

**CUMBERLAND COUNTY COLLEGE**

**BOARD OF TRUSTEES**

**MEETING OF APRIL 19, 2018**

The regular meeting of the Board of Trustees was called to order by Chair Ms. Perez at 5:30 P.M. in the Executive Board Room located in George P. Luciano Family Center for Public Service and Leadership on Campus.

Solicitor Michael L. Testa, Esquire read the applicable section of the Open Public Meetings Act regarding the regular Board of Trustee meeting.

Ms. Perez asked everyone to stand for the Pledge of Allegiance led by Ms. Nicolosi.

**Roll Call:** Hon. Asselta, Ms. Brown, Mr. Cassisi, Mr. DeLeon, Mr. Gruccio, Mr. McGrory, Ms. Nicolosi, Mr. Riley, Mr. Whelan, Dr. Ward Garrison, Ms. Perez.

A motion was made by Mr. Gruccio for consideration to adopt Resolution #2289-2018 authorizing the Board of Trustees to meet in Executive Session to discuss matters that are deemed privileged pursuant to N.J.S.A. 10:4-12(b)(7) pending or anticipated litigation or contract negotiation other than in subsection b.(4) herein in which the public body is, or may become, a party; and (8), regarding personnel. The motion was seconded by Mr. Riley and was passed by roll call as follows:

Mr. Gruccio	Yes	Mr. McGrory	Yes
Mr. Riley	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

**Secretary's Report -**

A motion was made by Dr. Ward Garrison to approve the Minutes of the Regular Meeting held on March 15, 2018. The motion was seconded by Mr. Riley and passed by roll call vote as follows:

Dr. Ward Garrison	Yes	Mr. Guccio	Yes
Mr. Riley	Yes	Mr. McGrory	Yes
Hon. Asselta	Yes	Ms. Nicolosi	Abstain
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

A motion was made by Dr. Ward Garrison to approve the Minutes of the Executive Meeting held on March 15, 2018. The motion was seconded by Mr. Riley and passed by roll call vote as follows:

Dr. Ward Garrison	Yes	Mr. Guccio	Yes
Mr. Riley	Yes	Mr. McGrory	Yes
Hon. Asselta	Yes	Ms. Nicolosi	Abstain
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

**Correspondence – NONE**

**Freeholder Liaison Remarks –**

Deputy Freeholder Director, Darlene Barber, was present. She thanked the Board for the good discussion and the opportunity to discuss in further detail the possibility of the College merging with Rowan College at Gloucester County (RCGC) during the Executive Session of the Board Meeting. Board Chair, Ms. Perez, thanked Ms. Barber for her time.

**Review of Consent Agenda**

**A. Personnel & Affirmative Action**

1. Consideration to approve Employment of Donald Slomin as Full Time, Director II, Network and Computer Systems Administrator, in the IT Department, at an annual rate of \$57,417, effective May 1, 2018.
2. Consideration to approve Employment of Douglas Maull II as Full Time Research Associate, in Institutional Research, at an annual rate of \$42,878, effective May 16, 2018.
3. Consideration to accept the attached list of resignations/retirements/terminations.

**B. Finance & Planning – NONE**

**C. Academic and Student Affairs – NONE**

A motion was made by Dr. Ward Garrison to approve Consent Agenda Item(s). The motion was seconded by Mr. McGrory and passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. Guccio	Yes
Mr. McGrory	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

## Reports of Standing Committees

### A. Personnel & Affirmative Action – Dr. Christine Ward Garrison, Chair

1. A motion was made by Mr. Guccio for consideration to award emerita status to Ms. Carol Iaconelli, Assistant Director Nursing, retired January 31, 2018. The motion was seconded by Ms. Nicolosi and passed by roll call as follows:

Mr. Guccio	Yes	Mr. McGrory	Yes
Ms. Nicolosi	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

