



**BOARD OF TRUSTEES MINUTES**  
**REGULAR MEETING**  
*April 28, 2026*

**1. CALL TO ORDER**

Board of Trustees Chairman Paul R. Licitra called the April 28, 2026, regular meeting of the Board of Trustees of County College of Morris to order at 6:02 p.m. The meeting was held in the Henderson Hall Board Room. Chair Licitra stated that in compliance with the Open Public Meetings Act of the State of New Jersey, adequate notice of this Regular Meeting of the Board of Trustees has been satisfied by its inclusion in the annual schedule and notice of regular meetings which was posted on the bulletin board outside the President's Office, was posted on the County College of Morris webpage, was sent to the Star Ledger and Daily Record, and was filed with the Clerk of the County of Morris on November 21, 2025.

**2. ROLL CALL**

Trustees Gartenberg, Gragnani, Inganamort, Lash, Loveys, Milonas, Mislavsky, Pepe, Alumni Trustee Tanyeri, and Chair Licitra were all in attendance. President Iacono and Attorney Giacobbe were also in attendance. Trustee Hadzima was absent.

**3. PRIVATE SESSION IN ACCORDANCE WITH NJSA 10:4.1 ET SEQ. ADOPTION OF RESOLUTION TO DISCUSS MATTERS IN CLOSED SESSION**

RESOLVED, At the Regular Meeting of the Board of Trustees on April 28, 2026, that pursuant to Sections 7 and 8 of the Open Public Meetings Act, the following subjects be discussed in a session closed to the public at approximately 6:03 p.m., in the Henderson Hall Board Room:

1. April 2026 Personnel Appointments
2. Compensation for Professional Services
3. Spring 2026 7-Week Late Adjunct Faculty Appointments
4. Spring 2026 15-Week Adjunct Salary Changes
5. April 2026 Employee Resignations, Retirements, Separation and Grant Ended
6. April 2026 Reorganization
7. April 2026 Reclassification
8. Tenured Faculty Recommended for Promotion for AY 2026-2027
9. Faculty Recommended for Tenure for AY 2026-2027
10. Establishment of Teaching Assignments of Tenured Faculty for AY 2026-2027
11. Non-Tenured Faculty Reappointments AY 2026-2027
12. Sabbatical Requests for AY 2026-2027
13. Faculty Emeritus Nomination
14. Matters Involving the Attorney-Client Privilege.

It is anticipated that all of the above items will be disclosed to the public at the reconvened session of the Board at 7:00 p.m. in the Henderson Hall Board Room, with the exception of Item #14.

Upon the motion of Trustee Pepe and the second of Trustee Gartenberg, Chair Licitra called for discussion by members of the Board. There being no discussion, Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all present were in favor. The meeting was closed to the public at 6:03 p.m. The public meeting was reconvened at 7:24 pm in the Henderson Hall Board Room.

#### 4. PLEDGE OF ALLEGIANCE

Chair Licitra invited everyone to rise for the reciting of the Pledge of Allegiance followed by a moment of silence.

#### 5. APPROVAL OF MINUTES

Chair Licitra called for consideration of the minutes of the regular meeting of March 24, 2026, including the closed session. Upon the motion of Trustee Pepe and the second of Trustee Gartenberg, Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all present were in favor of approving the minutes.

#### 6. REPORT OF THE PRESIDENT

President Iacono referred the Board to the written Report of the President that is on file with the Office of the President and posted on the webpage with materials for this Trustee meeting. The Report of the President includes information on enrollment, finances, Foundation fundraising, campus safety and campus safety training.

President Iacono provided a brief update on the following: Enrollment, Spring Open House, successful Middle States accreditation visit, CCM Foundation, spring events, strategic planning, 16 positive enrollment cycles, Marketing and receiving the NCMPR Bronze Award. Dr. Iacono congratulated Melissa Albright and staff and thanked all for their hard work on the Middle States accreditation.

Dr. Iacono reported on testifying at budget hearings in Trenton advocating for budget relief and requesting a plan for higher education. He also reported on the incredible support we receive from our legislators and elected officials. Dr. Iacono also reported that Paul DiMaio from Delta Dental will be our commencement speaker this year. Dr. Iacono noted that there are many year-end celebrations, many honoring student achievement, and he encouraged all to attend and support our students. Lastly, Dr. Iacono congratulated Melissa Albright on being awarded *ROI Influencers: Women* award.

Chair Licitra congratulated Dr. Iacono for being selected as BINJE's Community College Leaders - #1 President. Chair Licitra noted that during his 10-years at CCM, enrollment and retention have dramatically increased and CCM has become student focused, data driven and has had a huge impact on the state and local economy.

#### 7. COMMUNICATIONS

- A. Reports of the Standing Committees: Trustee Lash reported on the Academic and Educational Programs Committee meeting where they had the opportunity to hear about the new Dental Hygiene program. The committee was impressed by the presentation, and he noted that there is great need in the community for dental hygienists. He also remarked that Delta Dental provided generous funding to help start this program. Trustee Milonas reported that the Audit Committee met to review and discuss the state of cybersecurity. Trustee Milonas said the presentation by Karen VanDerhoof and Michael Gilchrist was impressive and thorough. This concluded the reports of the Standing Committees.

#### 8. RESOLUTIONS

Chair Licitra called for the motion for the adoption of the following resolutions and stated that it is the intent to take these resolutions as consent items, voted as a group, unless any Board member or College Counsel wishes to remove it from the Consent Agenda and discuss separately. All Trustees present and the College Counsel were in agreement with this intent.

