



**BOARD OF TRUSTEES MINUTES**  
**REGULAR MEETING**  
*October 24, 2023*

**1. CALL TO ORDER**

Board of Trustees Chair George J. Milonas called the regular meeting of the Board of Trustees of the County College of Morris to order at 6:08 p.m. The meeting was held in the Learning Resource Center, LRC 122. Chair Milonas stated that in compliance with the Open Public Meetings Act of the State of New Jersey, adequate notice of the relocated Regular Meeting of the Board of Trustees was provided on October 23, 2023. Advance written notice of this meeting 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.

**2. ROLL CALL**

Trustees Frost, Gabrielsen, Hadzima, Inganamort, Licitra, and Chair Milonas were in attendance. President Iacono, Attorney Flaum and Attorney Giacobbe were also in attendance. Trustees Gartenberg, Modi, Paugh, Pepe, and Weisberg were absent.

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

RESOLVED, At the Regular Meeting of the Board of Trustees on October 24, 2023, 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., Learning Resource Center, LRC 122.

1. New Personnel Appointments
2. Compensation for Professional Services
3. Approval of Adjunct Faculty Appointments and Salaries, Fall 2023
4. Employee Resignations and Retirements
5. Approval of Adjunct II Designations
6. Position Reclassifications
7. Administration Compensation
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 7:00 p.m. in Learning Resource Center, LRC 121, with the exception of Items #7 and #8.

Upon the motion of Trustee Licitra and the second of Trustee Inganamort, Chair Milonas called for discussion by members of the Board. There being no discussion, Chair Milonas 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 6:08 p.m. The public meeting reconvened at 7:29 p.m. in Learning Resource Center, LRC 121.

### 5. PLEDGE OF ALLEGIANCE

Chair Milonas invited everyone to rise for the reciting of the Pledge of Allegiance led by Trustee Licitra. Following the Pledge of Allegiance, Trustee Licitra led the Board of Trustees and others in a moment of silence.

### 3. ADMINISTRATION OF OATH OF OFFICE

Attorney Flaum administered the oath of office to Alumni Trustee Rida (LNU). The oath was recited as follows:

I, *Rida*, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of New Jersey, and that I will bear true faith and allegiance to the same, and to the Governments established in the United States and in this State, under the authority of the people, and that I will faithfully, impartially and justly perform all of the duties of the Office of Trustee according to the best of my ability, so help me God.

Alumni Trustee Rida introduced herself to the Board and encouraged the Board to be more engaged with students.

### 6. APPROVAL OF MINUTES

Chair Milonas called for consideration of the minutes of the regular meeting of September 26, 2023, including the closed session; and the special meeting of October 16, 2023, including the closed session. Upon the motion of Trustee Frost and the second of Trustee Licitra, Chair Milonas called for a voice vote of the Board. The voice vote of the Board indicated that all present and voting were in favor of the minutes as distributed.

### 7. 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.

#### PRESENTATION: FALL 2023 MARKETING UPDATE

Vice President Melissa Albright provided a power point presentation with an update on Fall 2023 Marketing. The presentation is on file with the Office of the President. The Trustees discussed with Vice President Albright the cost per click versus our peers, the conversion rate to new students, and the return on investment for each marketing piece.

### 8. COMMUNICATIONS

- A. Reports of the Standing Committees.
  - 1. Committee on Organization, Bylaws, Planning and Nomination Chair Frost reported that the Committee plans to nominate the following for officers at the November reorganization of the Board: Chair – George Milonas; Vice Chair – Paul Licitra; Treasurer – Jack Frost; Secretary – Lauren Inganamort.

2. Committee on Student Success Chair Inganamort reported on the presentation provided to the Committee on enrollment.
3. Committee on Academic and Educational Programs Chair Inganamort reported on the six-year review of the Respiratory Therapy Program discussed by the Committee.

There were no further reports from the Standing Committees.

- B. Unfinished or new business. There was no unfinished or new business.

## 9. RESOLUTIONS

Chair Milonas reported that the purchase for the infrastructure network upgrade, listed in Resolution #2023-10-24-A Purchases through State Contract Vendors, is funded by the Technology Infrastructure Fund grant and CCM Technology Fund.

Chair Milonas also reported that Resolution #2023-10-24 O Rescheduled Regular Meeting is being tabled at this time. A new date for the November meeting will be identified and proper notifications will be provided.

Continuing, Chair Milonas 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 #2023-10-24-A Purchases through State Contract Vendors
- Resolution #2023-10-24-B Award of Contract for a Grant External Evaluator
- Resolution #2023-10-24-C Award of Contract for Enterprise Text Messaging Software Services
- Resolution #2023-10-24-D Designation of Master Bank Account
- Resolution #2023-10-24-E Approval of Capital Improvements Vouchers
- Resolution #2023-10-24-F Award of Contract for the General Construction Contract for the Center for Entrepreneurship and Culinary Science
- Resolution #2023-10-24-G New Personnel Appointments
- Resolution #2023-10-24-H Compensation for Professional Services
- Resolution #2023-10-24-I Adjunct Faculty Appointments and Salaries, Fall 2023 Semesters
- Resolution #2023-10-24-J Employee Resignations and Retirements
- Resolution #2023-10-24-K Adjunct II Designations
- Resolution #2023-10-24-L Position Reclassifications
- Resolution #2023-10-24-M Acceptance of Six-Year Review of the Respiratory Therapy Program

Trustee Frost provided the motion and Trustee Licitra seconded the motion. Chair Milonas called for discussion by members of the Board. There being no discussion, Chair Milonas called for a voice vote of the Board. The voice vote of the Board indicated that all Trustees present and voting were in favor; Trustee Milonas abstained from Resolution #2023-10-24-D Designation of Master

Bank Account, and Trustee Gabrielsen abstained from Resolution #2023-10-24-L Position Reclassifications. The motion carried.

