



**BOARD OF TRUSTEES MINUTES**  
**REGULAR MEETING VIA TELECONFERENCE**  
*February 23, 2021*

**CALL TO ORDER**

Board of Trustees Chair Thomas A. Pepe called the regular meeting of the Board of Trustees of the County College of Morris to order at 6:00 p.m. The meeting was held using a teleconference format. Chair Pepe 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 the inclusion of the date, and time of this Regular Meeting in the annual notice of regular meetings of the Board. Such annual schedule and notice of regular meetings is posted on the bulletin board outside the President's Office, was mailed to the Daily Record and Star Ledger, and was filed with the Clerk of the County of Morris on November 18, 2020. The meeting agenda and referenced attachments are made available to the public and can be accessed on the CCM website at the following link:

<https://www.ccm.edu/trustees/public-meeting-schedule-agenda/> .

Chair Pepe added that this remote meeting of the County College of Morris Board of Trustees is being conducted via teleconference due to the State declaration of a health emergency. Individuals on the call were reminded that the meeting was being audio recorded; audio should be muted until such time as they wish to address the Board during the public comment portion of the meeting; and the function of \*6 allows individuals to mute and unmute telephones.

**ROLL CALL**

Trustees Advokat, Aprile, Dredden, Frost, Hadzima, Inganamort, Jinks, Licitra, Milonas, Weisberg, and Chair Pepe were in attendance. President Iacono and Attorney Flaum were also in attendance. Alumni Trustee Mendoza was absent.

**ADOPTION OF RESOLUTION TO DISCUSS MATTERS IN CLOSED SESSION**

RESOLVED, At the Regular Meeting of the Board of Trustees on February 23, 2021, 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 6:00 p.m., via teleconference.

1. Compensation for Professional Services
2. New Employee Appointments
3. Adjunct Faculty Appointments and Salaries, Spring 2021 Semester
4. Employee Resignations and Retirements
5. Reclassification of Positions in Human Resources and Institutional Effectiveness/Information Technology
6. Establishment of Wages for Part Time Employees
7. Association of Academic Chairs and Assistant Chairs Memorandum of Understanding
8. 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 6:30 p.m. with the exception of Item #8.

Upon the motion of Trustee Advokat and the second of Trustee Weisberg, Chair Pepe called for discussion by members of the Board. There being no discussion, Chair Pepe 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 6:04 p.m. The public meeting reconvened at 6:30 p.m.

Chair Pepe reported for the public in attendance that this remote meeting of the County College of Morris Board of Trustees is being conducted via teleconference due to the State declaration of a health emergency. Individuals on the call were reminded that the meeting was being audio recorded; audio should be muted until such time as they wish

to address the Board during the public comment portion of the meeting; and the function of \*6 allows individuals to mute and unmute telephones.

#### PLEDGE OF ALLEGIANCE

Chair Pepe invited everyone to rise and salute the flag. Everyone rose, saluted the flag and recited the Pledge of Allegiance. Following the flag salute, Trustee Licitra led the Board of Trustees and others on the teleconference in a moment of silence.

#### APPROVAL OF MINUTES

Chair Pepe called for consideration of the minutes of the regular meeting of January 26, 2021, including the closed session. Upon the motion of Trustee Weisberg and the second of Trustee Advokat, Chair Pepe called for a voice vote of the Board. The voice vote of the Board indicated that all present were in favor of the minutes as distributed.

At this time, Morris County Commissioner Deputy Director Deborah Smith addressed the Trustees. Deputy Director Smith thanked the members of the Board of Trustees for helping the citizens of Morris County. Chair Pepe thanked Commissioner Deputy Director Smith for her support of the college.

At this time, Chair Pepe introduced attorney Richard Flaum, appointed legal counsel from the firm of DiFrancesco Bateman.

#### 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. President Iacono also thanked the Board of County Commissioners for their support of the college; offered special recognition of the Plant and Maintenance staff, and Public Safety officers as they work during the extreme weather conditions and the pandemic; reported on the Governor's proposed budget; and recognized Professor Deborah Poetsch who recently received a "Bright Idea Award" from the Institute for Academic Excellence (IAE) at Indian River State College in Florida. President Iacono mentioned the exemplary assistance provided by Professor Poetsch and Professor Bryan Lemme as the college transitioned to online learning during the pandemic.

In response to a question from Trustee Licitra, President Iacono explained how the college has expended the federal CARES grant funds, and how the Marketing, Student Development and Financial Aid offices worked together to communicate the availability of funds to our students.

#### REPORT OF THE TREASURER

Treasurer Licitra moved for the adoption of the following resolutions.