Resolution #2026-04-28-A Purchases Exempt from and Exception to Requirement for Public Bidding  
Resolution #2026-04-28-B Purchase through State Contract Vendors  
Resolution #2026-04-28-C Contract for Ellucian Modernization  
Resolution #2026-04-28-D Contract for Media Buying Partner  
Resolution #2026-04-28-E Approval of Capital Improvement Vouchers  
Resolution #2026-04-28-F April 2026 Personnel Appointments  
Resolution #2026-04-28-G Compensation for Professional Services  
Resolution #2026-04-28-H Adjunct Faculty Appointments Spring 2026 Late 7-Week  
Resolution #2026-04-28-I Spring 2026 15-Week Adjunct Faculty Salary Changes

Resolution #2026-04-28-J April 2026 Employee Resignations, Retirements, Separation and Grant-Ended Position  
Resolution #2026-04-28-K Approval of Workforce Development Reorganization  
Resolution #2026-04-28-L Approval of Position Reclassification  
Resolution #2026-04-28-M Approval for Tenured Faculty Promotions, Faculty Recommended for Tenure, Establishment of Teaching Assignments of Tenured Faculty, and Reappointment of Non-Tenured Faculty  
Resolution #2026-04-28-N Approval of Faculty Sabbaticals  
Resolution #2026-04-28-O Approval of New Academic Program  
Resolution #2026-04-28-P Approval of Faculty Emeritus

*Resolutions can be found on pages 5-26*

Trustee Pepe provided the motion and Trustee Milonas seconded the motion. Chair Licitra called for discussion by members of the Board. There being no discussion, Chair Licitra called for a vote of the Board. The Roll Call of the Board indicated that all were in favor. Motion carried.

Attorney Giacobbe walked in the following resolutions:

Resolution #2026-04-28-Q Approval of Settlement Agreement

The Settlement language was displayed on the monitors in the room.

*Resolution can be found on page 27*

Chair Licitra called for discussion. There being no discussion, Chair Licitra called for a motion. Trustee Mislavsky provided the motion and Trustee Pepe seconded the motion. Chair Licitra called for a vote. The resolution was unanimously approved.

9. REPORT OF ANY OTHER OFFICERS OR MEMBERS OF THE BOARD OF TRUSTEES

Chair Licitra encouraged everyone to attend the EOF awards ceremony and commented that every year it is a great experience. He also thanked Joanne Hugues and Mary Earl for their work on the Middle States visit.

Attorney Giacobbe reported that he will be handling the negotiations for the faculty contract. The goal is to work through the summer to have a contract in place before the current contract ends,

10. COMMENTS FROM THE PUBLIC

Chair Licitra called for Public Comments noting that comments from the public will be received in accordance with the Procedure for Conduct of the Public Comments Portion of the Board Meetings.

Laura Murray, CCMSA Unit President and Administrative Assistant remarked about what a positive and collaborative experience the Middle States visit was for CCM. She added that the all-employee Forum really engaged the whole community of employees and was filled with positive energy. Faculty and staff from all over the college attended and all voices were heard and had the same message. She concluded by saying that this would never be possible without Dr. Iacono.

Brian Olson, Professor of Biochemistry remarked that at the Middle States All College Meeting, faculty, staff and cabinet members all felt like they could speak. All felt respected. Professor Olson noted that he gives the credit for this to Dr. Iacono, saying that it is the way he talks to everyone inspiring good will. Professor Olson said he asked many people to come to this Board of Trustees meeting to share their comments regarding this experience. So many people remarked to Professor Olson saying they felt the same way. People mentioned to Professor Olson that they feel appreciated and that they are encouraged that the college is going in a more positive direction. Professor Olson thanked President Iacono for “carrying the college when it was difficult. Professor Olson also noted that he is glad that Attorney Giacobbe is negotiating the faculty contract over the summer, adding that he trusts the administration and Attorney Giacobbe.

Hrvoje Slovinc, Professor of Design and Media Studies thanked Dr. Iacono and the Board of Trustees for making sure the faculty contract will be negotiated in a fair and timely manner.

11. ADJOURNMENT

There being no further business to conduct, the public meeting was adjourned at 7:59 p.m. by a motion from Trustee Gagnani and a second by Trustee Gartenberg. Chair Licitra called for a voice vote of the Board. The voice vote of the Board indicated that all Trustees present were in favor.

Respectfully submitted,

Joanne C. Hugues  
Recording Secretary

**RESOLUTION #2026-04-28-A**

**PURCHASES EXEMPT FROM AND EXCEPTION TO REQUIREMENTS FOR PUBLIC BIDDING (ADVERTISING) 18A:64A-25.5(a)(c)**

RESOLVED, That in accordance with the County College Contracts Law, purchase orders be issued to the following vendors:

<u>Bid#</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
B2526-38DD	Surveillance/Access System Maintenance, Services and Additional Services Contract for Public Safety	Commercial Technology Contractors Inc. Clifton, NJ	\$28,500 estimated

Maintenance and Additional Services Contract for the College’s Surveillance System for Fiscal Year 2026-2027 with an option to renew for a second year. The base bid is an aggregate of the “Model for Time & Material” costs for the contract term. The base bid cost for the contract term is estimated at \$28,500. Technician/Installer regular hourly rate is \$165, overtime hourly rate is \$247.50, and premium hourly rate is \$330. Programmer regular hourly rate is \$150, overtime hourly rate is \$225, and premium hourly rate is \$300. There is also a 15% discount on the Manufacturer’s Suggested Retail Price (MSRP) on parts and/or materials.