Continuing, Chair Milonas called for the motion for the adoption of Resolution #2023-10-24-N Trustee Emeritus. Trustee Gabrielsen provided the motion and Trustee Frost seconded the motion. Chair Milonas called for discussion by members of the Board. There being no discussion, Chair Milonas called for a voice vote of the Board. The voice vote of the Board indicated that all Trustees present and voting were in favor. At this time Trustee Gabrielsen commented on her working relationship with Trustee Weisberg.

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

Treasurer Frost noted the 4% increase in fall credit hour enrollment over last year. Treasurer Frost also noted that year to date expenses are below budget. He thanked EVP VanDerhoof and her team for their efforts.

Vice Chair Licitra stated that he supports the college president and the non-renewal of non-tenured faculty decision and is confident the college will prevail.

Secretary Inganamort commented on the upcoming performing arts musical and all the positive events occurring this fall at CCM. She thanked the president for his ability to get people to believe in CCM and his true understanding of our community.

Chair Milonas recognized President Iacono for his strong vision and strategic alliances. He noted the growth of CCM, that there is a lot to be proud of, and thanked the faculty and staff for their commitment. Chair Milonas stated to President Iacono that he stands with him and thanked him for the commitment to CCM and looks forward to continuing to work with him.

Trustee Hadzima reminded the Board that she serves as the CCM liaison to the Morris County Library Foundation. At a recent meeting, members of Library Foundation Board spoke well of President Iacono and his vision.

Trustee Licitra reported that he attended the Association of Community College Trustees Leadership Congress where he and President Iacono provided a presentation that was well received. President Iacono added that while at the ACCT conference, he attended a meeting hosted by the Lumina Foundation. The purpose of that meeting was to describe the plans of the Lumina Foundation to launch a national initiative with CCM's involvement regarding the Community College Business Model.

#### 11. COMMENTS FROM THE PUBLIC

Chair Milonas stated that the Board will take comments from the public at this time, 8:37 p.m., in accordance with the Procedure for Conduct of the Public Comments Portion of the Board Meetings.

Professor Dee McAree, President of the Faculty Association of CCM, addressed the Trustees. She welcomed the Alumni Trustee to the Board, reminded the Board of the work to rule in place for the FACCM members that she felt has an affect on student clubs, and offered to speak with Alumni

Trustee Rida further on that matter. Professor McAree reported that the faculty association put forward and approved a motion of no confidence in President Iacono (76% of membership voted; 84% supported the motion). She said that the articles of no confidence would be provided to the Board Secretary.

Laura Murray, Administrative Assistant for Engineering and Criminal Justice Department, stated that she casts a vote of confidence for Dr. Iacono and commented that the priority of staff is to remain employed. She stated that the vision of President Iacono and the Board promises a secure future.

Michele Altieri, FACCM Pride Chairperson and faculty member, reminded the Board of the faculty supporters that attended the October 2019 meeting of the Trustees. She stated that she experienced a workplace culture of fear and suffers from physical, emotional and mental distress. She asked the Board to evaluate the effectiveness of the president.

There was no further public comment, the public comment portion of the meeting was adjourned at 8:47 p.m.

At this time Attorney Flaum read the following statement addressed to the public on behalf of the Board of Trustees.

The Board of Trustees acknowledges the public's comments tonight. While we disagree with your statements, we understand the importance of your concerns and the dedication you have to the well-being of our institution. We will take your feedback under advisement.

At this time, Trustee Frost thanked the Foundation for a successful golf outing.

There being no further business to conduct, the public meeting was adjourned at 8:48 p.m. by a motion from Trustee Frost and a second by Trustee Licitra. Chair Milonas called for a voice vote of the Board. The voice vote of the Board indicated that all Trustees present were in favor.

Respectfully submitted,  
Denise M. Bell  
Recording Secretary

**Resolution #2023-10-24-A**

**PURCHASE ORDER THROUGH STATE CONTRACT VENDOR**

RESOLVED, That in accordance with the County College Contracts Law, a purchase order be issued to the following state contract vendor:

State

<u>Contract #</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
21-TELE-01506	Cisco Network and Security Upgrade	Core BTS Minneapolis, MN	\$2,034,752.60

Network and Security Upgrade to replace aging infrastructure. Funded by the Technology Infrastructure Fund grant and CCM Technology Fund.

