

**ROWAN COLLEGE AT BURLINGTON COUNTY**

**BOARD OF TRUSTEES  
REGULAR PUBLIC MEETING**

**Tues., October 22, 2024**

**Host: Mount Holly Campus, Culinary Arts Center  
Conference Room 234  
1 High Street  
Mount Holly, New Jersey**

**MINUTES**

**CALL TO ORDER**

Board of Trustees Chair Dr. Anthony Wright welcomed everyone in attendance and called the meeting to order at 5:39PM.

**FLAG SALUTE**

The meeting was opened with the Flag Salute by all in attendance.

**ROLL CALL**

*Board Present:* Mr. Justin Braz (virtual), Ms. Lorraine Hatcher, Mr. Dorion Morgan,  
Mr. Mickey Quinn (virtual) Ms. Regina Reed, Dr. Anthony C. Wright, Ms. Rahaf Alsharif

*Board Absent:* Mr. Kevin Brown, Dr. Daryl Minus-Vincent (Alumni Trustee), Mr. Gino Pasqualone

*RCBC Present:* Dr. Michael A. Cioce (President and Board Secretary), Mr. Matthew Farr,  
Dr. Martin Hoffman, Mr. Kevin Kerfoot, Mr. David Quinnan, Ms. Michelle Russell,  
Ms. Carol Shapcott, Dr. David Spang, Ms. Kelly Grant (Board Solicitor), Ms. Jeanne  
Paulsen, Ms. Ashley Pezzolla, Ms. Colleen Snyder, Mr. Greg Volpe, Ms. Leidalis Cardona  
(Board Recorder) and others. (Attendance sheet attached)

**PUBLIC ANNOUNCEMENT**

The Board Chair did not call for the Statement of Compliance to be read.

## **MINUTES**

Chair Wright asked for a motion to approve of the public minutes of the Regular Board Meeting on September 17, 2024, as submitted. With a motion by Trustee Regina Reed and a second by Trustee Dorion Morgan, the minutes were approved as written with all in favor and none opposed. There were no questions.

## **REPORTS**

### 1) **President's Report:**

#### **RCBC Giving Day**

- The Foundation's first Giving Day exceeded its goal, raising \$12,000 from donors and on-campus tables in the Student Success Center.
- The campus also hosted the annual Bolt for Becky 5k and walk (with an additional car show this year) on September 29.

#### **Collegewide Gathering**

- This year's collegewide gathering had a bold new feel as we kicked off the multi-year strategic planning and accreditation cycle.
- The occasion also celebrated a new [hype video](#), and several bottom-up staff initiatives such as the college's Bold campaign and student ambassadors, e-sports, graphics and marketing academic collaboration, and a collaborative effort between Admissions and Financial Aid Staff to detect fraudulent applications.
- Marcus White, coordinator of the BRAVE program, a program designed to empower and equip minority male students for college and career success, received Barons Best. This award is given each semester to a staff member who embodies the ideals of an RCBC Baron.

#### **Early Voting**

- RCBC will host early voting in the Student Success Center, Room 138 from October 26 through November 3.

#### **Baron Spotlight**

- Andy Kim hosted a roundtable discussion at RCBC on Sept. 17 focusing on current challenges facing New Jersey students and families at the start of the school year and how to best support their needs. RCBC Senior Vice President of Enrollment Management and Student Success Dr. Karen Archambault represented the college. Read [more](#).
- RCBC welcomed 75 new Americans in hosting the fall Citizenship Ceremony on Sept. 27.

- RCBC held its second Partnership Breakfast under the EPIIC grant, hosting businesses interested in establishing or expanding partnerships with the colleges in several areas such as hiring students, training, or facility rentals.
- The college hosted Silent Witness to honor victims of domestic violence in partnership with the Burlington County Prosecutor's Office and Providence House Domestic Violence Services of Catholic Charities.
- RCBC nursing graduate [Rahaf Alsharif](#) joins the college's Board of Trustees.
- [Facilities updates bring engagement](#) and vibrancy to campus.

### **Upcoming Events**

[rcbc.edu/events](http://rcbc.edu/events) (now available in list or calendar view)

- Oct. 24 Burlington County School Counselors Association's [college fair](#). 6-8 pm.
- Oct. 26 [Veterans Smile Day](#). 8 am - 5 pm. This is a new event. Think Give Kids a Smile
- Nov. 5 [Tri Alpha Induction](#). 5-9 pm
- Nov. 13 [Fall Open House](#). 6-8 pm
- Nov. 14 [Winter Baking Showcase](#). 4-8 pm
- Nov. 19 [Board of Trustees meeting](#). Mt. Holly Campus, 5:30 pm

### **Foundation Report**

#### **First Ever RCBC Foundation Giving Day Raised Over \$12,000!**

- The entire College community showed up big to help us reach the \$10,000 goal, with students, faculty and staff all coming together to help our students.
- The next Foundation Board Meeting on the Mt. Laurel Campus is scheduled for November 21, 2024.
- Upcoming: The Foundation will start to announce the next round of funding availability.
- The Foundation Board has openings. Please let us know if you know of anyone who would like to make a difference in the lives of our students.
  - A Foundation Board Term is two (2) years.

2. **Board Reports**

- A. **Finance/Facilities Committee:** Committee Chair Dorion Morgan reported the Finance/Facilities Committee met on Tues., October 8, 2024, at 4:30PM, and the Committee discussed various finance and facilities matters.

Committee Chair Dorion Morgan proceeded with a review of Tabs 1 through 4 for the Board's consideration:

**Finance/Facilities Committee Action (Resolution(s) for Approval)**

- Tab #1:** Resolution #2024-296-01, A Resolution to approve and ratify requested business-related travel.
- Tab #2:** Resolution #2024-296-02, A Resolution to approve and ratify certain agreements and contracts.
- Tab #3:** Resolution #2024-296-03, A Resolution to amend Resolution #2023-290-02 regarding a contract with **CourseMaven Inc.**, relating to the DualEnroll program, in an amount not to exceed **\$70,096.00** for a two-year term.
- Tab #4:** Resolution #2024-296-04, A Resolution To award a contract to **Falasca Mechanical, Inc.** for the Mt. Holly Campus Roof and HVAC Replacement Project in the amount of **\$4,014,600.00**.

Chair Wright invited questions on the resolutions. There were none. The Chair requested a motion to move Tabs 1 through 4, as recommended by the Finance/Facilities Committee. With a motion by Trustee Lorraine Hatcher and a second by Trustee Regina Reef, the Board approved Resolutions 1 through 4 with all in favor and none opposed.

This concluded the Finance/Facilities Committee Report.



**ROWAN COLLEGE at BURLINGTON COUNTY  
BOARD OF TRUSTEES MEETING  
OCTOBER 22, 2024**

**RESOLUTION #2024-296-01**

**TO APPROVE REQUESTED BUSINESS-RELATED TRAVEL**

**FOR APPROVAL**

**1) Grant-Funded Travel**

**Dr. Edem Tetteh**, Dean of STEM, 2024 EPIIC PI Meeting, Alexandria, VA, December 2, 2024 to December 4, 2024, with an approximate travel cost of **\$881.31**.

**Dr. Shawn Thomas**, Executive Director of Adult & Continuing Education & Business Engagement, 2024 NSF EPIIC PI Grant Conference, Alexandria, VA, December 3, 2024 to December 4, 2024, with an approximate travel cost of **\$945.59**.

**David Reeves**, Assistant Director, Veterans Center, 2025 NASPA Symposium on Military-Connected Students, Las Vegas, NV, February 18, 2025 to February 20, 2025, with an approximate cost of **\$1,863.38**.

**Alexys Anderson**, Assistant Director, Title III / EMSS, Complete College America, Indianapolis, IN, November 18, 2024 to November 20, 2024, with an approximate cost of **\$2,100.00**.

**2) Operational**

**Elisa Bogdan**, Grants & Special Projects, 2025 NGMA Annual Grants Training, Washington, DC, March 12, 2025 to March 15, 2025, with an approximate travel cost of **\$2,552.50**.

**Martin Hoffman**, Chief Information Officer, ITC's 2025 Annual Conference, Charleston, SC, March 2, 2025 to March 6, 2025, with an approximate cost of **\$2,800.00**.

**Dr. Catherine Briggs**, Dean of Student Success & Title IX Coordinator, NASPA Conferences on Student Success in Higher Education, Denver, CO, June 27, 2025 to June 30, 2025, with an approximate cost of **\$2,000.00**.

**Adrienne Dahms**, Assistant Director of Student Life, NODA Region 8 Conference, Virginia, March 7, 2025 to March 9, 2025, with an approximate cost of **\$2,000.00**.



**FOR REIMBURSEMENT**


None.

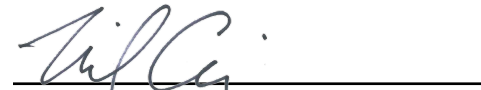
\*\*\*\*\***CERTIFICATION OF THE SECRETARY**\*\*\*\*\*

IT IS HEREBY CERTIFIED that the foregoing Resolution was duly adopted by the Rowan College at Burlington County, by the vote below indicated, at the **Board Meeting held on Tuesday, October 22, 2024**, and on the Mount Holly Campus, Culinary Arts Center, Room 234, Mount Holly, New Jersey.

Trustee	Mtn	Snd	Aye	Nay	Abn	Abs	Nvt	
<b>Voice Vote</b>			6	0	0			
<b>Roll Call</b>								
1 Justin Braz								1
2 Kevin Brown						x		2
3 Lorraine Hatcher	√							3
4 Vacant								4
5 Daryl Minus-Vincent						x		5
6 Dorion Morgan								6
7 Gino Pasqualone						x		7
8 Mickey Quinn								8
9 Regina Reed		√						9
10 Vacant								10
11 Anthony C. Wright, Chair								11

Legend: Mtn = Motion; Snd =Second; Aye= Aye; Nay= Nay; Abn=Abstain; Abs=Absent; Nvt=Not Voting

  
Dr. Anthony C. Wright  
Chairperson

  
Dr. Michael A. Cloce  
Board Secretary



# Rowan College at BURLINGTON COUNTY

## BOARD OF TRUSTEES MEETING OCTOBER 22, 2024

### RESOLUTION #2024-296-02

#### TO APPROVE AND RATIFY CERTAIN AGREEMENTS AND CONTRACTS

#### FOR APPROVAL:

##### ***Enrollment Management & Student Success***

1. To approve **Educational Computer Systems Inc (ECSI)**, for tax-select processing services for the Student Accounts Department, in an amount not to exceed **\$20,000.00**.  
*(Two quotes received)*

##### ***Academics***

2. To approve a consultant contract with **Joelle Cope, MOT, ORT/L**, to work with the College's CTE faculty to incorporate adaptive clothing modules into the Fashion Design program, beginning October 22, 2024 through March 1, 2025, in the amount of **\$2,475.00**. *(Perkins Grant Funded)*
3. To approve a contract with **GoEngineer LLC** for EET Educational Network Support for the College's Engineering programs, to begin October 31, 2024 through October 30, 2025, in the amount of **\$2,400.00**. *(Sole Source)*

#### FOR RATIFICATION:

##### ***Information Technology (OIT)***

4. To approve a contract with **Atlassian (US) LLC** for confluence cloud annual subscription, to begin October 13, 2024 through October 13, 2025, in the amount of **\$1,150.00**. *(Lowest Bid)*

##### ***Workforce Development***

5. To amend the purchase of a license agreement with **Voxy EnGen, PBC.**, for a mobile ESL learning platform for the College's Occupational Healthcare training and GED attainment program for students for an additional three months the end of the grant period, December 31, 2025 and extend to March 31, 2025, in the amount of **\$1,650.00**, for a total amount **\$8,250.00**. *(PACE Grant Funded, lowest bid)*




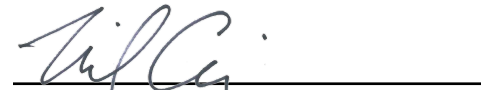
\*\*\*\*\***CERTIFICATION OF THE SECRETARY**\*\*\*\*\*

IT IS HEREBY CERTIFIED that the foregoing Resolution was duly adopted by the Rowan College at Burlington County, by the vote below indicated, at the **Board Meeting held on Tuesday, October 22, 2024**, and on the Mount Holly Campus, Culinary Arts Center, Room 234, Mount Holly, New Jersey.

