



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

**SPECIAL SESSION MINUTES
August 20, 2014**

Chair Gene J. Concordia called the Special Session of the Board of Trustees of Rowan Collage at Gloucester County to order at 6:00 p.m. in the faculty/staff lounge.

Members Present:

Mr. Gene Concordia
Ms. Jean DuBois (teleconference)
Mrs. Ruby Love (teleconference)
Mr. Cody Miller (teleconference)
Ms. Peggy Nicolosi (teleconference)
Ms. Yolette Ross
Dr. George Scott (teleconference)
Mrs. Virginia Scott (teleconference)
Mr. Douglas Wills, Esq. (teleconference)
Dr. Frederick Keating, President, Ex-Officio

Members Absent:

Mr. Len Daws
Dr. James Lavender

Advisor Present:

Ms. Jessica Jolly

After the reading of the Open Public Meetings Act Statement by Mrs. Karen Sitarski, Vice Chair Yolette Ross led the group in the Pledge of Allegiance. This was followed with roll call by Mrs. Sitarski. Chair Gene Concordia welcomed all and acknowledged Ms. Jessica Jolly, Faculty Representative, and Mr. Lyman Barnes, Freeholder Education Liaison.

PERSONNEL

Ratification and Authorization to Execute Collective Bargaining Agreements

On the recommendation of the President, Ms. Ross made a motion, seconded by Mrs. Scott and unanimously passed, to approve a resolution ratifying the Rowan College at Gloucester County Board of Trustees' proposal to the New Jersey Education Association bargaining units, and authorizing execution of the collective bargaining agreements consistent with the terms of the ratified proposal agreements (attached). NOTE: This item represents disclosure of the June 10, 2014, Closed Session meeting (minutes attached).

Non-represented Salary Administration Program

On the recommendation of the President, Ms. Ross made a motion, seconded by Mr. Miller and unanimously passed, to approve the non-represented salary administration program as

SPECIAL SESSION MINUTES

AUGUST 20, 2014

Page 2

listed on the attached, replacing the 2% increase for eligible non-represented employees previously awarded on June 10, 2014, with a 2.25% increase retroactive to July 1, 2014.

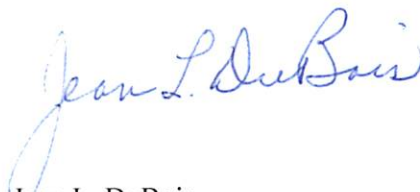
PUBLIC PORTION

Chair Concordia opened the public portion of the meeting and no comments were offered.

ADJOURNMENT

At 6:05 p.m. Ms. Ross made a motion, seconded by Ms. DuBois and unanimously passed, to adjourn the Special Session meeting.

Respectfully submitted,



Jean L. DuBois
Secretary

Notes taken by K. Sitarski



**RESOLUTION TO APPROVE RATIFYING THE ROWAN COLLEGE AT
GLOUCESTER COUNTY BOARD OF TRUSTEES PROPOSAL TO THE NEW
JERSEY EDUCATION ASSOCIATION BARGAINING UNITS, AND
AUTHORIZING EXECUTION OF COLLECTIVE BARGAINING AGREEMENTS
CONSISTENT WITH THE TERMS OF THE RATIFIED PROPOSAL
AGREEMENTS**

WHEREAS, the New Jersey Education Association (NJEA) is the recognized bargaining agent for the faculty, directors, administrators, technical/academic professional staff, support staff and facilities employees of Rowan College at Gloucester County;


WHEREAS, Rowan College at Gloucester County and the New Jersey Education Association (NJEA) have engaged in good faith negotiations in an effort to reach a settlement of all outstanding issues related to the expired collective bargaining agreements;

WHEREAS, on August 11, 2014, the proposals of the Board of Trustees' were accepted by the negotiation committees for the College and NJEA for successor collective bargaining agreements for the period from July 1, 2014 through June 30, 2017 (see attached documents);

WHEREAS, the College negotiating committee recommends and endorses the terms of the agreement for each bargaining unit; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Rowan College at Gloucester County hereby authorizes and directs Gene J. Concordia, Chairperson of the Rowan College at Gloucester County Board of Trustees, and Jean L. DuBois, Secretary of the Board of Trustees, to execute collective bargaining agreements between the College and each of the NJEA bargaining units which are consistent with the terms of the ratified agreements referenced herein.