- A. WHEREAS, The County College of Morris pursuant to the public advertisement for Nursing Equipment received one bid proposal under Bid B2021-29DDP-CV19 which was publicly opened on February 9, 2021; and

WHEREAS, a review of the bid proposal, Category 5 Nursing Equipment, submitted by the following bidder did not meet and satisfy the bid specifications and therefore should be rejected: Stryker Sales Corporation; and

NOW, THEREFORE BE IT RESOLVED ON THIS 23<sup>rd</sup> DAY OF February, 2021 by the Board of Trustees of the County College of Morris, the bid proposal from Stryker Sales Corporation be rejected. After two unsuccessful bids that resulted in receipt of non-conforming and non-responsive for the first bid and non-conforming for the second bid, for Category 5, the College administration may per the statute 18A:64A-25.5C(iii) negotiate pricing for un-awarded items; and

BE IT FURTHER RESOLVED, that upon the recommendation of the Director of Purchasing and in accordance with NJ State Statute 18A:64A-25.5C(iii) the purchase of the LIFEPAK 15 ACLS for training only with Quick-Combo 12-lead Patient Simulator and accessories, be awarded directly to the manufacturer, Stryker Sales Corporation, Redmond, WA in the amount of

\$17,455.80 (\$20,805.80 less trade-in of LIFEPAK 12B in the amount of \$3,350.00) funded by Perkins Grant.

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all voting Trustees were in favor. It is noted that Trustees Frost and Weisberg did not provide a vote on this resolution. Motion carried.

- B. RESOLVED, That in accordance with the County College Contracts Law, a purchase order be issued to the following vendor for purchases following public advertising:

<u>Bid #.</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
B2021-21DDP-CV19	Engineering Equipment	Allendale Machinery Systems Upper Saddle River, NJ	\$60,684.12 estimated

Additional Engineering Equipment for Bid #B2021-21DDP-CV19 is being purchased with additional Perkins Funds that were made available. The following quantities are estimated. Three Acer Model Dynamic 1340G High Speed Precision Lathes @ \$7,632.00 each; Three Acer DP700 2-Axis D.R.O. @ \$1,995.00 each; Installation fee on three D.R.O.'s and brackets @ \$300.00 each; Three Chuck Guards with Safety Switch @ \$288.00 each; Two Acer 3V5-11 E-Mill with Servo X-Axis Servo @ \$9,067.00 each; Two Newall DP700 D.R.O. 2-Axis .0002" @ \$1,750.00 each; Two KURT Crossover Mach Vises @ \$620.00 each; Two Acer LED-L95 Work Lights @ \$220.00 each; One Lincoln Electric MIG Welders @ \$2,699.00 each; One Lincoln Electric TIG Welders @ \$3,383.12 each; and One Victor – Gas Welding Outfits @ \$643.00 each. For Engineering Technologies. Perkins Funded.

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all voting Trustees were in favor. It is noted that Trustee Weisberg did not provide a vote on this resolution. Motion carried. The Report of the Treasurer was concluded.

#### PERSONNEL MATTERS

Committee Chair Weisberg moved for the adoption of the following resolutions.

- A. BE IT RESOLVED, That the Board of Trustees approve compensation for those persons listed on Attachment #1 for professional services to the College for the purposes stated on Attachment #1.
- B. BE IT RESOLVED, That the employee appointments listed on Attachment #2 be approved.

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- C. RESOLVED, That the Adjunct Faculty appointments and salaries for the Spring 2021 semester be approved as stated on Attachment #3.

Trustee Licitra seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- E. WHEREAS, The Personnel Committee has reviewed the rationale to reclassify the vacant Compliance Officer position, Management Grade 32, to Director, Human Resources and Employee Relations, Management Grade 34;

BE IT RESOLVED, That upon the recommendation of the Personnel Committee and the President, the Board authorize the College to reclassify the vacant Compliance Officer position,

Management Grade 32, to Director, Human Resources and Employee Relations, Management Grade 34.

Trustee Licitra seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- D. BE IT RESOLVED, That the Board of Trustees approve the retirements and resignations of the following employees:

Taylor Fox, resignation, effective 2/10/21  
Dawn Latincsics, resignation, effective 2/09/21  
William Lineburg, retirement, effective 4/28/21  
Mirna Rosende, retirement, effective 6/30/21  
John Urgola, resignation, effective 1/29/21

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- F. WHEREAS, The Personnel Committee has reviewed the rationale to reclassify the position of Director of Network and User Services, Management Grade 35 to Director of Network and User Services & Chief Information Security Officer (CISO), Management Grade 36;

BE IT RESOLVED, That upon the recommendation of the Personnel Committee and the President, the Board authorize the College to reclassify the position of Director of Network and User Services, Management Grade 35 to Director of Network and User Services & Chief Information Security Officer (CISO), Management Grade 36 with an increase of \$9,300.00 effective February 24, 2021.