**Resolution #2023-10-24-B**

**RESOLUTION AUTHORIZING CONTRACT OVER \$17,500  
FOLLOWING PUBLICLY ADVERTISED SOLICITATION  
CONTRACT FOR GRANT EXTERNAL EVALUATOR**

WHEREAS, County College of Morris (“College”) has a need to acquire goods or services for a Grant External Evaluator as required by the terms of the U.S. Department of Labor Strengthening Community Colleges grant; 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 service is \$80,000; and

WHEREAS, the anticipated term of this contract is three years and four months commencing October 25, 2023, through February 28, 2027; and

WHEREAS, notice of request for proposals for the above contract was publicly advertised on August 10, 2023, in the following manner: CCM website; and

WHEREAS, the solicitation of proposals is based upon a request for proposals for a Grant External Evaluator dated August 10, 2023, (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, one proposal was received and opened on August 24, 2023; and

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

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of County College of Morris that a contract be awarded to WorkEd Consulting, LLC (“Contractor”) based upon the proposal submitted by the Contractor dated August 23, 2023, to acquire a Grant External Evaluator. This contract award is based upon the determination that the named Contractor has submitted the lowest responsible proposal.

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

The form of contract shall be approved by the attorney for the College.

**Resolution #2023-10-24-C**

**RESOLUTION AUTHORIZING CONTRACT OVER \$17,500  
WITHOUT PUBLICLY ADVERTISED SOLICITATION  
CONTRACT FOR THE RENEWAL OF  
ENTERPRISE TEXT MESSAGING SOFTWARE SERVICES FOR THE COLLEGE  
CAMPUS WITH THE ADDITION OF COMPLIANCE MANAGEMENT**

WHEREAS, County College of Morris (“College”) has a need to acquire goods or services for the renewal of Enterprise Text Messaging Software Services for the College Campus with the addition of Compliance Management; and

WHEREAS, the purchasing agent has determined and certified in writing that the value of the full term of the contract for the above goods or services is \$36,831; and

WHEREAS, the anticipated term of this contract is one year commencing November 1, 2023, through October 31, 2024; 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, Mongoose Research, Inc. (“Contractor”) has submitted a proposal for goods or services dated September 12, 2023, indicating that Contractor will provide goods or services for the renewal of Enterprise Text Messaging Software Services for the College Campus for a value of \$31,831 with the addition of Compliance Management Software for a value of \$5,000; 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 #2023-10-24-D**

**RESOLUTION TO APPOINT MASTER BANK ACCOUNT**

WHEREAS, County College of Morris (“College”) has a need for a professional service contract for primary depository banking services; and

WHEREAS, Citizens Bank submitted a proposal on August 15, 2023, to renew the banking services contract in effect until October 30, 2023;

NOW, THEREFORE, BE IT RESOLVED that a professional service contract be renewed with Citizens Bank to provide primary depository banking services for a term of three years beginning November 1, 2023, and ending October 31, 2026.

**Resolution #2023-10-24-E**

**RESOLUTION APPROVING CAPITAL IMPROVEMENTS VOUCHERS**

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

<b>Project</b>	<b>Vendor</b>	<b>Amount (\$)</b>
Center for Entrepreneurship & Culinary Arts	NK Architects, PA	40,907.89
Elevator Replacement	USA Architects	5,675.00
Elevator Replacement	Brahma Construction	661,852.51
UST Replacement/Grounds Garage Replacement	NV5, Inc.	4,500.00
UST Replacement/Grounds Garage Replacement	Epic Management	267,135.56

**Resolution #2023-10-24-F**

**RESOLUTION AWARDING GENERAL CONSTRUCTION CONTRACT  
FOR THE CENTER FOR ENTREPRENEURSHIP & CULINARY SCIENCE**

**BID No. B2324-05JK/DD**

WHEREAS, County College of Morris publicly advertised for bids for the contract for the Center for Entrepreneurship & Culinary Science, Bid No. B2324-05JK/DD; and

WHEREAS, bids were received and opened on October 6, 2023, from eight contractors; and

WHEREAS, the Board accepted the recommendation of the Project Architect that the bid proposal of the lowest, responsive bidder be accepted; and

NOW, THEREFORE, BE IT RESOLVED on October 24, 2023, that Brockwell and Carrington Contractors, Inc. of Towaco, New Jersey be awarded the contract for general construction for the Center for Entrepreneurship & Culinary Science Bid No. B2324-05JK/DD in the base bid amount of \$10,875,000.

**Resolution #2023-10-24-G**

**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, 2024.

RATIONALE:	NAME:	EFFECTIVE DATE:	ACTION/ POSITION:	SALARY/ WAGE:
<b>MANAGEMENT:</b>				
REPLACEMENT	Boddie, Allison	1-Nov-23	<u>Appointed to:</u> Director of Marketing & Public Relations Marketing & Public Relations	\$110,000
<b>AAPF:</b>				
PROMOTION	Baldini, Benjamin	25-Oct-23	<u>Appointed to:</u> Audio-Visual System Designer Media Services	\$57,164
<b>CCMSA:</b>				
REPLACEMENT	Reilly, Patrick	26-Oct-23	<u>Appointed to:</u> Department Administrative Assistant Student Engagement and Success	\$44,000
REPLACEMENT	Ruiz, Omar	9-Nov-23	<u>Appointed to:</u> Groundskeeper I Groundskeeping	\$39,570
<b>PART-TIME:</b>				
REPLACEMENT	Rihova, Denisa	30-Oct-23	<u>Appointed to:</u> PT Administrative Assistant Tutoring Center	15.50ph