ADOPTED at the meeting of the Board of Trustees of Rowan College at Gloucester County held August 20th, 2014.


Gene J. Concordia, Chairperson

Attested: 
Jean L. DuBois, Secretary



Current Faculty Contract	Board Proposal						
Salary Increases	All unit members' salaries shall be increased by 2.25% per year for each of three (3) years.						
Flex Spending	\$200 will be contributed to a flex spending account in year three (3).						
Intellectual Property	Continued negotiations with intent to incorporate an intellectual property agreement on or before June 30, 2015						
Health Benefits Contribution	All active unit employees who have not opted-out, shall contribute towards the cost of health insurance and prescription benefits in accordance with the provisions of P.L. 2011, Chapter 78. The contribution shall remain in effect until a successor agreement is ratified by the parties.						
Tuition Reimbursement and Sabbatical Leave	Remain employed for two (2) years following most recent reimbursement. If employee separates within one (1) year: 100% reimbursement to College; if separation occurs within two (2) years the reimbursement will be 50%. In the event that the college initiates a severance of employment and/ or the employee is unable to resume employment due to death or disability, said employee shall be exempt from all obligations to reimburse the college resulting from the above provisions.						
Tuition Waiver	<p>Qualitative Grade Point Average (GPA) Requirements: In order to qualify for tuition waiver, participants must maintain the following minimum GPA depending upon the number of hours attempted, subject to the Warning Status provisions set forth below. Tuition waiver shall apply to all remedial courses. Remedial courses shall be exempt from the minimum GPA standards set forth below.</p> <table border="1"> <thead> <tr> <th>Credits Attempted</th> <th>Minimum GPA Standard</th> </tr> </thead> <tbody> <tr> <td>12-24 credit</td> <td>1.5</td> </tr> <tr> <td>25-66+</td> <td>2.0</td> </tr> </tbody> </table> <p>Warning Status: Each participant shall be afforded one active semester of "warning" before becoming ineligible due to inability to maintain the applicable minimum GPA standard set forth above. An active semester shall be defined as one in which the participant is enrolled in one or more courses. Each participant who is placed in warning status shall receive an email sent to their RCGC email account explaining her/his current academic status, as well as a summary of the many services the college offers to assist students with getting back on track. If the participant fails to meet the applicable minimum GPA standard at the end of the warning period, she/he will become ineligible for tuition waiver during subsequent semesters until the overall GPA meets or exceeds the applicable minimum GPA standard set forth above. Upon meeting or exceeding the applicable minimum GPA standard, the participant shall become eligible for tuition waiver once again.</p>	Credits Attempted	Minimum GPA Standard	12-24 credit	1.5	25-66+	2.0
Credits Attempted	Minimum GPA Standard						
12-24 credit	1.5						
25-66+	2.0						
Chapter 48	Discontinue Chapter 48 for newly hired employees, effective July 1, 2014						
Sick Leave Payout	Single payout rate of \$100 per day - change title to Retirement Compensation						
Final Payouts	Final payouts - Vacation and Sick leave balances shall be paid upon retirement to a 403(b) saving the College and the Employee federal taxes on the payout (Only allowable if all employees participate. Employer and Employee contribution limit is \$52,000 for 2014 - if payout exceeds contribution limit for 403(b) the remainder above the limit will be paid by separate check issued by the College and will be subject to federal taxes) - This provision is subject to mutual agreement by both parties on or before 6/30/15 with implementation on 7/1/15.						
Sick Leave compenstion	six (6) months notice of intent to retire						

Agree to recommend Proposal in it's entirety to the membership/Board: Yes No

ORON NAHOM
 For the Association (Print)

Oron Nahom
 For the Association (Signature)

8/11/2014
 Date

FREDERICK KEATING
 For the College (Print)