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- H. BE IT RESOLVED, That the Board of Trustees of the County College of Morris approve and ratify the Memorandum of Understanding for Distance Education Administration with the Association of Academic Chairs and Assistant Chairs dated February 5, 2021.

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- G. BE IT RESOLVED, That the Part Time Staff employees listed on Attachment #4 be granted the salaries/wages indicated on Attachment #4 effective February 24, 2021.

Trustee Dredde seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Personnel was concluded.

#### COMMITTEE ON FINANCE AND BUDGET

Committee Chair Aprile provided the motion for the adoption of the following resolution.

- A. BE IT RESOLVED That the following depositories of the County College of Morris be approved, with the maximum investment set at \$20,000,000 per depository, except as they may be changed from time to time by the Board of Trustees:

Bank of America  
137 Center Grove Rd.  
Randolph, NJ 07869

Spencer Savings Bank  
1699 Littleton Rd.  
Parsippany, NJ 07054

Columbia Bank  
19-01 Route 208 North  
Fair Lawn, NJ 07410

Peapack Gladstone Bank  
59 E. Mill Rd.  
Long Valley, NJ 07853

First Hope Bank  
P.O. Box 296  
Hope, NJ 07844

Provident Bank  
1185 Sussex Turnpike  
Randolph, NJ 07869

Investors Bank  
453 Speedwell Avenue  
Morris Plains, NJ 07950

ConnectOne Bank  
214 South St.  
Morristown, NJ 07960

Lakeland Bank  
350 Main St.  
Wharton, NJ 07885

First Bank  
1206 Sussex Turnpike  
Randolph, NJ 07869

Valley National Bank  
250 Rt. 10  
Succasunna, NJ 07876

Fulton Bank  
272 Route 46  
Rockaway, NJ 07866

BE IT FURTHER RESOLVED, That the State of New Jersey Cash Management Fund be continued as a depository of the County College of Morris with the maximum investment set at \$20,000,000,

BE IT FURTHER RESOLVED, That the Vice President for Business & Finance of the County College of Morris be an authorized signer to open bank accounts and investment instruments for the purpose of cash management and maximizing interest income.

Trustee Dredden seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor; Trustees Advokat and Jinks abstained from the vote. The motion carried. The Report of the Committee on Finance and Budget was concluded.

#### COMMITTEE ON ACADEMIC AND EDUCATIONAL PROGRAMS

Chair Pepe noted that Trustee Frost has been appointed as the chair of the Committee on Academic and Educational Programs. Trustee Hadzima was thanked for her work as past chair of the Committee guiding the discussions of the Committee and adding value to the Committee.

Committee Chair Frost provided the motion for the adoption of the following resolutions.

- A. BE IT RESOLVED, That the six year review of Computer Science, Associate of Science Program be accepted.

Trustee Licitra seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor.

- B. BE IT RESOLVED, That the six year review of CIS: Game Development, Associate of Applied Science Program be accepted; and

BE IT FURTHER RESOLVED, That the CIS: Game Development, Associate of Applied Science Program, be reviewed in three years.

Trustee Advokat seconded the motion. Chair Pepe called for discussion by members of the Board. There being no questions or comments, Chair Pepe called for a roll call vote of the Board. The roll call vote of the Board indicated that all were in favor. The Report of the Committee on Academic and Educational Programs was concluded.

#### COMMITTEE ON STUDENT SUCCESS

Committee Chair Hadzima reported that the Committee received a presentation on student diversity and retention rates by race/ethnicity. The presentation included an analysis of data and the college's response to the data. Trustee Licitra asked about developmental education and the need for remediation. President Iacono noted the success of the mathematics bootcamps. The Report of the Committee on Student Success was concluded.

#### NEW BUSINESS

Trustee Inanamort reported on the virtual ACCT National Legislative Summit attended by Trustees Advokat, Aprile, Inanamort and President Iacono.

Trustee Dredden left the meeting at this time, 7:26 p.m.

#### COMMENTS FROM THE PUBLIC

Chair Pepe stated that the Board will take comments from the public at this time, 7:27 p.m. Chair Pepe stated that public comments will be received in accordance with the Procedure for Conduct of the Public Comments Portion of the Board Meetings. Chair Pepe noted that no written statements from the public were received by the Board of Trustees prior to this meeting. There were no comments from the public.

There being no further business to conduct, the public meeting was adjourned at 7:27 p.m. by a motion from Trustee Weisberg and a second by Trustee Licitra.