<u>Bid#</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
B2425-46KT	Temporary Employment Services for Human Resources	Health Advocates Network, Inc. dba Staff Today (Primary Agency), West Covina, CA and Telesearch Staffing Solutions (Contingency Agency), Flanders NJ	\$60,000 and \$40,000 Estimated

Temporary Employment Services for Fiscal Year 2026-2027 with second year option to renew, for an estimated \$60,000 as the primary agency Health Advocates Network, Inc. dba Staff Today. Administrative Percentage Fee for administrative support positions at 33%, campus store assistant at 33%, security/parking lot attendants at 36%, cashiers at 33%, stockroom/general at 33%, stockroom/online order fulfillment at 33% and all other positions at 33%.

Temporary Employment Services for Fiscal Year 2026-2027 second year option to renew, for an estimated \$40,000 as a contingency agency Telesearch Staffing Solutions. Administrative Percentage Fee for administrative support positions at 42%, campus store assistant at 39%, security/parking lot attendants at 39%, cashiers at 39%, stockroom/general at 39%, stockroom/online order fulfillment at 39% and all other positions at 39%.

**RESOLUTION #2026-04-28-B**

**PURCHASE THROUGH STATE CONTRACT VENDORS 18A:64A-25.9**

RESOLVED, That in accordance with the County College Contracts Law, purchase orders be issued to the following vendors:

<u>Contract#</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
24-TELE-71883	Thin Clients and Monitors for Information Systems, Staff and Faculty	Dell Marketing, LP Round Rock, TX	\$107,500 Estimated

(200) Dell OptiPlex 3000 Thin Client Computers \$475 each (\$95,000); Intel Pentium CPU, 8GB RAM, 64GB eMMC and (100) Dell Pro 22 Plus Monitors @ \$125 each (\$12,500).

**RESOLUTION #2026-04-28-C**

**RESOLUTION AUTHORIZING CONTRACT OVER \$17,500  
WITHOUT PUBLICLY ADVERTISED SOLICITATION**

**CONTRACT FOR ELLUCIAN MODERNIZATION – PERPETUAL LICENSE  
EXCHANGE AND ENHANCEMENT**

WHEREAS, County College of Morris (“College”) has a need to acquire goods or services for Ellucian Modernization – Perpetual License Exchange to Subscription and Cloud License and Enhancement, which includes Colleague Reporting & Operating Analytics Solution, PayPal Ecommerce Internet Transactions, Enterprise, Student & Financial Aid, Residence Life, Finance, Human Resources, ODS DataOrchestrator, Intelligent Learning Platform for Blackboard, CRM Recruit, Database Backup for Recruit, Block of Bulk Email for CRM Recruit, CRM Standard Users, CRM Premium Users, Workflow Enterprise, Experience Premium and additional services; and

WHEREAS, The purchasing agent has determined and certified in writing that the estimated value of the full term of the contract for the above goods or services is estimated at \$785,660; and

WHEREAS, The anticipated term of this contract is one year renewable annually (up to five years) commencing July 1, 2026, through June 30, 2027 (second year); and

WHEREAS, In lieu of a publicly advertised solicitation of proposals, the College has precluded from consideration for the agreement award, any contractor who is ineligible under N.J.S.A. 19:44A-20.4 by reason of a reportable political contribution; and

WHEREAS, Ellucian Company L.P. (“Contractor”) has submitted a proposal for goods or services dated March 28, 2025, and March 19, 2026, indicating that Contractor will provide goods or services for the Ellucian Modernization – Perpetual License Exchange to Subscription and Cloud License and Enhancement, for an estimated value of \$785,660; and

WHEREAS, Contractor has completed and submitted a Business Entity Disclosure Certification which certifies that Contractor has not made any reportable contributions to a political or candidate committee representing an elected official of the County of Morris in the previous one year, and Contractor has agreed to contract language prohibiting Contractor from making such reportable contributions during the term of the contract; and

WHEREAS, Contractor has completed and submitted ten days in advance of adoption of this resolution, a Chapter 271 Political Contribution Disclosure form which will be placed on file with this resolution; and

WHEREAS, Sufficient funds are available to pay for the aforesaid services or goods;

NOW, THEREFORE, BE IT RESOLVED That the Board of Trustees of County College of Morris authorizes the College to enter into a contract with the above identified Contractor on an as needed basis; and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certification be placed on file with this resolution.

**RESOLUTION #2026-04-28-D**

**RESOLUTION AUTHORIZING CONTRACT OVER \$17,500  
FOLLOWING PUBLICLY ADVERTISED SOLICITATION**

**CONTRACT FOR MEDIA BUYING PARTNER**

WHEREAS, County College of Morris (“College”) has a need to acquire goods or services for media buying services; and

WHEREAS, The purchasing agent has determined and certified in writing that the estimated value of the full term of the contract for the above services will exceed \$17,500; and

WHEREAS, The anticipated term of this contract is one year commencing June 1, 2026, through May 31, 2027 (second year option); and

WHEREAS, Notice of request for proposals for the above contract was publicly advertised on February 13, 2025, in the following manner: CCM Website; and

WHEREAS, The solicitation of proposals is based upon a request for proposals for Media Buying Partner dated March 4, 2025 (*the “RFP”*) which sets forth the contract terms and specifications of the proposal solicited, including the criteria to be used as the basis of the contract award; and

WHEREAS, Five proposals were received and opened on March 6, 2025; and

WHEREAS, Sufficient funds are available to pay for the aforesaid services;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of County College of Morris that a contract be awarded to Dougherty, Clifford & Wadsworth Corporation (DCW Media) (“Contractor”) based upon the proposal submitted by the Contractor dated March 4, 2025, to provide Media Buying services at an estimated cost of \$300,000. This contract award is based upon determination that the named Contractor has submitted the lowest responsible proposal.

This Contract is awarded pursuant to a fair and open contract solicitation process.

**RESOLUTION #2026-04-28-E**

**RESOLUTION APPROVING CAPITAL IMPROVEMENT VOUCHERS**

RESOLVED, That the following vouchers be approved and payment authorized for capital improvement projects.