Frederick Keating
 For the College (Signature)

8/11/14
 Date

GCC Board of Trustees Proposal-July, 2014

Current Directors Contract	Board Proposal						
Salary Increases	All unit members' salaries shall be increased by 2.25% per year for each of three (3) years.						
Flex Spending	\$200 will be contributed to a flex spending account in year three (3).						
RIF Language	For consistency in application would agree to Administrator's language in Article XVI with ninety (90) days notice.						
Health Benefits Contribution	All active unit employees who have not opted-out, shall contribute towards the cost of health insurance and prescription benefits in accordance with the provisions of P.L. 2011, Chapter 78. The contribution shall remain in effect until a successor agreement is ratified by the parties.						
Tuition Reimbursement and Sabbatical Leave	Remain employed for two (2) years following most recent reimbursement. If employee separates within one (1) year: 100% reimbursement to College; if separation occurs within two (2) years the reimbursement will be 50%. In the event that the college initiates a severance of employment and/ or the employee is unable to resume employment due to death or disability, said employee shall be exempt from all obligations to reimburse the college resulting from the above provisions.						
Tuition Waiver	<p>Qualitative Grade Point Average (GPA) Requirements: In order to qualify for tuition waiver, participants must maintain the following minimum GPA depending upon the number of hours attempted, subject to the Warning Status provisions set forth below. Tuition waiver shall apply to all remedial courses. Remedial courses shall be exempt from the minimum GPA standards set forth below.</p> <table border="0"> <tr> <td>Credits Attempted</td> <td>Minimum GPA Standard</td> </tr> <tr> <td>12-24 credit</td> <td>1.5</td> </tr> <tr> <td>25-66+</td> <td>2.0</td> </tr> </table> <p>Warning Status: Each participant shall be afforded one active semester of "warning" before becoming ineligible due to inability to maintain the applicable minimum GPA standard set forth above. An active semester shall be defined as one in which the participant is enrolled in one or more courses. Each participant who is placed in warning status shall receive an email sent to their RCGC email account explaining her/his current academic status, as well as a summary of the many services the college offers to assist students with getting back on track. If the participant fails to meet the applicable minimum GPA standard at the end of the warning period, she/he will become ineligible for tuition waiver during subsequent semesters until the overall GPA meets or exceeds the applicable minimum GPA standard set forth above. Upon meeting or exceeding the applicable minimum GPA standard, the participant shall become eligible for tuition waiver once again.</p>	Credits Attempted	Minimum GPA Standard	12-24 credit	1.5	25-66+	2.0
Credits Attempted	Minimum GPA Standard						
12-24 credit	1.5						
25-66+	2.0						
Chapter 48	Discontinue Chapter 48 for newly hired employees, effective July 1, 2014						
Sick Leave Payout	Single payout rate of \$100 per day - change title to Retirement Compensation						
Final Payouts	Final payouts - Vacation and Sick leave balances shall be paid upon retirement to a 403(b) saving the College and the Employee federal taxes on the payout (Only allowable if all employees participate. Employer and Employee contribution limit is \$52,000 for 2014 - if payout exceeds contribution limit for 403(b) the remainder above the limit will be paid by separate check issued by the College and will be subject to federal taxes) - This provision is subject to mutual agreement by both parties on or before 6/30/15 with implementation on 7/1/15.						

Agree to recommend Proposal in it's entirety to the membership/Board: Yes No

Jane L Crocker
 For the Association (Print)

Jane L Crocker
 For the Association (Signature)

8/11/14
 Date

FREDERICK KEATING
 For the College (Print)

Paul Keating
 For the College (Signature)

