

HUDSON COUNTY COMMUNITY COLLEGE
70 Sip Avenue
Jersey City, NJ 07306

Regular Meeting – Board of Trustees

Tuesday, January 20, 2026

5:00 P.M.

Mary T. Norton Board Room and Via Zoom

In-Person: Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, New Jersey

Members of the public may also use the following link and join the Zoom Meeting Webinar via Audio-only:

<https://zoom.us/j/97409869019?pwd=3SrSkkzf4JlXobqAUapl8eNZAyue86.1>

Passcode: 702541

Telephone: 1 929 205 6099

Webinar ID: 974 0986 9019

Passcode: 702541

Please note that members of the public who dial-in by telephone will not have the ability to speak during Comments from the Public and will be in listen mode only.

All microphones for public participants are muted except during the Comments from the Public portion of the meeting. If you wish to make comments and are attending via Zoom, please use the "Raise Hand" notification icon at the bottom of the screen. When you hear your name announced, you may address the Board. After the speaker's time ends, their microphone will be muted to allow others the opportunity to address the Board.

AGENDA

I.	CALL TO ORDER - FLAG SALUTE	<i>Chair Peña</i>
II.	ROLL CALL AND RECOGNITION OF VISITORS	

Trustees:

Edward DeFazio, Secretary/Treasurer

Frank Gargiulo

Stacy Gemma

Roberta Kenny

Vincent Lombardo

Jeanette Peña, Chair

Christopher Reber, President (Ex Officio)

Joanne Rivera, Student Alumni Representative

Silvia Rodriguez

Lissa Santiago

Harold Stahl

Frances Teabout

III.	COMMENTS FROM THE PUBLIC	<i>Chair Peña</i>
IV.	CLOSED SESSION (<i>The Board of Trustees will determine whether there is a need to go into closed session at the beginning of the meeting. If there is such a determination, an announcement will be made as to where the session will be placed on the agenda.</i>)	
V.	REPORTS	
1.	<i>Student Government Association President's Report</i>	<i>Ms. Khajamohideen</i>
2.	<i>President's Report</i>	<i>Dr. Reber</i>
VI.	REGULAR MONTHLY REPORTS AND RECOMMENDATIONS	
1.	<i>Minutes of Previous Meetings</i>	
2.	<i>Gifts, Grants, and Contracts</i>	
VII.	FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS	<i>Dr. Reber</i>
VIII.	PERSONNEL RECOMMENDATIONS	<i>Dr. Reber</i>
IX.	ACADEMIC AND STUDENT AFFAIRS RECOMMENDATIONS	<i>Dr. Reber</i>
X.	NEW BUSINESS	<i>Chair Peña</i>
XI.	ADJOURNMENT	<i>Chair Peña</i>

HUDSON COUNTY COMMUNITY COLLEGE**BOARD OF TRUSTEES MEETING*****Tuesday, January 20, 2026******II. ROLL CALL******Trustees:***

<i>Edward DeFazio, Secretary/Treasurer</i>	<u><i>PRESENT</i></u>
<i>Frank Gargiulo</i>	<u><i>ABSENT</i></u>
<i>Stacy Gemma</i>	<u><i>ABSENT</i></u>
<i>Roberta Kenny</i>	<u><i>PRESENT</i></u>
<i>Vincent Lombardo</i>	<u><i>PRESENT</i></u>
<i>Jeanette Peña, Chair</i>	<u><i>PRESENT</i></u>
<i>Christopher Reber, President, Ex Officio</i>	<u><i>PRESENT</i></u>
<i>Joanne Rivera, Student Alumni Representative</i>	<u><i>PRESENT</i></u>
<i>Silvia Rodriguez</i>	<u><i>PRESENT</i></u>
<i>Lissa Santiago</i>	<u><i>PRESENT</i></u>
<i>Harold Stahl</i>	<u><i>PRESENT</i></u>
<i>Francis Teabout</i>	<u><i>PRESENT</i></u>

This meeting is called in conformance with the "Open Public Meetings Act." A notice of the meeting of the Board of Trustees was transmitted to all Board members; advertised in The Star Ledger and NJ.com; filed with each office of the Hudson County Municipal Clerks; posted on the College Website and on Public Bulletin Boards of Hudson County Community College at 70 Sip Avenue, Jersey City, New Jersey, and at the North Hudson Campus, Union City, New Jersey, stating the date, time and place of said meeting.

MEETING INTRODUCTION

This meeting is called in conformance with the Open Public Meetings Act. Members of the public will now have an opportunity to address the Board of Trustees. Comments of each person will be limited to five minutes, including all responses. A member of the public may not provide any portion of his/her five-minute allotment to any other member of the public. Please be aware that the purpose of the public portion of the meeting is for the public to express any ideas, concerns or issues they may have concerning Hudson County Community College. Questions raised to the Board during the public comment period may be referred to the appropriate administrative person(s) at the College for response at a later time.

Any public comments made to the Board, which the Board considers obscene, harassing, or meant to incite, will be prevented by the Board. The person making these remarks may be required to relinquish the remaining time allotted to speak and will be asked to leave the Board of Trustees meeting. Public comments or questions are open to any matters over which the Board has purview and jurisdiction.

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

III. COMMENTS FROM THE PUBLIC

None

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

IV. CLOSED SESSION

None

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

V. REPORTS

1. *President's Report (C. Reber)*

Princeton University Community College Faculty Program

Laurie Riccadonna, Professor/Coordinator of Studio Art

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS**1. MINUTES OF PREVIOUS MEETING**

The Minutes of the Reorganization Meeting and Regular Meeting of November 25, 2025 are herewith submitted to the Board of Trustees for approval. (Page 9)

Recommendation:

It is the recommendation of the President that the Board of Trustees approve the Minutes of the Reorganization Meeting and the Regular Meeting of November 25, 2025.

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve Item VI., Regular Monthly Reports and Recommendations.

INTRODUCED BY:Jeanette Peña**SECONDED BY:**Roberta Kenny**DATE:**January 20, 2026

DeFazio, Edward
 Gargiulo, Frank
 Gemma, Stacy
 Kenny, Roberta
 Lombardo, Vincent
 Rodriguez, Silvia
 Stahl, Harold
 Santiago, Lissa
 Teabout, Frances
 Peña, Jeanette, Chair

AYE
ABSENT
ABSENT
AYE
AYE
AYE
AYE
AYE
AYE
AYE

8 Aye 0 Nay*****RESOLUTION ADOPTED*****

Alexa Piano
 Signature of Recorder

01/20/2026
 Date

HUDSON COUNTY COMMUNITY COLLEGE**Reorganization Meeting and Regular Meeting – Board of Trustees**
Tuesday, November 25, 2025
5:00 P.M., In-person and Via Zoom**Reorganization Meeting****MINUTES**

PRESENT: *Edward DeFazio (Vice Chair); Frank Gargiulo; Stacy Gemma (Secretary/Treasurer); Roberta Kenny; Vincent Lombardo; Jeanette Peña (Chair); Christopher Reber; Joanne Rivera (Student Alumni Representative); Lissa Santiago; Harold Stahl; and Frances Teabout*

Counsel to the Board: Andrew Brown for Scarinci and Hollenbeck

ABSENT: *Silvia Rodriguez*

I. CALL TO ORDER - FLAG SALUTE**Ia. SWEARING IN OF NEW ALUMNI REPRESENTATIVE TO THE BOARD OF TRUSTEES**

New Student Alumni Representative Joanne Rivera was sworn in. She will serve until the next Reorganization Meeting on November 24, 2026.

New Trustee Lissa Santiago was sworn in to a four-year term.

II. ROLL CALL**III. CLOSED SESSION - None****IV. ELECTION OF OFFICERS - CHAIR, VICE CHAIR, AND SECRETARY/TREASURER**

Chair – Jeanette Peña

Nominated by: Edward DeFazio
Seconded by: Roberta Kenny

Vice Chair – Edward DeFazio

Nominated by: Stacy Gemma
Seconded by: Vincent Lombardo

Secretary/Treasurer – Stacy Gemma

Nominated by: Jeanette Peña
Seconded by: Roberta Kenny

Introduced by: Edward DeFazio
Seconded by: Jeanette Peña

9 Ayes.....0 Nays *Resolution Adopted*

V. ANNUAL SCHEDULE OF MEETINGS OF THE HUDSON COUNTY COMMUNITY COLLEGE BOARD OF TRUSTEES**LOCATION (In Person and via Zoom)**

December	-	No Meeting
January 20, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
February 24, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
March 24, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
April 14, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
May 12, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
June 11, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
July	-	No Meeting
August 11, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
September 8, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
October 13, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ
November 24, 2026	-	Mary T. Norton Board Room, 4th Floor, 70 Sip Avenue, Jersey City, NJ (Reorganization Meeting and Regular Monthly Meeting will be held on this date.)

Board Meetings begin at 5:00 p.m. and are held at the location listed above and via Zoom.

Introduced by: Jeanette Peña
Seconded by: Edward DeFazio

9 Ayes.....0 Nays

Resolution Adopted

VI. APPOINTMENT OF COMMITTEES**Executive Committee**

Jeanette Peña (Chair)
Edward DeFazio (Vice Chair)
Stacy Gemma (Secretary/Treasurer)

Personnel Committee

Harold Stahl (Chair)
Edward DeFazio
Vincent Lombardo
Frances Teabout

Academic and Student Affairs Committee

Silvia Rodriguez (Chair)
Frank Gargiulo
Roberta Kenny
Frances Teabout
Joanne Rivera, Student Alumni Representative

Finance Committee

Jeanette Peña (Chair)
Edward DeFazio
Lissa Santiago

Capital Projects Advisory Committee

Jeanette Peña (Chair)
Stacy Gemma
Lissa Santiago
Harold Stahl

Foundation Liaison

Stacy Gemma

**New Jersey Council of County Colleges (NJCCC)
Trustee Representative**

Lissa Santiago

Ad Hoc Committees will be formed as needed.

These assignments will be modified as needed.

*Introduced by: Jeanette Peña
Seconded by: Harold Stahl*

9 Ayes.....0 Nays

Resolutions Adopted

VII. APPOINTMENT OF 2025-26 COUNSEL TO HUDSON COUNTY COMMUNITY COLLEGE

1. *Award of General Counsel Legal Services for 2025-26 to
Scarinci Hollenbeck*
2. *Award of Redevelopment Legal Counsel Services for 2025-26 to
McManimon, Scotland & Baumann, LLC*

*Introduced by: Vincent Lombardo
Seconded by: Stacy Gemma*

9 Ayes.....0 Nays

Resolutions Adopted

VIII. ADJOURN REORGANIZATION MEETING AND BEGIN REGULAR MEETING OF THE BOARD OF TRUSTEES

*Introduced by: Jeanette Peña
Seconded by: Edward DeFazio*

9 Ayes.....0 Nays

Resolution Adopted

**Regular Meeting – Board of Trustees
Tuesday, November 25, 2025**

MINUTES**I. CALL TO ORDER - FLAG SALUTE****II. ROLL CALL****III. COMMENTS FROM THE PUBLIC**

President of the Professional Association Michael Ferlise offered remarks.