<b>Vendor</b>	
RSC Architects, PA	\$ 26,250.00
Dobco, Inc.	\$ 808,850.25
<b>TOTAL</b>	<b>\$ 835,100.25</b>

**RESOLUTION #2026-04-28-F**

**RESOLUTION AUTHORIZING NEW PERSONNEL APPOINTMENTS**

WHEREAS, The Personnel Committee has reviewed the recommended employee appointments;

NOW, THEREFORE, BE IT RESOLVED That the employee appointments listed below be approved. The following actions commence as of the date indicated and end on June 30, 2027.

RATIONALE:	NAME:	EFFECTIVE DATE:	ACTION/ POSITION:	SALARY/ WAGE:
<b>MANAGEMENT:</b>				
REPLACEMENT	Rowley, Karen	1-Jun-26	<u><b>Appointed to:</b></u> Executive Administrative Assistant to SVP of Academic Affairs, Workforce Development & Student Success Office of VP of Academic Affairs	\$69,000
<b>AAPF:</b>				
REPLACEMENT	Austin-DeFares, Beth	30-Mar-26	<u><b>Appointed to: Grant Funded</b></u> Career Pathways Coordinator (DOLSCC/CEGAP) Career & Transfer Services	\$67,103
NEW	Pandolfi, Teri	30-Apr-26	<u><b>Appointed to:</b></u> Tutoring and Testing Center Assistant Student Engagement and Success Division	\$46,743
<b>CCMSA:</b>				
REPLACEMENT	Ramirez, Gabriel	30-Apr-26	<u><b>Appointed to:</b></u> Custodian I (Evenings) Custodial Services	\$36,973
REPLACEMENT	Ruiz, Omar	29-Apr-26	<u><b>Appointed to:</b></u> Groundskeeper II Groundskeeping	\$47,000
REPLACEMENT	Schottinger, Christopher	9-Apr-26	<u><b>Appointed to:</b></u> Senior Security Officer Public Safety	\$46,698
<b>PART-TIME:</b>				
REPLACEMENT	Albecker, Russell	2-Apr-26	<u><b>Appointed to:</b></u> PT Security Officer Public Safety	\$21.50ph
NEW	Sanford, Theodore	30-Apr-26	<u><b>Appointed to:</b></u> PT Tutoring and Testing Center Assistant Student Engagement and Success Division	\$20.00ph

**RESOLUTION #2026-04-28-G**

**RESOLUTION AUTHORIZING COMPENSATION FOR  
PROFESSIONAL SERVICES TO THE COLLEGE**

WHEREAS, The Personnel Committee has reviewed the rationale for compensation of professional services to the College as listed below;

NOW, THEREFORE, BE IT RESOLVED That the Board of Trustees approve compensation for those persons listed below for professional services to the College for the purposes stated.

<b>Name</b>	<b>Date(s) of Service</b>	<b>Payment</b>	<b>Reason</b>
Babich, Bret	03/07/26-03/14/26 & 3/21/26	\$714.00	AWS Level 1 - Welding Bundle for WFD
Babich, Bret	03/13/2026 & 03/20/26-03/27/26	\$459.00	Advanced Manufacturing - Spring 2026 for WFD
Babich, Bret	03/30/26-04/01/26	\$390.00	TIG (GTAW) Training - General Electric for WFD Business Solutions
Bouziotis, Christy	03/16/26-03/18/26	\$282.00	Powerful, Purposeful Public Speaking for WFD Business Solutions
Burns Kim, Caitlin	3/24/2026	\$100.00	Anatomy and Physiology Focus Session #2 Respiratory Pressures and Calculations
Cardenas, Randall	03/09/26-03/11/26	\$300.00	Managing with Confidence: Essentials Skills for New Leaders for WFD Business Solutions
Catizone, Vince	02/14/25-02/19/26	\$195.00	SB, SC, Stat, Ann, Video DJ/Video/Photo, Site
Cutler, Alyse	03/02/26-03/03/26	\$390.00	Excel for Beginners - Cheshire Home for WFD Business Solutions
Cutler, Alyse	3/10/2026	\$250.00	CCM Professional Day - AI in the Workplace
DiCostanzo Millus, Lisa	3/26/2026	\$292.00	Horticultural Opportunity Program for WFD
Frye, Joshua	3/5/2026	\$100.00	Midterm Review for Calculus II Students
Garcia, Leo	2/25/2026	\$45.00	Video/Photo
Husseini, Musa	03/1/26-03/19/26	\$424.00	Google Workspace for WFD Business Solutions
Mosso, Ray	02/05/26-02/19/26	\$225.00	SB, SC, Stat, Ann, Video DJ/Video/Photo, Site
Murray, Laura	01/01/26-03/30/26	\$1,000.00	Purchasing for Welding and Boot Camp, Room Coordination for WFD in AME
O'Brien, Emily Rae	03/11/26-03/12/26	\$424.00	Excel for Beginners for WFD Business Solutions
Obrycki, Joe	02/05/26-02/25/26	\$270.00	SB, SC, Stat, Ann, Video DJ/Video/Photo, Site
Restaino, Dena	2/12/2026	\$100.00	Microscopy and Dissection Skills (face-to-face)
Rollins, Cliff	02/05/26-02/25/26	\$300.00	SB, SC, Stat, Ann, Video DJ/Video/Photo, Site
Salgado, Julia	3/10/2026	\$195.00	CCM Professional Day - Constructive Collaboration
Schnipp, Thomas	3/10/2026	\$195.00	CCM Professional Day - Introduction to Project Management