### B. Finance & Planning – Mr. Joseph P. Cassisi, Chair

1. A motion was made by Mr. McGrory for consideration to adopt Resolution #2290-2018 authorizing the College to enter into a shared services agreement with the Cumberland County Technical Education Center to provide the needed purchasing services in compliance with NJSA 18A: 64A-25 et seq. and current College policy at a cost of \$3,000 per month for the period beginning April 19, 2018. Upon the hiring of a new College employee, CCTEC will provide mentoring services at a cost of \$1,000 per month not to exceed 90 days. The motion was seconded by Mr. DeLeon and **tabled** by roll call as follows:

Mr. McGrory	Yes	Ms. Nicolosi	Yes
Mr. DeLeon	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. Gruccio	Yes		

Solicitor Michael L. Testa, Esquire reported to the Board at 5:43 P.M. he received a message from Todd W. Heck, Esquire stating the terms of the resolution agreement was still being negotiated with Cumberland County Board of Vocational Education solicitor, Mr. Mitchell H. Kizner, Esquire. Thus, the Board could vote on the concept of the agreement at the current board meeting and at a later date the Board could vote on the final terms of the resolution.

2. A motion was made by Mr. McGrory for consideration to adopt Resolution #2300-2018 authorizing the College to enter into a shared services agreement with the Cumberland County Improvement Authority for the provision of facilities and capital project management services at a cost \$12,500 for the period of May 1, 2018 through June 30, 2018 in addition to a cost of \$852,000 increasing by 3.5% annually and a flat fee of 2% of total project costs for capital projects oversight and implementation for a period of five years beginning July 1, 2018. The motion was seconded by Mr. Riley and was **not passed** by roll call as follows.

Mr. McGrory	No	Mr. Gruccio	Abstain
Mr. Riley	Yes	Ms. Nicolosi	No
Hon. Asselta	No	Mr. Whelan	Yes
Ms. Brown	No	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Abstain
Mr. DeLeon	Yes		

Prior to voting, Mr. Whelan brought up to the board his concern regarding the cost increasing by 3.5% annually. Mr. McGrory responded a discussion had taken place during the finance committee meeting regarding the 3.5% annual increase. He stated the committee looked into the consumer index increase of 3.5% for goods and services. He reported the committee did not look into employment growth trends due to varying rates. After the resolution was voted on

and not passed, Dr. Salomon-Fernandez commented a special meeting would be held prior to the next Board meeting regarding the unresolved resolutions.

3. A motion was made for consideration to adopt Resolution #2301-2018 authorization the College to enter into a shared services agreement with the Cumberland County Board of Vocational Education for the provision of security services at a cost of \$383,000 per year increasing by 2% annually for the period of five years beginning July 1, 2018. The resolution was **tabled** by roll call as follows:

Hon. Asselta	Tabled	Ms. Nicolosi	Tabled
Ms. Brown	Tabled	Mr. Riley	Tabled
Mr. Cassisi	Tabled	Mr. Whelan	Tabled
Mr. DeLeon	Tabled	Dr. Ward Garrison	Tabled
Mr. Gruccio	Tabled	Ms. Perez	Tabled
Mr. McGrory	Tabled		

The Board did not vote on Resolution #2301-2018 and it was tabled. After Resolution #2290-2018 was tabled and Resolution #2300-2018 was not passed, Dr. Salomon-Fernandez commented a special meeting would be held prior to the next Board meeting regarding the unresolved resolutions.

4. A motion was made by Mr. McGrory for consideration to adopt Resolution #2299-2018 authorizing the College to enter into a shared services agreement with the County of Cumberland, by and through its Cumberland County Department of Workforce Development for the need of provision and educational training program services at a cost of \$50,000.00 for the period beginning May 1, 2018 and ending October 31, 2018.

The motion was seconded by Mr. Whelan and was passed by roll call as follows:

Mr. McGrory	Yes	Mr. Gruccio	Yes
Mr. Whelan	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

5. A motion was made by Dr. Ward Garrison for consideration to adopt Resolution #2291-2018 authorizing the College to enter into a shared services agreement with the County of Cumberland for the provision of financial services at a cost of \$1,000.00 per week for the period beginning March 21, 2018 and ending June 30, 2019. The motion was seconded by Mr. DeLeon and was passed by roll call as follows:

Dr. Ward Garrison	Yes	Mr. McGrory	Yes
Mr. DeLeon	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Abstain
Mr. Gruccio	Yes		

Dr. Salomon-Fernandez commented Mr. Seneski will be assisting the College after the gap in service caused by the departure of Ms. Sherri Welch.