Trustee	Mtn	Snd	Aye	Nay	Abn	Abs	Nvt	
<b>Voice Vote</b>			6	0	0			
<b>Roll Call</b>								
1 Justin Braz								1
2 Kevin Brown						x		2
3 Lorraine Hatcher	√							3
4 Vacant								4
5 Daryl Minus-Vincent						x		5
6 Dorion Morgan								6
7 Gino Pasqualone						x		7
8 Mickey Quinn								8
9 Regina Reed		√						9
10 Vacant								10
11 Anthony C. Wright, Chair								11

Legend: Mtn = Motion; Snd =Second; Aye= Aye; Nay= Nay; Abn=Abstain; Abs=Absent; Nvt=Not Voting

  
Dr. Anthony C. Wright  
Chairperson

  
Dr. Michael A. Cloce  
Board Secretary



**Rowan College**  
at  
**BURLINGTON COUNTY**

**ROWAN COLLEGE at BURLINGTON COUNTY  
BOARD OF TRUSTEES MEETING  
OCTOBER 22, 2024**

**RESOLUTION #2024-296-03**

**TO AMEND RESOLUTION #2023-290-02 REGARDING A CONTRACT WITH  
COURSEMAVEN, INC., RELATING TO THE DUALENROLL.COM  
PROGRAM, IN AN AMOUNT NOT TO EXCEED \$70,096.00 FOR A  
TWO-YEAR TERM**

**WHEREAS**, in an effort to maintain the College's document management flow of electronic forms to allow the automation of business processes minimizing paper records; and

**WHEREAS**, pursuant to Resolution 2023-290-02 on October 17, 2023, the College's Board of Trustees awarded an initial contract to **CourseMaven, Inc.** to provide license services and database for dual enrollment students for a period of one (1) year; and

**WHEREAS**, pursuant to Resolution 2023-290-02, the College exercised a two-year extension contract with **CourseMaven, Inc.** given the recommendation of College staff and the Administration; and

**WHEREAS**, the College continues to be satisfied with **CourseMaven, Inc.'s** performance and the original contract permits another two-year extension, which has been recommended by College staff; and

**WHEREAS**, **CourseMaven, Inc.** continues to have the experience and expertise to continue to provide these services; and

**WHEREAS**, in accordance with P.L. 2004, Chapter 19 (as amended by P.L. 2005, c51) N.J.S.A. 19:44A-20.4 et seq. Chapter 271 P.L. 2005 (Adopted January 5, 2006) and P.L. 1982 c.189 N.J.S.A. 18A:64A-25.5(19), it appears in the best interest of the College, based on price and other factors considered, to award a one-year extension contract to **CourseMaven, Inc., 43498 Butler Place, Leesburg, VA 20176**; and

**NOW THEREFORE, BE IT RESOLVED** by the Trustees of the College now assembled in public session this 22<sup>nd</sup> day of October 2024, to award a two-year extension contract, from November 1, 2024 until November 1, 2026, to **CourseMaven, Inc.** in an amount not to exceed **\$70,096.00**.

\*\*\*\*\***CERTIFICATE OF AVAILABILITY OF FUNDS**\*\*\*\*\*

I, Kevin Kerfoot, Chief Financial Officer, do hereby certify that adequate funds are available in the Fiscal Year 2025 Operating budget to pay for the contract between Rowan College at Burlington County and **CourseMaven, Inc.**

The money necessary to fund said contract is **\$70,096.00**. The contract is subject to the availability of funds and upon the approval of the contract the funds will be charged to the following budget line item appropriation:

**1-00800-9601 (Information Technology, Maintenance Contracts)**



---


Kevin Kerfoot  
Chief Financial Officer

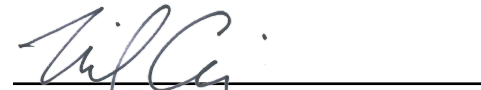
\*\*\*\*\***CERTIFICATION OF THE SECRETARY**\*\*\*\*\*

IT IS HEREBY CERTIFIED that the foregoing Resolution was duly adopted by the Rowan College at Burlington County, by the vote below indicated, at the **Board Meeting held on Tuesday, October 22, 2024**, and on the Mount Holly Campus, Culinary Arts Center, Room 234, Mount Holly, New Jersey.

Trustee	Mtn	Snd	Aye	Nay	Abn	Abs	Nvt	
<b>Voice Vote</b>			6	0	0			
<b>Roll Call</b>								
1 Justin Braz								1
2 Kevin Brown						x		2
3 Lorraine Hatcher	√							3
4 Vacant								4
5 Daryl Minus-Vincent						x		5
6 Dorion Morgan								6
7 Gino Pasqualone						x		7
8 Mickey Quinn								8
9 Regina Reed		√						9
10 Vacant								10
11 Anthony C. Wright, Chair								11

Legend: Mtn = Motion; Snd =Second; Aye= Aye; Nay= Nay; Abn=Abstain; Abs=Absent; Nvt=Not Voting

  
Dr. Anthony C. Wright  
Chairperson

  
Dr. Michael A. Cloce  
Board Secretary



**ROWAN COLLEGE at BURLINGTON COUNTY  
BOARD OF TRUSTEES MEETING  
OCTOBER 22, 2024**

**RESOLUTION #2024-296-04**

**TO AWARD A CONTRACT TO FALASCA MECHANICAL, INC. FOR THE MT. HOLLY  
CAMPUS ROOF AND HVAC REPLACEMENT PROJECT  
IN THE AMOUNT OF \$4,014,600.00**

**WHEREAS**, the College has a need to replace multiple roofs (11) and upgrade the HVAC systems at the Mt. Holly Center & Culinary Arts building; and

**WHEREAS**, a notice for bids for the RCBC Mt. Holly Campus Roof and HVAC Replacement Project was duly advertised on Friday, September 6, 2024 and bids opened on Tuesday, October 1, 2024 at 2:00 PM; and

**WHEREAS**, six (6) bidders responded to this request for bids; and

**WHEREAS**, **Falasca Mechanical, Inc.** submitted the lowest responsible bid, a base bid in the amount of \$4,014,600.00, which is within the Architect's cost estimate for this work; and

**WHEREAS**, this award of contract shall be in accordance with plans and specifications dated September 2024, as prepared by Remington & Vernick Engineers (RVE) with an office at 2059 Springdale Road, Cherry Hill, NJ 08003, utilized in bidding; and

**WHEREAS**, RVE has reviewed the bids and recommends awarding the contract to **Falasca Mechanical, Inc.**, 3329 North Mill Road, Vineland, NJ 08360; and

**WHEREAS**, in accordance with P.L. 1982, c.189 (C.18A:64A-25.4) it appears in the best interest of the College to award a contract to **Falasca Mechanical, Inc.**, 3329 North Mill Road, Vineland, NJ 08360; and

**WHEREAS**, in accordance with P.L. 1982, c.189 (C.18A:64A-25.4) the President recommends the award of this contract to the following vendor(s): **Falasca Mechanical, Inc.**, 3329 North Mill Road, Vineland, NJ 08360;

**NOW, THEREFORE**, be it resolved by the Trustees of the College now assembled in public session this 22<sup>nd</sup> day of October 2024, that the Board award a contract to **Falasca Mechanical, Inc.** for the Mt. Holly Center Roof and HVAC Replacement Project in the amount of **\$4,014,600.00**.



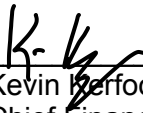
**Rowan College**  
at  
**BURLINGTON COUNTY**

\*\*\*\*\***CERTIFICATE OF AVAILABILITY OF FUNDS**\*\*\*\*\*

I, Kevin Kerfoot, Chief Financial Officer, do hereby certify that adequate funds are available in the Capital Budget funds to pay for the contract between Rowan College at Burlington County and **Falasca Mechanical, Inc.**

The money necessary to fund said contract is **\$4,014,600.00**. The contract is subject to the availability of funds and upon the approval of the contract the funds will be charged to the following budget line-item appropriations:

**6-05041-9701 (Evans Hall Renovations, Contracted Services)**


  
\_\_\_\_\_  
Kevin Kerfoot  
Chief Financial Officer

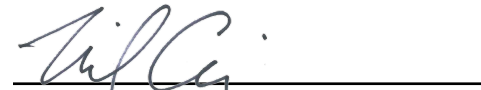
\*\*\*\*\***CERTIFICATION OF THE SECRETARY**\*\*\*\*\*

IT IS HEREBY CERTIFIED that the foregoing Resolution was duly adopted by the Rowan College at Burlington County, by the vote below indicated, at the **Board Meeting held on Tuesday, October 22, 2024**, and on the Mount Holly Campus, Culinary Arts Center, Room 234, Mount Holly, New Jersey.

Trustee	Mtn	Snd	Aye	Nay	Abn	Abs	Nvt	
<b>Voice Vote</b>			6	0	0			
<b>Roll Call</b>								
1 Justin Braz								1
2 Kevin Brown						x		2
3 Lorraine Hatcher	√							3
4 Vacant								4
5 Daryl Minus-Vincent						x		5
6 Dorion Morgan								6
7 Gino Pasqualone						x		7
8 Mickey Quinn								8
9 Regina Reed		√						9
10 Vacant								10
11 Anthony C. Wright, Chair								11

Legend: Mtn = Motion; Snd =Second; Aye= Aye; Nay= Nay; Abn=Abstain; Abs=Absent; Nvt=Not Voting

  
Dr. Anthony C. Wright  
Chairperson

  
Dr. Michael A. Cloce  
Board Secretary



**BID ANALYSIS SHEET**

**BID NAME:** RCBC Mt. Holly Campus Roof & HVAC Replacement Project  
**BID NUMBER:** Bid# RFB 25-07-B  
**ADVERTISED:** Friday, September 6, 2024 (BCT, Courier Post, Trenton Times, & RCBC Website)  
**BID OPENING:** Tuesday, October 1, 2024 @ 2:00 PM

Bidder	Base Bid	Compliance
Falasca Mechanical, Inc.	\$4,014,600.00	Compliant
Kaser Mechanical LLC	\$4,312,500.00	Compliant
Gaudelli Bros. Inc.	\$4,442,000.00	Compliant
McCloskey Mechanical Contractors	\$4,882,163.00	Compliant
DA Nolt, Inc.	\$5,904,400.00	Compliant
Framen Mechanical	\$4,472,000.00	Compliant



**B. Personnel Committee:** In Committee Chair Kevin Brown's absence, Board Chair Wright reported that the Personnel Committee met in person on Wed., October 9, 2024, at 4:00PM, and the Committee discussed various personnel matters.