<b>Name</b>	<b>Date(s) of Service</b>	<b>Payment</b>	<b>Reason</b>
<b>Stoler, Loryn</b>	<b>3/31/2026</b>	<b>\$100.00</b>	<b>Solving Problems Involving Aqueous Solution Stoichiometry</b>
<b>Thomas-McFarland, Dawn</b>	<b>03/01/26-03/31/26</b>	<b>\$1,279.00</b>	<b>Interim Director for WFD</b>
<b>Thurman, Alexis</b>	<b>3/4/2026</b>	<b>\$100.00</b>	<b>Midterm Review for Pre-Calculus Students</b>
<b>Trignano, Linda</b>	<b>03/16/26-03/18/26</b>	<b>\$342.00</b>	<b>Resilience in the Face of the Change for WFD Business Solutions</b>
<b>Williams-Bogar, Rita</b>	<b>3/10/2026</b>	<b>\$225.00</b>	<b>CCM Professional Day - Effective Communication</b>

**RESOLUTION #2026-04-28-H**

**RESOLUTION APPROVING ADJUNCT FACULTY APPOINTMENTS AND SALARIES,  
SPRING 2026 LATE 7-WEEK**

BE IT RESOLVED, That the Adjunct Faculty appointments and salaries for the Spring Late 7-Week semester be approved as stated below.

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Total Payment</b>
ARHUM	Emily	Curran	\$ 2,829.00
BICHM	Leigh	Fitzsimmons	\$ 9,462.00
BICHM	Donna	Hoefner	\$ 4,731.00
BICHM	Karen	Stancil	\$ 4,731.00
BUS	Julian	Costa	\$ 3,156.00
BUS	Alyssa	Sedlak	\$ 3,463.00
BUS	Steven	Valvano	\$ 2,829.00
BUS	Shawn	Zakar	\$ 2,829.00
CJS	John	Hurd	\$ 2,104.00
CJS	Sarah	Kapitko	\$ 2,829.00
DSMS	Stephanie	Schwiederek	\$ 1,052.00
ENCOM	Margaret	Carey	\$ 3,156.00
ENCOM	James	Lavin	\$ 3,156.00
ENCOM	Anthony	Lodato	\$ 3,156.00
ENCOM	Anne	Nadel-Walbridge	\$ 3,156.00
ENCOM	Susan	Toth	\$ 3,156.00
ENCOM	Melissa	Zantello	\$ 5,658.00
ENCOM	Shelley	Bromberg	\$ 3,156.00
HESD	Maria	DeBenedictis	\$ 1,268.00
HESD	Marianne	Morano	\$ 4,208.00
HESD	Trayer	Run-Kowzun	\$ 2,824.00
HESD	DeAnna	Schmitz	\$ 1,268.00
HESD	Shawn	Weiss	\$ 2,536.00
IT	Barbara	Adamczyk	\$ 4,928.00
IT	Regina	Ashford	\$ 3,154.00
IT	Barbara	Pisciotta	\$ 1,412.00
IT	Carolyn	Wade	\$ 4,928.00
MATH	Brad	Ottino	\$ 3,156.00
MATH	Katherine	Stammer	\$ 1,886.00
MATH	Jason	Wilke	\$ 2,104.00

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Total Payment</b>
MATH	Mary	Zajac	\$ 2,829.00
MUSIC	Michele	Danna	\$ 2,536.00
PSY	Kim	Finn	\$ 3,156.00
PSY	Danielle	Massaro	\$ 6,312.00
SAHS	Jennifer	Harrison	\$ 2,829.00
SAHS	Parul	Saxena	\$ 2,829.00



**RESOLUTION #2026-04-28-J**

**RESOLUTION ACCEPTING EMPLOYEE RESIGNATIONS, RETIREMENTS,  
 SEPARATION AND GRANT-ENDED POSITION**

WHEREAS, The Personnel Committee has reviewed the employee resignations retirements, separation and grant-ended position received by the College;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Trustees approve the acceptance of the following employee resignations, retirements, separation and grant-ended position.

<b>Employee Name</b>	<b>Hire Date</b>	<b>Term Date</b>	<b>Type</b>	<b>Title</b>	<b>Department</b>
Natasha Agnihotri	09/07/21	06/18/26	Resignation	Instructor, Nursing	Nursing
Karissa Feichtl	08/30/23	06/18/26	Resignation	Associate Professor, Nursing	Nursing
ID# 951073	12/06/21	03/26/26	Separation	Maintenance Mechanic	Repairs and Maintenance
Brandi Granett	05/06/25	03/27/26	Resignation	Dean of Virtual Campus	Virtual Campus
Rita Heller	09/01/88	06/18/26	Retirement	Associate Professor, History/Political Science	History/Political Science
Brendan Jones	09/03/19	07/31/26	Resignation	Associate Director of Network User Services	Information Systems
Yessica Marin	05/13/24	03/26/26	Resignation	PT Custodian (Evenings)	Custodial Services
Louise Massoni	05/23/05	06/30/26	Retirement	Assistant Director of Financial Aid	Financial Aid
Chante O'Neil	09/15/25	04/01/26	Resignation	Program Director for Medical Assistant/ Healthcare Program Coordinator	Workforce Development
Thomas Trackim	04/17/23	06/30/26	Grant Funding Ended	Lab Assistant II-Grant	Workforce Development

**RESOLUTION #2026-04-28-K**

**RESOLUTION APPROVING WORKFORCE DEVELOPMENT REORGANIZATION**

WHEREAS, The Personnel Committee has reviewed the recommended reorganization;

NOW, THEREFORE, BE IT RESOLVED, That the following position reclassifications be approved effective May 1, 2026.