**Resolution #2023-10-24-G**

RATIONALE:	NAME:	EFFECTIVE DATE:	ACTION/ POSITION:	SALARY/ WAGE:
<b>COACHES:</b>				
REPLACEMENT	Carasone, Nick	Seasonal	<u>Appointed to:</u> Tier 2 Assistant Baseball Coach Baseball	\$3,750 Stipend
REPLACEMENT	Catizone, Vincent	Seasonal	<u>Appointed to:</u> Tier 1 Assistant Men's Soccer Coach Men's Soccer	\$5,500 Stipend prorated
REPLACEMENT	Demarest, Brittany	Seasonal	<u>Appointed to:</u> Tier 1 Assistant Softball Coach Women's Softball	\$5,500 Stipend
REPLACEMENT	Mateus, Santiago	Seasonal	<u>Appointed to:</u> Head Coach Men's Soccer Men's Soccer	\$9,500 Stipend prorated
REPLACEMENT	Mero, David	Seasonal	<u>Appointed to:</u> Tier 2 Assistant Men's Soccer Coach Men's Soccer	\$3,750 Stipend prorated
REPLACEMENT	Vrabel, Kevin	Seasonal	<u>Appointed to:</u> Tier 1 Assistant Women's Basketball Coach Women's Basketball	\$5,500 Stipend
REPLACEMENT	Wong, Tin	Seasonal	<u>Appointed to:</u> Tier 1 Assistant Women's Volleyball Coach Women's Volleyball	\$5,500 Stipend

**Resolution #2023-10-24-H**

**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>
Adjin-Tetty, Gifty	08/24/23-09/09/23	\$780.00	Certified Nurse Aide-Compreh for WFD
Archibald, Constance	08/24/23-09/06/23	\$300.00	Certified Nurse Aide-Compreh for WFD
Bahner, Hilda	09/06/23-09/23/23	\$648.00	ESL Placement Testing for WFD
Birrer, Teresa	06/01/23-08/31/23	\$8,000.00	Northern NJ Bridges to Baccalaureate Grant (B2B) Year 5
Birrer, Teresa	09/22/2023	\$100.00	Effective Study and Test-Taking Strategies for Anatomy and Physiology
Eannetta, Joseph	08/10/23-09/06/23	\$1,300.50	AWS Level 1 - Welding - Bundle for WFD
Faines, Ronald	08/24/23-008/29/23	\$408.00	C407 - Community and Professional Education for WFD
Fameux, Edna	09/09/2023	\$300.00	Certified Nurse Aide - CNA Skills Review & Exam for WFD
Gigliotti, Samantha	12/1/22-11/30/23	\$2,610.00	NSF Clear Path 2 with ESU Year 2 - Liaison with Recruitment Activities
Isaza, Maria	07/01/2023	\$1,250.00	Supervision of Tutoring Center
Moore, Clifford	07/26/23-09/06/23	\$540.00	Program Management and Coordination - Pharm Tech for WFD
Moore, Clifford	08/24/23-08/29/23	\$840.00	Pharmacy Technician Core for WFD
Murray, Laura	07/01/23-09/29/23	\$1,000.00	Support for Advanced Manufacturing Bootcamps and Apprenticeships
Nalepka, Stephen	08/24/23-09/14/23	\$1,071.00	Advanced Manufacturing - Fall 2023 for WFD
Nalepka, Stephen	09/19/2023	\$153.00	Sick Time WFD
Nasse, Mary	07/01/23-09/30/23	\$1,000.00	Perkins Grant Management
Occhipinti, Georgann	08/24/23-08/25/23	\$318.00	Mindfulness to Decrease Workplace Stress for WFD Business Solutions
Pang, Jimmy	08/24/23-09/20/23	\$1,224.00	Advanced Manufacturing - Fall 2023 for WFD
Pezzuti, Lorie	08/22/23-08/31/23	\$376.00	Excel Advanced for WFD Business Solutions
Restaino, Dena	09/25/2023	\$100.00	Microscopy and Dissection Skills
Roche, Sharon	08/30/23-12/16/23	\$210.00	Epic Training Requested for Clinical Facility
Shera, Kathleen	07/08/23-08/25/26	\$1,504.00	Medical Billing for WFD
Stoler, Loryn	09/14/2023	\$100.00	Solving Problems Using Dimensional Analysis Tutoring Center
Sutton, Maureen	08/28/2023	\$252.00	Advising Cadre
Wolfgang, Heather	09/12/2023	\$100.00	Evaluating Limits
Zirkel, Jennifer	9/06/23-09/14/23	\$564.00	ESL Placement Testing for WFD

**Resolution #2023-10-24-I**

**RESOLUTION APPROVING FULL-TIME AND ADJUNCT FACULTY  
 APPOINTMENTS AND SALARIES, FALL 2023 SEMESTERS**

BE IT RESOLVED, That the Adjunct Faculty appointments and salaries for the Fall 2023 15-week, 7-Early, and 13-Week semesters be approved as stated below.