8/11/14
 Date

GCC Board of Trustees Proposal-July, 2014

Current Administrators Contract	Board Proposal						
Salary Increases	All unit members' salaries shall be increased by 2.25% per year for each of three (3) years.						
Flex Spending	\$200 will be contributed to a flex spending account in year three (3).						
Health Benefits Contribution	All active unit employees who have not opted-out, shall contribute towards the cost of health insurance and prescription benefits in accordance with the provisions of P.L. 2011, Chapter 78. The contribution shall remain in effect until a successor agreement is ratified by the parties.						
Tuition Reimbursement and Sabbatical Leave	Remain employed for two (2) years following most recent reimbursement. If employee separates within one (1) year: 100% reimbursement to College; if separation occurs within two (2) years the reimbursement will be 50%. In the event that the college initiates a severance of employment and/ or the employee is unable to resume employment due to death or disability, said employee shall be exempt from all obligations to reimburse the college resulting from the above provisions.						
Tuition Waiver	<p>Qualitative Grade Point Average (GPA) Requirements: In order to qualify for tuition waiver, participants must maintain the following minimum GPA depending upon the number of hours attempted, subject to the Warning Status provisions set forth below. Tuition waiver shall apply to all remedial courses. Remedial courses shall be exempt from the minimum GPA standards set forth below.</p> <table border="1"> <thead> <tr> <th>Credits Attempted</th> <th>Minimum GPA Standard</th> </tr> </thead> <tbody> <tr> <td>12-24 credit</td> <td>1.5</td> </tr> <tr> <td>25-66+</td> <td>2.0</td> </tr> </tbody> </table> <p>Warning Status: Each participant shall be afforded one active semester of "warning" before becoming ineligible due to inability to maintain the applicable minimum GPA standard set forth above. An active semester shall be defined as one in which the participant is enrolled in one or more courses. Each participant who is placed in warning status shall receive an email sent to their RCGC email account explaining her/his current academic status, as well as a summary of the many services the college offers to assist students with getting back on track. If the participant fails to meet the applicable minimum GPA standard at the end of the warning period, she/he will become ineligible for tuition waiver during subsequent semesters until the overall GPA meets or exceeds the applicable minimum GPA standard set forth above. Upon meeting or exceeding the applicable minimum GPA standard, the participant shall become eligible for tuition waiver once again.</p>	Credits Attempted	Minimum GPA Standard	12-24 credit	1.5	25-66+	2.0
Credits Attempted	Minimum GPA Standard						
12-24 credit	1.5						
25-66+	2.0						
Chapter 48	Discontinue Chapter 48 for newly hired employees, effective July 1, 2014						
Sick Leave Payout	Withdrawn - agree to current language with six (6) months notice of intent to retire.						
Final Payouts	Final payouts - Vacation and Sick leave balances shall be paid upon retirement to a 403(b) saving the College and the Employee federal taxes on the payout (Only allowable if all employees participate. Employer and Employee contribution limit is \$52,000 for 2014 - if payout exceeds contribution limit for 403(b) the remainder above the limit will be paid by separate check issued by the College and will be subject to federal taxes) - This provision is subject to mutual agreement by both parties on or before 6/30/15 with implementation on 7/1/15.						

Agree to recommend Proposal in it's entirety to the membership/Board: Yes X No _____

David Comfort
 For the Association (Print)

David Comfort
 For the Association (Signature)

FREDERICK KEATING
 For the College (Print)

Paul Kelly
 For the College (Signature)