Good evening, Trustees, President Reber, and members of the college community.

I'm Michael Ferlise, Assistant Professor of Sociology and President of the Professional Association (PA), the union that represents all full-time faculty at Hudson County Community College.

This past October, our union was honored to receive the New Jersey Education Association's (NJEA) highly competitive Jim George Collective Bargaining Award for Best Negotiated Contract of 2025. This recognition came from among K-12 and higher education institutions throughout the entire state of New Jersey. I believe we were one of eight or nine finalists out of 24 nominees.

To be eligible for the Jim George Award, a local association must meet one or more of the following criteria:

- Bargain one or more new contractual provisions not already found in other affiliates' contracts;
- Conduct an extraordinary community organizing effort that results in a settled agreement;
- Use the bargaining process to engage and elevate new members into leadership roles; or
- Achieve a particularly strong settlement in comparison to state averages, in salary increases, benefits, professional development, member protections, and salary guide best practices.

I am proud to say our contract fulfilled every single category.

Much of our work as a union is quiet, focused, and persistent. A great deal of thought and preparation went into crafting our 2025-28 agreement. In total, we negotiated and agreed upon more than 40 proposals, a number that NJEA President Steve Beatty described during the awards ceremony as “extraordinarily high.”

He also emphasized that beyond the volume, the innovative quality of our agreement stood out to the committee.

Some of the highlights include:

- The inclusion of nursing faculty in our unit and the elimination of the former “lecturer” positions, an outcome of a dedicated PA Nursing Task Force;
- Increased release time for the union president, building upon previous agreements to support stronger organizational leadership;
- The design and implementation of an adjusted salary scale to ensure greater equity across membership;
- A Degree Recognition Clause and the development of new terms for online courses, both the result of collaborative PA and Center for Online Learning task forces;
- Provisions tied to the Hudson Scholars Mentoring Program, also noted for their forward-thinking design.

These were among many other achievements.

President Beatty stated our contract deserved greater study and attention as a model for other unions and colleges. These were moving and affirming words, spoken in a room full of experienced NJEA locals, state leaders, and national representatives.

While this award certainly celebrates the Professional Association’s hard work, it is also a recognition of our entire college and its sustained commitment to equity and partnership over the past seven years.

It does not escape me that this energy could have produced very different results in a less supportive environment. But that is not the case here, and it has not been for some time.

This award affirms that cooperative approaches, labor-management partnerships, and mutual respect for the dignity of labor are not only possible, they are more fruitful and more beneficial to the institution’s culture and well-being.

This also pushes back against the narrative we often hear from privatization advocates, those who say public colleges cannot simultaneously maintain strong unions and operate effectively. Our experience at HCCC proves otherwise.

Over the last seven years, we have demonstrated that strong, responsive unions, when operating within the right institutional environment and under the right leadership, can collaboratively and creatively help solve long-standing problems.

Our 2025 agreement, like the two preceding in 2019 and 2022, reflects this shared commitment. (And it’s worth noting: our 2019 contract also received the Jim George Award.)

Each contract has, in its own way, addressed the historically low faculty salaries that once defined our institution. These agreements helped lift morale and eliminate harmful, ingrained practices of the past.

Our new salary guide reflects both past and current equity adjustments, and, critically, all faculty, including new hires, are now recognized for their years of service, degree attainment, and academic rank. That is no small achievement.

I also want to briefly commend the college for a bold and uncommon commitment: unlike many institutions across the country, HCCC has increased, not decreased, tenure-track lines. This is essential for our academic health, student success, and long-term financial sustainability. It is a policy that deserves greater attention in national conversations.

Of course, there is always more to do, more issues to address, more things to advocate. But today's Hudson County Community College is a different and far better place to work than it was when I started nearly 20 years ago, in 2005. Our collective bargaining agreements are now being studied across the state for good reason.

In closing, I would like to reiterate: this Jim George Collective Bargaining Award is a shared achievement. It reflects our mutual commitments and is a point of pride for all of us, as a caring college community and a proud, public-serving institution.

Thank you.

SGA Senator Anu Bisht offered remarks.

My name is Anu. I am a second-year accounting student here, and I am set to graduate next spring. Recently, I had the honor of attending one of the convenings at Harvard with Dr. Reber.

I had the opportunity to work on a project, share my opinions, and meet many college leaders from across the country. There was one observation I noticed across the board that was very common at other institutions, but that does not happen at our college. I wanted to bring this up during Pizza with the President, but I was unable to attend, so I wanted to share it with you today.

I would highly request, President Reber, that you consider having a one-on-one meeting with the SGA President every month, even if it is just for thirty minutes. I believe this would be very helpful for the student community across campus.

Thank you so much. That is all I wanted to say.

IV. CLOSED SESSION – None**V. REPORTS****1. Student Government Association President's Report**

Student Government Association President Rifaya Dubash Khajamohideen offered the following report.

Good evening, everyone. For those who do not know me, my name is Rifaya Dubash Khajamohideen, and I am the President of the Student Government Association (SGA). I am here to share updates on the activities of our student clubs and organizations this semester, as well as information from the SGA. I am excited to highlight all the great work happening on campus.

Before I begin, I would like to take a moment to acknowledge and introduce the members who are here with me today. Our senators, Anu Bisht, Kenya Sandobo, Erin Garcia, and, finally, our newly joined senator, Emily Martinez.

I want to thank you all for being here today and for the hard work you do behind the scenes every day.

I would like to begin updates with the Teacher Education Club. They will be ending the semester with a Christmas celebration on December 13.

Next, the Student Programming Board (SPB) is continuing to support student life with several upcoming events. Cozy Café will take place on December 2, followed by Final Fuel on December 9.

There is also a collaboration between the Health and Medical Science Club, the Gold Student Leadership Opportunity Code (Gold SLO Code), the SGA, the Mental Health Counseling and Wellness Center, and the Office of Veterans Affairs, hosting a De-Stress for Finals workshop on December 2 from 12:00 p.m. to 2:00 p.m. in the Journal Square Student Center Lounge.

The American Chemical Society (ACS) has had a very active semester. On October 22, they celebrated National Chemistry Week with a livestream event titled *The Hidden Life of Spices*, which connected chemistry with food science. On October 25, they collaborated with the Art Club on a trip to the New York

Botanical Garden. On October 27, they hosted a Halloween-themed slime experiment. Most recently, on November 8, they attended an environmental chemistry conference at Hofstra University.

Phi Theta Kappa (PTK) partnered with Gold SLO Code to host two movie nights on both campuses. PTK is also running a toy drive in collaboration with the Business and Accounting Club, the Office of Institutional Engagement and Excellence, Teacher Education, and the Student Parent Alliance. They will be part of the Winter Wonderland event on December 13 and are also planning an event for their Honors in Action program.

The Model United Nations Club is working on informational tabling events. Kultura recently hosted a Karaoke Night in collaboration with Girls Who Organize (GWO).

The Culinary Club supported the college's 50th Anniversary Museum opening by providing pastries and beverages.

Lastly, SGA has been focused on building stronger connections with students. We hosted a Halloween night gathering on October 30. On November 25, we held a Get to Know Your SGA event in collaboration with the Office of Institutional Engagement and Excellence, as well as a Holiday Hangout with professors alongside the Professional Association. Both events were designed to support students academically and socially as we wrap up the semester.

To conclude, I want to express my pride in all our clubs and organizations. They have worked very hard this semester, and each group has shown an incredible commitment to creating community, supporting students, and making our campus a more welcoming place.

As this is our last Board of Trustees meeting before the end of the semester, I would like to sincerely thank all of you for your continued support of our students and organizations. We have accomplished so much because we know our efforts are valued and encouraged.

With the festive season approaching, I hope everyone finds time to rest and celebrate. Thank you.

2. All College Council Chair's Report

All College Council Chair Benny Youssef offered the following report.

Good evening to the trustees. I am delivering this report as the current Interim Chair of the All College Council (ACC).

Earlier this month, Fernando Garcia resigned his chairship due to time constraints after running a hard-fought campaign for City Council. We thank him for all the hard work he put in during his time as Chair.

I am also grateful to my colleagues: Irma Williams is the current Interim Vice Chair, and Sarah Teichman is currently serving as Interim Secretary of the ACC. They are ensuring the continued mission and operations of the Council, and they have my sincere gratitude.

In my initial communications to the wider ACC community, I stressed that the ACC is a democratic entity with elected leadership, and that equity and transparency remain top priorities. As a result, we are currently conducting a special election.

The initial nomination period ended on November 17. We have identified candidates for each position, and voting began on November 24. Voting will close on December 2, and the results will be announced at the December 3 All College Council General Meeting, which will take place at 3:30 p.m. in the Scott Ring Room. All are welcome to attend.

I would like to thank Dr. Ara Karakashian for helping facilitate the election and its infrastructure. I also want to thank all of our standing committee chairs for their continued support and dedication. With that, I will move into the committee reports.

Under Dr. Christopher Cody's leadership, the Development and Planning Committee continues to collaborate with Advancement to support the department's mission by exploring the viability of an All

College Council-sponsored student scholarship. Additionally, in his capacity as Chair, Dr. Cody recently recorded a Giving Tuesday testimonial. The committee has also created a how-to document to retain institutional knowledge and pass it on to the next generation of leaders who rotate every two years. We are hoping to adopt this model across all standing committees.

Under the leadership of Dr. Robert Kahn, the Technology Committee has confirmed its intention to increase community awareness of enterprise applications by launching a comprehensive website. The committee continues to develop training materials to enhance student awareness and proficiency with Chromebooks. Finally, the Technology Committee plans to host a technology how-to event in the spring, leveraging strong internal partnerships to best assist students with their technology needs.

For College Life, Paula JnoVille Roney's team is busy preparing for the holiday party. I am excited to announce that this year's event is scheduled for Thursday, December 11, from 4:00 p.m. to 7:00 p.m. The theme this year is *Glam Chic*, and there will be an abundance of food, merriment, and music.

Under the leadership of Dr. Kade Thurman and Dr. Jeanne Baptiste, the Faculty Senate continues its important work. The universal grading policy was voted on and passed at the October ACC meeting. A presentation and vote on the incomplete policy is scheduled for the December meeting. Additionally, a presentation and vote on the children on campus policy is planned for the first ACC meeting of the spring semester on January 28.