Respectfully submitted,  
Denise M. Bell  
Recording Secretary

**REMUNERATION FOR PROFESSIONAL SERVICES**

<b>Name</b>	<b>Date(s) of Service</b>	<b>Payment</b>	<b>Reason</b>
Bahner, Hilda	10/05/20-12/16/20	\$540.00	Bilinguals Service Including Program Asst, Student Interpretation and Promotion Svcs for WFD
Baker, JoAnn	11/20/20-1/14/21	\$1,974.00	ICD-10-CM/CPT 4 Code Prac App for WFD
Bamford, Colleen	12/04/2020	\$200.00	Facilitation of Rubric in Blackboard Learning Session
Cecala, Anna	01/04/21-01/08/21	\$750.00	Developmental Math Boot Camp - Tutor
Chambers, Catherine	2020 to 2021	\$750.00	Faculty Stipend Data Science Professional Development
Fameux, Edna	01/09/21-01/27/21	\$1,377.00	Quality Matters Teaching Online Certificate
Fong, Gracielle	Completed by 12/20	\$1,500.00	Completion of QM Certification Seven Modules
Gaffney, Anthony	12/19/20-1/09/21	\$423.00	AutoCAD Civil 3D for WFD
Gaffney, Anthony	01/16/21-01/30/21	\$493.50	AutoCAD Level 2: Beyond Basic for WFD
Minitier, Kelly	Completed by 12/20	\$1,500.00	Completion of QM Certification Seven Modules
Ploom, Laverne	01/30/2021	\$350.00	Certified Nurse Aide-CNA skills Review & Exam for WFD
Shuck, Kathryn	02/27/2021	\$100.00	Workshop: Precalculus Topics for Calculus I & II Students
Stigliano, Deanne	9/25, 10/22, 10/29, 11/19, 11/27, 12/7	\$1,500.00	Quality Matters Teaching Online Certificate
Swern, Lauren	09/01/20-12/18/20	\$235.00	Program Coordination - Grant Writing for WFD
Tolleson, Mark	12/10/2020	\$200.00	Facilitation of Copyright for Educators Learning Session
Wolfgang, Heather	01/04/21-01/08/21	\$750.00	Developmental Math Boot Camp - Instructor

Board of Trustees  
 County College of Morris  
 February 23, 2021  
 Attachment #2

The following actions commence as of the date indicated and end on June 30, 2021.

RATIONALE:	NAME:	EFFECTIVE DATE:	ACTION/ POSITION:	SALARY/ WAGE:
<b>CCMSA:</b>				
REPLACEMENT	Byk, Eric	24-Feb-21	<u>Appointed to:</u> Custodian II (Evening) Plant & Maintenance	\$35,523
<b>PART-TIME:</b>				
NEW	Williams, Stephanie	1-Feb-21	<u>Appointed to:</u> <b>GRANT FUNDED</b> PT Public Safety Officer Public Safety	\$14.00ph



**ADJUNCT FACULTY APPOINTMENTS AND SALARIES  
 Spring 2021**

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
AAD	Luis	Carrasquillo	\$6,200
AAD	Fabio	Castellanos	\$3,100
AAD	Anita	Collins	\$865
AAD	Anita	Collins	\$6,920
AAD	Avi	Erez	\$865
AAD	Avi	Erez	\$6,055
AAD	Juan	Giraldo	\$1,550
AAD	Juan	Giraldo	\$3,875
AAD	Robert	Glick	\$775
AAD	Robert	Glick	\$3,100
AAD	Marco	Hernandez	\$3,100
AAD	Wendy	Huron Carmona	\$865
AAD	Wendy	Huron Carmona	\$2,076
AAD	Andrea	Kelly	\$3,460
AAD	Paul	Kiesche	\$3,460
AAD	Kathleen	McNeil	\$8,131
AAD	Charles	Mulford	\$2,595
AAD	Barbara	Neibart	\$6,920
AAD	John	Reinking	\$3,460
AAD	Linda	Santangelo-Mosley	\$865
AAD	Linda	Santangelo-Mosley	\$3,460
AAD	Nicole	Schwartz	\$1,730
AAD	Nicole	Schwartz	\$6,920
AAD	Stephanie	Schwiederek	\$6,200
AAD	Audrey	Sedlak-Barbati	\$8,996
AAD	Gregory	Somjen	\$3,460
AAD	Leah	Tomaino	\$3,460
AAD	William	Yermal	\$6,920
AAD	Fan	Zhang	\$3,875
AH	Diane	Andrascik	\$12,375
AH	Alannah	Badini	\$3,488
AH	Alannah	Badini	\$19,338
AH	Barbara	Becmer	\$18,563
AH	Zuleyma	Bell	\$6,188
AH	Monica	Bianco	\$4,480
AH	Roberta	Bibeault	\$6,750
AH	Carroll	Bissiotis	\$6,188
AH	Geraldine	Burghart	\$13,500
AH	Karen	Casey	\$4,480
AH	Robin	Cleaves	\$18,563
AH	Scott	Coppolo	\$2,501
AH	Krista	Cronin	\$12,375
AH	Victoria	Davis	\$13,500
AH	Andres	Diaz	\$1,667
AH	Kyle	Egan	\$2,501
AH	Nicole	Grigoras	\$18,563
AH	Richard	Hathaway	\$3,334