This concluded the Personnel Committee Report and Board Chair Wright proceeded with a review of Tab 5 for the Board's consideration:

**Personnel Committee Action (Resolution(s) for Approval)**

**Tab #5:** Resolution #2024-296-05, A Resolution approving personnel actions for Rowan College at Burlington County.

Chair Wright requested a motion to move Tab 5, as recommended by the Personnel Committee. With a motion by Trustee Dorion Morgan and a second by Trustee Lorraine Hatcher, the Board approved Resolution 5 with all in favor and none opposed.

There were no questions and this concluded the Personnel Committee report.



**ROWAN COLLEGE at BURLINGTON COUNTY  
BOARD OF TRUSTEES MEETING  
OCTOBER 22, 2024**

**RESOLUTION #2024-296-05**

**TO APPROVE PERSONNEL ACTIONS FOR  
ROWAN COLLEGE AT BURLINGTON COUNTY**

**WHEREAS**, Rowan College at Burlington County has identified the need for additions, modifications and separation of employment of certain positions; and

**WHEREAS**, the following were determined to meet the qualifications that best meet the needs of the college in the designated departments for the following vacancies, namely;

Jennifer Chiarello as Rowan Relations Specialist at \$43,000;  
Jessica Stack as Continuing Education Specialist at \$42,000;  
Robert Congdon as Human Resources Specialist at \$53,000;  
Debra Glover as PT Test Proctor at \$18/hour;  
Shelly Pallante as PT Test Proctor at \$18/hour;  
Quinton Wright as PT Test Proctor at \$18/hour;  
Ashley Castiglia as Dean of Enrollment Management at \$105,000;  
Daniella Mandico as Financial Aid Officer at \$51,421;  
Ida Olitsky as PT Information Specialist at \$20/hour;  
George Kristian as PT Information Specialist at \$20/hour; and

**WHEREAS**, the following internal individuals were found to meet the qualifications that best meet the needs of the college in the designated departments, namely;

**Salary Adjustments**

None

**Title Changes**

Christine Sullivan as Assistant Director of Public Safety/Safety/Technology Coordinator at \$70,000;  
Victoria Stone as Secretary at \$37,131;  
Jacqueline Rodriguez as Third Party Billing Coordinator at \$39,232; and

**WHEREAS**, the following were determined to meet the qualifications that best meet the needs of the college in the designated academic areas for the following adjunct and part-time trainer listings, namely;

**Adjuncts, STEM;**

None; and

**Adjuncts, Liberal Arts;**

None; and



**Adjuncts, Nursing and Health Sciences;**  
Middlebrooks, Tieshau; and

**Part-Time Trainers;**  
Hambrose, Nancy; Gordon, Beckey; Rivera, Karla; and

**EMT Trainers/EMT Aides;**  
None; and

**WHEREAS**, the President recommended to the Personnel Committee who subsequently is recommending to the full Board, the separation of employment of employees, namely;

Tiffany Johnson as PT CCOG Admissions Navigator, EMSS;  
Vandira Intong as Adjunct, HBSS;  
Nicholas Guaglione as Custodian, Facilities;  
Malik Howard as Assistant Director EEO, EMSS;  
Jake Coucoules as Grounds Maintenance Assistant, Facilities;  
Dylan Kleiner as PT Custodian, Facilities; and

**WHEREAS**, the President recommended to the Personnel Committee who subsequently is recommending to the full Board, the termination of employment of employees, namely;

Michele Chierici as Adjunct Coordinator, HBSS; and

**WHEREAS**, the President recommended to the Personnel Committee who subsequently is recommending to the Board of Trustees, to make an exception to the Tuition Reimbursement Program, namely:

None; and

**WHEREAS**, the President recommended to the Personnel Committee who subsequently is recommending to the Board of Trustees, the approval and ratification of the following leave of absences, namely;

Michael Barnhart, Facilities, Paid Leave;  
Diane Veneziale, STEM, Extension of Paid Leave; and

**WHEREAS**, the President recommended to the Personnel Committee who subsequently is recommending to the Board of Trustees, the approval and ratification of eliminating certain positions from the college, namely;

None; and



**WHEREAS**, the Board of Trustees has the authority to appoint or modify said full time vacancies and positions and to determine issues of lawful and appropriate compensation and applicable related employee benefits for a full-time employees and/or separate said employees;

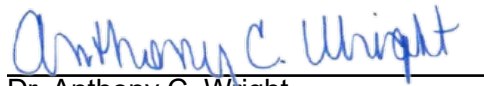
**NOW, THEREFORE**, be it resolved by the Trustees of the College now assembled in public session this 22<sup>nd</sup> day of October 2024, hereby approves the above stated personnel actions for Rowan College at Burlington County.

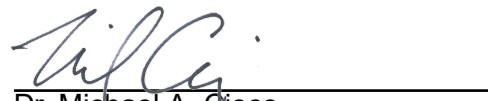
\*\*\*\*\***CERTIFICATION OF THE SECRETARY**\*\*\*\*\*

IT IS HEREBY CERTIFIED that the foregoing Resolution was duly adopted by the Rowan College at Burlington County, by the vote below indicated, at the **Board Meeting held on Tuesday, October 22, 2024**, and on the Mount Holly Campus, Culinary Arts Center, Room 234, Mount Holly, New Jersey.

Trustee	Mtn	Snd	Aye	Nay	Abn	Abs	Nvt	
<b>Voice Vote</b>			6	0	0			
<b>Roll Call</b>								
1 Justin Braz								1
2 Kevin Brown						x		2
3 Lorraine Hatcher		√						3
4 Vacant								4
5 Daryl Minus-Vincent						x		5
6 Dorion Morgan	√							6
7 Gino Pasqualone						x		7
8 Mickey Quinn								8
9 Regina Reed								9
10 Vacant								10
11 Anthony C. Wright, Chair								11

Legend: Mtn = Motion; Snd =Second; Aye= Aye; Nay= Nay; Abn=Abstain; Abs=Absent; Nvt=Not Voting

  
Dr. Anthony C. Wright  
Chairperson

  
Dr. Michael A. Gioce  
Board Secretary

- C. **Academic Committee:** President Cioce reported that the Academic Committee met on Tuesday, October 8, 2024, at 3:30PM. Dr. David Spang provided academic and enrollment management and student success updates at the meeting. There were no resolutions.

This concluded the Academic Committee Report.

There were no questions and this concluded the Academic Committee Report.

**FULL MEETING TRANSCRIPT BELOW**

**Dr. Wright:**

We'll get started in five minutes. We're waiting on one board member. Thank you.

**Dr. Wright in sidebar with President Cioce:**

He's on his way. Yeah, that's what he said.

**President Cioce:**

Thanks.

**President Cioce in sidebar with other Trustees:**

[Inaudible]. Gino's a no. [Inaudible].

**Dr. Wright:**

Kevin's going to join us online.

**President Cioce:**

Dorion's here.

**Dr. Wright:**

Dorion's here. Is he ready?

**President Cioce:**

Do we know who's online? Mickey, Justin...

**Dr. Wright:**

Is Kevin on?

**President Cioce:**

Rahaf.

**Dr. Wright:**

Is Kevin on? Because he said he'd be joining us this evening.

**Audience Member:**

Can you chat with him and say [inaudible].

**Kelly Grant:**

[Inaudible] the user number [inaudible]. That might be Kevin.

**Dr. Wright:**

Can we see Justin? Do we see Justin on there?

**Justin Braz (Virtual):**

Chair, I'm on.

**Dr. Wright:**

Thank you, Justin. Yeah, let's do that.

It is 5:39PM. We'll call to order the Board of Trustee's Regular Public Meeting for the month of October, Tuesday October 22<sup>nd</sup>, 2024.

Please rise for the flag salute.

I pledge allegiance to the flag of the United States of America and to the republic for which it stands one nation under God, indivisible with liberty and justice for all.

May I have the Roll Call please?

**Leidalis Cardona:**

Mr. Justin Braz?

**Justin Braz:**

Here.

**Leidalis Cardona:**

Mr. Kevin Brown?

Ms. Lorraine Hatcher?

**Lorraine Hatcher:**

Here.

**Leidalis Cardona:**

Dr. Daryl Minus-Vincent?

Mr. Dorion Morgan?

**Dorion Morgan:**

Here.

**Leidalis Cardona:**

Mr. Gino Pasqualone?

Mr. Mickey Quinn?

**Mickey Quinn (Virtual):**

Here.

**Leidalis Cardona:**

Miss Regina Reed?

**Regina Reed:**

Here.

**Leidalis Cardona:**

Dr. Anthony Wright?

**Dr. Wright:**

Here.



Do we have a quorum?

**Kelly Grant:**

Six.

**Jeanne Paulsen:**

Hold on.

**Kelly Grant:**

Six. Yes.

**Dr. Wright:**

[The chair did not call for the Statement of Compliance to be read].

Okay, thank you. At this time, I would like to have a motion to amend the agenda to reflect the addition of two items to include the order of the same.

One - the other business to be added for number twelve and closed session to be added to number thirteen. And then we will proceed with comments from the public, comments from the board, and then adjournment. May I have a motion, please?

**Regina Reed:**

I'll make that motion.

**Dorion Morgan:**

Second.

**Dr. Wright:**

It has been moved and properly seconded. All in favor?

**All Present Trustees:**

Aye.

**Dr. Wright:**

Aye. So moved. Thank you.

At this time, we'll have correspondence received from - a letter of resignation from Trustee, Dr. James Kerfoot.

**President Cioce:**

Um, also, I think the trustees also received an interim investigation report today via email, October 22<sup>nd</sup> so...

**Dr. Wright:**

We'll let the record reflect that. Thank you.

Regular monthly meeting approval of minutes from our September 17<sup>th</sup> meeting. May have a motion for approval?

**Regina Reed:**

So moved.

**Dorion Morgan:**

Second.

**Dr. Wright:**

So moved and properly seconded. All in favor?

**All Present Trustees:**

Aye.

**Dr. Wright:**

Ayes have it, thank you.

At this time, we'll have your um - the President's Report, Dr. Cioce.

**President Cioce:**

Thank you, um. Thanks for putting the updated date on it, so I'm keeping score. Our student, unfortunately -

**Dr. Wright:**

Updated date as it relates to what? Today's meeting?

**President Cioce:**

Today's meeting date.

**Dr. Wright:**

Yeah, it was rescheduled a week.

**President Cioce:**

Correct.

Our, but our student, unfortunately, had class tonight -

**Dr. Wright:**

Okay.

**President Cioce:**

-so was unable to join us-

**Dr. Wright:**

All right.

**President Cioce:**

Um, we -

**Dr. Wright:**

We'll catch him next month.