8/11/14
 Date

8/11/14
 Date

Current TAPS Contract	Board Proposal						
Salary Increases	All unit members' salaries shall be increased by 2.25% per year for each of three (3) years or flat rate to be determined for hourly employees each of three years whichever is greater.						
Flex Spending	\$200 will be contributed to a flex spending account in year three (3).						
RIF Language	For consistency in application would agree to Administrator's language in Article XVI with ninety (90) days notice.						
Health Benefits Contribution	All active unit employees who have not opted-out, shall contribute towards the cost of health insurance and prescription benefits in accordance with the provisions of P.L. 2011, Chapter 78. The contribution shall remain in effect until a successor agreement is ratified by the parties.						
Tuition Reimbursement and Sabbatical Leave	Remain employed for two (2) years following most recent reimbursement. If employee separates within one (1) year: 100% reimbursement to College; if separation occurs within two (2) years the reimbursement will be 50%. In the event that the college initiates a severance of employment and/ or the employee is unable to resume employment due to death or disability, said employee shall be exempt from all obligations to reimburse the college resulting from the above provisions.						
Tuition Waiver	Qualitative Grade Point Average (GPA) Requirements: In order to qualify for tuition waiver, participants must maintain the following minimum GPA depending upon the number of hours attempted, subject to the Warning Status provisions set forth below. Tuition waiver shall apply to all remedial courses. Remedial courses shall be exempt from the minimum GPA standards set forth below. <table border="1"> <thead> <tr> <th>Credits Attempted</th> <th>Minimum GPA Standard</th> </tr> </thead> <tbody> <tr> <td>12-24 credit</td> <td>1.5</td> </tr> <tr> <td>25-66+</td> <td>2.0</td> </tr> </tbody> </table> Warning Status: Each participant shall be afforded one active semester of "warning" before becoming ineligible due to inability to maintain the applicable minimum GPA standard set forth above. An active semester shall be defined as one in which the participant is enrolled in one or more courses. Each participant who is placed in warning status shall receive an email sent to their RCGC email account explaining her/his current academic status, as well as a summary of the many services the college offers to assist students with getting back on track. If the participant fails to meet the applicable minimum GPA standard at the end of the warning period, she/he will become ineligible for tuition waiver during subsequent semesters until the overall GPA meets or exceeds the applicable minimum GPA standard set forth above. Upon meeting or exceeding the applicable minimum GPA standard, the participant shall become eligible for tuition waiver once again.	Credits Attempted	Minimum GPA Standard	12-24 credit	1.5	25-66+	2.0
Credits Attempted	Minimum GPA Standard						
12-24 credit	1.5						
25-66+	2.0						
Chapter 48	Discontinue Chapter 48 for newly hired employees, effective July 1, 2014						
Sick Leave Payout	Single payout rate of \$67 per day - change title to Retirement Compensation						
Uniforms/Additional Skills Award	Agree to add Facilities group language Articles 5.12 and 8.7						
Position Recognition	Coordinator, Maintenance Coordinator, Custodial/Grounds						
Overtime	Article 3.4 (a): All work required by a technician or hourly coordinator..... Salaried coordinators are exempt from overtime and will not be required to make up any time for Board designated recess nor be eligible overtime compensation.						
Final Payouts	Final payouts - Vacation and Sick leave balances shall be paid upon retirement to a 403(b) saving the College and the Employee federal taxes on the payout (Only allowable if all employees participate. Employer and Employee contribution limit is \$52,000 for 2014 - if payout exceeds contribution limit for 403(b) the remainder above the limit will be paid by separate check issued by the College and will be subject to federal taxes) - This provision is subject to mutual agreement by both parties on or before 6/30/15 with implementation on 7/1/15.						
Increase Hiring Rates of Pay	Increase minimums based on Salary Increase agreement above.						

Agree to recommend Proposal in its entirety to the membership/Board: Yes No

ANNA MARIE KEHNAST

For the Association (Print)

Anna Marie Kehnost

For the Association (Signature)

8/11/14

Date

FREDERICK KENTON

For the College (Print)

Frederick Kenton

For the College (Signature)