For Space and Facilities, Professor Inez Cruz's team has made exciting progress on campus wayfinding. Installation of new light-emitting diode display signs is underway as part of the broader wayfinding initiative. Additionally, due to the committee's diligence and strong collaboration with the College, traffic patterns at the parking stackers have become much more organized, allowing for easier pedestrian and vehicle flow. The committee is also working with internal partners to assist with and ensure Occupational Safety and Health Administration (OSHA) compliance training in the spring.

Under the leadership of Ariana Calle, the Student Affairs Committee is meeting with various offices to gain a deeper understanding of their processes for supporting students in Continuing Education and Workforce Development (CEWD). They are considering a General Resolution (GR) in the spring semester to formalize these efforts. The committee is increasing student representation on college-sanctioned committees and meetings. Finally, I am excited to announce that Hudson Helps was awarded more than \$50,000 through the Hunger-Free Campus Grant to continue addressing student food insecurity.

This concludes my committee reports. I would like to thank everyone who made this report possible, including but not limited to Interim Vice Chair Irma Williams, Interim Secretary Sarah Teichman, all committee chairs, all members of the ACC, Dr. Reber, Cabinet, and the entire College community.

3. President's Report

President Reber offered the following report.

Good evening, Trustees, Hudson County Community College family members, and friends.

Before I begin, I ask you to join me in a moment of silence for victims of war and violence in the Middle East, Eastern Europe, Africa, India and Pakistan, and throughout the world.

Moment of Silence.

Thank you.

We condemn violence and hatred of all kinds, including racism, antisemitism, and Islamophobia. We support one another in times of difficulty and are committed to a community that is respectful of and safe for everyone.

Benny and Rifaya, thank you for your reports and your leadership.

I would like to add my warm welcome this evening to our newest Trustee, Lissa Santiago.

Lissa is no stranger to Hudson County Community College (HCCC). She is a proud HCCC alumna and holds an Associate Degree in Child Care Education, in addition to bachelor's and master's degrees from New Jersey City University (NJCU) and Seton Hall University.

Trustee Santiago is an active member of our HCCC Latino Advisory Council, for which we are enormously grateful. She serves as Assistant Principal of Martin Luther King Jr. School No. 11.

Lissa is a longtime resident of Jersey City and is well known for her volunteer work in community outreach programs, cultural events, and holiday food drives. She is a passionate advocate for underprivileged community members and founded the Lissa Santiago Foundation last year.

Lissa, welcome to the Hudson County Community College Board of Trustees!

Trustee Lissa Santiago offered remarks.

It is an honor for me to be sworn in this evening into the Hudson County Community College Board.

You said it all, Dr. Reber. As a mother, an educator, and a resident of Hudson County, I am truly grateful. I look forward to working collaboratively with all of you, faculty, staff, students, and the community.

I would also like to take this opportunity to thank Dr. Doria, who served on this Board for approximately six years, for his service and dedication.

I look forward to working with all of you to make decisions that will best serve our students, faculty, and community.

Thank you again, Dr. Reber. Thank you all.

President Reber resumed his remarks.

Thank you, Trustee Santiago.

Lissa succeeds Trustee Joseph Doria, whom we thank for his service, wise counsel, and support of the Board of Trustees during the past six years. On behalf of the Board, I have sent Joe a letter of thanks and a plaque expressing our deep appreciation.

It is also a great pleasure to welcome our 2025–26 Alumni Representative to the Board of Trustees, Joanne Rivera.

Joanne graduated last December with an Associate of Arts degree in Elementary and Secondary Education and currently serves as Coordinator of Student Life and Leadership here at Hudson County Community College.

She was a member of the Phi Theta Kappa Honor Society, the National Society of Leadership and Success, and the Tri Alpha Honor Society, in addition to numerous other college involvements. Joanne was named to the Dean's List and was the recipient of the Educational Opportunity Fund (EOF) Outstanding Academic Achievement Award, among other honors.

Joanne is the mother of a beautiful daughter, Serenity, who accompanied her onto the stage at last May's Commencement Ceremony at Sports Illustrated Stadium in Harrison. It was a moment of inspiration and celebration for everyone.

Joanne, welcome to your first meeting of the Board of Trustees. We all look forward to your service during the coming year.

Joanne Rivera offered remarks.

Thank you. My name is Joanne Rivera. I am proud to be selected as the new student alumni representative, and also to represent the often underrepresented, yet growing, demographic of student parents.

I want all student parents to know that being a parent is not a barrier, it is a superpower, and that you, too, can graduate and earn a degree.

I am grateful to work alongside such wonderful people here and to bring my experience as a student parent to the table, as we continue to make Hudson feel like home.

Thank you so much.

President Reber resumed his remarks.

We also thank Lisa Camacho, who served with dedication as the Student Alumni Representative to the Board of Trustees over the past year.

Lisa, on behalf of the Board of Trustees, we are delighted to present you with this memento, which reads:

Lisa Camacho
Trustee Student Alumni Representative
From Your Friends at Hudson County Community College
You Made a Difference!
November 2024 – October 2025

Thank you so much.

Lisa Camacho offered remarks.

I'd just like to thank everyone on the board, the Academic and Student Affairs Committee, and the Commencement Committee. It was amazing and an honor to work with you all and get to know our amazing college and what keeps it running behind the scenes.

And, I'd like to thank my mom, who's here.

I've been at these meetings since I was Student Government President, giving my monthly reports, and then my transition to Student Alumni Trustee. So thank you, thank you all!

President Reber resumed remarks.

This evening, I have invited Associate Vice President for Academic Affairs and Assessment, Dr. Heather DeVries, and Professor of Biology, Dr. Nadia Hedhli, to offer an update on their leadership of our Middle States Commission on Higher Education (MSCHE) Reaffirmation of Accreditation process.

Trustees, as you are aware, Heather and Nadia are working with faculty, staff, and students across the College who will write our Self-Study, which addresses the College's outcomes and compliance associated with each of the Middle States' seven Standards for Accreditation. Heather and Nadia, thank you so much.

Dr. Heather DeVries offered the following remarks.

My name is Heather DeVries, and, since 2021, I have had the distinct pleasure of serving as Hudson County Community College's Accreditation Liaison Officer (ALO). As we entered our self-study process over the summer, I also began serving as co-chair of the self-study process, alongside my amazing colleague, Dr. Nadia Hedhli. Together, we are pleased to present an update this evening on our progress toward reaffirmation of accreditation in 2028.

The Middle States Commission on Higher Education (MSCHE) is our institutional accreditor. Several years ago, these organizations were referred to as regional accreditors, but they are now known as institutional accreditors. Institutional accreditors are recognized by the United States Department of Education, which serves a very practical purpose in that it allows us to access Title IV federal financial aid funding.

Accreditation also serves a more philosophical purpose. It allows us to step back, reflect, and assess how well we are fulfilling our mission and delivering a high-quality educational experience for our students.

We last completed our reaffirmation process in 2019, and we were reaffirmed with no required follow-up work, which is the best possible outcome and remains our goal for this process as well. That reaffirmation in 2019 truly set the stage for significant innovation and outstanding work across the College, enabling us to establish a strong national presence and leadership in many areas. This is a tone we want to maintain and a momentum we aim to sustain moving forward.

Similar to 2019, Middle States continues to operate under seven standards for accreditation. Since that time, however, there have been light revisions within each standard's criteria. These revisions emphasize innovation, data-informed decision-making, and student success, all of which align well with the work we have accomplished since 2019.

This is the logo for our 2028 reaffirmation process, which intentionally reflects the idea of a cycle. Reaffirmation is a continuous process focused on ongoing improvement. At any point, one can enter the cycle and move through its phases. Celebration and reflection are key components of this cycle, and they align beautifully with the College's 50th anniversary, which coincides with the launch of our self-study process. This gives us the opportunity to celebrate, reflect, and then move forward with an honest assessment and renewed innovation.

Our self-study is a three-year process, and we are currently in year one, semester one. The process evolves over time and includes multiple phases. Dr. Hedhli and I began this work over the summer and early fall by attending the Middle States Self-Study Institute. We then formed working groups, which Dr. Hedhli will discuss shortly. We have also completed our self-study design, which is on the agenda this evening for approval.

This first year is focused on setting the stage and establishing a strong foundation. Our goal is to ensure that everyone is aligned, familiar with the seven standards and their criteria, and actively engaged in collecting evidence that demonstrates compliance.

Year two will focus on writing the self-study chapters and analyzing how the evidence demonstrates compliance with the standards through the lens of institutional priorities. Year three will involve finalizing the document, welcoming our visiting team chair, and hosting the evaluation team visit in spring 2028. While the process is extensive, we are in the early stages and are well ahead of schedule on our initial milestones.

To date, we have achieved a great deal. We attended the Self-Study Institute, identified and met with the steering committee, and established strong participation across the College, with nearly 100 members representing a wide range of areas. We have met once with the steering committee and twice in person with the working groups, with strong engagement at each meeting.

We have also met with our Middle States Vice President and Staff Liaison. Each institution is assigned a staff liaison who serves as a guide and resource throughout the process. Dr. Suzan Harkness was recently appointed as our liaison, and we will be hosting a visit in the spring.

Finally, we completed the self-study design, which has been reviewed by President Reber, the Cabinet, the Steering Committee, and the working groups.

At this time, I will turn it over to Dr. Hedhli.

Dr. Nadia Hedhli offered remarks.

Good afternoon, everyone. At the beginning of fall 2025, the self-study co-chairs were selected from the college community based on their years of experience, involvement with prior self-studies, and areas of expertise. For each of the standards, we have two co-chairs: a faculty co-chair and an administrative co-chair.

Middle States Standard	Standard Title	Faculty Co-Chair	Administrative Co-Chair
Standard I	Mission and Goals	Lauren Drew, Assistant Professor of English as a Second Language (ESL)	Jennifer Valcarcel, Associate Dean for Career and Transfer Pathways
Standard II	Ethics and Integrity	Dr. Salim Bendaoud, Professor of Biology	Amalaah Ogburn, Director of Faculty and Staff Development
Standard III	Design and Delivery of the Student Learning Experience	Alison Bach, Associate Professor of English	Matthew LaBrake, Executive Director, Center for Online Learning
Standard IV	Support of the Student Experience	Sharon Daughtry, Instructor of Business	Dr. Bernadette So, Dean of Student Success
Standard V	Educational Effectiveness and Assessment	Dr. Gabriel Holder, Instructor of Medical Billing and Coding	Dr. Burl Yearwood, Dean of Science, Technology, Engineering, and Mathematics (STEM)
Standard VI	Planning, Resources, and Institutional Improvement	Dr. Fatma Tat, Associate Professor of Chemistry	Elana Winslow, Associate Professor of Business
Standard VII	Governance, Leadership, and Administration	Dr. Peter Conrath, Professor of Business	Irma Williams, Associate Registrar

In addition to the co-chairs, we also have other members supporting the process, including Alexa Riano, Senior Executive Assistant to the President; John Urgola, Associate Vice President for Institutional Research and Planning; Aycha Edwards, Director of Institutional Research and Planning; Dr. Katy-Ann Blacker, Associate Director of Institutional Research and Planning; and Vamsi Samudrala, Data and Reporting Coordinator.