**President Cioce:**

Yep. The update regarding the college's - the Collegewide Gathering that was held back - end of September had presentations that included the college's new BOLD campaign. We got into the expansion of our Esports program as well as the Admissions and Financial Aid staff on their detection of fraudulent applications.

So, it was a full day. We also had the opportunity to award Baron's Best to Marcus White, who is the coordinator of our BRAVE program, who many of the board members have had an opportunity to meet. As far as upcoming business goes, on campus early voting will be held beginning October 26th through November 3rd, as well as there is one item on the calendar that is for this Friday. It's listed as the 26th, but many of you have joined us for Give Kids a Smile Day, which our Dental Hygiene program opens to youngsters that need dental care. We have expanded under the leadership of both the Director and the Dean to involve veterans.

So, this Friday, veterans will be able to come get free teeth cleaning 8:00AM to 5:00PM in the Health Science Center. So, there's other events on the calendar that's embedded in, and we'll follow up today. We'll circulate a copy of that, but the written report will serve at this juncture.

**Dr. Wright:**

Thank you.

Foundation's Report. Our foundation liaison, Trustee Reed.

**Regina Reed:**

The first ever RCBC Foundation Giving Day raised over \$12,000. The entire community - the college community showed up to help reach a \$10,000 goal with students, faculty, and staff all coming together to help our students.

The next Foundation Board Meeting on the Mount Laurel campus is scheduled for November 21<sup>st</sup>, 2024. The Foundation will start to announce the next round of funding availability and the Board - the Foundation Board has openings so, if you let the Board know if you know anyone who would like to make a difference in the lives of students, a Board Foundation term is two years.

**Dr. Wright:**

That concludes your report?

**Regina Reed:**

That - yes.

**Dr. Wright:**

Thank you, Trustee Reed.

Next, we'll have our Finance and Facilities Committee Report, Chair Trustee Dorion Morgan.

**Dorion Morgan:**

Thank you, Dr Wright.

The Finance and Facilities Committee met on October the 8th, and after reviewing financial matters, we have four tabs for the Board's consideration tonight.

I'm going to read all four, and then request a motion to include them all.

Tab One is a resolution to approve requested business-related travel.

Tab Two is a resolution to approve and ratify agreements and contracts.

Tab Three is to amend resolution 2023-290-02 regarding a contract with CourseMaven, Incorporated relating to the Dual-Enrollment Program in an amount not to exceed \$70,096 for a two-year term.

Tab Four is to award a contract to Falasca Mechanical, Incorporated for the Mount Holly Campus roof and HVAC replacement project in the amount of \$4 million - \$4,014,600.

At this time, I'm requesting a motion to approve all four tabs.

**Lorraine Hatcher:**

I'll make a motion.

**Regina Reed:**

I'll second.

**Dr. Wright:**

Thank you. It's been moved and properly seconded. All in favor?

**All Present Trustees:**

Aye.

**Dr. Wright:**

Ayes have it. So ordered.

Next up is our Personnel Committee Report. I will read it in absentia of Chair Trustee Brown who cannot make it tonight.

Tab Five - a resolution to approve personnel actions for Rowan College at Burlington County.

**President Cioce:**

Well, it's a ratification because we took action the following day when the meeting was canceled. So, we need to vote to ratify. [Inaudible] personnel actions, same tab.

**Dr. Wright:**

Okay, thanks. So, according to President Cioce, this is a vote to ratify action taken place during the Personnel Committee Meeting which was held - do we have a date?

**President Cioce:**

Committee meeting was held on the 9th.

**Dr. Wright:**

Of - on October 9th. Motion?

**Dorion Morgan:**

So moved.

**Dr. Wright:**

Second?

**Lorraine Hatcher:**

Second.

**Dr. Wright:**

It's been moved and properly seconded. All in favor?

**All Present Trustees:**

Aye.

**Dr. Wright:**

Ayes have it. Thank you.

Our Academic Committee Report, President Cioce?

**President Cioce:**

Thank you. The Academic Committee met on October 11th, and I believe both yourself and Trustee Reed were on the call. There's no resolutions for vote tonight so it was just an update, and those agendas will circulate from committee members.

**Dr. Wright:**

Okay. Thank you. Other business?

We have... So, the next item on the agenda involves personnel employment matters. This item involves two separate correspondences - correspondences received by the Board of Trustees pertaining to the Conscientious Employee Protection Act: Whistleblower, CEPA claims pursuant to New Jersey state law and RCBC policies.

These matters must be kept confidential as possible in order to protect the rights of the complainants as well as the rights of the accused individuals.

The first CEPA complaint was served upon the Board of Trustees Chair and the Director of Human Resources. Each board member has received a copy of the complaint in preparation for this meeting.

It should be noted that the employee which is the subject of this complaint has exercised their right to have this discussion in open session as opposed to executive session.

The board members must not discuss the substance or legitimacy of these claims in the context of this open public - of an open public meeting. We must keep in mind that the complaint - that the complaint raises allegations which have not yet been investigated. Concerns have been raised on behalf of the complainant that their confidentiality has been breached.

The second CEPA complaint was served upon the Board of Trustees.

Again, the board members must not discuss the substance or legitimacy of these claims in the context of this open public meeting. We must keep in mind that the complainant raises allegations which have not yet been investigated.

The Board of Trustees has a responsibility to ensure the allegations of these complaints are properly and thoroughly investigated. I would recommend the investigation be assigned to Weiner Law Group, LLP, which is an approved vendor council for RCBC who has done other investigations for RCBC in the past.

Therefore, I am making a motion to adopt a resolution to assign the CEPA whistleblower complaints to Weiner Law Group for proper investigation and report finding pertaining to the CEPA complaints.

Resolution?

**President Cioce:**

I have a question. Given that one of the RICE notices that was served did opt for conversation in public, is now an appropriate time to speak or...?

**Dr. Wright:**

When we move to comments from the public

**President Cioce:**

But we - before wait. So, comments come after the vote?

**Mickey Quinn:**

Mike, can you speak up a little bit?

**President Cioce:**

Sorry, sorry. The, the question, Mickey, is am I allowed to speak? Because that is not tradition. We would take comments prior to the board voting, historically or 100 % of the time. So, I'm asking, I mean this this is this is new and the agenda, the agenda that was advertised does not reflect this and I understand that the chairman asked for a motion to amend, but we're - now we're amending the standard process that we've...

**Kelly Grant:**

I'll speak on the motion to amend. So, we received - It's my understanding, I did not get a copy of your response to a RICE notice I believe went out on Friday. I think you responded Monday evening. I got notice of that today - this afternoon, so because of that I communicated with board chair, that the need to amend the agenda.

Bylaws allow us in the absence to use Robert's Rules to amend the agenda and by way of more than two thirds vote, that was accomplished. Also, when you do that, Chair wanted to change the order of the agenda. That's also permitted under Robert's Rules with two thirds vote. That occurred. I understand the RICE notice and response was public. That I'm going to defer to labor council on the RICE notice matter - the specifics on handling. But the amendment of the agenda was properly done by bylaws and Robert's Rules.

**Dr. Wright:**

So, I guess the matter at hand is, is he, will he be able to comment during this time?

**Evan Crook:**

I'm not sure this is a labor issue. Kelly's the solicitor, but in terms of the motion, Robert's Rules provide there's a motion. There's a first and a second, but then there's an opportunity to comment, and to the extent anybody wants to - the trustees, it's not open to the public, but if any of the trustees desire to comment, they are free to comment. The only thing I'd say again, I'd reinforce that, you know, the matters that we're discussing are confidential, and I would assume any comment

wouldn't include any kind of specifics as to the allegations or the legitimacy of the allegations until an investigation is properly completed.

**Dr. Wright:**

As was read.

**President Cioce:**

And, but my original question, my original question on the order is not about the amendment, but about the components of the amended item because historically, and we can pull every single agenda since the beginning of time, it would be - particularly in a RICE matter, it would be the college's position, the employee who, if they opt for it to be an open or closed, comments from the public, then a vote by the board. So, now we are breaking protocol on what we've done because - and I and I fully respect the confidentiality, you know, reassurance, but my question is about process here because we are not following any historical process for the seven years that I've been President.

So, so now I'm getting super suspicious. And you're saying, ask him, he's saying ask you, so I'm confused as to why we've- it's not about the amendment. The amendment was properly moved, properly seconded, and properly inserted.

**Kelly Grant:**

My experience at the college is the employees have spoken during RICE notice matters.

**President Cioce:**

And comments from supporters were heard prior to any action taken by the committee as well. Because what's unorthodox in this matter is we scheduled a RICE matter to be heard tonight and not within the personnel committee. And this is the third rice notice that has been served on this matter.

So, again, I'm asking why we're doing it so drastically different than the 47 other times and we're pointing at each other, and we don't have an answer. So...

**Kelly Grant:**

The college's policy that they follow -

**Evan Crook:**

I don't know the college policy, but what's been said about public comment would be completely contrary to anything I've ever done with any other public entity. The individual, if they want to comment, in the context of responding to this, that's up to the individual. Board of trustee members have a right to comment.

**President Cioce:**

And, well - but as a matter of fact, a RICE notice was served. It was opted to be heard in open session, and I have still yet to receive what the underlying allegations against myself include. I have no - I have no communication from the board outside of four RICE notices that have been mailed -

**Evan Crook:**

Okay, well, let the record reflect that the gentleman has himself indicated that he was the subject of a RICE notice. That wasn't done by anybody else.

**President Cioce:**

Correct. No, that's fine. Yep, everybody heard me say it and everybody knows who I am.

**Evan Crook:**

I think that you should go ahead and have a vote. The gentleman's raised his procedural issue. I'll leave it up to the solicitor how to resolve that.

**Kelly Grant:**

In the first instance, I do know we handle RICE notices at personnel committee or here. I don't know why we would not follow that process even though we're at the board level, and you'll recall with other faculty members' determinations -

**Dr. Wright:**

Right.

**Kelly Grant:**

- tenure matters, we have had -

**Dr. Wright:**

So, procedurally -

**Kelly Grant:**

- we have had employees speak. We've had -

**Dr. Wright:**

Okay. I am fine with that. If he wants to speak, let him speak.

**President Cioce:**

But it's also - But I just want to confirm that it includes public comment as consistent with past practice on all the other RICE matters per what Kelly just said.

**Dr. Wright:**

Absolutely. Right, I heard that. Okay, so we can proceed.

**President Cioce:**

Okay, so as Evan pointed out, I am the recipient of three RICE notices, and I did opt to have this matter discussed in open session, and I'm here to defend myself and make an appeal to common sense.

I implore this board to listen to the truth and see beyond this baseless complaint and understand -

**Dr. Wright:**

May I say something for the record please? We will proceed with your comments but less of the sardonic manner.

**Jamie Martin:**

Can you please talk louder? Because I can tell you none of us back here can hear you.

**Dr. Wright:**

My comment was made to the President. It wasn't made to the public. So that's why you didn't hear it.



**Jamie Martin:**

This is a public meeting.

**Dr. Wright:**

I understand, but my comment was to the president. Thank you. Proceed.

**President Cioce:**

I don't know that there's a censor ability given that I opted to have this in public, so I'll continue.

**Dr. Wright:**

I impose such.

**President Cioce:**

I don't know that you have that authority -

**Dr. Wright:**

Please proceed with your comment. Please. Thank you.

