resources department.

President Keating and Mr. Burzichelli answered questions from the journalism students regarding the bookstore, environmental concerns, replacement of trees affected by campus construction, and automatic acceptance in Rowan University programs. This was followed by Trustee Miller leading everyone in singing "Happy Birthday" to Trustee Virginia Scott.

ADJOURNMENT

At 7:50 p.m. Ms. Ross made a motion, seconded by Dr. Lavender and unanimously passed, to adjourn the Regular Session.

Respectfully submitted,



Jean L. DuBois
Secretary

ROWAN COLLEGE at GLOUCESTER COUNTY
 MONTHLY OPERATING REPORT
 FOR THE MONTH ENDING JUN 30, 2014 - as of 10/16/14

	6/30/2014		
	Budget Amount	Actual Y-T-D	Delta Y-T-D
Current Operating Revenues			
Educational and General			
Student Tuition - Credit	\$ 13,885,422	14,140,298	\$ 254,876
Police Academy - Tuition	73,000	106,506	33,506
Fire Academy - Tuition	65,000	80,026	15,026
Continuing Education	1,831,160	2,067,900	236,740
Summer Camps	193,656	192,374	(1,282)
ECEC	90,000	80,194	(9,806)
Fees	8,355,718	8,143,932	(211,786)
Out of County	40,000	21,671	(18,329)
Government Appropriations			
State	4,898,301	5,026,681	128,380
Police Academy - State Funding	198,523	198,523	-
Fire Academy - State Funding	9,430	9,430	-
Continuing Ed - State Funding	107,168	107,168	-
County	7,654,944	7,654,944	-
			-
Other Revenues	35,779	93,784	58,005
Auxiliary Enterprises**	803,400	636,705	(166,695)
			-
Reserve for FY13	-	-	-
Reserve for FY14	503,870		(503,870)
Reserve for FY15	(355,330)		355,330
			-
Reserve for Capital Projects	(312,701)	-	312,701
Total Revenues	\$ 38,077,340	\$ 38,560,136	\$ 482,796

Current Operating Expenditures

Instruction - Total	\$ 14,972,016	\$ 15,023,516	\$ (51,500)
Personnel - FT	6,392,603	6,323,010	69,593
Personnel - FT OT, OL, Misc	1,489,492	1,504,865	(15,373)
Benefits	3,755,763	3,850,122	(94,359)
Personnel - PT	3,013,403	3,029,237	(15,834)
Expenses	320,755	316,282	4,473
Continuing Education - Total	\$ 1,792,849	\$ 1,986,261	\$ (193,412)
Personnel - FT	305,484	225,586	79,899
Personnel - FT OT, OL, Misc	-	-	-
Benefits	216,213	186,329	29,884
Personnel - PT	322,100	299,852	22,248
Expenses	949,052	1,274,495	(325,443)
Police Academy - Total	\$ 384,694	\$ 399,822	\$ (15,128)
Personnel - FT	223,591	223,591	(0)
Personnel - FT OT, OL, Misc	-	10,800	(10,800)
Benefits	86,939	93,744	(6,805)
Personnel - PT	28,000	29,962	(1,962)
Expenses	46,164	41,725	4,439
Fire Academy - Total	\$ 347,907	\$ 338,911	\$ 8,996
Personnel - FT	118,903	118,966	(63)
Personnel - FT OT, OL, Misc	3,000	7,188	(4,188)
Benefits	65,015	68,318	(3,303)
Personnel - PT	68,384	66,499	1,885
Expenses	92,605	77,939	14,666
Academic Support - Total	\$ 3,443,904	\$ 3,320,733	\$ 123,171
Personnel - FT	1,524,254	1,492,831	31,423
Personnel - FT OT, OL, Misc	98,470	79,212	19,258

Benefits	748,431	741,341	7,090
Personnel - PT	547,496	518,495	29,001
Expenses	525,253	488,854	36,399
Student Services - Total	\$ 5,466,216	\$ 5,355,329	\$ 110,887
Personnel - FT	2,874,500	2,796,171	78,329
Personnel - FT OT, OL, Misc	6,450	54,323	(47,873)
Benefits	1,177,834	1,170,925	6,909
Personnel - PT	535,476	451,443	84,033
Expenses	871,956	882,467	(10,511)
Institutional Support - Total	\$ 5,808,892	\$ 5,458,941	\$ 349,951
Personnel - FT	2,516,490	2,462,755	53,735
Personnel - FT OT, OL, Misc	6,344	5,988	356
Benefits	908,701	905,056	3,645
Personnel - PT	111,482	83,462	28,020
Expenses	2,265,875	2,001,680	264,195
Operating & Maintenance - Total	\$ 5,214,461	\$ 5,100,875	\$ 113,586
Personnel - FT	1,570,493	1,563,675	6,818
Personnel - FT OT, OL, Misc	89,603	114,874	(25,271)
Benefits	601,014	620,909	(19,895)
Personnel - PT	82,689	72,378	10,311
Expenses	2,870,662	2,729,040	141,622
Leasing Expenses	250,648	87,833	\$ 162,815
Retiree Benefits	395,753	363,192	\$ 32,561
Total Operating Expenditures	\$ 38,077,340	\$ 37,435,414	\$ 641,926

ROWAN COLLEGE at GLOUCESTER COUNTY
MONTHLY OPERATING REPORT
FOR THE MONTH ENDING SEPTEMBER 30, 2014

	9/30/2014		
	Budget Amount	Actual Y-T-D	Delta Y-T-D
Current Operating Revenues			
Educational and General			
Student Tuition - Credit	\$ 14,620,736	7,789,516	\$ (6,831,220)
Police Academy - Tuition	73,000	33,055	(39,945)
Fire Academy - Tuition	65,000	16,921	(48,079)
Continuing Education	1,816,160	846,073	(970,087)
Fees	8,929,225	4,357,790	(4,571,435)
Out of County	40,000	1,292	(38,708)
Government Appropriations			
State	4,761,370	1,256,739	(3,504,631)
Police Academy - State Funding	198,523	49,631	(148,892)
Fire Academy - State Funding	9,430	2,358	(7,073)
Continuing Ed - State Funding	107,168	26,792	(80,376)
County	7,654,944	1,913,736	(5,741,208)
			-
Other Revenues	35,779	11,838	(23,941)
Auxiliary Enterprises**	803,400	67,606	(735,794)
			-
Reserve for FY15	355,330		(355,330)
			-
Surplus Utilized	250,000		(250,000)
			-
Reserve for Capital Projects	(310,078)	-	310,078
Total Revenues	\$ 39,409,987	\$ 16,373,346	\$ (23,036,641)