<b>Currently</b>	<b>Proposed</b>	<b>Savings</b>	<b>Cost</b>	
Director of Workforce Development	Eliminate	\$116,000 \$30,000		Salary Savings Benefits Savings.
Coordinator of Advanced Manufacturing \$90,000	Coordinator of Advance Manufacturing adds HVAC, Welding, Dover Manufacturing. Salary increase to \$97,500		\$7,500	Salary increase for increased responsibilities
Associate Director Workforce \$86,528	Associate Director of Workforce Development adds Dover Building, Center for Dover Center. Salary increase to \$94,028		\$7,500	Salary Increase for increased responsibility
	Director of Academic Planning and Effectiveness		\$85,000 \$30,000	New Position Salary New Position Benefits
	PT WFD Success Coach		\$16,000	New position partial funding (remainder from grant funding)
<b>TOTAL</b>	<b>NET Cost</b>		<b>\$0</b>	

**RESOLUTION #2026-04-28-L**

**RESOLUTION APPROVING POSITION RECLASSIFICATION**

WHEREAS, The Personnel Committee has reviewed the recommended position reclassification;

NOW, THEREFORE, BE IT RESOLVED, That the following position reclassification be approved effective May 1, 2026.

<b>Position Reclassifications</b>		
<b>Current</b>	<b>Proposed</b>	<b>Rationale</b>
Admissions Vacant Part-time Enrollment Assistant  \$23,509	Student Success Specialist  AAPF Grade 14 \$67,013	Community College Opportunity Grant was funding two positions and one position has been cut, leaving the department short an advisor. Advisors are critical to enrollment and retention. Each advisor has an average caseload of approximately 400 students each semester. One advisor is attributed to approximately \$744,000 of tuition for one semester.

**RESOLUTION #2026-04-28-M**

**RESOLUTION APPROVING TENURED FACULTY PROMOTIONS, FACULTY RECOMMENDED FOR TENURE, ESTABLISHMENT OF TEACHING ASSIGNMENTS OF TENURED FACULTY, AND REAPPOINTMENT OF NON-TENURED FACULTY FOR 2026-2027**

WHEREAS, the Personnel Committee has reviewed the recommended tenured faculty promotions, faculty recommended for tenure, establishment of teaching assignments of tenured faculty, and reappointment of non-tenured faculty;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Trustees hereby approves the tenured faculty promotions, the faculty recommended for tenure, the establishment of teaching assignments of tenured faculty, and the reappointments of non-tenured faculty for the Academic Year 2026-2027 as indicated below.

**TENURED FACULTY RECOMMENDED FOR PROMOTION  
ACADEMIC YEAR 2026-2027**

<b>Name</b>	<b>Present Rank and School/Department</b>	<b>Proposed Rank and School/Department</b>
Dr. Matthew Ayres	Associate Professor LA/English & Communication	Professor LA/English & Communication
Dr. Jason Hudzik	Associate Professor HPNS/Biology & Chemistry	Professor HPNS/Biology & Chemistry
Christine Kelly	Associate Professor HPNS/Biology & Chemistry	Professor HPNS/Biology & Chemistry
Joyce Kucerovy	Assistant Professor HPNS/Nursing	Associate Professor HPNS/Nursing
Dr. Dena Restaino	Assistant Professor HPNS/Biology & Chemistry	Associate Professor HPNS/Biology & Chemistry
Sharon Roche	Assistant Professor HPNS/Nursing	Associate Professor HPNS/Nursing
Deborah Sullivan	Assistant Professor Liberal Arts/Psychology & Education	Associate Professor Liberal Arts/Psychology & Education

**RESOLUTION #2026-04-28-M**

**FACULTY RECOMMENDED FOR TENURE  
Academic Year 2026-2027**

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Department</u></b>	<b><u>School</u></b>
Zahra Khalkhali	Assistant Professor	Engineering Technologies/ Engineering Science	BMET
Roberta Bibeault	Assistant Professor	Allied Health	HPNS
Brittany Hagopian	Assistant Professor	Nursing	HPNS