**President Cioce:**

Okay. So, I believe in the work that we do here. I love our RCBC. I love my job.

I think everyone in this room is aware of the commitment that I've brought to this role as president, and that I have comported myself not only handling my duties effectively but also with integrity. College presidencies have become intolerable, the job undoable, and expectations impossible.

Yet RCBC still rocks, and we still transform lives. Let's be candid: the complaint received by the board is wrong, and I sense that it is obvious. For one, it dates back to decisions which were made six months ago. And in the case of personnel decisions, decisions -

**Evan Crook:**

To the point of order, the gentleman's now referring to -

**Dr Wright:**

The case.

**Evan Crook:**

- the legitimacy of the complaint, which was specifically said you shouldn't be discussing tonight, so in your capacity as trustee, I'd suggest you be careful of what you're saying in terms of revealing the substance of responding to this -

**President Cioce:**

Noted. Noted. Okay, I can question the legitimacy of it, but I'm not gonna get into the substance. So -

**Dr. Wright:**

Yes, thank you.

**President Cioce:**

-don't you worry about that. It's not my first rodeo, Evan. But the personnel decisions were all approved by this board without objection. Most importantly, the supposed instances raised in the complaint take issue with the central job functions of a college president, and in the case of personnel decisions specifically, there are central job functions of both the president and the board period.

The president's decision in making executive and management authority is not only supported by New jersey law, but also by my employment agreement, which I executed with this board. Rhetorically, why is there going to be an investigation called for me doing my job? Examples which are suddenly apparently an issue, mirror decisions I have made again with board approval dozens upon dozens of times.

In fact, we just voted on them again.

I believe it's manufactured, and this doesn't hold up against any scrutiny. Yet here we are treating it as if this carries any weight. It's disappointing to see energy and resources being wasted on a farce when we all know that it's not grounded in reality. The board has it in it for their own, you know, reading.

You are fully aware of the specifics contained in the letters received by my attorney, which also exposed the baseless nature of the complaints and other legal issues. I will say I do object to the chairman's recommendation that the conflict council, handle it because that firm itself has conflicts with both the solicitor and other investigations that have been done by the college.

So, I am vehemently opposed to this board appointing the Weiner Group to handle any investigation on either of the CEPA claims that have been received.

I will pause there and - but I will stop there, I will - But just to confirm, we are eligible for public comments to continue before the board takes any action. You said that? I just wanted to -

**Kelly Grant:**

That's how we do it in personnel.

**President Cioce:**

Okay.

**Kelly Grant:**

That's been the college policy at the personnel committee. Every board member from the personnel committee is not here tonight except for Justin, would confirm that and you Dr. Wright as well -

**Dr. Wright:**

Sure, that's fine. But I will -

**Regina Reed:**

And, of course, board members will be able to make comments before the vote?

**Kelly Grant:**

Yes.

**Dr. Wright:**

Absolutely. Absolutely. All right, we'll entertain comments at this time.

**Scott Coffina:**

I have a comment.

**President Cioce:**

Oh, wait does the - the board wants to go first?

**Kelly Grant:**

Do you want to go first?

**Regina Reed:**

We should really let the public -

**Dr. Wright:**

I think we should yield to the public, yes.

**Audience Member:**

Please talk loudly.

**President Cioce:**

Yeah. Sorry, I figured - can you hear me? Can you hear me?

**Scott Coffina:**

Good evening, my name is Scott Coffina. I am privileged to represent President Cioce in this matter. Your president has been forced to live through the looking glass for the past three weeks. He has been facing a constant threat to his job and ongoing harm to his reputation ever since the first RICE notice was issued three weeks ago.

He has faced whispers; he has faced questions about what he has done wrong. What has he done wrong to warrant repeated relentless efforts by this board to consider taking action on his employment? What is so terrible that the board is forced to break precedent and publicly consider acting before any investigation has been conducted?

And just so everyone in this room is clear, before the board has even had the decency to inform President Cioce of whatever allegations have been raised and a meaningful opportunity to respond to them denying him basic due process, he found out by accident.

We want everyone in this room to know - every faculty member, every student, every parent, every staff member - who has been served so well by this man, that what he has done that's so terrible to justify this ethical cloud over his head is nothing.

He has done nothing wrong, and every one of you up here knows it. That's not rhetoric on our part. Every one of you up here knows it. He's not been accused the financial wrongdoing. He has not been accused of any form of harassment or discrimination. He has not been accused of any academic misconduct. He has not lied, cheated or stolen from this college. What he's been accused of is some nonsensical technical violation of title 18A, the law that gives him the authority as college president to do exactly what he is accused of doing, which is making recommendations directly to the board for personnel actions.

This is explicitly authorized by the law President Cioce is accused of breaking. Why do we say that the board knows that he did nothing wrong? Because the board unanimously - *unanimously* - was aware of and approved each of the three personnel actions that were the subject of this so-called complaint.

And, this was six to nine months ago, and the complainant was in the room, empowered to object, and said nothing. No objection in January, no objection in March when the board approved President Cioce's recommendations, no objection in February, no objection in April, no objection in May, no objection in June, no objection in July, no objection in August. No objection until September 22<sup>nd</sup>.

President Cioce's conduct done with full visibility and approval of this board so egregious as to warrant three RICE notices in a prospect of preemptive employment action against him sat unmentioned for nine months. And while this board struggled to get its meetings properly noticed, including scheduling one on Rosh Hashanah, it sat another month while President Cioce, somehow with the Sword of Damocles hanging over his head, has continued to function at the high level he always has as your performance evaluations demonstrate - leading the school, its faculty, staff, and most importantly its students to better futures each and every day.

You are considering putting this leader out for what? And more importantly for whom? President Cioce stands with you today not knowing how he got to this point. Maybe someday we'll find out.

For now, you have a choice to make. Being a board member means more than ribbon cuttings and a good seat at graduation. You're responsible, ultimately, for the governance of this school. We urge you to take yourself - to ask yourself hard questions about this matter.

Where did this frivolous complaint about aged actions we already know about and approved of come from? What is there even to investigate? Why would we possibly discipline our president for actions that we knew about and approved?

Why would we interfere with his contractual and statutory duties as president over a complaint like this? Why would we deprive this well-run school of his leadership? What is the real motivation behind this complaint and this proceeding? We ask you to reflect on the fact that however you came to sit in these chairs as a trustee, you have a duty of loyalty to this college. Will you act on that tonight on behalf of the college or on behalf of something or somebody else?

And before I say, I just want to know that we assert that the chair has a conflict in voting on this matter at all based upon reason to believe that he took actions before the first meeting that was canceled, suggesting that he was not proceeding with an open mind.

Thank you.

**Michael Henry:**

Good afternoon. My name is Michael Henry, and I am the Custodial Manager here at RCBC.

First, I want to thank you for the opportunity to speak.

**Dr. Wright:**

Absolutely.

**Michael Henry:**

I'm here to express my strong support along with many of my team members for President Cioce. I have had the privilege of working here at RCBC for the last five years and I've witnessed Dr. Cioce's leadership first-hand and how it has transformed the very nature of this institution. Under his guidance, we have not only seen an increase in enrollment, but also a deeper commitment to the academic success and student success.

He has fostered an environment of collaboration, innovation, and inclusivity. They thrive ensuring that every member of this college feels valued and heard. What impresses me most is his unwavering dedication to preparing our students for a rapidly changing world.

Whether through new academic programs, strengthening community partnerships, or increased support for faculty and staff, President Cioce consistently puts the needs of this college first, steering us towards a brighter and more sustainable future.

Dr. Cioce has proven time again to be a leader that not only inspires, but also empowers. I'm getting a little choked up -

**Dr. Wright:**

Absolutely, take your time. Please. Thank you.

**Michael Henry:**

His ability to make tough - to make the tough strategic decisions while maintaining an open-door policy for feedback is a testament to his thoughtful and balanced approach.

He is not just reactive to challenges. He is proactive, consistently anticipating the needs of the college and charting a course that keeps us ahead of the curve. I have full confidence in Dr. Cioce's ability to continue to lead us towards a brighter, more sustainable future. With his guidance, RCBC will continue to flourish, and I wholeheartedly support his continued leadership. I want to say to the members of this board, just off the cuff, we matter, and we are behind this man. Thank you.

**Jeanne Paulsen:**

My name is Jeanne Paulsen. I've been executive assistant to Dr. Cioce for almost two years now and I had a long statement to read, but I'm so angry. You should be ashamed of yourself.

**Dr. Wright:**

Don't you dare.

**Jeanne Paulsen:**

This is ridiculous.

**Dr. Wright:**

Don't you dare.

**Jeanne Paulsen:**

I dare.

**Dr. Wright:**

You dare. Don't you dare tell me that I should be -

**Jeanne Paulsen:**

This is ridiculous.

**Dr. Wright:**

-ashamed of myself. You stick -

**Jeanne Paulsen:**

And to suggest that Weiner Law Group -

**Dr. Wright:**

- to the matter of hand.

**Jeanne Paulsen:**

Weiner Law Group -

**Dr. Wright:**

If you want to comment about working for him, that's one thing -

**Jeanne Paulsen:**

-is conflicted out -

**Dr. Wright:**

- That's one thing but don't you dare tell me what I should do today.

**Audience Member:**

She has the right to say that.

**Jeanne Paulsen:**

Yes, I do. It's public meeting. How dare you -

**Dr. Wright:**

I have a right to protect and defend myself and I'm not -

**Jeanne Paulsen:**

And you and the other board members know what's been going on-

**Dr. Wright:**

And I'm not finished. I'm not.

**Jeanne Paulsen:**

Three cancelled board meetings. Four RICE notices, three or four RICE n- this is ridiculous - for him doing his job. I can't believe-

**Dr. Wright:**

But believe it. It occurred.

**Jeanne Paulsen:**

Unfortunately, I do believe it.

**Dr. Wright:**

Well, good.

**Jeanne Paulsen:**

It's a shame.

**Dr. Wright:**

It is a shame.

**Jeanne Paulsen:**

I've worked in the public sector for 35 plus years. I have never -

**Dr. Wright:**

And you haven't seen this?

**Audience Member:**

Would you let her finish?

**Jeanne Paulsen:**

-ever seen something like this, ever. This man gives his life to this place. You know this.

For you to be secretively working with Adam Malamut to try to remove him for Adam Malamut's gain -

**Dr. Wright:**

I have not had a conversation with Adam Malamut.

**Jeanne Paulsen:**

We'll see.

**Dr. Wright:**

Yes, we will.

**Jeanne Paulsen:**

We'll see. So, Evan instead.

**Dr. Wright:**

Yes, we will. Yes, we will, and let the record reflect it.

And for the 35 years, I hope you're vested for coming at me publicly that way.

**Jeanne Paulsen:**

I am vested.

**Dr. Wright:**

Good. Good.

**Jeanne Paulsen:**

And guess what?

**Dr. Wright:**

What?

**Jeanne Paulsen:**

I'll be filing a whistleblower complaint tomorrow.

**Scott Coffina:**

He just threatened her job.

**Audience Member:**

In front of this whole audience.

**Dr. Wright:**

Good.

**Jeanne Paulsen:**

I'll tack on too. This is ridiculous.