Current Operating Expenditures

Instruction - Total	\$ 15,368,664	\$ 2,635,537	\$ 12,733,127
Personnel - FT	6,621,590	1,036,374	5,585,216
Personnel - FT OT, OL, Misc	1,523,292	230,641	1,292,651
Benefits	3,923,266	807,379	3,115,887
Personnel - PT	3,018,902	488,664	2,530,238
Expenses	281,614	72,479	209,135
Continuing Education - Total	\$ 1,999,833	\$ 515,749	\$ 1,484,084
Personnel - FT	354,208	84,185	270,023
Personnel - FT OT, OL, Misc	-	-	-
Benefits	260,482	79,949	180,533
Personnel - PT	387,000	89,668	297,332
Expenses	998,143	261,948	736,195
Police Academy - Total	\$ 399,740	\$ 105,782	\$ 293,958
Personnel - FT	228,064	59,427	168,637
Personnel - FT OT, OL, Misc	-	-	-
Benefits	91,125	30,329	60,796
Personnel - PT	31,236	6,524	24,712
Expenses	49,315	9,502	39,813
Fire Academy - Total	\$ 362,128	\$ 85,993	\$ 276,135
Personnel - FT	126,282	31,463	94,819
Personnel - FT OT, OL, Misc	-	967	(967)
Benefits	70,087	19,997	50,090
Personnel - PT	73,154	11,054	62,100
Expenses	92,605	22,512	70,093
Academic Support - Total	\$ 3,539,007	\$ 883,979	\$ 2,655,028
Personnel - FT	1,529,557	347,513	1,182,044
Personnel - FT OT, OL, Misc	113,700	38,459	75,241

Benefits	778,677	225,590	553,087
Personnel - PT	572,497	104,582	467,915
Expenses	544,576	167,836	376,740
Student Services - Total	\$ 5,568,309	\$ 1,410,654	\$ 4,157,655
Personnel - FT	3,008,874	644,109	2,364,765
Personnel - FT OT, OL, Misc	12,100	112,748	(100,648)
Benefits	1,198,290	366,223	832,067
Personnel - PT	388,803	39,510	349,293
Expenses	960,241	248,063	712,178
Institutional Support - Total	\$ 6,334,473	\$ 1,830,106	\$ 4,504,367
Personnel - FT	2,814,936	667,134	2,147,802
Personnel - FT OT, OL, Misc	10,000	1,711	8,289
Benefits	1,033,650	314,797	718,853
Personnel - PT	116,350	15,695	100,655
Expenses	2,359,537	830,769	1,528,768
Operating & Maintenance - Total	\$ 5,140,913	\$ 1,111,813	\$ 4,029,100
Personnel - FT	1,604,198	385,991	1,218,207
Personnel - FT OT, OL, Misc	85,014	18,424	66,590
Benefits	622,980	191,677	431,303
Personnel - PT	83,500	12,394	71,106
Expenses	2,745,220	503,327	2,241,893
Leasing Expenses	301,000	41,522	\$ 259,478
Retiree Benefits	395,920	87,275	\$ 308,645
Total Operating Expenditures	\$ 39,409,987	\$ 8,708,409	\$ 30,701,578



RESOLUTION TO APPROVE AND AUTHORIZE THE EXECUTION OF A UTILITY EASEMENT AGREEMENT BETWEEN ROWAN COLLEGE AT GLOUCESTER COUNTY AND ATLANTIC CITY ELECTRIC COMPANY IN CONNECTION WITH THE CONSTRUCTION OF THE NEW ADULT CENTER FOR TRANSITION

WHEREAS, Rowan College at Gloucester County the Board of Trustees (the "Board") of Rowan College at Gloucester County ("Rowan") approved a project consisting of a new 14,550 sq. ft. state of the art Adult Center for Transition (the "Project"); and

WHEREAS, the Project is in the course of construction; and

WHEREAS, in order to provide electrical service to the Project, Rowan has entered into an agreement with Atlantic City Electric to install certain electrical transmission and communication facilities in the amount of \$35,481.90 on certain properties owned by Rowan; and

WHEREAS, after installation, Atlantic City Electric will be responsible for maintenance and repair of such electrical facilities; and

WHEREAS, in order to construct and maintain such electrical transmission facilities, Atlantic City Electric requires an easement over lands owned by Rowan; and

WHEREAS, the Board has determined that the easement requested by Atlantic City Electric will not infringe upon any Rowan interest in real property necessary for college purposes; and

WHEREAS, the Board has determined that the grant of the requested Atlantic City Electric easement is necessary for the completion of the Project; and

WHEREAS, the Board Chairperson, President and Vice-President and Chief Operating Officer (each an "Authorized Officer") were each authorized and directed to approve, execute and deliver any and all agreements necessary to undertake, implement and finance the Project by Resolution adopted March 12, 2013; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Rowan College at Gloucester County hereby authorizes and directs the Authorized Agent as defined herein is authorized to execute the Utility Easement Agreement between Rowan College at Gloucester County and Atlantic City Electric Company in a form substantially consist with the Utility Easement Agreement attached hereto.

BE IT FURTHER RESOLVED that said resolution is being made in accordance with all applicable New Jersey Statutes and Codes.

ADOPTED at the regular scheduled meeting of the Board of Trustees of Rowan College at Gloucester County held November 11, 2014.