6. A motion was made by Mr. McGrory for consideration to adopt Resolution #2292-2018 authorizing the Acting Executive Director of Operations be assigned the responsibility of Custodian of Government Records as prescribed by the Act, and that Ismail Asadov be designated as the Acting Custodian of Government Records in addition to the other job title and duties currently assigned to him, effective March 16, 2018. The motion was seconded by Mr. Riley and passed by roll call as follows:

Mr. McGrory	Yes	Mr. Gruccio	Yes
Mr. Riley	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

7. A motion was made by Dr. Ward Garrison for consideration to adopt Resolution #2293-2018 authorizing the College to purchase additional custodial supplies on an as needed basis using vendors awarded per Bid Number ESCNJ 17/18-47 awarded by ESCNJ, in an approximate amount of \$10,000.00, for the period beginning January 22, 2018 and

ending June 30, 2018. The motion was seconded by Mr. McGrory and was passed by roll call as follows.

Dr. Ward Garrison	Yes	Mr. Gruccio	Yes
Mr. McGrory	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Riley	Yes
Ms. Brown	Yes	Mr. Whelan	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

8. A motion was made by Mr. Riley for consideration to adopt Resolution #2294-2018 authorizing the College to enter into a joint agreement with the County of Cumberland and the State of NJ for the purchase of office supplies through County Cooperative Pricing System Number 181-CCCCPS, and State of NJ Contract # 88839 awarded to W.B. Mason of Boston, MA for an anticipated amount between \$0 and \$13,000.00 for the period beginning April 1, 2018 and ending June 30, 2018. The motion was seconded by Mr. McGrory and was passed by roll call as follows:

Mr. Riley	Yes	Mr. Gruccio	Yes
Mr. McGrory	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

9. A motion was made by Mr. McGrory for consideration to adopt Resolution #2295-2018 authorizing the College to award a contract for the software license and related services (Microsoft License) from Dell Marketing of Pittsburgh, PA, in the amount of \$11,809.06 under the provisions of cooperative currently in effect, for the period of May 8, 2018 through May 7, 2019. The motion was seconded by Mr. Gruccio and was passed by roll call as follows.

Mr. McGrory	Yes	Ms. Nicolosi	Yes
Mr. Gruccio	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

10. A motion was made by Mr. McGrory for consideration to adopt Resolution #2296-2018 authorizing the College to participate in the EdgeMarket Cooperative Pricing System for the purchase of goods and services with NJEdge.Net, Inc., as the “Lead Agency”. The motion was seconded by Ms. Nicolosi and was passed by roll call as follows.

Mr. McGrory	Yes	Mr. Gruccio	Yes
Ms. Nicolosi	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

11. A motion was made by Mr. McGrory for consideration to adopt Resolution #2297-2018 authorizing the College to dispose of a piece of science equipment which is functionally obsolete and fully depreciated pursuant to 18A:64A-25.27. The motion was seconded by Mr. Gruccio and was passed by roll call as follows.

Mr. McGrory	Yes	Ms. Nicolosi	Yes
Mr. Gruccio	Yes	Mr. Riley	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

12. First Reading – Revision to Policy 6.36 – Weapons Prohibition on Campus.

13. A motion was made by Mr. McGrory for consideration to adopt Resolution #2298-2018 authorizing purchases and disbursements in the amount of \$1,060,040.71 for the current period. The motion was seconded by Mr. Riley and was passed by roll call as follows.