As Heather explained, we have completed our self-study design. The self-study design serves as a roadmap that we will use as we conduct the self-study. It includes an overview of the College and describes the institutional priorities that will be addressed in the self-study. These priorities are student success, institutional engagement and excellence, a culture of care, and upward social and economic mobility.

We also outline the intended outcomes of the self-study. First, we must demonstrate compliance with the seven standards. Second, through this process, we hope to identify specific outcomes for Hudson County Community College that will open new avenues and opportunities for the institution moving forward.

The design also outlines the organization and responsibilities of the Steering Committee, including its key deliverables. It includes guidelines for reporting, outlining how the Steering Committee and working groups will report to the co-chairs, as well as how the self-study chapters will be organized for each of the seven standards.

We incorporated a detailed timeline that outlines goals across the three-year process. A communication plan is also included. We will continue to update the College community through multiple venues, including Town Halls, the All College Council, Board meetings, and a presentation on College Service Day. We are currently designing a website where updates and completed documents will be shared with the College community.

The design also includes annual institutional updates and indicator metrics, such as financial health, enrollment trends, and graduation rates. We have also developed an evidence inventory strategy that

outlines how data will be organized as it is collected from the Office of Institutional Research. This shared evidence repository will be critical to the work of all groups.

Finally, the design includes a strategy for the self-study site visit, identifying the locations that will be visited by the evaluation team as we move toward completion of the self-study.

Looking ahead to spring 2026, our next steps include communicating broadly with the College community about the self-study design. We will host our first self-study preparation visit with Dr. Suzan Harkness on February 17. The day will begin with Heather and me meeting with Dr. Harkness, followed by meetings with the President and members of the Board. She will also meet with the co-chairs and working groups, and we will conclude with an open forum for faculty, staff, and students.

Working groups will continue to collect evidence and begin documenting how that evidence meets the standards, using lines of inquiry, marking our transition into the early stages of writing.

Thank you all for your attention. We are happy to take questions now, or you can also reach us by email at HudsonSelfStudy2028@hccc.edu. We welcome your feedback and truly appreciate your engagement. Thank you.

President Reber resumed remarks.

Dr. DeVries and Dr. Hedhli, thank you for your strong leadership of this exceedingly important process that will continue through June of 2028.

We also look forward to the Hudson County Community College Foundation's 28th Annual Holiday Gala on Thursday, December 4, beginning at 6:00 p.m. in the Culinary Conference Center.

This year, we are delighted to honor Provident Bank and Horizon Blue Cross Blue Shield for their long-standing support of the College, along with a special celebration of the College's 50th Anniversary.

As always, our Gala will showcase our award-winning Culinary Arts programs, students, faculty, and staff, along with members of our HCCC family in the Schools of Humanities and Social Sciences, Nursing and Health Professions, and Science, Technology, Engineering, and Mathematics (STEM).

We thank Vice President Nicole Johnson, Dean Ara Karakashian, the Culinary Arts faculty and students, our Foundation Directors, and the many others working diligently to make this a truly special evening and to raise scholarship funding for our deserving students.

Trustees, this concludes my report.

Have a safe and enjoyable Thanksgiving holiday, everyone!

VI. REGULAR MONTHLY REPORTS AND RECOMMENDATIONS:

1. *The Minutes of the Regular Meeting of October 14, 2025, were approved.*
2. *Gifts, Grants, and Contracts Report*

Hudson County Community College has received the following grants:

TITLE: Center for Adult Transition

AGENCY: Office of the Secretary of Higher Education (OSHE)

PURPOSE OF GRANT: FY 2026 Funding for the HCCC Center for Adult Transition

COLLEGE ADMINISTRATOR: Lori Margolin

COLLEGE CONTRIBUTION: \$0

AWARD AMOUNT: \$105,882**TITLE:** Shipyard Workforce Development and Training Program in Collaboration with Bayonne Dry Dock**AGENCY:** New Jersey Department of Labor and Workforce Development**PURPOSE OF GRANT:** Develop a Workforce Training Program**COLLEGE ADMINISTRATOR:** Lori Margolin**COLLEGE CONTRIBUTION:** \$0**AWARD AMOUNT:** \$1,000,000**TITLE:** Mental Health and Wellness Mini-Grant**AGENCY:** NJ Council of County Colleges (NJCCC)**PURPOSE OF GRANT:** The grant aims to support campus-based mental health and wellness events designed to increase awareness about mental health and wellness and reduce stigma for students and other college community members.**COLLEGE ADMINISTRATOR:** Doreen Pontius**COLLEGE CONTRIBUTION:** \$0**AWARD AMOUNT:** \$1,125.00**TITLE:** Career Services Enhancement/Transformation Project**AGENCY:** Bank of America Charitable Foundation**PURPOSE OF GRANT:** HCCC will expand its award-winning Gateway to Innovation (GTI) program to increase experiential learning opportunities for non-credit credential seeking students, including paid internships that create pathways to high quality careers in financial services and technology sectors.**COLLEGE ADMINISTRATOR:** Anita Belle**COLLEGE CONTRIBUTION:** \$0**AWARD AMOUNT:** \$150,000**TITLE:** FY 2026 Hunger-Free Campus Act Grant**AGENCY:** Office of the Secretary of Higher Education (OSHE)**PURPOSE OF GRANT:** The grant funding shall be used to address student hunger, leverage more sustainable solutions to address basic food needs on campus, raise awareness of currently offered campus services that address basic food and hygiene needs, and continue to build strategic partnerships at the local, state, and national levels to address food insecurity among students.**COLLEGE ADMINISTRATOR:** David Clark, Katherine Acosta and Ariana Calle**COLLEGE CONTRIBUTION:** \$0**AWARD AMOUNT:** \$52,500

*Introduced by: Edward DeFazio
Seconded by: Vincent Lombardo*

9 Ayes.....0 Nays

Resolutions Adopted

VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS 1-15:

1. Resolution Authorizing Replacement of the Audio System in the Follett Lounge;
2. Resolution Authorizing Renewal of Association of College and University Educators (ACUE) Partnership;
3. Resolution Authorizing Renewal of Student Services and Advising Platform;
4. Resolution Authorizing Renewal of Document Imaging Software;
5. Resolution Authorizing Renewal of Microsoft Volume Licensing Agreement;
6. Resolution Authorizing Renewal of WebEx License;
7. Resolution Authorizing Lease Renewal of Mail Inserting System;
8. Resolution Awarding Renewal of Maintenance Agreement for Sharp Multifunctional Printers/Copiers;
9. Resolution Authorizing Renewal of Electric Supply Service Agreement;
10. Resolution Authorizing Award for Renewal of Title V Evaluator to be Funded by the Golden Door/La Puerta Dorada Grant;
11. Resolution Authorizing Renewal of Review and Testing Course for Registered Nursing Program to be Funded by the Carl D. Perkins Grant;
12. Resolution Authorizing Renewal of Bloomberg Terminal Software to be Funded by the Carl D. Perkins Grant;
13. Resolution Authorizing Sale of Personal Property;
14. Resolution Authorizing Sponsorship of Annual Foundation Dinner; and,
15. Resolution Authorizing Approval of the 2025 Audit.

*Introduced by: Stacy Gemma
Seconded by: Frances Teabout*

9 Ayes.....0 Nays

Resolutions Adopted

VIII. PERSONNEL RECOMMENDATIONS 1-9:

1. SEPARATION

First Name	Last Name	Title	Salary Grade	Effective Date
Robert	Gioia	Facilities Worker	105	October 15, 2025

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Separation above as Personnel Recommendation Item No. 1.*

2. RETIREMENT

First Name	Last Name	Title	Salary Grade	Effective Date
Sean	Kerwick	Associate Director, Supply Chain and Logistics, Center for Workforce Innovation	115	January 1, 2026

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Retirement above as Personnel Recommendation Item No. 2.*

3. RESIGNATIONS

First Name	Last Name	Title	Salary Grade	Effective Date
Shaheedah	Johnson	Academic Counselor, Hudson Scholars	113	October 18, 2025
Saudia	Reid	Director, Patron Services	117	November 1, 2025
Maritess	Wiggins	Administrative Assistant, Nursing	108	January 4, 2026

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Resignations above as Personnel Recommendation Item No. 3.*

4. APPOINTMENT OF FULL-TIME STAFF

First Name	Last Name	Title	Salary Grade	Effective Date	Annual Salary
Dauri	Abad Ramirez	Facilities Worker	105	December 1, 2025	\$ 60,000
Mariam	Amer	Academic Advisor, Advisement	109	December 1, 2025	\$ 53,690
Melanie	Ibarra	Student Services Coordinator	109	December 15, 2025	\$ 54,700
Everett	Mapp	Coordinator, Instructional Technology and Testing	112	December 1, 2025	\$ 57,000
Zakiyyah	Muhammad	Director, Talent Management	117	December 15, 2025	\$ 101,000
Julie	Rosario	Student Services Assistant	107	December 1, 2025	\$ 48,000
Maritess	Wiggins	Executive Administrative Assistant, Human Resources	112	January 5, 2026	\$ 70,000

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Full-time Staff above as Personnel Recommendation Item No. 4.*

5. APPOINTMENT OF TEMPORARY FULL-TIME STAFF

First Name	Last Name	Title	Salary Grade	Effective Date	Anticipated End Date	Annual Salary
Kadiatou	Camara	Admissions Advisor	109	December 1, 2025	February 28, 2026	\$ 49,520
Gabriel	Cisneros	Patient Care Technician Training Specialist	INST	November 26, 2025	June 30, 2026	\$ 66,150
Robert	Maurer	Program Coordinator, Continuing Education	112	December 1, 2025	May 31, 2025	\$ 55,000
Natalie	Mejia	Financial Aid Assistant	105	January 15, 2026	July 16, 2026	\$ 41,058
Maritza	Reyes	Director, Center for Adult Transition (Grant-funded)	119	January 1, 2026	June 30, 2026	\$ 87,762

RECOMMENDATION: The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Temporary Full-time Staff above as Personnel Recommendation Item No. 5.