*Board of Trustees  
County College of Morris  
February 23, 2021  
Attachment #3*

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
AH	Albert	Heuer	\$4,480
AH	Michael	Manchester	\$1,250
AH	Kunjumon	Mathai	\$4,480
AH	Ryan	Murray	\$620
AH	Ryan	Murray	\$6,252
AH	Faye	Niemczyk	\$20,250
AH	Rachit	Patel	\$209
AH	Rachit	Patel	\$2,084
AH	Gainda	Rampersaud	\$4,480
AH	Bonnetter	Rodrigues-Irving	\$4,480
AH	Katie	Smith	\$4,480
AH	Jacquelyn	Stouch	\$6,188
AH	Jecil	Thomas	\$10,080
AH	Diana	Vasile-Diesel	\$18,563
AH	Ana	Vasquez	\$18,563
AH	Daniel	Vitale	\$1,250
AH	Nicole	Wolfum	\$18,563
BICHM	Steven	Aschoff	\$5,190
BICHM	Louis	Carozza	\$1,550
BICHM	Patrick	Caruso	\$775
BICHM	Patrick	Caruso	\$1,550
BICHM	Edward	Cooke	\$775
BICHM	Edward	Cooke	\$1,550
BICHM	Dennis	Daly	\$4,325
BICHM	Anthony	Di Stasio	\$7,785
BICHM	Richard	Finizio	\$1,550
BICHM	Richard	Finizio	\$8,525
BICHM	Fariborz	Firooznia	\$1,550
BICHM	Fariborz	Firooznia	\$1,744
BICHM	Salvatore	Gammara	\$2,163
BICHM	Salvatore	Gammara	\$4,325
BICHM	Deanna	Gardner	\$775
BICHM	Deanna	Gardner	\$5,425
BICHM	Aoife	Hernon	\$1,298
BICHM	Aoife	Hernon	\$8,650
BICHM	Sarah	Hoffman	\$775
BICHM	Sarah	Hoffman	\$1,550
BICHM	Bruce	Kahn	\$865
BICHM	Bruce	Kahn	\$7,785
BICHM	Kelly	Kessler	\$3,100
BICHM	David	Leibowitz	\$1,298
BICHM	Joel	Levy	\$3,460
BICHM	Elizabeth	Merritt	\$865
BICHM	Elizabeth	Merritt	\$8,650
BICHM	Timothy	Mure	\$7,785
BICHM	Vasilios	Orologas	\$775
BICHM	Vasilios	Orologas	\$3,875
BICHM	Robert	Pauwels	\$865
BICHM	Robert	Pauwels	\$3,460
BICHM	Jennifer	Portman	\$775
BICHM	Jennifer	Portman	\$1,550

Board of Trustees  
 County College of Morris  
 February 23, 2021  
 Attachment #3

Dept Name	First Name	Last Name	Salary
BICHM	Emily	Spicka	\$775
BICHM	Emily	Spicka	\$3,875
BICHM	Shahrzad	Taghdissi	\$1,550
BICHM	Liocely	Thomas	\$5,190
BICHM	Lise	Woodring	\$865
BICHM	Lise	Woodring	\$9,515
BUS	Pamela	Aungst	\$2,325
BUS	John	Bale	\$2,595
BUS	Curtiss	Cale	\$5,190
BUS	Susan	Christensen	\$5,169
BUS	Judith	Ginder	\$5,689
BUS	Marybeth	Hall	\$2,325
BUS	Iris	Kaifa	\$2,595
BUS	John	Kelly	\$5,190
BUS	Raye Jean	Leastman	\$1,730
BUS	Raye Jean	Leastman	\$3,175
BUS	Allan	Mulondo	\$2,844
BUS	Mona	Ressaissi	\$7,785
BUS	Sugeily	Rodriguez	\$5,689
BUS	Anthony	Spagnuolo	\$2,595
BUS	James	Weinfeldt	\$3,175
COM	Shelley	Bromberg	\$2,595
COM	Julian	Costa	\$2,595
COM	Devon	Gifis	\$4,650
COM	Cynthia	Mayer	\$4,650
COM	Stephen	Pellegrino	\$2,595
ENGPH	Patrick	Andriani	\$2,325
ENGPH	Margaret	Carey	\$2,596
ENGPH	Richard	Carpenter	\$1,817
ENGPH	Richard	Carpenter	\$7,785
ENGPH	Peter	Clavin	\$3,875
ENGPH	Marie	Collinson	\$5,190
ENGPH	Thomas	Furlong	\$4,152
ENGPH	Thomas	Furlong	\$5,623
ENGPH	Michael	Giffoniello	\$1,817
ENGPH	Michael	Giffoniello	\$7,785
ENGPH	Shana	Kisatsky	\$1,730
ENGPH	James	Lavin	\$3,460
ENGPH	Kellie	McKinney	\$2,595
ENGPH	Kellie	McKinney	\$5,190
ENGPH	Donald	Peterson	\$3,460
ENGPH	Donald	Peterson	\$5,190
ENGPH	Maria	Rispoli	\$2,325
ESET	Glen	Berg	\$1,550
ESET	Anthony	D'Angelo	\$1,550
ESET	David	Davis	\$2,325
ESET	Wendy	Fink	\$3,364
ESET	Daniel	Gallagher	\$6,228
ESET	Preethi	Ganapathy	\$775
ESET	Preethi	Ganapathy	\$6,975
ESET	Russell	Hatzel	\$2,595