Gene J. Concordia, Chairperson

Attested:


Jean L. DuBois, Secretary



Block 417, Lot 1

Prepared By Atlantic City Electric Company
& Return to: Right of Way Department
5100 Harding Highway
Mays Landing, NJ 08330

UTILITY EASEMENT AGREEMENT

THIS EASEMENT AGREEMENT, made this _____ day _____, 20____, between ROWAN COLLEGE AT GLOUCESTER COUNTY "Grantor" and ATLANTIC CITY ELECTRIC COMPANY, a New Jersey Corporation with an office at 5100 Harding Highway, Mays Landing, New Jersey 08330 and VERIZON NEW JERSEY, INC., a New Jersey Corporation with an office located at 540 Broad Street, Newark, New Jersey 07101, hereinafter referred to as "Grantees."

WITNESSETH:

WHEREAS, Grantor is the owner of land located in the State of New Jersey, the County of Gloucester, which land abuts Tanyard Road and Salina Road, Deptford Township.

For and in consideration of the payment by Grantees of the sum of one dollar (\$1.00) and other valuable consideration, the receipt of which is hereby acknowledged, Grantor grants to Grantees a perpetual easement and right of way and agrees as follows:

1. Grantees shall have the right to install, operate, maintain, add to, extend, relocate and remove its ELECTRIC and COMMUNICATIONS, and other appropriate facilities, and accessories and appurtenances thereto to extend Grantees' systems and to provide services to Grantees' service areas; including any other cables, conduits, fibre optic cables and wires on, over, under and across Grantor's land which may become necessary to provide such services as shown on Drawing No. 5620497.
2. The facilities installed pursuant to this agreement shall remain the property of Grantees and all maintenance, repairs and removals of said facilities shall be the responsibility of Grantees.
3. Grantees shall have the right to trim, remove, and/or otherwise maintain all trees and underbrush located 15 feet on each side of the centerline of Grantees' facilities.
4. Grantees shall have the rights of ingress, egress and regress to and over Grantor's land as necessary for the enjoyment of the rights granted herein.
5. Grantor agrees not to place any improvements, including trees or other foliage, within 10 feet of the opening side of any enclosed equipment installed under the terms of this Agreement and shall not construct any structures or improvements over or under the utility facilities permitted by this Agreement.
6. Grantor shall have the right to use the land covered by this Agreement for any lawful purpose not inconsistent with or in contravention of the rights of Grantees.

7. Grantor covenants that it is seized of and has the right to convey the foregoing easement, rights and privileges; agrees that Grantees shall have quiet and peaceable possession, use and enjoyment of the aforesaid easement, rights and privileges.
8. Grantor agrees that this Utility Easement Agreement shall be binding upon and inure to the benefit of Grantor and Grantees and their respective heirs, personal representatives, administrators, successors and assigns.
9. Grantor hereby certifies that the actual monetary consideration paid for this Agreement is \$1.00.
10. Grantees' utility facilities installed hereunder may, without further consideration, be relocated to conform to new or reestablished highway limits.

As agent on behalf of Grantees, I certify that this document was prepared by Grantees.

Name: Kimberly Brodbeck
Title: Sr. Real Estate Representative

WITNESS our hands and seals the day and year aforesaid.

ATTEST: (AFFIX CORPORATE SEAL)

GRANTOR:

ROWAN COLLEGE AT GLOUCESTER COUNTY

 Type Name: _____
 Title: _____

By: _____ (SEAL)
 Type Name: _____
 Title: _____

STATE OR COMMONWEALTH OF

)

) SS

COUNTY OF

)

BE IT REMEMBERED, that on the _____ day of _____, 20____, personally came before me, a notary public, the within named Grantor, _____, party(ies) to this indenture and known to me personally to be such, and acknowledged said Agreement to be his/her act of said individual(s) or the act and deed of the corporation or partnership for which he/she signed.

 Notary Public

Notary
 Seal/Stamp Here

FOR ACE USE ONLY

Secured by: Kimberly Brodbeck

Address: 1400 Tanyard Road,

County State: Gloucester County

Date of Easement:

Development: N//A

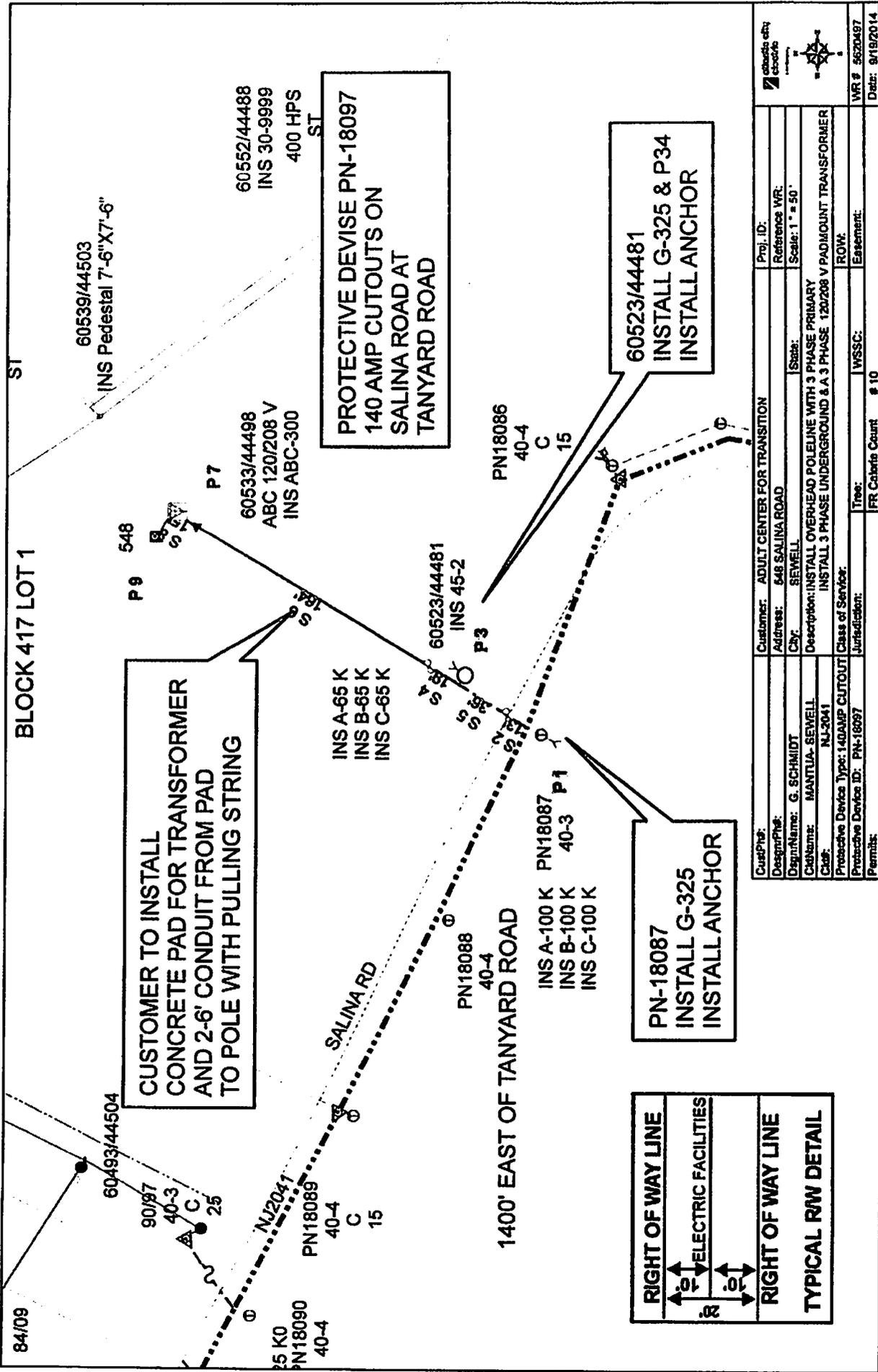
Tax Parcels: Block 417 Lot 1

Grantor: Rowan College at Gloucester County

Job Order Number: 5620497

Pole Number: 60523/44481, 60553/44498

City / Township: Deptford Township



BLOCK 417 LOT 1

84/09

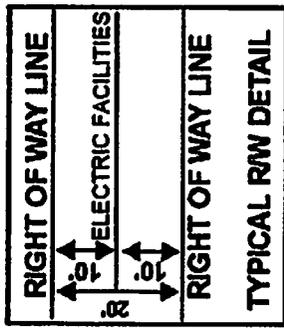
60539/44503
INS Pedestal 7'-6"X7'-6"

CUSTOMER TO INSTALL
CONCRETE PAD FOR TRANSFORMER
AND 2-6' CONDUIT FROM PAD
TO POLE WITH PULLING STRING

PROTECTIVE DEVICE PN-18097
140 AMP CUTOUTS ON
SALINA ROAD AT
TANYARD ROAD

60523/44481
INSTALL G-325 & P34
INSTALL ANCHOR

PN-18087
INSTALL G-325
INSTALL ANCHOR



60552/44488
INS 30-9999
400 HPS
ST

60533/44498
ABC 120/208 V
INS ABC-300

INS A-65 K
INS B-65 K
INS C-65 K

60523/44481
INS 45-2

PN18086
40-4
C
15

INS A-100 K
INS B-100 K
INS C-100 K

PN18087
40-3
P1

PN18088
40-4

PN18089
40-4
C
15

PN18090
40-4

Customer: ADULT CENTER FOR TRANSITION	Proj. ID:
Address: 546 SALINA ROAD	Reference W/R:
City: SEWELL	Scale: 1" = 50'
Description: INSTALL OVERHEAD POLELINE WITH 3 PHASE PRIMARY INSTALL 3 PHASE UNDERGROUND & A 3 PHASE 120/208 V PADMOUNT TRANSFORMER	State:
Class of Service: NJ-3041	ROW:
Protective Device Type: 140AMP CUTOUT	Time:
Protective Device ID: PN-18097	WSSC:
Permits: FR Cotermin Count # 10	Entirement:
	W/R # 5620497
	Date: 9/19/2014

PLOTTED BY:
canning



**RESOLUTION TO APPROVE COLLEGE CENTER OFFICE
RENOVATIONS**

WHEREAS, Rowan College at Gloucester County has a need to acquire a contract for the renovations of College Center rooms 209 and 210 into offices; and

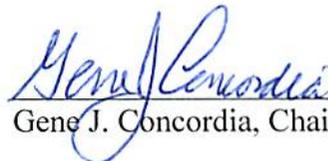
WHEREAS, the Chief Financial Officer of the College has certified that the funds are available for these renovations; and

WHEREAS, the College has caused bids to be solicited in accordance with a fair and open process; and

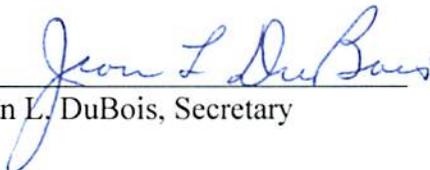
WHEREAS, bids were solicited and received and made a part hereof by reference; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Rowan College at Gloucester County hereby authorizes and directs an award of a contract to Levy Construction Company, of Audubon, N.J. to provide the services as detailed in the Bid in the amount of \$117,600, to renovate College Center rooms 209 and 210 into office space.

ADOPTED at the regular scheduled meeting of the Board of Trustees of Rowan College at Gloucester County held November 11, 2014.


Gene J. Concordia, Chairperson

Attested:


Jean L. DuBois, Secretary



ROWAN COLLEGE at GLOUCESTER COUNTY
Deptford Township
Sewell, NJ 08080

BOARD MEETING

PERSONNEL ACTIONS

DATE: 11/11/2014

STATEMENT OF FACTS:

The following Education/General Fund Actions are presented for Board of Trustee approval.