8/11/14

Date

GCC Board of Trustees Proposal-July, 2014

Current Support Staff Contract	Board Proposal						
Salary Increases	All unit members' salaries shall be increased by 2.25% per year for each of three (3) years or flat rate of \$.50 per hour for each of three years whichever is greater.						
Flex Spending	\$200 will be contributed to a flex spending account in year three (3).						
RIF Language	For consistency in application would agree to Administrator's language in Article XVI with ninety (90) days notice.						
Health Benefits Contribution	All active unit employees who have not opted-out, shall contribute towards the cost of health insurance and prescription benefits in accordance with the provisions of P.L. 2011, Chapter 78. The contribution shall remain in effect until a successor agreement is ratified by the parties.						
Tuition Reimbursement and Sabbatical Leave	Remain employed for two (2) years following most recent reimbursement. If employee separates within one (1) year: 100% reimbursement to College; if separation occurs within two (2) years the reimbursement will be 50%. In the event that the college initiates a severance of employment and/ or the employee is unable to resume employment due to death or disability, said employee shall be exempt from all obligations to reimburse the college resulting from the above provisions.						
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12-24 credit	1.5						
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Chapter 48	Discontinue Chapter 48 for newly hired employees, effective July 1, 2014.						
Sick Leave Payout	Single payout rate of \$67 per day - change title to Retirement Compensation						
Increase Hiring Rates of Pay	Increase minimums based on Salary Increase agreement above.						
Maximum Rates of Pay	Remove maximum pay rates from contract.						
Final Payouts	Final payouts - Vacation and Sick leave balances shall be paid upon retirement to a 403(b) saving the College and the Employee federal taxes on the payout (Only allowable if all employees participate. Employer and Employee contribution limit is \$52,000 for 2014 - if payout exceeds contribution limit for 403(b) the remainder above the limit will be paid by separate check issued by the College and will be subject to federal taxes) - This provision is subject to mutual agreement by both parties on or before 6/30/15 with implementation on 7/1/15.						
New Language	Release time - same language as TAPS 1.4						

Agree to recommend Proposal in it's entirety to the membership/Board: Yes X No _____

Michelle P. Capanas
 For the Association (Print)

Michelle P Capanas
 For the Association (Signature)

8/11/14
 Date

FREDERICK KEATING
 For the College (Print)

Orin Kelly
 For the College (Signature)

8/11/14
 Date

GCC Board of Trustees Proposal-July, 2014

Current Facilities Contract	Board Proposal						
Salary Increases	All unit members' salaries shall be increased by 2.25% per year for each of three (3) years or flat rate of \$.45 per hour for each of three years whichever is greater.						
Flex Spending	\$200 will be contributed to a flex spending account in year three (3).						
RIF Language	For consistency in application would agree to Administrator's language in Article XVI with ninety (90) days notice.						
Health Benefits Contribution	All active unit employees who have not opted-out, shall contribute towards the cost of health insurance and prescription benefits in accordance with the provisions of P.L. 2011, Chapter 78. The contribution shall remain in effect until a successor agreement is ratified by the parties.						
Tuition Reimbursement and Sabbatical Leave	Remain employed for two (2) years following most recent reimbursement. If employee separates within one (1) year: 100% reimbursement to College; if separation occurs within two (2) years the reimbursement will be 50%. In the event that the college initiates a severance of employment and/ or the employee is unable to resume employment due to death or disability, said employee shall be exempt from all obligations to reimburse the college resulting from the above provisions.						
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25-66+	2.0						
Chapter 48	Discontinue Chapter 48 for newly hired employees, effective July 1, 2014						
Sick Leave Payout	Single payout rate of \$67 per day - change title to Retirement Compensation						
Increase Hiring Rates of Pay	Increase minimums based on Salary Increase agreement above.						
Maximum Rates of Pay	Raise maximum pay rates 10% per hour						
New Language	Release time - same language as TAPS 1.4 and Emergency Alarm pay minimum of 3.5 hours						
Overtime Compensation	New Language that allows for a payout of compensatory hours not to exceed the number of hours required to make up for winter break. Employee will be allowed to use comp hours earned that have not been compensated.						
Final Payouts	Final payouts - Vacation and Sick leave balances shall be paid upon retirement to a 403(b) saving the College and the Employee federal taxes on the payout (Only allowable if all employees participate. Employer and Employee contribution limit is \$52,000 for 2014 - if payout exceeds contribution limit for 403(b) the remainder above the limit will be paid by separate check issued by the College and will be subject to federal taxes) - This provision is subject to mutual agreement by both parties on or before 6/30/15 with implementation on 7/1/15.						