6. AUTHORIZATION OF PART-TIME STAFF THROUGH NOVEMBER 2026, AS NEEDED

First name	Last name	Office	Title	Position ID	Supervisor
Luisa	Gomes	Academic Foundations, English	Office Assistant, English	OFFAST-0365760	Alison Wakefield
Marystella	Ahmed	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Lisa	Bellan-Boyer	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Phill	Carrillo	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Rose	Dalton	ADJ Academic Support Services	Head Academic Mentor	252010	Kenny Fabara
Omnia	Daoud	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Anthony	Davenport	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Natasha	Digenio	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Dalila	Djerroud	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara

Tahar	Dob	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Ernesto	Grassi	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Rose	Grimaldi	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Madelyn	Hoffman	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Athar	Javaid	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Michael	Lago	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Nelson	Lovera	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Gabriel	Manaois	ADJ Academic Support Services	TUTOR	OFFAST-252010	Kenny Fabara
Mark	McCarthy	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Olivia	Na	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Rafael	Osorio	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Dimarie	Pagan	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Saedel	Pensoy	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Laura	Robertson	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Heba	Salem	ADJ Academic Support Services	Office Assistant	OFFAST-252010	Kenny Fabara
Maria	Soliman	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Selena	Suarez	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Sandra	Valanzola	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara
Marolla	Youakim	ADJ Academic Support Services	TUTOR	TUTOR-252010	Kenny Fabara

Ghaida	Abdoalmogni	Advisement and Counseling	Office Assistant	OFFAST-200510	Andy Adler
Anthony	Brooks	Advisement and Counseling	Part-Time Academic Advisor	Advisor-200510	Belinda Austin
Chrissto	Canales	Advisement and Counseling	Academic Advisor	ADVISOR-200510	Marna Mozeff
Lewis	Livesay	Advisement and Counseling	Academic Advisor	ADVISOR-200510	Marselly Almanzar
Lucas	Manrique	Advisement and Counseling	Part-Time Academic Advisor	Advisor-200510	Marselly Almanzar
Carlos	Cueto	Athletics	Head Coach Women's Basketball	200511	Jonathan Sisk
Ethan	Nardone	Athletics	Head Coach Men's Basketball	200511	Jonathan Sisk
Anuchit	Pukdeedamrongrit	Business, Culinary Arts, and Hospitality Management	PT Additional Assignment	PTAACAI-101030	Ara Karakashian
Samantha	Rodriguez	Business, Culinary Arts, and Hospitality Management	Receiving Clerk	RECLERK-101030	Ara Karakashian
Samantha	Alvarez	College Libraries	Library Associate	NHCLAPT-150510	Lisa Bogart
Jaden	Antonacci	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Suaad	Aziz	College Libraries	Librarian	NHCPTLB-150510	Lisa Bogart
Nischal	Bisht	College Libraries	Library Associate, Technology	PTLRTEC-150510	Jing Yang
Andrei	Dimaculangan	College Libraries	Library Social Media Specialist	PTLMEDI-150510	John Hernandez
Andrea	Dominguez	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Nesma	Eladawi	College Libraries	Library Associate, Technology	PTLRTEC-150510	Jing Yang
Sohir	Elgebily	College Libraries	Library Associate	PTTECHS-150510	Mary Ellen Piel
Elliot	Erhunmwuosere	College Libraries	Library Associate, Technology	PTLRTEC-150510	Jing Yang
Anne	Hutchinson	College Libraries	Librarian	NHCPTLB-150510	Lisa Bogart
Melisa	Landauro Zuleta	College Libraries	Library Associate	NHCLAPT-150510	Lisa Bogart

Marjorie	Lora De La Rosa	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Mike	Luna Mendez	College Libraries	Library Associate	NHCLAPT-150510	Lisa Bogart
Jeanette	Nelson	College Libraries	Library Associate	PTTECHS-150510	Mary Ellen Piel
Hussein	Odeh	College Libraries	Librarian	PTLRN-150510	Brooke Duffy
Wesley	Pena	College Libraries	Library Associate	NHCTEPT-150510	Lisa Bogart
Robert	Richard	College Libraries	Library Associate, Technology	PTLRTEC-150510	Jing Yang
Giuliano	Rinaldi	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Ashley	Rinaldi	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Kimberly	Romulus	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Jasmin	Snair	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Jenny	Soriano	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Angelita	Tubungbanua	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Alexander	Zarate	College Libraries	Library Associate	PTLRASO-150510	John Hernandez
Marwa	Abdelaziz	Continuing Education and Workforce Development	PT Instructor; PT Instructor	PTINST-102010; PTINST-103005	Chastity Farrell; Anita Belle
Arefa	Ali	Continuing Education and Workforce Development	PT Customer Service Assistant	CSTAST-103005	Jaime Pardo
Emmanuel	Ankrah	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Aimee	Aquino	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Emily	Arowosaye	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva
Hussein	Bakheet	Continuing Education and Workforce Development	PT Administrator	EWKADM-252010	Alexis Muniz

Monteria	Bass	Continuing Education and Workforce Development	PT Administrator	EWKADM-252010	Alexis Muniz
Lacresha	Berry	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Jaime Pardo
Anthony	Campo	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Raycily	Castillo	Continuing Education and Workforce Development	PT Coordinator	PTCORD-602015	Mylz Wilson
Mario Daniels	Daniels	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Jaime Pardo
Aya	Daoud	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Omnia	Daoud	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Cherise	Dawson	Continuing Education and Workforce Development	PT Healthcare Instructor; PT Instructor	HCINST-103005; PTINST-102010	Samaya Yashayeva; Chastity Farrell
Belen	Deri	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Abdoulaye	Diallo	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Edna	Fameux	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Samaya Yashayeva
Beverly	Figueroa	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Arlene	Ganess	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Patricia	Gonzalez Feliz	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva

Larry	Goodwin	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Maritza Reyes
Taylor	Grant	Continuing Education and Workforce Development	PT Instructor	PTINST-602015	Mylz Wilson
Mohamed	Helmy	Continuing Education and Workforce Development	PT Administrator	EWKADM-252010	Alexis Muniz
Ronald	Hewitt	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Sheila	James	Continuing Education and Workforce Development	PT Administrator	EWKADM-252010	Alexis Muniz
Hydah	Kilonzo	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva
Johnstone	Libutsi	Continuing Education and Workforce Development	PT Healthcare Instructor; PT Instructor	HCINST-103005; PTINST-102010	Samaya Yashayeva; Chastity Farrell
Lilian	Martinez	Continuing Education and Workforce Development	PT Coordinator	PTCORD-103005	Samaya Yashayeva
Melissa	Molinero	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005; PTINST-103005	Samaya Yashayeva; Anita Belle
Jose	Montalvo	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva
Cynthia	Morrison	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva
Abiodun	Oladjeji	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva
Qamar	Raza	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Indra	Sanders	Continuing Education and Workforce Development	PT Administrator	EWKADM-252010	Alexis Muniz

Navin	Shievdayal	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Hyun Joon William	Shin	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Gregory	Simon	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Angelo	Soto	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Samaya Yashayeva
Djadji	Sylla-Samassa	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
George	Testa	Continuing Education and Workforce Development	PT Administrator	EWKADM-252010	Alexis Muniz
Cynthia	Wilson	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Joseph	Wolf	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Hany	Zaky	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Maria	Zaman	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Kadiatou	Camara	Enrollment Services	Enrollment Support Assistant	ENRASST-200525	Wajia Zahur
Richard	Charles	Enrollment Services	Enrollment Support Assistant	ENRASST-200525	Wajia Zahur
Najwa	Essaki	Enrollment Services	Enrollment Support Assistant	ENRASST-200525	Wajia Zahur
Christian	Johns	Enrollment Services	Enrollment Support Assistant	ENRASST-200525	Wajia Zahur
Alisha	Lambert	Enrollment Services	Enrollment Support Assistant	ENRASST-200525	Wajia Zahur
Jason	Altilio	Facilities	HVAC/ Maintenance Mechanic	PTHVAC-300510	Ilya Ashmyan

Eman	Dasouky	Facilities	Administrative Assistant	PTADAS-601505	Ilya Ashmyan
Anthony Michael	Molinero	Facilities	HVAC/ Maintenance Mechanic	PTHVAC-300510	Mark Murray
Miguel	Rojas	Facilities	Facilities Worker	PTFWK-300510	Mark Murray
Lawrence	Squicciarri	Facilities	HVAC/ Maintenance Mechanic	PTHVAC-300510	Mark Murray
Apolinar	Velez	Facilities	Facilities Worker	PTFWK-300510	Mark Murray
Jennifer	Ramirez	Finance/ Student Accounts	Accounts Receivable Clerk	PTACBUR-253015	Carmen Garcia
Michelle	Cruz	Finance/ Payroll	Payroll Office Assistant	OFFAST-253015	Zuany Chicas
Wagida	Abdelhalim	Humanities and Social Sciences	ESL Academic Coach	ACDCOH-601011	Alison Wakefield
Erick	Gamero	Humanities and Social Sciences	ESL Academic Coach	ACDCOH-601011	Alison Wakefield
Radia	Kassa	Humanities and Social Sciences	ESL Academic Coach	ACDCOH-601011	Alison Wakefield
Angel	Ramos	Humanities and Social Sciences	ESL Academic Coach	ACDCOH-601011	Alison Wakefield
Ciro	Romero	Humanities and Social Sciences	ESL Academic Coach	ACDCOH-601011	Alison Wakefield
Sebastian	Suazo	Humanities and Social Sciences	Office Assistant	OFFAST-101020	Betzabe Reyes
Mariam	Zoair	Humanities and Social Sciences	ESL Academic Coach	ACDCOH-601011	Alison Wakefield
Karima	Gasham	Information Technology Service	Instructional Lab Assistant	ISTLAB-253025	Diana Perez
Aisha	Javed	Institutional Engagement and Excellence/ Accessibility Services	Reader/ Notetaker	READER-150525	Karine Davis
Fatima	Javed	Institutional Engagement and Excellence/ Accessibility Services	Reader/ Notetaker	READER-150525	Karine Davis
Sabreena	Gonzalez	Mental Health Counseling and Wellness	Front Desk Administrative Assistant	FDADMA-603055	Doreen Pontius / Katherine Morales

RECOMMENDATION:

The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Authorization of Part-time Staff, as needed, as Personnel Recommendation Item No. 6.