Two (2) Appointments:

Title	Reason for Vacancy	Name	Salary	Effective Date
Associate Dean, Academic Curriculum	New Position/Replacement	Timothy Hack	\$65,000 per annum, prorated	1/5/2015
Team Coordinator, Level III, Financial Aid	Resignation	Tiffanie Williams	\$14.62 per hour	11/5/2014

Six (6) Reassignments:

Title	Reason for Vacancy	Name	Salary	Effective Date
Administrator, Continuing Education	Change in Scope	Thewantha Torain	\$40,000 per annum, prorated	11/17/2014
Administrator, Outreach/Events	Change in Scope	Kristen Whyte	\$40,000 per annum, prorated	11/17/2014
Administrator, Student Records	Change in Scope	Holly Turk	\$40,000 per annum, prorated	11/17/2014
Instructor I, Business Studies	Per Administrative Procedure 7004	Danielle Morganti	\$74,924 per annum	9/1/2015
Adult Center for Transition Instructor/Program Director	Change in Scope	Jaclyn Abrams	\$60,000 per annum, prorated	1/5/2015
Adult Education Testing Administrator/Facilitator	Grant Funded	Regina Harrison	\$40,000 per annum, prorated	11/17/2014

Three (3) Part-Time Hires:

Title	Reason for Vacancy	Name	Salary	Effective Date
SHIP Coordinator	Grant Funded	Barbara Brown	\$15.00 per hour	10/23/2014
Teaching Assistant	Resignation	Mei-Shu Li	\$12.00 per hour	10/10/2014
Program Aide, Adult Ed/ESL Programs	Grant Funded	Jennifer Wilson	\$11.03 per hour	10/23/2014

Five (5) Additions to the 2014-15 Adjunct List:

Name	Division
Sara Simpson	Business Studies
Chris Wachter	Law and Justice
Jennifer Burke	Liberal Arts
Justin Buchanan	STEM
Karen Rossett	STEM

Coaches Salary Schedule FY 2015-2017 (see attached)

President's Recommendation:

Recommend approval of actions listed above.

THREE YEAR COACHES SALARY SCHEDULE FY 2015-2017

	<u>FY'15</u>	<u>FY'16</u>	<u>FY'17</u>
<u>MEN'S SOCCER</u>			
Head Coach-George Hobbins	6,831	6,985	7,342
Assistant Coach-Tim Schmitz	3 contact hours of base load ***		
<u>WOMEN'S SOCCER</u>			
Head Coach-Megan Ruttler	6,831	6,985	7,342
Assistant Coach-Julie Chini-Dundee	3,806	3,892	4,180
<u>WOMEN'S CROSS COUNTRY</u>			
Head Coach-Ryan Hughes	3,711	3,794	4,079
Assistant Coach-Angela Dunn	1,503	1,537	1,772
<u>MEN'S CROSS COUNTRY</u>			
Head Coach-Ryan Hughes	3,711	3,794	4,079
Assistant Coach-Angela Dunn	1,503	1,537	1,772
<u>WOMEN'S TENNIS</u>			
Head Coach Kelly Hernandez	5,332	5,452	5,774
Assistant Coach Lauren Morgan	1.5 contact hours of base load ***		
<u>WOMEN'S VOLLEYBALL</u>			
Head Coach-TBA	1,000	5,000	5,313
Assistant Coach	0	2,500	2,756
<u>MEN'S BASKETBALL</u>			
Head Coach-Chris Martin	7,320	7,485	7,853
Assistant Coach-Jared Price	4,105	4,197	4,491
Assistant Coach-TBA	1,400	1,432	1,664
<u>WOMEN'S BASKETBALL</u>			
Head Coach-Richard Cooper	6,700	6,851	7,205
Assistant Coach-Brian Rowan	4,105	4,197	4,491
Assistant Coach-Dana Wert	1,400	1,432	1,664
<u>WRESTLING</u>			
Head Coach-Jason Bilinski	7,153	7,314	7,679
Assistant Coach-Rob Jillard	3,500	3,579	3,860
<u>BASEBALL</u>			
Head Coach-Rob Valli	6 contact hours of base load ***		
Assistant Coach-Greg Chew	4,441	4,541	4,843
Assistant Coach-Dave Prager	1,432	1,464	1,697
Full Coach-Rob Valli	5,400	5,522	5,846

SOFTBALL

Head Coach-Steve DePasquale	9,404	9,616	10,032
Assistant Coach-Mark Enders	4,462	4,562	4,865
Assistant Coach-Jill Mills	1,432	1,464	1,697
Fall Coach-Steve DePasquale	3,600	3,681	3,964

MEN'S TENNIS

Head Coach-Brian Rowan	5,452	5,575	5,900
Assistant Coach-TBA	2,475	2,531	2,788

MEN'S OUTDOOR TRACK & FIELD

Head Coach-Ryan Hughes	3,711	3,794	4,079
Assistant Coach-Joe Kalnas	1,649	1,686	1,924
Assistant Coach-TBA	1,400	1,432	1,664

WOMEN'S OUTDOOR TRACK & FIELD

Head Coach-Ryan Hughes	3,711	3,794	4,079
Assistant Coach-Joe Kalnas	1,649	1,686	1,924
Assistant Coach-TBA	<u>1,400</u>	<u>1,432</u>	<u>1,664</u>

TOTAL ANNUAL COACHES' SALARIES	121,529	130,743	140,282
---------------------------------------	----------------	----------------	----------------

*** Three full-time faculty members coach sports and are covered by AFT Contract.

These faculty members and the contract hours assigned are:

Rob Valli-Head Baseball Coach	6 contact hours
Lauren Morgan-Assistant Women's Tennis Coach	1.5 contact hours
Timothy Schmitz-Assistant Men's Soccer Coach	3 contact hours

These contact hours are part of the faculties' base load and are included in their base salary.

revised: 10-1-2014

Rowan College at Gloucester County

RESOLUTION – AMENDMENTS TO PRESIDENT’S EMPLOYMENT AGREEMENT

WHEREAS, the Board of Trustees of Rowan College at Gloucester County (the “College”) and its current President, Frederick J. Keating, have mutually agreed to cap the President’s salary through June 30, 2019;

WHEREAS, the Employment Agreement between Keating and the Board specifically states that “Nothing shall prevent the College from granting an increase in salary and benefits during the term of this agreement, its renewal or any extension thereof”;