Agree to recommend Proposal in it's entirety to the membership/Board: Yes X No _____

Michelle P. Capana
 For the Association (Print)

Michelle P. Capana
 For the Association (Signature)

8-11-14
 Date

FREDERICK KEATINGE
 For the College (Print)

Quil Kenty
 For the College (Signature)

8/11/14
 Date

GCC Board of Trustees Proposal-July, 2014

Current PT Support Staff Contract	Board Proposal						
Salary Increases	All unit members' hourly rates shall be increased by 2.25% per year for each of three (3) years.						
Tuition Waiver	<p>Qualitative Grade Point Average (GPA) Requirements: In order to qualify for tuition waiver, participants must maintain the following minimum GPA depending upon the number of hours attempted, subject to the Warning Status provisions set forth below. Tuition waiver shall apply to all remedial courses. Remedial courses shall be exempt from the minimum GPA standards set forth below.</p> <table border="0"> <tr> <td>Credits Attempted</td> <td>Minimum GPA Standard</td> </tr> <tr> <td>12-24 credit</td> <td>1.5</td> </tr> <tr> <td>25-66+</td> <td>2.0</td> </tr> </table> <p>Warning Status: Each participant shall be afforded one active semester of "warning" before becoming ineligible due to inability to maintain the applicable minimum GPA standard set forth above. An active semester shall be defined as one in which the participant is enrolled in one or more courses. Each participant who is placed in warning status shall receive an email sent to their RCGC email account explaining her/his current academic status, as well as a summary of the many services the college offers to assist students with getting back on track. If the participant fails to meet the applicable minimum GPA standard at the end of the warning period, she/he will become ineligible for tuition waiver during subsequent semesters until the overall GPA meets or exceeds the applicable minimum GPA standard set forth above. Upon meeting or exceeding the applicable minimum GPA standard, the participant shall become eligible for tuition waiver once again.</p>	Credits Attempted	Minimum GPA Standard	12-24 credit	1.5	25-66+	2.0
Credits Attempted	Minimum GPA Standard						
12-24 credit	1.5						
25-66+	2.0						

Agree to recommend Proposal in it's entirety to the membership/Board: Yes X No

Michelle P. Caparas
 For the Association (Print)

Michelle P. Caparas
 For the Association (Signature)

8.11.14
 Date

FREDEHLK KEATING
 For the College (Print)

Frederik Keating
 For the College (Signature)

8/11/14
 Date

**GLOUCESTER COUNTY COLLEGE
1400 Tanyard Road
Sewell, NJ 08080-9518**

June 10, 2014

CLOSED SESSION MINUTES

At 7:35 p.m. Mrs. Love made a motion, seconded by Dr. Lavender, to approve the resolution to go into Closed Session. The motion was unanimously passed.

Members Present:

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

Members Absent:

Mr. Len Daws
Mr. Cody Miller
Ms. Peggy Nicolosi
Dr. George Scott

Cabinet Present:

Ms. Elizabeth Hall
Dr. Linda Martin
Ms. Danielle Morganti

Advisors Present:

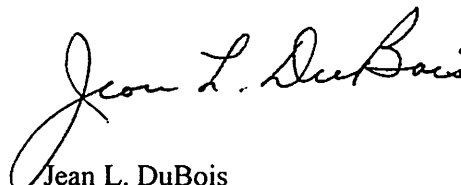
Ms. Marna Carlton
Mr. Christopher Gibson, Esq.

CONTRACT NEGOTIATIONS:

President Keating updated the Board on the status of contract negotiations, with discussion of current contract language, NJEA proposed language, Board proposed language, and response to proposals.

At 8:35 p.m., Mr. Wills made a motion, seconded by Dr. Lavender and unanimously approved, to end the Closed Session and return to the Regular Session.

Respectfully submitted,


Jean L. DuBois
Secretary

ROWAN COLLEGE at GLOUCESTER COUNTY
Deptford Township
Sewell, NJ 08080
BOARD MEETING
PERSONNEL ACTIONS

DATE: 08/20/2014

STATEMENT OF FACTS:

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

Non-Represented Salary Administration Program*:

A two and a quarter (2.25) percent increase for non-represented full-time and permanent part-time employees effective 7/1/2014 replacing the 2% increase previously awarded on June 10, 2014.

*Grant funded employees may be eligible for an increase, depending on the conditions of the grant. Grant funded employees shall not receive salary increases in excess of amounts approved for other employees. This increase does not apply to student worker or work study employee categories.

President's Recommendation:

Recommend approval of actions listed above.