7. APPOINTMENT OF NEW HIRE ADJUNCT INSTRUCTORS

First Name	Last Name	School/Office
Jaspreet	Kaur	Humanities and Social Sciences
Evelyn	Garcia	Nursing and Health Professions
Steven	Maguire	Nursing and Health Professions
Mary	Chan	Science, Technology, Engineering, and Mathematics (STEM)
Helen	El-Achkar	Science, Technology, Engineering, and Mathematics (STEM)
Henry E.	Fox	Science, Technology, Engineering, and Mathematics (STEM)
Jacqueline	Molina	Science, Technology, Engineering, and Mathematics (STEM)

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of New Hire Adjunct Instructors listed above as Personnel Recommendation Item No. 7.*

8. MODIFICATIONS TO STAFFING TABLE

Current Approved Title	New Title/Classification	Incumbent	Current Salary Grade	New Salary Grade	Current Salary	New Salary	Effective Date
College Lecturer, Nursing	Instructor, Nursing, Tenure-track	Griselda Frane	N/A	N/A	N/A	N/A	August 16, 2025
College Lecturer, Nursing	Instructor, Nursing, Tenure-track	Carmen Pelardis	N/A	N/A	N/A	N/A	August 16, 2025
College Lecturer, Nursing	Instructor, Nursing, Tenure-track	Nancy Saliba	N/A	N/A	N/A	N/A	August 16, 2025
Administrative Support Specialist, Student Life and Leadership	Administrative Assistant, Student Life and Leadership	Delfin Ganapin III	105	108	\$ 45,129	\$ 56,745	December 1, 2025
Basic Needs Social Worker	Basic Needs Counselor	Kadira Johnson	111	113	\$ 54,538	\$ 58,815	December 1, 2025

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Staffing Table Modifications listed above as Personnel Recommendation Item No. 8.*

9. RESOLUTION TO APPROVE SETTLEMENT AGREEMENT AND RELEASE

WHEREAS, Hudson County Community College ("the College") and Employee #0407684 have engaged in discussions to resolve matters related to the employee's separation and/or employment status; and,

WHEREAS, College administration, in consultation with legal counsel, has negotiated a Settlement Agreement and Release ("the Agreement") that is in the best interests of the College;

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College hereby approve the Settlement Agreement and Release between the College and Employee #0407684;

BE IT FURTHER RESOLVED that the Board of Trustees authorize the Chair of the Board of Trustees to take all steps necessary to effectuate the terms of this resolution.

BE IT FURTHER RESOLVED that the Administration is authorized to take all steps necessary to effectuate the purposes of this resolution.

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, Administration, and Personnel Committee as outlined above in **Item VIII., Personnel Recommendations 1-9.**

1) Separation; 2) Retirement; 3) Resignations; 4) Appointment of Full-time Staff; 5) Appointment of Temporary Full-time Staff; 6) Authorization of Part-time Staff, as Needed; 7) Appointment of New Hire Adjunct Instructors; 8) Modifications to Staffing Table; and 9) Resolution to Approve Settlement Agreement and Release

*Introduced by: Harold Stahl
Seconded by: Vincent Lombardo*

9 Ayes.....0 Nays *Resolutions Adopted*

IX. ACADEMIC AND STUDENT AFFAIRS RECOMMENDATIONS 1-17:

1. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Saint Peter's University (SPU) for the CONNECT Program;
2. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Stevens Institute of Technology;
3. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and New Jersey Council of County Colleges (NJCCC) for College Readiness Now XII;
4. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Peace Care St. Ann's for Internship Experiences in Human Services;
5. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and CareWell Health Medical Center for Clinical Experiences in the Registered Nursing Program;
6. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Saint Mary's General Hospital for Clinical Experiences in the Registered Nursing Program;
7. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center;
8. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center Orthopedic Care;
9. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center Orthopedics;
10. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center Outpatient Services at Colony Plaza;
11. Resolution Authorizing Experiential Education Affiliation Agreement Between Hudson County Community College (HCCC) and Fairleigh Dickinson University (FDU);

12. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Englewood Hospital and Medical Center for Clinical Experiences in the Medical Assisting Program;
13. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Starteryou, Inc.;
14. Resolution Authorizing Renewal of Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and the County of Hudson Department of Health and Human Services Office of Inclusion and Accessibility, Jersey City Board of Education, Hudson Community Enterprises, and New Jersey Division of Vocational Rehabilitation Services for the Delivery of the Project SEARCH Program at the Journal Square Campus;
15. Resolution Authorizing Renewal of Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and the County of Hudson Department of Health and Human Services Office of Inclusion and Accessibility, Hudson Community Enterprises, and New Jersey Division of Vocational Rehabilitation Services for the Delivery of the Project SEARCH Program at the North Hudson Campus;
16. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and ConnectOne Bank; and,
17. Resolution Authorizing Hudson County Community College's Self-Study Design Document for Submission to the Middle States Commission on Higher Education (MSCHE).

*Introduced by: Stacy Gemma
Seconded by: Frances Teabout*

9 Ayes.....0 Nays

Resolutions Adopted

X. NEW BUSINESS - None

XI. ADJOURNMENT at 5:55 p.m.

*Introduced by: Edward DeFazio
Seconded by: Lissa Santiago*

9 Ayes.....0 Nays

Resolution Adopted

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

VII. FISCAL, ADMINISTRATIVE, LEASE, AND CAPITAL RECOMMENDATIONS**1. Resolution Authorizing Replacement of the Projector System in the North Hudson Campus Multipurpose Room**

WHEREAS, Hudson County Community College (“College”) needs to replace the projector system in the North Hudson Campus Multipurpose Room; and,

WHEREAS, pursuant to N.J.S.A 18A:64A:25.9, the College may, without public advertisement, purchase goods and/or services through New Jersey State contracts; and,

WHEREAS, Howard Technology Solutions (NASPO New Jersey Contract #MA23010/25-TELE-101661) has submitted a proposal for a projector system at a cost not to exceed \$57,115; and,

WHEREAS, the cost of these services will be funded from the operating budget; and,

WHEREAS, the Administration and Finance Committee recommend this award;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College award a contract to Howard Technology Solutions of Laurel, Mississippi to replace the projector system as described herein at a cost not to exceed \$57,115.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

2. Resolution Amending Resolution #7 from November 25, 2025 Board of Trustees Meeting

WHEREAS, on November 25, 2025, Hudson County Community College (“College”) approved renewal of its lease agreement for a mail inserting system for the Mail and Copy Center (“Services”) to Pitney Bowes (“PB”) for an amount not to exceed \$172,418 through the national cooperative, E&I Cooperative Services (“E&I”); and,

WHEREAS, following the award, the College was advised that the system was not on the E&I Cooperative; and,

WHEREAS, the College has discovered that the actual Cooperative that has the system is the Sourcewell Cooperative (Contract #070125-PIT); and,

WHEREAS, PB provided an updated quote under the Sourcewell Cooperative that had no change to pricing; and,

WHEREAS, the costs of the Services will be funded from the operating budget; and,

WHEREAS, the Administration and Finance Committee recommend approval of the amendment;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College amend resolution #7 from November 25, 2025 approving a contract for renewal of its lease agreement for a mail inserting system for the Mail and Copy Center to Pitney Bowes of Stamford, Connecticut by changing the Cooperative to Sourcewell for the reasons set forth above.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the Administration to take all steps necessary to effectuate the terms of this resolution.

3. Resolution to Appeal Audit Findings and Provide a Corrective Action Plan (CAP) for the 2020-21 Perkins Audit

WHEREAS, on December 26, 2025, Hudson County Community College (“College”) received the results of the fiscal audit of federal funds disbursed by the College, including funds disbursed through the Carl D. Perkins postsecondary grant for the period July 1, 2020 through June 30, 2021 (“Audit”); and,

WHEREAS, the results of the Audit were discussed at the College's January 20, 2026 public Board of Trustees meeting; and,

WHEREAS, following review and discussion of the Audit, the College has determined to appeal some of the Audit's findings and to approve a corrective action plan with those findings that are not being appealed;

NOW, THEREFORE, BE IT RESOLVED that pursuant to N.J.A.C. 6A:23-5.6, the Hudson County Community College Board of Trustees hereby certify that the findings of the Audit were discussed at the College's January 20, 2026 Board of Trustees meeting.

BE IT FURTHER RESOLVED that the Board of Trustees hereby approve the appeal of findings 1 through 5 of the Audit.

BE IT FURTHER RESOLVED that the Board of Trustees hereby approve a corrective action plan to address the findings in the Audit not being appealed.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the Administration to forward a certified copy of this resolution to the New Jersey Department of Education along with the appeal and the corrective action plan within ten (10) days of adoption of this resolution.

BE IT FURTHER RESOLVED that the Administration is authorized to take all actions necessary to effectuate the purposes of this resolution.

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, Administration, and Finance Committee as outlined above in **Item VII., Fiscal, Administrative, Lease and Capital Recommendations 1-3.**

1) Resolution Authorizing Replacement of the Projector System in the North Hudson Campus Multipurpose Room; 2) Resolution Amending Resolution #7 from November 25, 2025 Board of Trustees Meeting; and 3) Resolution to Appeal Audit Findings and Provide a Corrective Action Plan (CAP) for the 2020-21 Perkins Audit.

INTRODUCED BY: _____

SECONDED BY: _____

DATE: January 20, 2026

DeFazio, Edward	<u>AYE</u>
Gargiulo, Frank	<u>ABSENT</u>
Gemma, Stacy	<u>ABSENT</u>
Kenny, Roberta	<u>AYE</u>
Lombardo, Vincent	<u>AYE</u>
Rodriguez, Silvia	<u>AYE</u>
Stahl, Harold	<u>AYE</u>
Santiago, Lissa	<u>AYE</u>
Teabout, Frances	<u>AYE</u>
Peña, Jeanette, Chair	<u>AYE</u>

8 Aye 0 Nay
*****RESOLUTION ADOPTED*****

Alexa Riano
 Signature of Recorder

01/20/2026
 Date

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

VIII. PERSONNEL RECOMMENDATIONS

1. RETIREMENT

First Name	Last Name	Title	Salary Grade	Effective Date
Carmen	Garcia	Assistant Director, Hudson Hub One Stop	113	February 1, 2026

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Retirement above as Personnel Recommendation Item No. 1.*

2. RESIGNATIONS

First Name	Last Name	Title	Salary Grade	Effective Date
Rebecca	Shaffer	Academic Counselor, Hudson Scholars	113	January 7, 2026

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Resignation above as Personnel Recommendation Item No. 2.*

3. APPOINTMENT OF FULL-TIME STAFF

First Name	Last Name	Title	Salary Grade	Effective Date	Annual Salary
Charlene	Bayemi	Director of Grants and Sponsored Programs	122	February 23, 2026	\$115,000
Eileen	Canavan	Clinical Site Manager, Nursing	114	January 21, 2026	\$ 80,000
Lucas	Manrique	Academic Counselor, Hudson Scholars	113	January 21, 2026	\$ 62,000
Alex	Vasquez	Academic Counselor, Hudson Scholars	113	January 21, 2026	\$ 79,000
Maritess	Wiggins	Executive Administrative Assistant, Human Resources	112	December 1, 2025	\$ 70,000