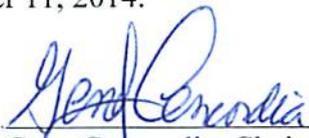
WHEREAS, the Board of Trustees wishes to ensure that Keating is provided with a fair and reasonable benefit package in recognition of his continuing valuable service to the College;

WHEREAS, the Board of Trustees has reviewed the current level of benefits provided to Keating pursuant to the Employment Agreement, and has discussed same with Keating; and

WHEREAS, the Board of Trustees has determined that certain modifications to the benefits being provided to Keating can enhance the value of the benefits at a minimal overall cost to the College

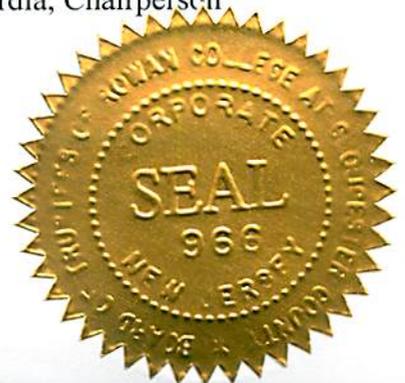
NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Rowan College at Gloucester County hereby authorizes and directs its Chairman, Gene Concordia, to execute the Amendments To President’s current Employment Agreement embodying the foregoing modifications, a copy of which amendments are attached hereto as Exhibit A.

ADOPTED at the regular scheduled meeting of the Board of Trustees of Rowan College at Gloucester County held November 11, 2014.


Gene Concordia, Chairperson

Attested:


Karen Sitarski
Executive Assistant, Board of Trustees



AMENDMENTS TO PRESIDENT'S EMPLOYMENT AGREEMENT

THIS AGREEMENT, made this 11th day of November, 2014, between **THE BOARD OF TRUSTEES OF ROWAN COLLEGE AT GLOUCESTER COUNTY**, County of Gloucester and State of New Jersey (hereinafter called "**the College**") and **FREDERICK KEATING** (hereinafter referred to as "**Keating**") and collectively referred to as "**the Parties**", amending the contract made February 1st, 2012 (hereinafter called "**the President's Contract**") by and between the Parties:

W I T N E S S E T H:

The College and Keating hereby agree to the following amendments to the President's Contract:

- 1. All references in the President's Contract to "Gloucester County College" shall be deemed to have been modified to refer to "Rowan College at Gloucester County."**
- 2. The terms of Subparagraph C(2) of Paragraph IV of the President's Contract shall be replaced with the following:**
 - 2. Health Insurance:** The College will provide medical, hospitalization, and prescription insurance coverage and other similar benefits in accordance with College Policy unless specifically excluded. The College will provide dental coverage under Delta Dental's "Executive Plan," in lieu of "Premier Plan" coverage effective January 1, 2015, but only so long as it is permissible to do so without any additional tax, fine or penalty.
- 3. The terms of Subparagraph C(8) of Paragraph IV of the President's Contract shall be replaced with the following:**
 - 8. Vacation.** Effective January 1, 2015 Keating shall earn thirty (30) days paid vacation per year. No more than one (1) year's worth of accrued vacation may be carried forward into any subsequent fiscal year with any additional amount forfeited. The College strongly encourages Keating to use the available vacation days annually. Keating's use of vacation over fourteen (14) consecutive calendar days requires approval of the Board Chair. Unused vacation shall not be compensated.
- 4. The terms of Subparagraph C of Paragraph IV of the President's Contract shall be amended by adding the following subparagraph (11), as follows:**
 - 11. Annuity.** Commencing on January 1, 2015, and thereafter each subsequent January 1 within the term of this Employment Agreement, the College shall make an annual contribution of \$2,500 to an annuity plan selected by the President.
- 5. The terms of Paragraph X of the President's Contract shall be construed to include the amendments set forth in this Agreement.**
- 6. This Amendment is in addition to the Amendments to the President's Contract made and approved by the College on June 10, 2014.**

7. **Except as otherwise amended herein, and by the amendments made and approved by the College on June 10, 2014, the President's Contract dated February 1st, 2012 shall be and remain the same. To the extent that any provision herein is contrary to any provision in the President's Contract or to the Amendments to the President's Contract made and approved by the College on June 10, 2014, the provision in this Agreement will control.**
8. **The President's Contract dated February 1, 2012 shall be attached hereto as Appendix A.**
9. **The Amendments to the President's Contract made and approved by the College on June 10, 2014 shall be attached hereto as Appendix B.**
10. **It is the intention of the parties that the provisions contained herein shall be enforceable to the fullest extent permissible under applicable law, but that the unenforceability (or modification to conform to such law) of any provision or provisions hereof shall not render unenforceable, or impair, the remainder hereof. If any term or provision of this Agreement or the application thereof to any person or circumstance shall, either in whole or in part, be held invalid or unenforceable by a court of competent jurisdiction, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or provisions and to alter the bounds thereof in order to render it valid and enforceable; but in such event the affected provisions of this Agreement shall be curtailed and restricted only to the extent necessary to bring them within the applicable legal requirements, and the remainder of this Agreement shall not be affected.**

IN WITNESS WHEREOF, the respective parties hereto have hereunto set their hands and seals and caused these presents to be executed the day and year first above written.

Rowan College at Gloucester County

By: _____
 GENE CONCORDIA
 Chair, Board of Trustees

 FREDERICK KEATING

DATE: _____, 2014

DATE: _____, 2014

11727508v1

The Gloucester County College President's Employment Agreement

THIS EMPLOYMENT AGREEMENT ("Agreement") made as of this 15th day of February 2012, by and between the Gloucester County College (hereinafter referred to as the "College") and Frederick Keating (hereinafter referred to as "Keating").

WITNESSETH

WHEREAS, Frederick Keating has been employed as the Interim President of Gloucester County College; and accepts the terms and conditions set forth in this Agreement; and

WHEREAS, the Board of Trustees ("the Board") of Gloucester County College desires to employ Frederick Keating as the President of the College and to record the terms and conditions of his employment in an Employment Contract (hereinafter, "the Agreement").