**RESOLUTION #2026-04-28-M**

**PROMOTIONS AND ESTABLISHMENT OF TEACHING ASSIGNMENTS OF  
 TENURED FACULTY  
 Effective Academic Year 2026-2027**

<b><u>NAME</u></b>	<b><u>RANK</u></b>	<b><u>DEPT</u></b>	<b><u>DISCIPLINE</u></b>
Adamo, Michael	Associate Professor	Business	Business
Agnihotri, Dr. Vivek	Associate Professor	Nursing	Nursing
Alikhani, Dr. Maryam	Associate Professor	English & Communication	English
Allen, Clayton	Associate Professor	Arts & Humanities	Visual Arts
Altieri, Michelle	Associate Professor	English & Communication	Communication
Aria, Diana	Assistant Professor	Psychology & Education	Psychology & Education
Ayres, Dr. Matthew *	Professor	English & Communication	English
Bamford, Colleen	Associate Professor	Information Technologies	Information Technologies
Berger, Dr. John	Professor	Biology & Chemistry	Chemistry
Bibeault, Roberta **	Assistant Professor	Allied Health	Radiography
Bilotti, Joseph	Professor	Music, Perf. Arts & Music Tech.	Music
Binowski, Nancy	Professor	Information Technologies	Information Technologies
Biondi, Dr. Megan ➤	Associate Professor	Arts & Humanities	Languages & ESL
Birrer, Dr. Teresa	Assistant Professor	Biology & Chemistry	Biology
Broderick, Catherine	Assistant Professor	Criminal Justice	Criminal Justice
Burns Kim, Caitlin	Associate Professor	Biology & Chemistry	Biology
Cardaci, Paulina	Assistant Professor	Biology & Chemistry	Biology
Cecala, Anna	Assistant Professor	Mathematics	Mathematics
Chambers, Catherine	Assistant Professor	Mathematics	Mathematics
Chase, Dr. Philip	Professor	English & Communication	English
Collins, Todd	Professor	Music, Perf. Arts & Music Tech.	Music Recording
Cosgrove, Mark	Professor	Hospitality Management	Hospitality Management
Crisonino, Dr. Karen	Professor	Business	Business
Demattio, Debra	Associate Professor	English & Communication	English
Doney, Todd	Professor	Arts & Humanities	Visual Arts
Driver, Laura	Associate Professor	English & Communication	English
Duncan, Terence	Associate Professor	Music, Perf. Arts & Music Tech.	Dance
Emma, Evelyn	Associate Professor	English & Communication	English
Flanagan, Dr. Keri	Associate Professor	Biology & Chemistry	Chemistry
Fong, Gracielle	Assistant Professor	Allied Health	Respiratory Therapy
Frye, Joshua	Assistant Professor	Mathematics	Mathematics
Gigliotti, Samantha	Associate Professor	Biology & Chemistry	Biology
Gradone, Dr. Richard A.	Professor	Music, Perf. Arts & Music Tech.	Music
Hagopian, Brittany **	Assistant Professor	Nursing	Nursing
Halo, Dr. Candace	Associate Professor	Social Science	Political Science
Hart, James	Associate Professor	Arts & Humanities	Languages & ESL
Hopper-Ford, Melissa	Associate Professor	Business	Business
Hoy, Dr. Calvin	Professor	Social Science	Economics
Hudzik, Dr. Jason *	Professor	Biology & Chemistry	Chemistry
Iden, Dr. Michelle ➤	Associate Professor	Arts & Humanities	History
Jones, Dr. Matthew	Associate Professor	English & Communication	Communication

<b><u>NAME</u></b>	<b><u>RANK</u></b>	<b><u>DEPT</u></b>	<b><u>DISCIPLINE</u></b>
Kaifa, Dr. Stephen	Professor	Social Science	Economics
Kalas, Ray	Assistant Professor	Design & Media Studies	Broadcasting
Kasmin, Dr. Melissa	Associate Professor	Psychology & Education	Psychology & Education
Kazaba, Dr. Maureen	Associate Professor	Criminal Justice	Criminal Justice
Kelly, Christine *	Professor	Biology & Chemistry	Biology
Khalkhali, Dr. Zahra **	Assistant Professor	Engineering Tech/Eng Sci	Mechanical Engineering
Kucerovy, Joyce *	Associate Professor	Nursing	Nursing
Lee, Dr. Maria	Associate Professor	Arts & Humanities	History
Lemme, Bryan	Associate Professor	Health & Exercise Science	Exercise Science
Levitch, Dr. Alison	Professor	Psychology & Education	Psychology
Mammon, Marielaine R.	Professor	Music, Perf. Arts & Music Tech.	Musical Theatre
Martin, Jenifer	Professor	Biology & Chemistry	Biology & Chemistry
McAree, Dymphna	Associate Professor	English & Communication	English
McCormack, Dr. Jessica	Assistant Professor	Nursing	Nursing
McCoy, Dr. Jabou	Assistant Professor	Social Science	Sociology
McHugh, William	Assistant Professor	Health & Exercise Science	Exercise Science
Miller, Susan	Professor	Business	Business
Minitier, Kelly	Associate Professor	Health & Exercise Science	Exercise Science
Moore, Kevin	Assistant Professor	English & Communication	English
Oleksak, Brian	Associate Professor	Landscape/Horticultural Tech.	Landscape/Horticultural Tech.
Olson, Dr. Brian	Associate Professor	Biology & Chemistry	Chemistry
Pallant, David	Associate Professor	English & Communication	Communication
Patten, Ann	Associate Professor	English & Communication	English
Persau, Meimee	Professor	Mathematics	Mathematics
Pietropollo, Frank	Associate Professor	Biology & Chemistry	Biology
Poetsch, Deborah	Associate Professor	Mathematics	Mathematics
Restaino, Dr. Dena *	Associate Professor	Biology & Chemistry	Biology
Roche, Sharon *	Associate Professor	Nursing	Nursing
Roskop, Thomas	Associate Professor	Engineering Tech/Eng Sci	Engineering Science & Mechanical Engineering Technology
Rywalt, Dawn	Professor	Information Technologies	Information Technologies
Sahotsky, Dr. Brian	Associate Professor	Arts & Humanities	Visual Arts
Salinas, Dorothy	Associate Professor	Biology & Chemistry	Biology
Samour, Samir	Associate Professor	Nursing	Nursing
Savio, Dr. Gianmarco	Assistant Professor	Social Science	Sociology
Sawh, Vickram	Assistant Professor	Information Technologies	Information Technologies
Schennum, Dr. Jill	Professor	Social Science	Sociology
Schicho, Bernadette	Associate Professor	Nursing	Nursing
Schorr, Brian	Associate Professor	Arts & Humanities	ESL
Shouler, Dr. Kenneth	Professor	Arts & Humanities	Philosophy
Sidas-Tirrito, Michael	Associate Professor	Information Technologies	Information Technologies
Slovenec, Hrvoje	Associate Professor	Design & Media Studies	Photography
Smith, Keith	Professor	Arts & Humanities	Visual Arts
Solomons, Dr. William	Associate Professor	Criminal Justice	Criminal Justice
Soltes, John	Associate Professor	Design & Media Studies	Journalism
Stigliano, Deanne	Associate Professor	Mathematics	Mathematics
Stoler, Dr. Loryn	Associate Professor	Biology & Chemistry	Chemistry
Sullivan, Deborah *	Associate Professor	Psychology & Education	Psychology
Sutton, Maureen	Professor	Business	Business