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Full-time Staff above as Personnel Recommendation Item No. 3.*

4. APPOINTMENT OF TEMPORARY FULL-TIME STAFF

First Name	Last Name	Title	Salary Grade	Effective Date	Anticipated End Date	Annual Salary
Gabriel	Cisneros	Patient Care Technician Training Specialist	INST	November 26, 2025	June 30, 2026	\$ 68,229

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Temporary Full-time Staff above as Personnel Recommendation Item No. 4.*

5. APPOINTMENT OF FULL-TIME FACULTY

First Name	Last Name	Title	Salary Grade	Effective Date	Annual Salary
Robert	Hamer	Instructor, Hospitality Management, Tenure-track	INST	January 21, 2026	\$ 79,385
Joanie	Scott	Instructor, Nursing (Medical-Surgical), Tenure-track	INST	January 21, 2026	\$ 71,182

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Full-time Faculty above as Personnel Recommendation Item No. 5.*

6. APPOINTMENT OF TEMPORARY FULL-TIME FACULTY

First Name	Last Name	Title	Salary Grade	Effective Date	Annual Salary
Robert	Maurer	Instructor, Culinary Arts	INST	January 21, 2026	\$ 57,097

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of Temporary Full-time Faculty above as Personnel Recommendation Item No. 6.*

7. AUTHORIZATION OF PART-TIME STAFF THROUGH JANUARY 2027, AS NEEDED

First name	Last name	Office	Title	Position ID	Supervisor
Christopher	Capri	ADJ Academic Support Services	Tutor	TUTOR- 252010	Kenny Fabara
Miguel	Cruz	ADJ Academic Support Services	Tutor	TUTOR- 252010	Kenny Fabara
Soumeya	Nasri	ADJ Academic Support Services	Tutor	TUTOR- 252010	Kenny Fabara
Cristina	Negron	ADJ Academic Support Services	Academic Coach	COACH- 252010	Kenny Fabara
Jules	Rose	ADJ Academic Support Services	Tutor	TUTOR- 252010	Kenny Fabara

Darius	Gilmore	Advancement	Office Assistant	OFFAST-255010	Nicole Johnson
Andrea	Siegel	Advancement	Art Coordinator	PTACOR D-255010	Nicole Johnson
William	Bird	Advisement	Academic Advisor	ADVISOR -200510	Marna Mozeff
Alaina	Branch Preudhomme	Advisement	Office Assistant	OFFAST-200510	Andy Adler/Belinda Austin
Aliandra	Marrero	Advisement	Academic Advisor	ADVISOR -200510	Andy Adler/ Belinda Austin
Yukta	Sharma	Advisement	Academic Advisor	ADVISOR -200510	Andy Adler/ Marna Mozeff
Amatalrahman	Mohsen	College Libraries	Library Associate	PTLRASO -150510	Lisa Bogart
Priyanka	Mistry	Communications	Communications Assistant	OFFAST-254055	Jennifer Christopher
Julieta	Veiga DaSouza	Communications	Office Assistant	OFFAST-254055	Jennifer Christopher
Fatima	Abughannam	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Genesis	Castro Ramirez	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Hisani	DuBose	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Regina	Espino	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Amira	Faheem	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Thelma	Ganguly	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Sarah	Gbadebo	Continuing Education and Workforce Development	PT Coordinator, AWPP	PTCORD-606004	Anita Belle
Larry	Goodin	Continuing Education and Workforce Development	PT Instructor	PTINST-603091	Maritza Reyes
Mirna	Ishaq	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Ghada	Ismail	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Radia	Kassa	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell

Cathryn	Lewis	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Debora	Mumma	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Stephen	Palmer	Continuing Education and Workforce Development	PT Healthcare Instructor	HCINST-103005	Anita Belle
Katie	Rodammer	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Nilda	Rosario	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Jaime Pardo
Dilani	Samarathunga	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Hazel	Sarmiento	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Connie	Silletti-Cafaro	Continuing Education and Workforce Development	PT Instructor	PTINST-102010	Chastity Farrell
Esmeralda	Tamayo	Continuing Education and Workforce Development	PT Instructor	PTINST-103005	Anita Belle
Iqra	Naz	Enrollment Services	Enrollment Assistant	ENSASST-200525	Hamza Saleem
Evet	Salama	Enrollment Services	Enrollment Assistant	ENSASST-200525	Hamza Saleem
Aubrey	West	Finance/Payroll Services	Accounts Payable Assistant	PTAPS-253015	Geoffrey Sims
Ciani	Harper	Humanities and Social Sciences	Figure Model	OFFAST-101025	Laurie Riccadonna
Laoisa	Krupp	Humanities and Social Sciences	Figure Model	OFFAST-101025	Laurie Riccadonna
Aubrey	Zich	Humanities and Social Sciences	Figure Model	OFFAST-101025	Laurie Riccadonna
Mariam	Basta	Information Technology Services	Instructional Lab Assistant	POSNID-253025	Diana Perez
Ethan	Kekesi	Information Technology Services	Instructional Lab Assistant	POSNID-253025	Diana Perez
Juliana Paula	Lucila	Information Technology Services	Instructional Lab assistant	ITSLAB-253025	Diana Perez
Nil	Patel	Information Technology Services	Instructional Lab Assistant	ITSLAB-253025	Diana Perez

Amreen	Fatima	Institutional Engagement and Excellence/ Accessibility Services	Reader	READER-150525	Karine Davis
Cara	Hyman	Institutional Engagement and Excellence/ Accessibility Services	Reader	READER-150525	Karine Davis
Angelique	Reeves	Institutional Engagement and Excellence/ Accessibility Services	Reader	READER-150525	Karine Davis
Ciara	Umalí	Institutional Engagement and Excellence/ Accessibility Services	Reader	READER-150525	Karine Davis
Natalie	Rosario	Nursing and Health Professions	Skills Lab Tutor	PTSLT-101017	Lori Byrd
Michael	Tacsa	Operations/ Facilities	PT Facilities Worker	PTFWK-300510	Mark Murray
Emily	Dilone	Testing and Assessment	Testing Assistant/Proctor	TASST-200530	Darley Franco

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Authorization of Part-time Staff, as needed, as Personnel Recommendation Item No. 7.*

8. APPOINTMENT OF NEW HIRE ADJUNCT INSTRUCTORS

First Name	Last Name	School/Office
Paula	Pereira-Hartmann	Business, Culinary Arts, and Hospitality Management
Patricia	Chow	Humanities and Social Sciences
Shaina	Franklin	Humanities and Social Sciences
Aihua	Huang	Humanities and Social Sciences
Omar	Laboudi	Humanities and Social Sciences
Seraphine	Lin	Humanities and Social Sciences
Louis Samuel	Nicolosi	Humanities and Social Sciences
Milton R.	Restituyo	Humanities and Social Sciences
Fernanda	Reynolds Lourenco da Silva	Humanities and Social Sciences
Alexandra	Ruiz	Humanities and Social Sciences
Ali	Safivand	Humanities and Social Sciences
Coral	Branch	Nursing and Health Professions
Phyllis	Camilleri	Nursing and Health Professions
Mustafa	Alfaouri	Science, Technology, Engineering, and Mathematics (STEM)
Bekkouche	Nadjette	Science, Technology, Engineering, and Mathematics (STEM)

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Appointment of New Hire Adjunct Instructors listed above as Personnel Recommendation Item No. 8.*

9. MODIFICATIONS TO STAFFING TABLE

Current Approved Title	New Title/Classification	Incumbent	Current Salary Grade	New Salary Grade	Current Salary	New Salary	Effective Date
Senior Executive Assistant, Finance	Operations Manager, Finance	Christopher Ciely	116	117	\$ 81,796	\$ 85,885	January 21, 2026
Dean of Student Affairs	Dean of Student Affairs	David Clark	122	122*	\$ 128,159	\$ 135,000	January 1, 2025
Dean of Enrollment Services	Dean of Enrollment Services	Matthew Fessler	122	122**	\$ 128,159	\$ 135,000	January 1, 2026
Director, Student Accounts Receivable	Director, Accounts Receivable	N/A	117	117	N/A	N/A	January 21, 2026

*Additional Responsibilities for Leadership and Supervision of Office of Athletics.

**Additional Responsibilities for Leadership and Supervision of Hudson Hub One Stop Center.

RECOMMENDATION: *The President, Administration, and Personnel Committee recommend that the Board of Trustees approve the Staffing Table Modifications listed above as Personnel Recommendation Item No. 9.*

10. RESOLUTION TO APPROVE USE OF COLLEGE FACILITIES POLICY

WHEREAS, the Board of Trustees (“Board”) is committed to ensuring regular review and updates of the College’s policies; and,

WHEREAS, the President, Administration, and Personnel Committee recommend the approval of the Use of College Facilities Policy; and,

WHEREAS, the Board will delegate to the President the responsibility to develop procedures and guidelines for the implementation of the policy;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve the Use of College Facilities Policy.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the College’s Administration to take all steps necessary to effectuate the terms of this resolution.

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, Administration, and Personnel Committee as outlined above in **Item VIII., Personnel Recommendations 1-10.**

1) Retirement; 2) Resignations; 3) Appointment of Full-time Staff; 4) Appointment of Temporary Full-time Staff; 5) Appointment of Full-time Faculty; 6) Appointment of Temporary Full-time Faculty; 7) Authorization of Part-time Staff, as Needed; 8) Appointment of New Hire Adjunct Instructors; 9) Modifications to Staffing Table; and 10) Resolution to Approve Use of College Facilities Policy.

INTRODUCED BY: _____

SECONDED BY: _____

DATE: January 20, 2026

DeFazio, Edward	<u>AYE</u>
Gargiulo, Frank	<u>ABSENT</u>
Gemma, Stacy	<u>ABSENT</u>
Kenny, Roberta	<u>AYE</u>
Lombardo, Vincent	<u>AYE</u>
Rodriguez, Silvia	<u>AYE</u>
Stahl, Harold	<u>AYE</u>
Santiago, Lissa	<u>AYE</u>
Teabout, Frances	<u>AYE</u>
Peña, Jeanette, Chair	<u>AYE</u>

____ 8 Aye ____ 0 Nay

*****RESOLUTION ADOPTED*****

Alexa Riano
Signature of Recorder

01/20/2026
Date

Supporting Documents

Name of Policy: HCCC Use of College Facilities Policy

Purpose: This policy outlines the guidelines for the use of College facilities by third party/external groups.