**Dr. Wright:**

Absolutely, you have your right to-

**Jeanne Paulsen:**

I am ashamed of you, Dr. Wright.

**Dr. Wright:**

I am ashamed of you as well for making a spectacle of yourself.

**Scott Coffina:**

You just threatened her job in an open public forum. Nicely done.

**Dr. Wright:**

Yeah. Anyone else would like to make a public comment?

**Jamie Martin:**

So, I don't know you.

**Dr. Wright:**

I don't know you either.

**Jamie Martin:**

But -

**Dr. Wright:**

Your name is?

**Jamie Martin:**

- Well, you probably should. I'm -

**Dr. Wright:**

Well, I don't.

**Jamie Martin:**

I've sat on this board. I've been on the foundation board. I've collected a lot of money for the college, I believe in the college. I've been on that foundation board for maybe four years prior to going on to the board of trustees, then being the head of the academic board, and now on the board of the foundation.



Appalling is just the only word I could possibly say. I own a business. I could never let someone go without knowing what he did, without having a hearing -

You, you pledged for justice, right? You pledged it to the flag, which is kind of appalling when we're not giving him any.

It will egregiously, horribly affect this college if he is not given fair due. Now look.

I sit next to the head of Virtua. I actually gave diplomas away from the head of Virtua currently. The head, the CEO of Deborah, the CEOs of Cooper - all that support this college.

I support Rowan. I work there with people in my company, in my business through all of that. I meet with their CEO, their presidents, all of that. None of them would approve being let go for nothing.

We have air. We have no - we have no idea. But if Michael Cioce did something wrong, let's all know. But I will point out to you, you had a whole bunch of things that you said on the board today, none of which anybody else heard back here, but I heard 4 million dollars.

Does anybody know *why* we're approving 4 million dollars for anything? You know why they don't? Cause nobody knows. I guarantee not one of you on the board, maybe Michael, knows *why* you're giving 4 million dollars to somebody. We don't know who you're giving it to. We don't know what it's completely for. We're not included in that.

And I'm gonna tell you a lot of the trustees have no idea either. They approve it or they don't. I'm gonna tell you that nobody sitting here truly knows six months ago why you let three people go.

They don't really know. They know it was a recommendation, they approve it, they second it, they do all kinds of things like that. This is unacceptable to have a man who, after sitting on all of the boards, all of this time I've never heard one bad thing against him. But I have been here for a president previously that there was a lot of bad stuff against. And that was clear, and we all heard it. We heard it in the paper, we heard it in everything, you tried to bury it, it went all out viral.

I've heard nothing, nothing about this man. Nothing bad. So, my suggestion for him, God forbid you guys let him go, is that he sue the shit out of you people.

Nobody deserves that. Because he's not getting justice, nobody's telling him what he did. Nobody's giving him the whole thing, and if there is a conflict of interest, I don't know, but if there is, why are we not, as a board, appointing someone that has none? There - if we're not appointing someone that has no conflict of interest, then there is a conflict of interest.

And, interestingly enough, I was with someone today who had a lot to say about, about Adam for some reason and about all of this and I was just in a doctor's office.

So, something is out there that's amiss. And I'm happy to talk to that person who brought it up and see if there's something more that everybody knows. Because this and the way this is happening is not cool. This, he deserves it. He said like, you're gonna take away the opportunity for a man to have an incredible job like he has now?

Somebody who believes in all of this? My dad was the vice president of a college. Like, like, somebody who believes this heartily without giving him a full reason and if you don't want him and he's not done your job, then why aren't there things that have said that before? Why isn't there something that he's not doing this job. He's not doing that job. He's been reprimanded for this. He's been written up for that, right?

If you're not doing that and if that's not happened, how does he go from this to get a new position, which he totally deserves? He's done a great job for this college. I, I would bleed for him. So, he has made people believe in this college. He's made people believe.

Trust me, the previous president m-mh.

And I don't know who you'll put in there, but you better make sure that he's whole and gets a really good recommendation to get a really good job from here because if not, he would have every reason to go against his college. And I promise you that they will never get my support or anyone I know's support ever again, and that's really sad for these students who deserve and need it, and this is a great college that should be able to give it to them.

**Dr. Wright:**

Any others?

**Donna Podolski:**

Dr. Wright, you and I have talked before.

**Dr. Wright:**

Yes.

**Donna Podolski:**

At negotiations. I've gotta say I've worked 35 years here - seven presidents. Give or take a few.

Mike is the only one who has ever asked or listened or sat down, had a conversation with myself and the faculty and security. That means a lot to us.

If I can't go and say, "hey, I have an issue," how can I solve it? Because I'm not getting it solved someplace else. Mike has always taken the time to sit down and talk to us. Always. The students -

He's always in, in and out with the students. He gets involved. That's more than I can say for other presidents that we've had. So, I think you're doing a disservice. I'm really irritated with the lack of transparency. Period.

And I guess I'm really tired of the family and friends, personally.

**Dr. Wright:**

Anyone else? Comments from the board?

**President Cioce:**

No, wait.

**Dr. Wright:**

Oh, I'm sorry, I didn't see you. Thank you.

**William Whitfield:**

Hi. I'm William Whitfield. I'm the Faculty Association President. And in my time of being here, even though Dr. Cioce and I haven't always seen eye-to-eye, I have never had a doubt that he was doing what was best for our students. As board members, you have are fiduciary in taking care of our students and whatever contracts we enter into, we have to keep in mind that \$0.60 to \$0.70 per dollar comes out of students' tuition.

That responsibility is very serious as I'm sure you all know, and to not grant due process to someone who has served the college so well is a mistake and I hope you reconsider that.

**Dr. Wright:**

Thank you.

**Marc Krassan:**

Good evening, my name is Marc Krassan, and I have had the privilege of working with Mike Cioce for the better part of a decade.

Back before RCBC became it, I was part of the negotiations that brought this to bear, working hand in hand with Mike Cioce. He was incredibly instrumental in making all this happen.

His work ethic is second to none, and I work with a lot of people in academics and his commitment to the institution, to the students, to the faculty, to the board, is unmatched. It really really is.

And I would ask that the board really think very, very hard about what is being done to him, to his reputation, to the school here, to the students, and all the fallout that will occur if this board does the wrong thing. Thank you.

**Katharine Mahon-Krassan:**

Hi, my name Katharine Mahon-Krassan, and I taught classes here several years ago in Constitutional Law, American History, and World History.

At that time, I had a lot of unique things I wanted to do with the students. For example, there was this [inaudible] by International SOS as a large corporate company headquartered in Asia, but it works in the United States and for example, they take care of Matel. They take care of Intel; they take care of the United States military Tricare Service.

And they helped us set up a unique way to have a secure line between my students and students at Oxford, Cambridge, and Edinburgh in order to debate them.

This was a unique thing. At first, I had some obstacles, but Dr. Cioce supported it a thousand percent as he did many unique things we did.

Along with the University of Michigan, we set up a program where those students were able to have a simulation of a world event where they had teams, and they represented different countries. They needed to go in different rooms all around the college at that time.

I got some pushback on that. Dr. Cioce supported that. As a result of this, one of the students that I taught got early acceptance to Yale University. She wasn't even gonna apply there, but she did. She got early acceptance, she couldn't believe it, and there she was - going to Yale. This is a direct result of his forward thinking and acceptance of unique ways to approach things, and some of these students went on to law school and have done very well. And I thank you, Dr. Cioce, for that and you will lose a fabulous person if he leaves here.

**Dr. Wright:**

Sir, I think you'll yield to the young lady first and then you. Thank you.

**Samantha Russell:**

Samantha Russell from the Audio/Visual Department. I- you guys know who I am. I've been up here; I have said things.

I know that you guys - it's very clear that Cioce and I have not always agreed on stuff, and we've had some disagreements, but he truly does care about this college. He truly does care about the students.

The fact that you were even considering taking him out of this school will disrupt everything, and I - it just it baffles me that this is even up for consideration for something that was brought to the board and then approved by the board. So, if he is fired, I feel like you guys should also step down [inaudible].

He is vital to this institution, and he should not be fired for something so ridiculous.

**Tom Czerniecki:**

Good evening. My name's Tom Czerniecki. I'm the former Senior Vice President for Administration and Operations here. So, I came on board, maybe the month after Mike was acting president.

And I just wanted to make three points for the board to consider. The first one is, sort of the cleanup that had to be done, when Mike was appointed, included putting the processes in place that we talked about this evening such as the whole committee structure and for how expenditures and personnel decisions and so forth are made. And I'll just say as an HR professional that it was an extremely tedious process and very difficult to get people appointed into the positions, but the importance of transparency was there and that was a value that he had, and we implemented.

The second thing I'd like the board to be aware of is, the college was really, very close to losing its Middle State's Accreditation at that time where he was acting president. And, really, the primary reason for that had to do with resource management. We were in a big hole where enrollments were falling off and we needed to

plug that hole and be very, very diligent with our expenses, and under Mike's leadership we did that.

And then to put a cherry on top of all that, we got hit with COVID, which he managed to negotiate with a great patented skill. So, I just wanted to put those things on the record in support of Mike's leadership with all of this.

**Dr. Wright:**

So, the COVID is the 3rd one.

**Tom Czerniecki:**

Yes.

**Dr. Wright:**

Okay. Thank you. Thank you.

**Samantha Russell:**

I think we have a comment on the video conference. Unmute.

Yeah, they will. They have to unmute themselves.

**Dr. Wright:**

Can you alert them to unmute?

**Samantha Russell:**

Yeah, I'm doing a request to unmute unless they hit the raising hand by accident.

**Rahaf Alsharif:**

Hello?

**Dr. Wright and Samantha Russell:**

Yes.

**Rahaf Alsharif:**

Hi.

**Dr. Wright:**

It's our student board member.

**Rahaf Alsharif:**

Yeah. This is Rahaf Alsharif. I would like also to add my thoughts about how Dr. Cioce is a great president for -

**Kelly Grant:**

[inaudible]

**Dr. Wright:**

Um, she can't - just mute her.

**Dorion Morgan:**

She's a board member. Not a [inaudible]

**Kelly Grant:**

We're gonna - we'll have board comment after public -

**Samantha Russell:**

She's a board member? Oh.

**Dr. Wright:**

Yeah. Yes. And she's not a voting [inaudible].

**Samantha Russell:**

Okay. Okay.

**Dr. Wright:**

She can say something [inaudible].

**Rahaf Alsharif:**

Can I continue?

**Samantha Russell:**

Okay. Can you just say that - that she has to wait?

**Dr. Wright:**

Yeah, so we'll reserve you when the board comes up next.

**Rahaf Alsharif:**

Okay.

**Dr. Wright:**

For your comment. This is not board comment yet.

**Rahaf Alsharif:**

Okay.

**Dr. Wright:**

We're still taking comments from the public. Thank you.

**Rahaf Alsharif:**

No worries.

**Dr. Wright:**

Any other comments?

Okay, so we can go back to her.

**Lorraine Hatcher:**

There was nobody else on there? There was no one else on there from the outside?

**Dr. Wright:**

No one else on the video?

**Samantha Russell:**

I didn't see any other hand up.

**Dr. Wright:**

Okay, alright, thank you.