Dept Name	First Name	Last Name	Salary
AAD	Rafael	Fernandez	\$ 7,004.00
AAD	Patrick	Gallagher	\$ 10,723.00
AAD	Andrea	Kelly	\$ 7,804.00
AAD	Barbara	Neibart	\$ 7,804.00
AAD	Francesca	Pelaggi	\$ 3,502.00
AAD	David	Ryan	\$ 3,502.00
AAD	Audrey	Sedlak-Barbati	\$ 10,723.00
AAD	Leah	Tomaino	\$ 7,804.00
AAD	Sujha	Balaji	\$ 1,395.20
AAD	Fabio	Castellanos	\$ 7,804.00
AAD	Rose	De Pasquale	\$ 3,502.00
AAD	Matthew	Mateo	\$ 3,502.00
AAD	William	Satmaria	\$ 7,004.00
AAD	Tyler	Sinnott	\$ 7,004.00
AAD	Natalia	Szabla	\$ 7,804.00
AAD	Rachael	McArthur	\$ 7,004.00
AAD	Stephanie	Schwiederek	\$ 8,777.00
AAD	Luis	Carrasquillo	\$ 7,804.00
AAD	Paul	Kiesche	\$ 3,902.00
AAD	Kathleen	McNeil	\$ 7,804.00
AAD	Andrew	Murad	\$ 3,502.00
AAD	William	Romano	\$ 3,502.00
AAD	William	Yermal	\$ 6,237.20
AH	Elizabeth	Buckridee	\$ 2,084.00
AH	Scott	Coppolo	\$ 3,334.40
AH	Andres	Diaz	\$ 833.60
AH	Richard	Hathaway	\$ 2,250.72
AH	Andrew	Hill	\$ 1,667.20
AH	Joseph	Kitchell	\$ 1,417.12
AH	Ryan	Murray	\$ 6,752.16
AH	Kayla	Ouellette	\$ 2,084.00
AH	Frederick	Varker	\$ 1,250.40
AH	Diane	Andrascik	\$ 14,572.50
AH	Barbara	Becmer	\$ 6,510.00
AH	Zuleyma	Bell	\$ 6,975.00
AH	Theresa	Blough	\$ 14,070.00
AH	Geraldine	Burghart	\$ 14,572.50
AH	Robin	Cleaves	\$ 13,950.00
AH	Juliet	Colvin	\$ 6,975.00
AH	Krista	Cronin	\$ 6,975.00
AH	Darius	Dominguez-Bakstad	\$ 20,925.00
AH	Nicole	Galizia	\$ 13,950.00
AH	Faye	Niemczyk	\$ 21,105.00
AH	Lindsay	Romano	\$ 6,045.00

**Resolution #2023-10-24-I**

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
AH	Jacquelyn	Stouch	\$ 13,485.00
AH	Diana	Vasile-Diesel	\$ 17,021.00
AH	Ana	Vasquez	\$ 6,975.00
AH	Nicole	Wilson	\$ 6,975.00
AH	Brianna	Wolff	\$ 12,390.00
AH	Albert	Heuer	\$ 6,120.00
AH	Priya	Mistry	\$ 5,400.00
AH	Salma	Monaco	\$ 8,748.00
AH	Cessy	Ramirez	\$ 5,400.00
AH	Bonnetter	Rodrigues-Irving	\$ 5,400.00
AH	Katie	Smith	\$ 5,400.00
AH	Marisol	Villarroel	\$ 5,400.00
AH	Malou	Whitney	\$ 5,400.00
BICHM	Lucia Jean	Adriaenssens	\$ 4,374.00
BICHM	Steven	Aschoff	\$ 7,824.00
BICHM	Christopher	Baldi	\$ 1,758.00
BICHM	Louis	Carozza	\$ 3,488.00
BICHM	Edward	Cooke	\$ 1,758.00
BICHM	Dennis	Daly	\$ 8,787.00
BICHM	Anthony	Di Stasio	\$ 5,868.00
BICHM	Kimberly	Dunn	\$ 3,516.00
BICHM	Richard	Finizio	\$ 4,875.00
BICHM	Fariborz	Firooznia	\$ 4,360.00
BICHM	Salvatore	Gammaro	\$ 5,848.00
BICHM	Deanna	Gardner	\$ 2,919.00
BICHM	Bruce	Kahn	\$ 4,378.50
BICHM	Kristina	Koo	\$ 3,516.00
BICHM	David	Leibowitz	\$ 973.00
BICHM	Elizabeth	Merritt	\$ 5,858.00
BICHM	Zeynep	Miller	\$ 4,374.00
BICHM	James	Mizvesky	\$ 1,758.00
BICHM	Timothy	Mure	\$ 8,280.50
BICHM	Jennifer	Portman	\$ 3,516.00
BICHM	Robert	Richman	\$ 3,516.00
BICHM	Kurt	Weinmann	\$ 1,758.00
BICHM	Lise	Woodring	\$ 8,523.75
BUS	John	Bale	\$ 2,919.00
BUS	Glen	Caplin	\$ 8,757.00
BUS	Susan	Christensen	\$ 7,073.80
BUS	Julian	Costa	\$ 5,906.20
BUS	Joseph	Downey	\$ 2,616.00
BUS	Jordan	Fried	\$ 2,616.00
BUS	Kenneth	Gattie	\$ 6,490.00
BUS	Judith	Ginder	\$ 8,434.00
BUS	Frederick	Gunzel	\$ 6,341.20
BUS	Marybeth	Hall	\$ 2,616.00
BUS	Dennis	Huzey	\$ 2,616.00
BUS	Hugo	Lopez	\$ 2,616.00
BUS	Rosemary	McNally	\$ 6,404.00
BUS	Raul	Mendez	\$ 9,606.00
BUS	Djordjo	Repic	\$ 3,488.00