Board of Trustees  
County College of Morris  
February 23, 2021  
Attachment #3

Dept Name	First Name	Last Name	Salary
ESET	John	Hurd	\$7,785
ESET	Tom	Iaconetti	\$4,913
ESET	Samuel	Jacobs	\$2,589
ESET	Richard	Johnson	\$3,175
ESET	Dean	Kiernan	\$2,595
ESET	Albert	Messano	\$6,464
ESET	Jessica	Moses	\$1,860
ESET	Eric	Pedersen	\$865
ESET	Eric	Pedersen	\$6,055
ESET	David	Robinson	\$865
ESET	David	Robinson	\$4,325
ESET	David	Rodriguez	\$865
ESET	David	Rodriguez	\$3,460
ESET	Lawrence	Roscoe	\$2,889
ESET	Marybeth	Soutar	\$775
ESET	Marybeth	Soutar	\$8,789
ESET	William	Stitt	\$775
ESET	William	Stitt	\$2,325
ESET	Andrew	VandenHeuvel	\$775
ESET	Andrew	VandenHeuvel	\$6,727
ESET	Frederick	Wawra	\$6,349
ESET	William	Wenrich	\$3,100
ESET	Yeh-Wen Nancy	Yiin	\$4,650
HESD	James	Breiten	\$2,595
HESD	Kristina	Cagno	\$5,190
HESD	Brenda	Denure	\$865
HESD	Brenda	Denure	\$2,595
HESD	Frank	Doto	\$2,595
HESD	William	Huber	\$2,024
HESD	Marianne	Morano	\$5,190
HESD	Robyn	Powell	\$4,619
HESD	Trayer	Run-Kowzun	\$5,796
HIS	Alexander	Clemente	\$7,785
HIS	Deborah	Hoeflinger	\$2,595
HIS	Joshua	Hurwitz	\$2,595
HIS	Matthew	Johnston	\$5,190
HIS	William	Lorenzo	\$1,730
HIS	William	Lorenzo	\$5,190
HIS	Diana	Olsen	\$2,595
HOS	Robert	Kern	\$5,190
HOS	Suzanne	Lowery	\$5,778
HOS	Lynn	McAndrew	\$865
HOS	Lynn	McAndrew	\$2,422
IT	Barbara	Adamczyk	\$6,937
IT	John	Agar	\$4,650
IT	Regina	Ashford	\$3,100
IT	Waseem	Awan	\$1,730
IT	Waseem	Awan	\$8,953
IT	Gabriel	Cabedelo	\$3,364
IT	Colleen	Carmeli	\$775
IT	Colleen	Carmeli	\$8,331

Board of Trustees  
County College of Morris  
February 23, 2021  
Attachment #3

Dept Name	First Name	Last Name	Salary
IT	Geoffrey	Cullen	\$6,349
IT	Ira	Friesheim	\$2,595
IT	Michael	Gellas	\$2,325
IT	Steven	Gladin	\$2,325
IT	Brandon	Groves	\$775
IT	Brandon	Groves	\$7,750
IT	John	Hankin	\$6,774
IT	Gloria	Lagerman	\$3,460
IT	James	Lam	\$2,595
IT	Hailey	Lopez	\$2,325
IT	Jason	Malkoff	\$4,650
IT	Lynmarie	McCullough	\$865
IT	Lynmarie	McCullough	\$2,595
IT	Barbara	Pisciotta	\$865
IT	Barbara	Pisciotta	\$3,754
IT	Kandice	Ross	\$2,325
IT	Randall	Rossilli	\$4,914
IT	Victor	Rudow	\$2,595
IT	Walter	Smith	\$775
IT	Walter	Smith	\$2,589
IT	Albert	Stark	\$2,889
IT	Joseph	Tamburelli	\$865
IT	Joseph	Tamburelli	\$5,484
IT	Carolyn	Wade	\$4,913
IT	Stan	Wasilewski	\$5,190
LGESL	Tatyana	Babych	\$2,768
LGESL	Winfield	Bennett	\$4,671
LGESL	Jared	Ciocco	\$865
LGESL	Jared	Ciocco	\$2,076
LGESL	Rubens	Correa	\$1,038
LGESL	David	Gunness	\$6,975
LGESL	Lakshmi	Kattepur	\$4,325
LGESL	Jun	Lewin	\$775
LGESL	Jun	Lewin	\$1,860
LGESL	Brenda	Miers	\$5,190
LGESL	Vita	Morales	\$2,595
LGESL	Mariko	Nakane	\$5,890
LGESL	Daneiah	Nasser	\$775
LGESL	Daneiah	Nasser	\$1,240
LGESL	Maria	Picouto	\$2,595
LGESL	Hilary	Porteous-Nye	\$865
LGESL	Hilary	Porteous-Nye	\$5,190
LGESL	Jennifer	Schafer	\$2,595
LGESL	Evelyn	Sisti	\$6,055
LGESL	Elissa	Teepie	\$2,595
LHT	Susan	Cohan	\$3,511
MATH	Elizabeth	Barlowe	\$1,550
MATH	David	Carucci	\$2,325
MATH	Emel	Demirel	\$1,298
MATH	Emel	Demirel	\$3,460
MATH	John	Elmuccio	\$2,595