<u>NAME</u>	<u>RANK</u>	<u>DEPT</u>	<u>DISCIPLINE</u>
Thurman, Alexis	Professor	Mathematics	Mathematics
Tolley, Craig	Assistant Professor	Landscape/Horticultural Tech.	Landscape/Horticultural Tech.
Uffelman, Dr. Mark D	Associate Professor	Arts & Humanities	Philosophy
Vill'Neuve, Denise	Professor	Allied Health	Radiography
Washburne, Mark	Professor	Arts & Humanities	History
Wayne, Dr. M. Celeste	Professor	Nursing	Nursing
Whalen, Kelly	Professor	Design & Media Studies	Design
Williford, Dr. John	Associate Professor	Psychology & Education	Psychology
Wolfgang, Heather	Associate Professor	Mathematics	Mathematics
Wong, Dr. Chung	Associate Professor	Mathematics	Mathematics

*Teaching Assignment Indicates Primary Discipline.*

## NON-TENURED FACULTY REAPPOINTMENTS ACADEMIC YEAR 2026-2027

<u>Name</u>	<u>Department</u>	<u>Discipline</u>	<u>Hire</u>	<u>Tenure Date</u>
Awawdeh, Raed	Engineering Tech/Engineering Science	Electronics Engineering Technology	9/2023	9/2028
Badini, Alannah	Allied Health	Radiography	1/2023	1/2028
Carmeli, Colleen	Information Technologies	Information Technologies	9/2022	9/2027
Carrasquillo, Luis	Design & Media Studies	Graphic Design	1/2026	1/2031
Cook, Dr. Charles	Engineering Tech/Engineering Science	Engineering Science	9/2024	9/2029
Coven, Hart	Information Technologies	Information Technologies	9/2024	9/2029
Elbanna, Al	Information Technologies	Information Technologies	9/2023	9/2028
Fleming, Kaitlin	Nursing	Nursing	9/2025	9/2030
Ganapathy, Preethi	Engineering Tech/Engineering Science	Physics	9/2024	9/2029
Hedhli, Amjed	Information Technologies	Information Technologies	9/2024	9/2029
Karas, Mora	Nursing	Nursing	9/2024	9/2029
Monaco, Salma	Allied Health	Respiratory Therapy	1/2024	1/2029
Mortezai, Amirali	Music, Performing Arts & Music Technologies	Electronic Music	9/2024	9/2029
Prince, Heather	Mathematics	Mathematics	9/2025	9/2030
Ritter, Sean	Design & Media Studies	Design	9/2024	9/2029
Roldan, Heather	Mathematics	Mathematics	9/2025	9/2030
Salluce, Vito	Engineering Tech/Engineering Science	Electronics Engineering Technology	9/2025	9/2030
Schwartz, Nicole *	Design & Media Studies	Photography	1/2022	1/2027
Shackil, Dr. Jessica	Psychology & Education	Education	9/2023	9/2028
Sherwood, Allison	Nursing	Nursing	9/2023	9/2028
Troller, Nicolas	Allied Health	Radiography	9/2024	9/2029
Yiin, Yeh-Wen Nancy	Engineering Tech/Engineering Science	Engineering Science	9/2022	9/2027

**RESOLUTION #2026-04-28-N**

**RESOLUTION APPROVING  
FACULTY SABBATICALS**

WHEREAS, In accordance with the contract with the Faculty Association of the County College of Morris, the Personnel Committee has reviewed the recommendation to grant the following faculty sabbatical leave;

NOW, THEREFORE BE IT RESOLVED, That the following faculty be granted a sabbatical leave effective for the stated semester:

Faculty Member  
Professor Michelle Iden  
Professor Megan Biondi

Sabbatical Leave Term  
Spring 2027  
Spring 2027

**RESOLUTION #2026-04-28-O**

**RESOLUTION APPROVING NEW ACADEMIC PROGRAM**

**ASSOCIATE IN APPLIED SCIENCE IN DENTAL HYGIENE**

WHEREAS, The Committee on Academic and Educational Programs has reviewed the recommended proposal for a new Associate in Applied Science in Dental Hygiene Program which is designed to prepare students as competent entry-level general dental hygienists. The Dental Hygiene Program will deliver didactic, laboratory, and clinical education to obtain credentials necessary to seek employment in private practices, hospitals, healthcare centers and additional healthcare environments;

BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve the proposed new Associate in Applied Science in Dental Hygiene Program; and

BE IT FURTHER RESOLVED, That President Anthony J. Iacono send notice of the new program to the New Jersey Presidents' Council Academic Issues Committee, and Office of the Secretary of Higher Education.

**RESOLUTION #2026-04-28-P**

**RESOLUTION APPROVING FACULTY EMERITUS**

WHEREAS, In accordance with Procedures and Criteria for the Selection of Faculty Emeritus and Emerita, the Personnel Committee has reviewed the recommendation and supportive material;

NOW THEREFORE BE IT RESOLVED, That retired Professor John Klages be appointed Professor Emeritus of the Department of Engineering Technologies and Engineering Science at the County College of Morris, with all the rights and privileges pertaining thereto. The administration is to prepare an appropriate formal resolution on behalf of the Board of Trustees for presentation at the 2026 Commencement ceremony.

**RESOLUTION #2026-04-28-Q**

**RESOLUTION AUTHORIZING SETTLEMENT AGREEMENT**

BE IT RESOLVED, That The Board of Trustees of the County College of Morris authorizes the Settlement Agreement with Faculty Association of County College of Morris (an NJEA affiliate) and Former Employees related to County College of Morris and Faculty Association of County College of Morris, Docket Nos. CO-2021-28 and CE-2021-011.