NOW, THEREFORE, in consideration of the covenants and agreements herein contained, the College and Keating covenant and agree as follows:

- I. **EMPLOYMENT.** Pursuant to the terms and conditions of this Agreement, the College agrees to employ Keating as its President and Keating agrees to serve as the President of the College and to render services to the College as set forth herein.
- II. **TERM.** The term of this Agreement is three (3) years commencing February 6, 2012 through February 5, 2015 (the "Set Employment Term"). Thereafter, Keating shall serve in the position as President of the College at the pleasure of the Board of Trustees.
- III. **DUTIES.** The President shall well and faithfully serve the College in such capacity as aforesaid, and shall, consistent with the College's personnel policies, at all times devote his whole time, attention, and energies to the management, superintendence, and improvement of the College to the utmost of his ability, and shall do and perform all such services, acts, and things connected therewith as the Board, by its By-Laws have delegated to him, and which are of a nature properly belonging to the duties of a college president. Participation in any outside organizations, associations, clubs, or groups shall be consistent with the importance and dignity of the presidential office.
- IV. **COMPENSATION.**
 - A. **BASE SALARY.** Commencing February 6, 2012, Keating's base salary shall be \$168,000. Keating's base salary shall be increased by no less than two percent (2%) each July 1st during each year of the Set Employment

Term. The method of payment shall be in accordance with College policy. Nothing herein shall prevent the College from granting an increase in salary and benefits during the term of this Agreement, its renewal or any extension thereof. Salary adjustments under this Agreement (which shall not reduce base salary) for future years beyond the Set Employment Term shall be based on annual performance appraisals conducted by the Executive Committee of the Board of Trustees.

B. PERIODIC REVIEWS AND REPORTS.

1. **Annual Written Review of the President:** There shall be an annual written review of the President's performance. This annual review, based on goals prepared by the President, with the advice and approval of the Board, as well as other criteria which may be set by the Board, will occur each year. At each June meeting of the Board, the President shall submit to the Board an assessment of the state of the College, his personal objectives, specific goals and priorities for the ensuing twelve months. At the end of this annual time frame, the President shall report to the Board on the extent to which the goals have been accomplished and the President shall be evaluated based on his progress as well as any other criteria which may have been established by the Board.
2. **Annual Progress Report by the President:** Commencing in 2012 and at each June meeting of the Board thereafter, the President shall present a written report to the Executive Committee of the Board regarding the extent to which the goals of the preceding year were achieved. Said report will be presented by the Board Chair to the full Board at the June meeting. Nothing in this paragraph shall be construed as preventing the Board from requesting a report from the President on any matter at any other time.

C. BENEFITS. Keating shall receive the maximum benefits accorded to faculty and administrators of the College including, without limitation:

1. **Insurance/Indemnification.** The College shall provide Keating with directors' and officers' liability insurance coverage with the same terms and conditions applicable to trustees and/or officers.
2. **Health Insurance.** The College will provide medical, hospitalization, and prescription insurance coverage and other similar benefits in accordance with College policy unless specifically excluded.
3. **Retirement.** Keating will participate in the PERS pension system. Keating and the College shall each contribute the statutorily required percentages to PERS.

4. **Temporary Disability Insurance.** The College shall provide short-term disability insurance accordance with College policies.
5. **Automobile.** During the period of this Agreement and any extensions thereof, the College will provide for Keating's use an automobile (full-sized or comparable) owned and titled to the College. Keating will be entitled to use the automobile for reasonable personal as well as all professional use. It is not contemplated that the College will provide a new vehicle to Keating during the Set Employment Term absent extenuating circumstances regarding the operability of the vehicle currently provided to him. In the event that Keating ceases to be the President of the College for any reason, he shall immediately return the automobile to the possession of the College.
6. **College Travel.** The College shall reimburse Keating for the reasonable and necessary expenses of business related travel, subject to the College's normal authorization and reimbursement policies.
7. **Sick, Holiday and Personal Leave.** Keating will be granted and may use sick, holiday and personal leave in accordance with the College's personnel policies. Any payment for unused sick, holiday or personal leave shall be according to the College's general personnel policies, as may be amended from time to time.
8. **Vacation.** Keating shall earn twenty-five (25) days paid vacation per year. No more than one (1) year's worth of accrued vacation may be carried forward into any subsequent fiscal year with any additional amount forfeited. The College strongly encourages Keating to use the available vacation days annually. Keating's use of vacation over fourteen (14) consecutive calendar days requires approval of the Board Chair. Unused vacation shall not be compensated.
9. **Professional Development.** The Board agrees that Keating should pursue professional development courses. As such, subject to Board pre-approval of all courses and payments, the College will pay tuition for such courses.
10. **Additional Leave.** Additional leave may be allowed to Keating by the College, at such time, and by and upon such conditions as are deemed appropriate. Such additional leave shall be granted at the sole discretion of the Board

- V. **CONCURRENT ACADEMIC RANK.** During each academic year of this Agreement, the Board shall take appropriate action to award Keating concurrent academic rank of Professor assigned to the Liberal Arts Division.
- VI. **TERMINATION.** Keating' employment shall immediately cease and terminate upon the occurrence of any one of the following events:
- A. Expiration of the Set Employment Term set forth in this Agreement (subject to the notice required in Section IX of this Agreement).
 - B. The death of Keating.
 - C. The disability of Keating, with the term "Disability" defined as Keating's inability to perform one or more of the essential functions of his position as a result of incapacity due to mental or physical condition for a period which can reasonably be expected to last at least 180 consecutive calendar days or for a non-consecutive period of 180 calendar days in any twelve month period.
 - D. Resignation by Keating.
 - E. Termination by the Board.
 - 1. For the period of the Set Employment Term, Keating may only be terminated by the Board for "just cause." "Just cause" will be determined at the discretion of the Board of Trustees, but shall include any act or omission by Keating which the Board could reasonably conclude renders him unsuitable or unfit to serve as President.
 - F. Should Keating's employment be terminated for any of the above referenced reasons, the obligations and benefits described in this Agreement shall no longer be binding and Keating shall be entitled only such base salary as earned by Keating through the date of his termination.
- VII. **END OF SET EMPLOYMENT TERM; EMPLOYMENT AT-WILL**
- A. At the conclusion of the Set Employment Term, to the extent that the Board has not provided notice pursuant to Section IX of this Agreement, Keating shall thereafter serve at the pleasure of the Board and may be removed from office based upon a confidential vote of a majority of the members of the Board, subject only to the notice required in Section IX of this Agreement.