*Board of Trustees  
County College of Morris  
February 23, 2021  
Attachment #3*

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
MATH	John	Elmuccio	\$3,460
MATH	Dale	Garlick	\$7,785
MATH	Aditi	Ghosh Dastidar	\$581
MATH	Aditi	Ghosh Dastidar	\$3,875
MATH	Inessa	Goldberg	\$2,595
MATH	Beth	Grivoyannis	\$1,514
MATH	Beth	Grivoyannis	\$2,595
MATH	Evren	Gulistan	\$2,422
MATH	Mihriban	Gulistan	\$1,550
MATH	Cristine	Hild	\$2,325
MATH	Christopher	Masullo	\$2,170
MATH	Lisa	Mathus	\$1,946
MATH	Lisa	Mathus	\$7,785
MATH	Jennifer	McCracken	\$3,633
MATH	Howard	McKenzie	\$1,730
MATH	Robert	McLoughlin	\$2,595
MATH	Kathia	Nieves	\$3,100
MATH	Stacey	Opper	\$1,730
MATH	Brad	Ottino	\$1,163
MATH	Brad	Ottino	\$2,325
MATH	Anna	Philhower	\$6,920
MATH	Kyle	Plucinsky	\$3,100
MATH	Ralph	Prinz	\$2,325
MATH	Cheryl	Riehl	\$6,055
MATH	Gitanjali	Rizk	\$5,190
MATH	Brittany	Schiano	\$5,017
MATH	Deborah	Seipp	\$6,920
MATH	Nanette	Shoenfelt	\$1,298
MATH	Nanette	Shoenfelt	\$5,190
MATH	Fred	Shubert	\$2,595
MATH	Maureen	Stivala	\$2,325
MATH	Kevin	Tevis	\$1,744
MATH	Steven	Wheatley	\$2,491
MATH	Steven	Wheatley	\$3,460
MATH	Jason	Wilke	\$2,595
MATH	Jessie	Wintle	\$865
MATH	Jessie	Wintle	\$3,460
MATH	Yusif	Yafai	\$3,460
MUSIC	Lori	Alden-Briggs	\$310
MUSIC	Lori	Alden-Briggs	\$1,550
MUSIC	Denise	Barbarita	\$5,190
MUSIC	Richard	Barrieres	\$519
MUSIC	Richard	Barrieres	\$2,595
MUSIC	Susan	Braden	\$6,488
MUSIC	William	Briggs	\$11,591
MUSIC	Rick	Deardorff	\$865
MUSIC	Rick	Deardorff	\$3,460
MUSIC	Michael	Donahue	\$1,550
MUSIC	Carol	Hamersma	\$3,633
MUSIC	Carol	Hamersma	\$6,055
MUSIC	Emily	James	\$775

Board of Trustees  
 County College of Morris  
 February 23, 2021  
 Attachment #3