Mr. McGrory	Yes	Mr. Gruccio	Yes
Mr. Riley	Yes	Ms. Nicolosi	Yes
Hon. Asselta	Yes	Mr. Whelan	Yes
Ms. Brown	Yes	Dr. Ward Garrison	Yes
Mr. Cassisi	Yes	Ms. Perez	Yes
Mr. DeLeon	Yes		

**B. Academic & Student Affairs – Ms. Michelle D. Brown, Chair - NONE**

**Consideration of Old Business – NONE**

**Consideration of New Business – NONE**

**Campus Reports – NONE**

**CCC Foundation Liaison Report – Mr. Patrick W. McGrory**

Mr. McGrory reported the Annual Golf Classic will be held on June 6, 2018 at the Union League National (formerly known as the Sand Barrens Golf Club). He reported the event supports a fantastic cause and it is a great day of comradery playing golf. It is a great day to meet different people from the College community. The scholarship dinner will be held after the golf event and it is a great celebration. Mr. McGrory commented the event and the next five weeks breathes life into the hard work the Foundation does the rest of the year.

Dr. Ward Garrison added the annual College 5K Run & Campus Walk would be taking place on Saturday April 28, 2018. Dr. Ward Garrison commented she was involved in the holocaust remembrance event held at the College's Art and Innovation Center in Millville, NJ. She commented the event was held over several days and several hundred students attended the event. She wanted to congratulate all individuals whom were involved in the innovative event. Ms. Perez commented she attended the event with Dr. Salomon-Fernandez. She reported the whole event was different and it was a great experience.

**NJCCC Trustee Ambassador Report – Mr. Joseph Cassisi - NONE**

**President's Report – Dr. Yves Salomon-Fernandez –**

1. In the fall semester, the College participated in a food and housing insecurity study conducted by the Wisconsin Hope Lab. The organization recently released its national report. Below are some of the highlights of the findings on our campus based on those that participated:
  - In the last year, about 15% of students experienced some form of homelessness, 50% were housing insecure, and 48% had low or very low food security.
  - About 64% of students at Cumberland County College experienced at least one of these forms of basic needs insecurity in the past year.
  - About 6.7% experienced all three forms of basic needs insecurity.
2. The College recently participated in an evaluation with the Pascale Sykes Foundation on our Families to College initiative, which is a joint collaboration with United Advocacy

Group, primarily based in Bridgeton that focuses on expanding greater college access to youth and working with their families to understand how they can best support them. Parents and family members are also encouraged to consider enrolling in traditional or workforce development programs at the College.

3. A major goal of the College for nearly the last two years has been to diversify our revenue portfolio and decrease our high dependence on academic tuition revenue. The College is on track to triple its workforce and community education gross revenue for this fiscal year, which helps balance any shortcomings on the academic side.
4. In February, we launched an Advisory Board for the Millville Arts and Innovation Center that includes community members representing the arts and humanities, economic and workforce development and local residents, among others to ensure greater access to the Center and responsiveness to local community needs. Dr. Maud Fried-Goodnight chairs the committee, which held its second meeting this month.
5. The College's baseball team is once again ranked number one in the country. Next month we will celebrate the academic achievements of our scholar athletes as well.
6. I recently served as a panel reviewer for National Science Foundation. It provided me with great insights into how our college can best position itself to take advantage of new grant opportunities and to understand how application are evaluated.

**Persons wishing to address the board –**

John Lore, Assistant Professor of English and President of the Faculty Association, expressed his concerns. He reported over the past few years community colleges have experienced many challenges. Since 2008, federal and state funding has dropped continuously for community colleges throughout New Jersey. Community colleges face even more funding challenges with the legislative push for free college to lower income students.

Cumberland County College has been chosen by CNN Money as the number one community college in New Jersey. We take pride in the work we do on campus. Our College has the opportunity to improve the social and economic outcomes of our students. Mr. Lore requested the Board to keep their eyes wide open and to keep the students in mind with discussions regarding the possible upcoming merger with Rowan College at Gloucester County (RCGC). Mr. Lore commented he hopes the merger would not cause the College to lose its autonomy and voice. He expressed his concerns regarding if there would be a guarantee that all

of the required classes students need to take would be available on campus. He reported the students at the College depend on transportation to get to class and it is an obstacle several students face throughout the year. He is unsure students would be able to finish their education at the College due to transportation issues. Mr. Lore commented our Community College over the last fifty years has served a truly diverse community. He questioned if the possible merger would cause the College to lose the diverse community it has worked hard to create. Mr. Lore requested the Board to use integrity and courage as it moves forward with difficult decisions. In addition, he asked the Board to not give up on the College and to make difficult decisions with everyone in mind.