**Resolution #2023-10-24-I**

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
BUS	Mona	Ressaissi	\$ 5,838.00
BUS	Sugeily	Rodriguez	\$ 2,919.00
BUS	David	Rodriguez	\$ 3,571.00
BUS	Parker	Shannon	\$ 5,232.00
BUS	Magdy	Sharoupim	\$ 3,571.00
BUS	Thomas	Young	\$ 3,202.00
CJS	Daniel	Gallagher	\$ 5,585.20
CJS	Russell	Hatzel	\$ 7,784.00
CJS	John	Hurd	\$ 4,865.00
CJS	Sarah	Kapitko	\$ 2,616.00
CJS	Jessica	Moses	\$ 2,616.00
COM	Danielle	Lenar Cummins	\$ 5,838.00
COM	Shelley	Bromberg	\$ 2,919.00
COM	David	Comora	\$ 2,616.00
COM	Devon	Gifis	\$ 5,838.00
COM	Cynthia	Mayer	\$ 8,757.00
COM	Elizabeth	Page	\$ 5,232.00
COM	Michael	Sanzari	\$ 2,616.00
COM	Maureen	Uphoff-Brady	\$ 2,616.00
ENGPH	Cara	Anan	\$ 3,488.00
ENGPH	Christy	Bouziotis	\$ 9,940.80
ENGPH	Margaret	Carey	\$ 1,556.80
ENGPH	Richard	Carpenter	\$ 11,286.80
ENGPH	Elseah	Chea	\$ 7,848.00
ENGPH	Peter	Clavin	\$ 1,133.60
ENGPH	Michael	Curtin	\$ 2,616.00
ENGPH	William	Forman	\$ 2,919.00
ENGPH	Thomas	Furlong	\$ 11,286.80
ENGPH	Michael	Giffoniello	\$ 8,562.40
ENGPH	Daniela	Greenwood	\$ 5,448.80
ENGPH	Francis	Kaiser	\$ 7,848.00
ENGPH	Rachel	Kaplan	\$ 2,616.00
ENGPH	Shana	Kisatsky	\$ 5,838.00
ENGPH	Michael	Koenen	\$ 5,232.00
ENGPH	Peggy	Kurtz	\$ 2,616.00
ENGPH	Joann	Liuzzo	\$ 7,848.00
ENGPH	Anthony	Lodato	\$ 5,838.00
ENGPH	Laurel	Lorber	\$ 2,919.00
ENGPH	Anne	Nadel-Walbridge	\$ 9,592.00
ENGPH	Sarah	Northrop	\$ 2,616.00
ENGPH	Justine	Prusiensky	\$ 7,324.80
ENGPH	Mark	Raines	\$ 2,616.00
ENGPH	Scott	Summers	\$ 5,232.00
ENGPH	Carolyn	Tedholm	\$ 8,720.00
ENGPH	Susan	Toth	\$ 6,227.20
ENGPH	Jeffery	Triggs	\$ 5,232.00
ENGPH	Steven	Wright	\$ 2,616.00
ESET	Biagio	Agostinelli	\$ 7,590.00
ESET	Ian	Ballantyne	\$ 2,616.00
ESET	William	Barnes	\$ 3,502.00
ESET	Glen	Berg	\$ 4,374.00