Dept Name	First Name	Last Name	Salary
MUSIC	Emily	James	\$2,325
MUSIC	Victor	Keremedjiev	\$1,038
MUSIC	Victor	Keremedjiev	\$6,920
MUSIC	Gloria	Kim	\$310
MUSIC	Gloria	Kim	\$775
MUSIC	Karl	Latham	\$2,595
MUSIC	Kelly	Miller	\$310
MUSIC	Kelly	Miller	\$3,875
MUSIC	Melanie	Mitrano-Duffy	\$3,408
MUSIC	Melanie	Mitrano-Duffy	\$5,190
MUSIC	Cheol-Woo	Nam	\$865
MUSIC	Cheol-Woo	Nam	\$7,093
MUSIC	Daniel	Palladino	\$5,190
MUSIC	Teresa	Roccanova	\$865
MUSIC	Teresa	Roccanova	\$6,643
MUSIC	Oliver	Santana Rivera	\$4,325
MUSIC	Oliver	Santana Rivera	\$4,619
MUSIC	Kyle	Spender	\$2,595
MUSIC	Matthew	Swiss	\$310
MUSIC	Matthew	Swiss	\$5,425
MUSIC	Gregory	Whiddon	\$4,048
MUSIC	Gregory	Whiddon	\$5,190
MUSIC	Yuka	Yanagi	\$2,595
MUSIC	Yuka	Yanagi	\$8,096
NUR	Natasha	Agnihotri	\$12,810
NUR	Carolina	Arencibia	\$15,372
NUR	Kristina	Barkey	\$10,980
NUR	Ann Marie	Bunty	\$14,070
NUR	Marianne	Cavanaugh	\$12,810
NUR	Alessandra	Cervone	\$12,810
NUR	Lisa	Diana	\$12,810
NUR	James	Gaido	\$14,070
NUR	Laura	Ishmael	\$12,810
NUR	Julie-Ann	Jacobs	\$14,070
NUR	Cathy	McCormack	\$14,070
NUR	Alexandra	Ponsiglione	\$12,810
NUR	Jennifer	Ryan	\$1,730
NUR	Jacqueline	Tierney	\$12,810
NUR	Lisa	Whittle	\$11,256
PSY	Sheila	Brodhead	\$5,190
PSY	Kim	Finn	\$7,785
PSY	Randolph	Fodali	\$5,190
PSY	Timothy	Gagliano	\$2,325
PSY	Kobie	Morgan	\$7,785
PSY	Jane	Rufino	\$2,595
PSY	Vanessa	Shields	\$4,650
PSY	John	Urgola	\$5,190
SAHS	Glen	Caplin	\$7,785
SAHS	Lina	Caswell	\$2,325
SAHS	Jerry	Chanda	\$2,325
SAHS	Kenneth	Gattie	\$6,975

*Board of Trustees  
County College of Morris  
February 23, 2021  
Attachment #3*

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
SAHS	Gerald	Kloby	\$2,595
SAHS	John	O'Hara	\$7,785
SAHS	John	Pinkard	\$2,595
SAHS	Richard	Reinschmidt	\$2,595
SAHS	Norman	Richter	\$1,730
SAHS	Norman	Richter	\$7,785
SAHS	Eve	Taub	\$2,325



Board of Trustees  
 County College of Morris  
 February 23, 2021  
 Attachment #4

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Hourly Rate Effective 02/24/21 (\$)</b>
Christine	Basista	PT Campus Store Assistant - Shift 1	15.87
Patricia	Borowski	PT Legal Program Administrator & Administrative Assistant	17.13
Wendy	Brener	PT Office Assistant	13.39
Cheryl	Buzby	PT Program Coordinator	25.39
Jay	Ciriello	PT Lab Assistant II, Graphic Design	16.13
Christine	Cullen-Reed	PT Administrative Assistant	16.90
Scott	Davan	PT Reference Librarian	31.63
Patricia	Dixon	PT Administrative Assistant	14.81
Leslie	Francis	PT Student Support Coordinator	15.87
Julie	Gause	PT Relationship & Social Media Coordinator	25.00
Sebastian	Gomez	PT Program Coordinator - CCAMPIS Grant	25.39
Maureen	Haggerty	PT Counselor, Women's Center	28.02
Jaclyn	Heye	PT Administrative Assistant	14.81
Wendy	Huron Carmona	PT Lab Assistant II, Visual Arts - Design	16.86
Michelle	Kalan	PT Lab Assistant II, Photography	16.13
Donna	Koenig	PT Office Assistant	13.37
Shannon	Lengares	PT Program Director, Women's Center	45.66
Suzanne	Maida	PT Job Development Specialist, Job Locator Program (CWS)	27.66
Roberta	McGrath	PT Office Assistant	13.58
Sharon	Meade	PT Computer Solution Specialist Evenings/Weekend	16.30
Frank	Murphy	PT Lab Assistant I, Music Department	15.45
Kara	O'Connor	PT Security Officer	14.81
Victoria	Pignatelli	PT Campus Store Assistant - Shift 2	15.87
Kristin	Reroma	PT Financial Aid Specialist - CCOG	24.33
Marisol	Ross	PT Administrative Teen Arts	20.67
Marisol	Ross	PT Lab Assistant II, Fine Arts	20.67
Kathleen	Sauerman	PT Office Assistant	14.55
Catherine	Siciliano	PT Lab Coordinator, Nursing	43.63
Kathy	Vincelette	PT Job Developer, Women's Center	25.06
Stephanie	Williams	PT Security Officer	14.81