Policy:

Throughout the academic year, campus facilities are designated primarily for students, faculty, and staff to support institutional activities consistent with the College's mission and objectives. When not required for academic or departmental purposes, external groups may rent facilities for non-institutional activities subject to procedures and guidelines established for this purpose. The Board delegates to the President the responsibility to develop procedures and guidelines for the implementation of this policy. The School of Continuing Education and Workforce Development will ensure compliance with this policy in all relevant actions.

Approved: January 2026

Approved by: Board of Trustees

Category: Continuing Education and Workforce Development

Scheduled for Review: January 2029

Responsible Office: School of Continuing Education and Workforce Development

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

IX. ACADEMIC AND STUDENT AFFAIRS

1. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and New York University (NYU)**WHEREAS**, New York University offers a Master of Social Work ("MSW") Program; and,**WHEREAS**, the MSW Program requires students to complete practicum experiences; and,**WHEREAS**, the MSW Program requires facilities at which students can complete their practicum experiences; and,**WHEREAS**, Hudson County Community College ("College") has the capacity to meet this need; and,**WHEREAS**, Hudson County Community College seeks to enter into an Affiliation Agreement ("Agreement") with New York University whereby students enrolled in New York University's MSW Program will be able to complete the requisite practicum experiences at the College; and,**WHEREAS**, this Agreement will remain in effect for the term established in the Agreement unless otherwise terminated by either party in accordance with the parameters established in the Agreement; and,**WHEREAS**, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the Agreement between Hudson County Community College and New York University;**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize the Agreement between Hudson County Community College and New York University, effective upon signature.**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the College's Administration to take all steps necessary to effectuate the terms of this resolution.**2. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and Hudson County Schools of Technology (HCST) for Dual Credit Instruction in Biomedical Sciences****WHEREAS**, Hudson County Community College ("College") desires to enter into an Agreement ("Agreement") with Hudson County Schools of Technology ("HCST") for the delivery of dual credit instruction in Biomedical Sciences; and,**WHEREAS**, the term of the Agreement is July 1, 2026 through June 30, 2027 unless otherwise terminated by either party in accordance with the parameters established in the Agreement; and,**WHEREAS**, the Administration, and the Academic and Student Affairs Committee, recommend the authorization of this Agreement between Hudson County Community College and Hudson County Schools of Technology;**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Hudson County Community College authorize this Agreement between Hudson County Community College and Hudson County Schools of Technology, effective July 1, 2026.**BE IT FURTHER RESOLVED** that the Board of Trustees authorize the College's Administration to take all steps necessary to effectuate the terms of this resolution.

3. Resolution Authorizing Amendment to Existing Affiliation Agreement Between Hudson County Community College (HCCC) and Peace Care St. Ann's for Clinical Experiences in HCCC's Practical Nursing Program

WHEREAS, Hudson County Community College ("College") and Peace Care St. Ann's, collectively the parties ("the parties"), entered into an agreement ("Agreement") effective September 1, 2025 through which Peace Care St. Ann's serves as a site at which students in HCCC's Practical Nursing Program can fulfill the requisite clinical experiences; and,

WHEREAS, the Board of Nursing has advised that the College's nursing clinical affiliation agreements need to provide for a 120-day termination period; and,

WHEREAS, the parties desire to amend the Agreement to comply with the termination provision required by the Board of Nursing; and,

WHEREAS, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the amendment to the Affiliation Agreement between Hudson County Community College and Peace Care St. Ann's;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the amendment to the Affiliation Agreement between Hudson County Community College and Peace Care St. Ann's, effective from the date of execution.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the College's Administration to take all steps necessary to effectuate the terms of this resolution.

4. Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Reentry Corporation for Internship Experiences in Human Services

WHEREAS, Hudson County Community College ("College") offers academic programs in Human Services ("Programs") through its School of Humanities and Social Sciences; and,

WHEREAS, the Programs include an internship experience; and,

WHEREAS, the Programs require additional sites at which its students can fulfill the requisite internship experiences; and,

WHEREAS, New Jersey Reentry Corporation continues to have the capacity to meet the needs of the Programs; and,

WHEREAS, Hudson County Community College seeks to renew its Affiliation Agreement ("Agreement") with New Jersey Reentry Corporation whereby students enrolled in the Programs will be able to complete internship experiences; and,

WHEREAS, this Agreement will remain in effect for two (2) years unless otherwise terminated by either party in accordance with the parameters established in the Agreement; and,

WHEREAS, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the Affiliation Agreement between Hudson County Community College and New Jersey Reentry Corporation;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the Affiliation Agreement between Hudson County Community College and New Jersey Reentry Corporation, retroactive to January 1, 2026.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the College's Administration to take all steps necessary to effectuate the terms of this resolution.

5. Resolution Authorizing Amendment to Existing Agreement Between Hudson County Community College (HCCC) and New Jersey Reentry Corporation for the Delivery of Artificial Intelligence Curricula

WHEREAS, Hudson County Community College (“College”) and New Jersey Reentry Corporation (“NJRC”), collectively the parties (“the parties”), entered into an agreement (“Agreement”) effective January 21, 2022 through which HCCC provides training programs for clients of NJRC; and,

WHEREAS, the College currently offers a Computer Basics course for NJRC clients to build clients’ computer literacy skills; and,

WHEREAS, the parties desire to amend the agreement to reflect the addition of curricula related to Artificial Intelligence in the Computer Basics course; and,

WHEREAS, this amendment will remain in effect for the term listed in the amended Agreement unless otherwise terminated by either party in accordance with the parameters established in the Agreement; and,

WHEREAS, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the amendment to the existing Agreement between Hudson County Community College and New Jersey Reentry Corporation;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the amendment of the existing Agreement between Hudson County Community College and New Jersey Reentry Corporation, effective January 21, 2026.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the College’s Administration to take all steps necessary to effectuate the terms of this resolution.

6. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and the Regents of the University of California

WHEREAS, the Hudson County Community College (“College”) School of Continuing Education and Workforce Development offers programming for au pairs through a partnership with Classroom Au Pair, LLC (“Classroom Au Pair”), collectively, the parties (“the parties”); and,

WHEREAS, the parties desire to continue to offer the programs in the state of California; and,

WHEREAS, the College, as the provider of the programs, seeks to enter into an agreement (“Agreement”) with The Regents of the University of California, whereby HCCC will license space on property belonging to The Regents of the University of California for the purpose of providing programs to au pairs; and,

WHEREAS, this Agreement will remain in effect for the term listed in the Agreement unless otherwise terminated by either party in accordance with the parameters established in the Agreement; and,

WHEREAS, the Administration, and Academic and Student Affairs Committee, recommend the authorization of the Agreement between Hudson County Community College and The Regents of the University of California;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the Agreement between Hudson County Community College and The Regents of the University of California, effective January 24, 2026.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the College’s Administration to take all steps necessary to effectuate the terms of this resolution.

7. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Greater Bergen Community Action

WHEREAS, Hudson County Community College (“College”) seeks to optimize community engagement through the development of seamless academic pathways with K-20 partners and in support of the College’s mission to provide high-quality educational opportunities that promote student success and upward social and economic mobility; and,

WHEREAS, Greater Bergen Community Action seeks to enter into a Memorandum of Understanding ("MOU") with Hudson County Community College ("College") for the delivery of a workshop series; and,

WHEREAS, this MOU will remain in effect for one (1) year unless otherwise terminated by either party in accordance with the parameters established in the MOU; and,

WHEREAS, the Administration, and Academic and Student Affairs Committee, recommend the MOU between Hudson County Community College and Greater Bergen Community Action;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Hudson County Community College authorize the Memorandum of Understanding between Hudson County Community College and Greater Bergen Community Action, effective January 21, 2026.

BE IT FURTHER RESOLVED that the Board of Trustees authorize the College's Administration to take all steps necessary to effectuate the terms of this resolution.

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approve the recommendations of the President, Administration, and Academic and Student Affairs Committee as outlined above in **Item IX., Academic and Student Affairs Recommendations 1-7:**

1) Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and New York University (NYU); 2) Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and Hudson County Schools of Technology (HCST) for Dual Credit Instruction in Biomedical Sciences; 3) Resolution Authorizing Amendment to Existing Affiliation Agreement Between Hudson County Community College (HCCC) and Peace Care St. Ann's for Clinical Experiences in HCCC's Practical Nursing Program; 4) Resolution Authorizing Renewal of Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Reentry Corporation for Internship Experiences in Human Services; 5) Resolution Authorizing Amendment to Existing Agreement Between Hudson County Community College (HCCC) and New Jersey Reentry Corporation for the Delivery of Artificial Intelligence Curricula; 6) Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and the Regents of the University of California; and, 7) Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Greater Bergen Community Action.

INTRODUCED BY: _____

SECONDED BY: _____

DATE: January 20, 2026

DeFazio, Edward	AYE
Gargiulo, Frank	ABSENT
Gemma, Stacy	ABSENT
Kenny, Roberta	AYE
Lombardo, Vincent	AYE
Rodriguez, Silvia	AYE
Stahl, Harold	AYE
Santiago, Lissa	AYE
Teabout, Frances	AYE
Peña, Jeanette, Chair	AYE

8 Aye 0 Nay
*****RESOLUTION ADOPTED*****

Alexa Riano
 Signature of Recorder

01/20/2026
 Date

Supporting Documents

[Click Here for Supporting Documents](#)

HUDSON COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Tuesday, January 20, 2026

X. NEW BUSINESS

NONE

HUDSON COUNTY COMMUNITY COLLEGE**BOARD OF TRUSTEES MEETING***Tuesday, January 20, 2026****XI. ADJOURNMENT*****RESOLUTION:**

NOW, THEREFORE, BE IT RESOLVED that the January 20, 2026 meeting of the Hudson County Community College Board of Trustees be adjourned at P.M.

INTRODUCED BY: _____**SECONDED BY:** _____**DATE:** January 20, 2026

<i>DeFazio, Edward</i>	<u>AYE</u>
<i>Gargiulo, Frank</i>	<u>ABSENT</u>
<i>Gemma, Stacy</i>	<u>ABSENT</u>
<i>Kenny, Roberta</i>	<u>AYE</u>
<i>Lombardo, Vincent</i>	<u>AYE</u>
<i>Rodriguez, Silvia</i>	<u>AYE</u>
<i>Stahl, Harold</i>	<u>AYE</u>
<i>Santiago, Lissa</i>	<u>AYE</u>
<i>Teabout, Frances</i>	<u>AYE</u>
<i>Peña, Jeanette, Chair</i>	<u>AYE</u>

8 Aye 0 Nay*****RESOLUTION ADOPTED*****

Alexa Riano
Signature of Recorder

01/20/2026
Date