**VIII. FACULTY APPOINTMENT UPON TERMINATION OF PRESIDENCY;
CONDITIONS**

- A. If, after the conclusion of the Set Employment Term, Keating resigns in good standing and with proper notice under this Agreement or the Board elects to terminate Keating's Presidency other than "for cause" or disability, the Board shall offer Keating an appointment to the College faculty as a tenured Professor assigned to the Liberal Arts Division. If Keating accepts, he shall be assigned a salary equal to the maximum of the range established for full Professors and shall thereafter receive annual increases consistent with the applicable bargaining unit agreement.

IX. NOTICE OF TERMINATION

- A. If Keating desires to terminate his presidency, Keating shall provide at least 180 days written notice of his intent to terminate (the 180 period shall be referred to as the "Notice Period"). If Keating resigns and gives proper notice and is not terminated for cause, he shall receive the compensation and benefits under this Agreement for the notice period provided he continues to render proper service under this Agreement or provided that such service is waived by affirmative vote of the Board.
- B. If the Board desires to terminate Keating as President at the end of the Set Employment Term or at any time thereafter, other than for "just cause" or disability, the Board and Keating shall provide at least 180 days written notice of its intent to terminate (also referred to as the "Notice Period.") Unless said termination is for "just cause," Keating shall continue to receive the compensation and benefits under this Agreement for the Notice Period provided he continues to render proper service under this Agreement or provided that such service is waived by affirmative vote of the Board.

X. MISCELLANEOUS

- A. Complete Agreement. This Agreement constitutes the complete Agreement between the parties and incorporates all prior discussions, agreements and representations made in regard to the matters set forth herein. This Agreement shall not be amended, modified or changed except upon the mutual consent of Keating and the Board. Any amendment or modification, to be effective, must be reduced to writing and signed by all parties to this Agreement.
- B. Applicable Law; Jurisdiction. This Agreement shall be governed by and construed and enforced in accordance with the internal laws (as opposed to the conflicts of laws provisions) of the State of New Jersey.
- C. Partial Invalidity. The invalidity or unenforceability of any term, provision or clause of this Agreement shall in no way impair or affect the

validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect.

- D. Waiver Of Breach. The failure of either party at any time or times to require performance of any provision hereof shall in no way affect the right at a later time to enforce the same.

IN WITNESS WHEREOF, the parties to this writing have duly executed this Agreement as of the day and year first written above.

The Gloucester County College

By: _____

Gene Concordia
GENE CONCORDIA
Chair, Board of Trustees

FREDERICK KEATING

DATE: 2-3, 2012

DATE: 2/3, 2012

7493092v5

AMENDMENTS TO PRESIDENT'S EMPLOYMENT AGREEMENT

THIS AGREEMENT, made this 10th day of June, 2014, between THE BOARD OF TRUSTEES OF GLOUCESTER COUNTY COLLEGE, County of Gloucester and State of New Jersey (hereinafter called "the College") and FREDERICK KEATING (hereinafter referred to as "Keating") and collectively referred to as "the Parties", amending the contract made February 1st 2012 (hereinafter called "the President's Contract") by and between the Parties:

WITNESSETH:

The College and Keating hereby agree to the following amendments to the President's Contract:

1. **The terms of Paragraph II of the President's Contract shall be replaced with the following:**

TERM. The term of this Agreement is five (5) years commencing February 1, 2013 through June 30, 2019 (the "Set Employment Term"). Thereafter, Keating shall serve in the position as President of the College at the pleasure of the Board of Trustees.

2. **The terms of Subparagraph A of Paragraph IV of the President's Contract shall be replaced with the following:**

BASE SALARY. As of July 1, 2013, Keating's base salary is \$ 175,000. There shall be no automatic increases to Keating's base salary during the term of the Set Employment Term. The method of payment shall be in accordance with College policy. Nothing herein shall prevent the College from granting an increase in salary and benefits during the term of this Agreement, its renewal or any extension thereof. Salary adjustments under this Agreement (which shall not reduce base salary) for future years beyond the Set Employment Term shall be based on annual performance appraisals conducted by the Executive Committee of the Board of Trustees.

3. **The terms of Paragraph X of the President's Contract shall be construed to include the amendments set forth in this Agreement.**

4. **This Amendment supersedes and replaces the Amendments to the President's Contract made and approved by the College on January 8, 2013.**

5. **Except as otherwise amended herein, the President's Contract dated February 1st, 2012 shall be and remain the same. To the extent that any provision herein is contrary to any provision in the President's Contract, the provision in this Agreement will control. The President's Contract dated February 1st, 2012 shall be attached hereto as Appendix A.**

6. **It is the intention of the parties that the provisions contained herein shall be enforceable to the fullest extent permissible under applicable law, but that the unenforceability (or modification to conform to such law) of any provision or provisions hereof shall not render unenforceable, or impair, the remainder hereof. If any term or provision of this Agreement or the application thereof to any person**

or circumstance shall, either in whole or in part, be held invalid or unenforceable by a court of competent jurisdiction, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or provisions and to alter the bounds thereof in order to render it valid and enforceable; but in such event the affected provisions of this Agreement shall be curtailed and restricted only to the extent necessary to bring them within the applicable legal requirements, and the remainder of this Agreement shall not be affected.

IN WITNESS WHEREOF, the respective parties hereto have hereunto set their hands and seals and caused these presents to be executed the day and year first above written.

The Gloucester County College

By: 

GENE CONCORDIA
Chair, Board of Trustees

DATE: 6-16-14, 2014



FREDERICK KEATING

DATE: 6/16/14, 2014

11145672v1