**Samantha Russell:**

I don't know if you want to say that they can speak. They might not know.

**Dr. Wright:**

So those who are online can speak as well if you choose to do so.

**Kelly Grant:**

You want to move to board [inaudible] -

**President Cioce:**

[inaudible] Rahaf -

**Dr. Wright:**

Yeah, [inaudible] wants to open that for the board. Yes.

**Kelly Grant:**

Yeah.

**Dr. Wright:**

All right, so all heart's mind clear? All right. Comments from the board, so we'll take it from our student representative - alumni representative. Rahif [sic]?

**Rahaf Alsharif:**

Yes-

**Dr. Wright:**

Please.

**Rahaf Alsharif:**

Good evening. This is Rahaf -

**Dr. Wright:**

Good evening. Thank you.

**Rahaf Alsharif:**

-Alsharif. Good evening. I'm just here to add my thoughts about how Dr. Cioce is a great president for RCBC. I have been in RCBC from 2017, most of you know that and I was seeing how RCBC got like very recognized in the community and not finding more like year by year or semester by semester, and I wanna add something very crucial for me because I was in nursing program at my third - no, at my second semester, there is a rumor went in the nursing program that we will lose our accreditation in that program and you have no idea how it was hard for us to hear that rumor.

But the president and the Dean of the science department was really like pushing everything to work with accreditation. They worked like very hard to keep that and we got very relieved after we knew the news that we will not lose the accreditation of this program.

Working so hard for the students is like something like a fright-ness for us because you will lose all of our money, or our time and we'll be like out of this world alone and finding another school yet everything have changed - that's because of their pla - plan to do things correct.

I will say that Dr. Cioce have a great heart, especially for the minority here in the USA and since I have known him until today, he opened his arm wide for me and for my family, and I can't be here without his help.

Thank you, Dr. Cioce.

**Dr. Wright:**

Alright. Board members? Please, Ms. Reed.

**Regina Reed:**

As a member of this body, I fully believe that we are required to investigate any allegation in fairness to both parties. I completely intend to be objective once a full and complete investigation is concluded.

That is only fair to both parties. In addition, I will not be intimidated or bullied by Mr. Scott Coffina or any other individual accusing me of illegal conduct.

I sit on this board because I also love this college. I'm an alumni of this college and to accuse me of illegal conduct is just wrong.

**Lorraine Hatcher:**

Thank you. I have to, I'm sorry. It's inappropriate to us. But go right ahead.

**Audience Member:**

[inaudible] President Cioce [inaudible]

**Dr. Wright:**

Thank you, Trustee Reed. Trustee Morgan?

**Dorion Morgan:**

Um. Yes.

**Lorraine Hatcher:**

Can I go -

**Dr. Wright:**

Oh, yes please.

**Lorraine Hatcher:**

-next while I've got my nerve? I have nothing prepared, Mike. I was not prepared for this, so I'm gonna speak to you directly.

Um like Gina said, Trustee Reed said, we received notice, ok? Do I know the statute? Am I an attorney? No. I expected personnel, somebody to look into this. Follow up on what was said. Okay? I'm not getting into it. End of story.

Meetings canceled - I show up here. No one's here. I can't - I can't follow emails during the day while I work full time. Show up, like I said.

So now we find out another one due to conflict of schedule and I appreciate that. I did reach out to find out what was going on because I was upset - once again, another meeting was canceled. But then to get letters like Mrs. Reed mentioned, I take offense.



I could - I'm not doing anything illegal. I'm sitting here giving up my time because I care about this college. My husband went here. I didn't but I've worked together with you with no problem, but I take offense to reading - I mean hearing "due process", "your reputation", "transparency", "getting rid of". These are all phrases I'm hearing for the first time.

When I walked in here tonight, I walked right up to you then realized who you were with up here that I knew through - I served on a township at one time. I didn't know all these people were gonna be here. I had no idea what was going on, Mike. I thought we were supposed to be talking.

And I apologize. I - Did I - I'm being honest with you. This is all new to me, but like Gina said, when we receive something, stating something, I wanna know what's going on. That's why I just called our attorney off to side before the meeting started.

What's going on? Who's talking? Who's gonna explain things to me? I want to understand what's going on. I'm not gonna sit here and be attacked by people that don't know me and know how much I've worked with you.

Off to side, how many times do we meet with students? So, I really take offense to sit here, and I see how you must feel. If there's rumors or whatever you're saying. This is all new to me.

**President Cioce:**

Me too. Me too.

**Lorraine Hatcher:**

And - so, you know what? I think there better be some change. More communication and let's figure out - and being - and move forward. I don't like sitting here like this.

**Jamie Martin:**

Isn't that - isn't that the person's - like who sits at the head of the board's -

**Lorraine Hatcher:**

Excuse me -

**Jamie Martin:**

-responsibility to tell you?

**Lorraine Hatcher:**

I'm talking to the president right now, one-on-one, my feelings, ok? I'm not trying to be rude to you, but -

**Jamie Martin:**

No, I just don't understand -

**Lorraine Hatcher:**

-this is thrown at us.

**Jamie Martin:**

-why you don't know why this is happening here.

**President Cioce:**

Can - Can I respond? Do you know want me to -

**Dr. Wright:**

Um. Order please. There will be order in this room. And -

**Kelly Grant:**

This is [inaudible].

**Dr. Wright:**

-hold it.

Trustee Hatchet - Hatcher, excuse me, let me say Hatcher - Oh my God, no - Hatcher is speaking to the president about how she feels about the allegations that were brought tonight.

It is time for the board - this - you had your opportunity and moment to speak.

At this time, it's yielded to the board. Trustee Hatcher, please continue.

**Lorraine Hatcher:**

Okay, the president wants to respond to me. Go ahead.

**President Cioce:**

This commenced when I received a RICE notice on September 30<sup>th</sup> for a special meeting of this body on Wednesday, October 2<sup>nd</sup> with zero communication.

**Dr. Wright in sidebar with Kelly Grant:**

[inaudible] allegations [inaudible] kept saying I was deeply involved and [inaudible] conversations with him [inaudible].

**President Cioce:**

I got no notice about anything else and if - I don't know. You're not on personnel.

**Lorraine Hatcher:**

No. I am not on the personnel committee.

**President Cioce:**

RICE - RICE notices, at this institution, are the last stop. So, when an employee has been pipped and pipped and had their probation extended. When they get a RICE notice, they know they're out of road. So, I had two days' notice to come before you and what - I knew less than you.

I was not in receipt of any of the allegations. So, you wanna talk about and - look, I have to protect myself. I have four kids. I have stuff that I wanna do in life, right? I get two days' notice to come when every RICE - We did a rice notice at the personnel committee two weeks ago, and you know what? That person is in the board book as a termination.

So, I've seen 14 RICEs in the last two years. Every single one of them ended in termination. So, I'm sorry if protecting myself had mean letters coming towards you. But I'm being not given any process.

I get a RICE notice and told to meet, and then it gets canceled, and then it gets rescheduled. And then it gets canceled. And then the regular board meeting gets canceled. So, so I've had three weeks of torture and mail and Michelle - where's Michelle Russell? What's the bill for the RICE notices up to?

A couple hundred bucks because you have to send them priority? So, this institution has decided to burn \$150.00 in mail and thousands of dollars in legal bills because he needs to be here. She needs to be here. There's a third one here. I don't know what - he's on something else. So, you wanna talk about fair?

And look, you and me have always been cool. But the problem is I have to protect myself, I have to protect my reputation.

**Lorraine Hatcher:**

Oh, you don't have to apologize to me.

**President Cioce:**

No, no, no. And, but I'm -

**Lorraine Hatcher:**

Yes.

**President Cioce:**

But that's been - that's been the last 22 days -

**Evan Crook:**

Can I clarify one thing for the record? Could I have the chance? The only thing that's before this board tonight is whether you have two CEPA claims. They're serious claims. They need to be investigated.

That's - I mean, I think people are jumping the conclusions that there's gonna be some -

**Lorraine Hatcher:**

Right

**Dr. Wright:**

That's all this is about.

**President Cioce:**

May - May I -

**Evan Crook:**

-action [inaudible]. No, can I finish?

**President Cioce:**

Sure.

**Evan Crook:**

Then you can finish.

There - there needs to be some action by this board to address those complaints. If you don't address those complaints, by law, you could be exposing yourself to liability. So, there's nothing, if you heard what the chairman said, there's no finding that anybody's guilty of anything at this point. It's allegations -

**Dr. Wright:**

They need to be investigated -

**Evan Crook:**

- that need to be properly investigated -

**Dr. Wright:**

Period.

**Evan Crook:**

-whatever comes out of investigation will either vindicate people or not vindicate people. So, I mean if this is getting turned into somehow this is taking the president out, it's not.

It's simply, we need to do an investigation, we need to get that investigation rolling. Now you're free to ignore my advice. That's up to you but -

**President Cioce:**

Can I ask you two questions though? So -

**Dr. Wright:**

Hold on. Hold on. Wait a minute -

**Evan Crook:**

I'm - I'm not your attorney. You have your attorney here -

**President Cioce:**

No. No but you represent the body, and I am the president so -

**Dr. Wright:**

Hold on. Hold on. We have a comment from -

**Evan Crook:**

[Inaudible] trustee.

**Dr. Wright:**

Mr. Crook, we have a comment from a board member.

**President Cioce:**

But you represent the organization -

**Kelly Grant:**

Let Dorion talk.

**Dr. Wright:**

You were saying something -

**Dorion Morgan:**

Whenever it's my turn to talk, I'm gonna talk.

**Dr. Wright:**

Wait, I'm gonna [inaudible] as board member. Please share as trustee.

**Dorion Morgan:**

Okay. Um.

**Dr. Wright:**

Thank you.

**Dorion Morgan:**

I can go through history. Okay um, we used to be BCC for many years since I believe 1970. Probably 84ish, I started going to the Teen Arts Festival at BCC. I've been a part of BCC for years. My wife taught at BCC, it became RCBC, and in 2018, I was given the privilege to become a part of this board.

One of my first responsibilities was in the ending of the last president and finding a new president who was our acting president at the time, and we voted for Dr. Cioce.

Anyone, and any everyone who knows - anyone who knows me knows not only -

I have the utmost respect, appreciation, dare I say love for Dr. Mike Cioce, who I'm one of record as saying has been our wartime president, on a number of occasions.

And I want nothing but the best for him and his family. However, I do realize I have made an obligation. I stood there and held my hand up that I would protect this college, protect its students, protect its staff, and, and in my job as a trustee, I'm going to do that. I did, as others have said, received allegations. I don't know what they were about, why they were brought up and all of that, but I work in a field when allegations are levied, there needs to be some investigation done to see whether it's valid or not. I work in a field where you are innocent until proven guilty. So, therefore, allegations and we could all get allegations. I'm sorry it just happens in life.

And then through investigation, we find out whether allegations are valid or invalid. I have no plan and would not vote on anything tonight regarding Dr. Cioce's job.

We have no information as to whether anything was done improper or not, as what has been already put on the record, I guess we can say.

The board has voted on several things that is in question. So, we all have to investigate: was there something done wrong either by Dr. Cioce, by ourselves, or anyone else?