**Resolution #2023-10-24-I**

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
ESET	Kevin	Conod	\$ 3,788.00
ESET	Christopher	Houthuysen	\$ 3,488.00
ESET	Richard	Johnson	\$ 7,483.00
ESET	Albert	Messano	\$ 4,374.00
ESET	Derrick	Richardson	\$ 1,744.00
ESET	Lawrence	Roscoe	\$ 2,608.00
ESET	Thomas	Roskop	\$ 2,916.00
ESET	Andrew	VandenHeuvel	\$ 7,576.00
ESET	Frederick	Wawra	\$ 7,162.00
HESD	James	Breiten	\$ 2,919.00
HESD	Frank	Doto	\$ 2,919.00
HESD	Marianne	Morano	\$ 5,196.00
HESD	Elizabeth	Piech	\$ 2,616.00
HESD	Trayer	Run-Kowzun	\$ 9,118.00
HIS	Alexander	Clemente	\$ 8,757.00
HIS	Deborah	Hoeflinger	\$ 8,757.00
HIS	Steven	Isaacson	\$ 2,919.00
HIS	Matthew	Johnston	\$ 5,838.00
HIS	William	Lorenzo	\$ 2,919.00
HIS	Diana	Olsen	\$ 5,838.00
HOS	Michael	Atanasio	\$ 5,532.00
HOS	Perry	Kwok	\$ 5,832.00
HOS	Lynn	McAndrew	\$ 5,832.00
IT	Barbara	Adamczyk	\$ 8,777.00
IT	John	Agar	\$ 8,748.00
IT	Regina	Ashford	\$ 6,704.00
IT	Ricardo	Ataide	\$ 2,916.00
IT	Waseem	Awan	\$ 3,250.00
IT	Stephen	Chiang	\$ 5,232.00
IT	Craig	Cortright	\$ 3,202.00
IT	Hart	Coven	\$ 2,616.00
IT	Ira	Friesheim	\$ 9,419.00
IT	Michael	Gellas	\$ 3,202.00
IT	Brandon	Groves	\$ 2,916.00
IT	David	Kawalec	\$ 8,148.00
IT	Hailey	Lopez	\$ 2,616.00
IT	John	Machusky	\$ 2,916.00
IT	Lynmarie	McCullough	\$ 2,919.00
IT	Igor	Nachevnik	\$ 8,734.00
IT	Barbara	Pisciotta	\$ 9,750.00
IT	Craig	Shrader	\$ 2,616.00
IT	Thomas	Shuman	\$ 3,250.00
IT	Albert	Stark	\$ 6,500.00
IT	Carolyn	Wade	\$ 7,804.00
IT	Stan	Wasilewski	\$ 11,481.40
IT	Ashley	Yang	\$ 2,916.00
LGESL	Amy	Garcia	\$ 6,104.00
LGESL	David	Gunness	\$ 391.90
LGESL	Nina	Hefter	\$ 2,919.00
LGESL	Khaled	Jerai	\$ 2,919.00
LGESL	Yuxia	Jorgensen	\$ 5,232.00

**Resolution #2023-10-24-I**

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
LGESL	Lakshmi	Kattepur	\$ 5,838.00
LGESL	Renata	Kessler	\$ 7,200.20
LGESL	Michele	Lawrey	\$ 2,616.00
LGESL	Kerri	McEllen	\$ 2,354.40
LGESL	Vita	Morales	\$ 9,730.00
LGESL	Mariko	Nakane	\$ 7,297.50
LGESL	Hilary	Porteous-Nye	\$ 8,757.00
LGESL	Jennifer	Schafer	\$ 2,919.00
LGESL	Tamar	Schattner--Elmaleh	\$ 3,488.00
LGESL	Yajana	Schwenk-Alcala	\$ 2,616.00
LGESL	Elissa	Teepie	\$ 2,919.00
LGESL	Maria	Vila-Chave	\$ 3,488.00
LHT	Anthony	Spagnuolo	\$ 2,335.20
LHT	Marc	Zukovich	\$ 3,902.00
MATH	Thomas	Barto	\$ 6,104.00
MATH	Keith	Eberhardt	\$ 6,104.00
MATH	John	Elmuccio	\$ 6,811.00
MATH	Bruce	Forman	\$ 7,848.00
MATH	Aditi	Ghosh Dastidar	\$ 9,592.00
MATH	Inessa	Goldberg	\$ 5,838.00
MATH	Beth	Grivoyannis	\$ 7,784.00
MATH	Edward	Jung	\$ 3,488.00
MATH	Anthony	Knuth	\$ 3,488.00
MATH	Lisa	Mathus	\$ 11,189.50
MATH	Mary	Michailidis	\$ 9,592.00
MATH	William	Murphy	\$ 3,488.00
MATH	Kathia	Nieves	\$ 6,104.00
MATH	Stacey	Opper	\$ 11,189.50
MATH	Brad	Ottino	\$ 5,838.00
MATH	Anna	Philhower	\$ 2,919.00
MATH	Joseph	Prinzivalli	\$ 2,616.00
MATH	Gitanjali	Puri	\$ 10,703.00
MATH	Cheryl	Riehl	\$ 7,784.00
MATH	Nanette	Shoenfelt	\$ 11,189.50
MATH	Fred	Shubert	\$ 2,919.00
MATH	Maureen	Stivala	\$ 2,616.00
MATH	Jason	Wilke	\$ 4,865.00
MATH	Yusif	Yafai	\$ 3,892.00
MUSIC	Richard	Barrieres	\$ 1,304.00
MUSIC	Susan	Braden	\$ 7,784.00
MUSIC	William	Briggs	\$ 7,142.00
MUSIC	Joseph	Cristiani	\$ 2,919.00
MUSIC	Eric	Darnsteadt	\$ 2,616.00
MUSIC	Rick	Deardorff	\$ 3,892.00
MUSIC	Jason	DePope	\$ 3,892.00
MUSIC	Michael	Donahue	\$ 2,616.00
MUSIC	Christopher	Gardner	\$ 2,044.00
MUSIC	Carol	Hamersma	\$ 9,895.50
MUSIC	Victor	Keremedjiev	\$ 6,003.50
MUSIC	Gloria	Kim	\$ 872.00
MUSIC	Karl	Latham	\$ 3,892.00