Marcia Kleinz, NJEA Representative, expressed her concerns regarding the transparency of the College and the employee position elimination rumors going around. She reported at no given point were the employees offered the opportunity to negotiate. She asked the Board why were raises on the table during previous negotiations with the impending notice of elimination of positions in the future. Citizens of the community are not sure if the College signed agreements with Cumberland County Improvement Authority (CCIA) or Rowan College at Gloucester County (RCGC). She asked the Board to consider what problems have the college solved by these drastic measures. In addition, she asked the Board to consider how the College measures success and the quality of services. She reported Camden County College outsourced certain positions and has had several issues after the decision. These issues have included two serious misconduct incidents occurring on campus, the costs of the outsourced positions have risen this year, and four cars being burglarized on campus. She commented the possible eliminations of positions on campus have affected job security for several devoted employees. She asked the Board to consider how eliminations of jobs affect current college talent retention and the decision for employees to stay at the campus. Layoffs have a major effect on employees and their dependents. The impending job losses cause a domino effect economically on the citizens

of Cumberland County. She reported Salem County College did not merge with RCGC after several discussions and urge not to merge with RCGC to keep the community intact.

Nick DiCicco, NJEA Representative, expressed his concerns regarding employees losing their jobs. He asked the Board to consider what it is like to lose a job in the public sector. He commented it is a difficult decision for the Board to make and it affects people's lives. He stated a job loss affects a person or at least two when an individual is being laid off. He asked the Board to consider negotiating and working with the people it plans on eliminating their positions. He reported there have not been any union negotiation discussions since December of 2017 and arbitration has not been discussed. He requested the Board to find it in the budget to keep the benefits of these devoted employees. In addition, he requested the Board to discuss ideas to help the devoted College employees and the budget.

Dr. Dina Rossi Elliot, Superintendent of Cumberland County Technical High School, commented two resolutions regarding safety have been saved for the next board meeting. Prior to the Board meeting, several safety and security discussions have taken place to make a seamless transition of security if the possible resolutions were passed. Vineland Police, Cumberland County Sherriff, and Cumberland County Technical Education Center have been working very hard together to see all compliances are in order for the upcoming commencement event to take place securely. Dr. Rossi Elliot commented the event is in grave security danger due to not passing the resolutions this evening. Dr. Rossi Elliot commented the College is not able to have Cumberland County Technical Education Center security on campus without the passing of the resolutions because the campus's current policy does not allow armed security guards on campus. Mr. Testa commented the police and sheriff office are allowed on campus under current policy to provide armed security without the resolutions being passed. Dr. Rossi Elliot commented the situation is further complicated due to no purchasing agent available at the College to follow through with agreement. Dr. Rossi Elliot requested the Board to host a special

meeting to take place sooner than later to have all security in place for the event and to be able to assist the College with security in the future.

Mary Rosen, retired small business owner community member, commented she was representing the student body at the Cumberland County College's Clay College. She expressed her concerns regarding the possible upcoming elimination of Christopher Hambleton's maintenance position at the College. She stated the Clay College student body will dearly miss Mr. Hambleton who currently takes care of the equipment and does so much more beyond his job title. The student body of the college has begun a petition for Mr. Hamilton to remain on staff at the College. She reported currently the petition is two pages long. Ms. Rosen began to read from the petition document and reported Mr. Hambleton is a valuable assist to the College. She continued to report his attitude is exceptional and his positive attitude brings people in to the College. She commented Mr. Hambleton has a family to think of and may have to move due to not being guaranteed that he will find employment in the area. She requested the board to save time and money by not cutting Mr. Hambleton's position at the College.

There being no further business to come before the Board, a motion was made by Mr. McGrory to adjourn the meeting seconded by Mr. Gruccio. The meeting was adjourned at 7:29 P.M.

Respectfully Submitted,

MS. MICHELLE BROWN,  
SECRETARY