I do believe an investigation does have to happen because if I'm doing something wrong, I want to know. However, I do wanna say that I don't believe any of the firms that have ever represented our college should be one used at this point. I suggest we look far, and wide, away from this region, this county, maybe the state. I don't know.

But we need to find someone who is completely and totally impartial to do a thorough investigation and let us all know if there was anything done wrong and if so, by whom?

**Regina Reed:**

Mickey raised his hand.

**Dr. Wright:**

Mickey, please. Can you hear us, Mickey?

**Mickey Quinn:**

Yeah, I can. Can you hear me?

**Dr. Wright:**

Yes sir.

**Mickey Quinn:**

So, I just wanted to weigh in because I think I want to second everything Dorion said. Really, for the most part. I want to keep an open mind. I would be very happy if we were looking far and wide for absolute zero conflict where the resolution can't be debated by anybody other than on the merits of what's in it.

Personally, really not amused with the on-again meeting, off-again meeting, on-again meeting with a lack of communication in between. We're going to do our due diligence, and I feel like we should be given the information in respect in order to do that. So, wherever that lives, let's please clean that up.

I appreciate everybody being there tonight because I think, as board members, we need to be held accountable that we make the right decisions and that we hear from the folks who are on the ground every single day doing the actual job of running the college, so I want to thank everybody for coming. We'll take the information as we get it, as it comes in front of us. And I just, that's really all I wanted to say.

**Dr. Wright:**

We thank you so much, Trustee Quinn. Thank you.

So, um, President Cioce has a follow up question, Mr. Crook.

**President Cioce:**

So, Evan. Um, it's been a while since you sat where Kelly's sitting, but the challenge I have and the question I have to your statement is we - I'm not opposed to investigations, period. We do investigations a lot around here and the board very rarely needs to be made aware of that.

**Dr. Wright in sidebar with Kelly Grant:**  
[So, the resolution's gonna change [inaudible].]

**President Cioce:**

The difference here is that the complaint that was received and forwarded by the chair alleged serious allegations of misconduct. So, every email that the trustees received was fronted out with that term, number one.

And number two, we've never RICEd a single employee in my seven years as president while an investigation was being conducted. So, my question to you, why the guidance that you provided to the Director of Human Resources and the Board Chair differs from the last hundred times that we have had to conduct an investigation from food theft to, abusers and fighters and everything in between? So, I'm curious as to why RICE?

Because you said a moment ago that this, this turned into "we're getting rid of Mike".

Well, because you sent me four RICE notices, not you, but the caucus.

Continued

**Dr. Wright in sidebar with Kelly Grant Cont.:**  
[[inaudible] two CEPA claims [inaudible].]

**Kelly Grant in sidebar with Dr. Wright:**  
[[Inaudible] personnel matters [inaudible].]

**Dr. Wright in sidebar with Kelly Grant:**  
[Okay. Personnel matters. Thank you. Alright. [Inaudible].]

**Evan Crook:**

[Inaudible]. We've known each other for years. I don't have any animosity toward you personally -

**President Cioce:**

Nor do I.

**Evan Crook:**

[Inaudible] the difference is at least that's out there now - I don't know like [inaudible] there was a complaint that did involve you. And this is not

Continued

an employee. This is not just Joe blow employee. You're the Chief Executive Officer.

**President Cioce:**

The board has one employee and it's me, so I'm well aware of that.

**Dr. Wright in sidebar with Kelly Grant Cont.:**  
[[Inaudible].]

**Evan Crook:**

And so, it's a different situation than every other Joe, Tom, Dick, and Harry that might have come before the board and, quite frankly, the reason I thought RICE was appropriate and I would do it with any other client in a similar situation, is because - although nothing's gonna be talked about and discussed about anything impacting negatively on your employment - it touched and concerned your employment - the investigation itself. So, I did it as basically - number one to cover the board's ass in terms of the law, excuse the French but also to give you the proper notice I thought you deserve. So that's your answer to your question.

**Dr. Wright in sidebar with Kelly Grant Cont.:**  
[[Inaudible].]

**President Cioce:**

That's the funniest thing I've heard but thank you for answering.

**Evan Crook:**

Okay.

**President Cioce:**

That's, that's not good. Well, the room is nodding and shaking their head so -

**Evan Crook:**

Well, I'm glad they agree with it, but I don't.

**President Cioce:**

Okay. Okay, he answered my question.

**Dr. Wright:**

He did? Okay, thank you.

So, with that said, having heard from the public - thank you, and thank you all for - to echo Trustee Quinn's sentiments, thank you all for being here and sharing in your - in support of President Cioce this evening, and in support of the fellow trustees who've gone on. Thank you all for your comments this evening.



I would like to make a motion to amend the resolution to appoint Weiner Law Group to investigate the CEPA claims. We want to authorize the use of RFP, for Special Council, for the two pending personnel matters. That would be the right thing to do.

**Regina Reed:**

So, are you making that motion?

**Dr. Wright:**

I'm making that motion now, so I just want to finish that. So, I'm making a motion to approve said amended resolution. Do I have um...

**Dorion Morgan:**

What - what is the resolution exactly? I just want to make sure [Inaudible].

**Regina Reed:**

Yeah.

**Dr. Wright:**

Okay I'll reread it. I'll reread it. Okay. The motion is to amend to rescind the adoption of the assignment of - or the appointment rather of Weiner Law Group to conduct the res - to conduct, excuse me - the investigation to amend it to reflect the authorization of RFP for Special Council for these two pending personnel matters.

**Dorion Morgan:**

So moved.

**Regina Reed:**

Seconded.

**Dr. Wright:**

It's been moved and properly seconded. All in favor?

**All Present Trustees:**

Aye.

**Dr. Wright:**

Thank you. And so, we will begin movement to seek, as you said, "cast our net far and wide". Alright, so ordered.

**Kelly Grant:**

[Inaudible] Justin and Mickey.

**Dr. Wright:**

Justin and Mickey, did you hear such?

**Justin Braz:**

Um, yes.

**Mickey Quinn:**

Yes.

**Dr. Wright:**

Okay. In agreement?

**Regina Reed:**

Yes, I think they're in agreement.

**Dr. Wright:**

I thought so. Thank you.

**Mickey Quinn:**

Yeah, I'm sorry. I didn't realize I was [inaudible].

**Dr. Wright:**

Okay. No problem. Thank you both. Thank you both. Alright, at this time, do we have any further comments from the board?

None. Okay.

We move, at this time 6:51PM to go into closed session to discuss a client - personnel, client privilege - attorney-client privilege matter regarding the solar project discussion. So, we will...

**Kelly Grant:**

[Inaudible] for comment as well. Regular board comments?

**President Cioce:**

Wait a minute. Wait a minute -

**Kelly Grant:**

[Inaudible] the regular. Oh, okay.

**Dr. Wright:**

Yeah, after closed session.

**Kelly Grant:**

After closed -

**Dr. Wright:**

It's gonna be after closed session.

**Kelly Grant:**

Yes.

**Dr. Wright:**

Yes.

**Kelly Grant:**

Sorry.

**President Cioce:**

We're gonna ask you to step out for a moment -

**Dr. Wright:**

And then we'll come get you.

**President Cioce:**

We're gonna do the closed business item and then we will reopen -

**Dr. Wright:**

We'll reconvene. Yes.

**President Cioce:**

-and you can come back. Public comment -

**Dorion Morgan:**

While they are moving out [inaudible]?

**Dr. Wright:**

Absolutely and we could take -

**RECORDING PAUSED FOR CLOSED SESSION.**

**Dr. Wright:**

Thank you for returning. Any comments from the public at this time?

**William Whitfield:**

So, I'm Bill Whitfield. I'm the Faculty Association President. On October 4th, we had a meeting for our first negotiation.

And, in conversations that I had with Dr. Cioce prior to that meeting, we had discussed what the most critical issues were, and I was honestly optimistic that we could get this done before the close of the fiscal year.

At the table, we were told that it was the college's position that you didn't want to negotiate with us unless you had approval over our negotiating team.

On the handout, I have highlighted Article Two which says neither the board nor the association shall have or exercise control over the selection of the negotiating representatives of the other party. On the next page, you'll find the abstract of a recent PERC decision.

The PERC decision was a case similar to this one where a Board of Education wanted to set the negotiating team for the union. They ultimately lost this, which you'll see in the decision on the final - on the following page and the consequences of that were on the second to last page and then on the very back - you'll see which part of the law that they were found guilty of violating.

So, the board has two choices: come back to the table and we can try to get this done before the fiscal year. Otherwise, we'll unfortunately have to file a complaint with PERC, The Employee Resource Commission, and pursue this complaint just like the one that happened on here. So, we hope you will come back to the table.

**Dr. Wright:**

Thank you. Any comments from board members after? No? Thank you. Yes sir.

**Oron Nahom:**

I did have a question for the board. So, we did hear there was a recommendation that we go broad and wide in terms of a search for an independent of Organizations to conduct investigation. First of all, I think that's a good move. My question to you is, does the board intend to write the scope of the investigation with explicit terms regarding the scope of investigation? And if so, would one of the items be to investigate whether external influences who might not have the best interests of the college: were they involved in the creation of the complaint against the president? That's my question.

**Dr. Wright:**

It will have to be a statement. Well, this - I can't answer that up here.

**Oron Nahom:**

You can't answer that. Thank you.

**Dr. Wright:**

Thank you. Any other comments? Hearing none. Comments from the board at this time? Thank you, hearing none. I'll have a motion to adjourn.

**Lorraine Hatcher:**

Motion.

**Regina Reed:**

Second.

**Dr. Wright:**

It's been moved and properly seconded that we adjourn tonight's meeting at 7:19PM.

**Dr. Wright in sidebar with President Cioce:**

I just want to say - it doesn't matter [Inaudible] No no no no no. Whether you had [inaudible] allegations or names or whatever [inaudible]. [Inaudible] confidential secrets [inaudible]

**President Cioce in sidebar with Dr. Wright:**

[Inaudible].

**Dr. Wright:**

But it came out here publicly.

**President Cioce:**

Yeah, but you-

↓  
Continues inaudibly

**Audience Chatter**

President Cioce:

But-But-But-

Dr. Wright:

[Inaudible] abide by professionalism so [inaudible]. Mrs. Paulsen said [inaudible] This is also [inaudible] but-but the thing is: I get it. [Inaudible]. And that's [inaudible].

President Cioce:

No, we'll talk. We'll talk [inaudible]. It's been a long 22 days so- [Inaudible] if that was the goal. [Inaudible].

Dr. Wright:

I don't know what the goal is. [Inaudible].

President Cioce:

[Inaudible] And-and-and that's, you know what [inaudible].

[Inaudible] so I get that it-it-

Dr. Wright:

[Inaudible] No, I wouldn't hear quite frankly-

President Cioce:

But [inaudible]. And I said [inaudible].

Dr. Wright:

No, I [inaudible].

END OF RECORDING.

**ADJOURNMENT OF PUBLIC SESSION**

Chair Wright called for a motion to adjourn the Public Session. With no further business, Trustee Gino Pasqualone made the motion, second by Trustee Regina Reed, and by a unanimous vote in favor of the Board of Trustees' Meeting adjourned at 7:19 PM

Respectfully submitted,

Dr. Michael A. Cioce  
Board Secretary

MAC:lc