**Resolution #2023-10-24-I**

<b>Dept Name</b>	<b>First Name</b>	<b>Last Name</b>	<b>Salary</b>
MUSIC	Jose	Martinez	\$ 1,744.00
MUSIC	Colleen	McArdle	\$ 1,172.00
MUSIC	Melanie	Mitrano	\$ 9,088.00
MUSIC	Amirali	Mortezai	\$ 4,960.00
MUSIC	Cheol-Woo	Nam	\$ 4,475.80
MUSIC	Teresa	Roccanova	\$ 5,196.00
MUSIC	Oliver	Santana Rivera	\$ 973.00
MUSIC	Kyle	Spender	\$ 6,811.00
MUSIC	Donald	Sternecker	\$ 5,260.00
MUSIC	Matthew	Swiss	\$ 2,616.00
MUSIC	Yuka	Yanagi	\$ 11,112.20
MUSIC	Angelica	Gonzalez	\$ 4,688.00
NUR	Kristina	Barkey	\$ 15,750.00
NUR	Alessandra	Cervone	\$ 15,750.00
NUR	Lisa	Diana	\$ 14,490.00
NUR	Taylor	Hart	\$ 14,490.00
NUR	Laura	Ishmael	\$ 15,750.00
NUR	Mary Beth	Maffey	\$ 9,936.00
NUR	Shruti	Pandya	\$ 12,558.00
NUR	Alexandra	Ponsiglione	\$ 15,750.00
NUR	Shawne	Simone	\$ 11,592.00
NUR	Kathryn	Smith	\$ 14,490.00
PSY	Robert	Douglas	\$ 2,616.00
PSY	Kim	Finn	\$ 8,757.00
PSY	Randolph	Fodali	\$ 5,838.00
PSY	Stephen	Maret	\$ 2,616.00
PSY	Danielle	Massaro	\$ 2,616.00
PSY	Kristin	Nelson	\$ 2,919.00
PSY	Nelta	Paul	\$ 2,616.00
PSY	Vanessa	Shields	\$ 7,848.00
PSY	Lynda	Wright	\$ 7,848.00
SAHS	Karen	Danna	\$ 2,616.00
SAHS	Brandon	Dill	\$ 2,616.00
SAHS	Nafisa	Khalid	\$ 2,616.00
SAHS	Norman	Richter	\$ 8,757.00
SAHS	Amanda	Simo	\$ 2,616.00
SAHS	Eve	Taub	\$ 2,919.00

**Resolution #2023-10-24-J**

**RESOLUTION ACCEPTING EMPLOYEE RESIGNATIONS AND RETIREMENTS**

WHEREAS, the Personnel Committee has reviewed the employee resignations and retirements received by the college;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Trustees approve the acceptance of the following employee resignations and retirements:

Tilcia Garzon; Retirement effective 01/26/24  
Kathleen Prokop; Retirement effective 06/20/24  
June Scott; Retirement effective 01/12/24  
Yoonha Shin; Resignation effective 10/17/23  
Stephanie Williams; Resignation effective 10/06/23

**Resolution #2023-10-24-K**

**RESOLUTION APPROVING ADJUNCT II DESIGNATIONS**

WHEREAS, the Personnel Committee has reviewed the rationale for designating Adjuncts at the Adjunct II level;

NOW, THEREFORE, BE IT RESOLVED, That the adjunct faculty listed below qualify for placement at the Adjunct II level, with a pay rate in accordance with the Adjunct Faculty Promotion and Evaluation Procedures, effective Spring 2024.

**School of Health Professions and Natural Sciences**

Barbara Becmer	Allied Health-Radiography
Fariborz Firooznia	Biology & Chemistry
Ana Vasquez	Allied Health-Radiography

**Resolution #2023-10-24-L**

**RESOLUTION APPROVING POSITION RECLASSIFICATIONS**

WHEREAS, the Personnel Committee has reviewed the recommended position reclassifications;

NOW, THEREFORE, BE IT RESOLVED, That the following position reclassifications be approved effective October 25, 2023.

- The position of Nursing Lab Coordinator, AAPF Grade 13 be reclassified to Nursing Lab Supervisor, Nursing Department, AAPF Grade 14 with the incumbent, Ms. Lori Kruppo, receiving an adjusted salary of \$82,702.00.
- The vacant position of Nursing Faculty be reclassified to Nursing Lab Coordinator, Nursing Department, AAPF Grade 13.

**Resolution #2023-10-24-M**

**RESOLUTION ACCEPTING THE  
SIX-YEAR REVIEW OF THE  
RESPIRATORY THERAPY PROGRAM**

WHEREAS, the College Council accepted and recommended the six-year review of the Respiratory Therapy Program to the college president for further consideration; and

WHEREAS, upon the recommendation of the college president, the Committee on Academic and Educational Programs reviewed favorably the six-year review of the Respiratory Therapy Program;

NOW, THEREFORE, BE IT RESOLVED, That the six year review of the Respiratory Therapy Program be accepted and that the Respiratory Therapy Program be continued without reservation.



**Resolution #2023-10-24-O**

**RESOLUTION HONORING  
DR. JOSEPH S. WEISBERG**

WHEREAS, In accordance with the County College of Morris Selection Criteria for Trustee Emeritus/Emerita, the Committee on Organization, Bylaws, Planning and Nomination has reviewed the nomination;

NOW THEREFORE BE IT RESOLVED, That Dr. Joseph S. Weisberg be designated Trustee Emeritus 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 upon completion of Trustee Weisberg's appointed term.