

BOARD OF TRUSTEES OF THE MIDDLESEX COUNTY COLLEGE

Minutes of October 27, 1988 Meeting

A rescheduled meeting of the Board of Trustees of the Middlesex County College was held at 8 p.m., October 27, 1988, in the Boardroom of the Academic Services Building. Members present were: Mmes. Brinson and Northington; Messrs. Ciatto, Coughlin, Fox, Marino and Meszaros. Mmes. Muller, Sommer, and Valenti and Messrs. Otlowski and Tanzman were absent. Freeholder Power was present at the Agenda Session, but was unable to attend the regular meeting due to a previously scheduled meeting. Also present were President Edwards, Mr. Golum, Mrs. Widis and several members of the staff.

In compliance with the "Open Public Meetings Act" of the State of New Jersey, adequate notice of this meeting was provided as follows:

- (a) On October 24, 1988, advance written notice of this meeting was posted in the lobby of the Academic Services Building.
- (b) On October 24, 1988, advance written notice of this meeting was mailed to The Home News, 123 How Lane, New Brunswick, New Jersey and The News Tribune, 1 Hoover Way, Woodbridge, New Jersey.
- (c) On October 24, 1988, a copy of this advance notice of the meeting was filed with the Clerk of Middlesex County.
- (d) On October 24, 1988, a copy of this advance notice was filed with the President of Middlesex County College.
- (e) Any individual who has requested notice of this meeting has been forwarded a copy of the notice of such meeting.

Dr. Fox moved, seconded by Dr. Brinson, that the Minutes of the regular meeting of September 27, 1988 be approved as presented. The motion was unanimously carried.

FACILITIES AND EQUIPMENT COMMITTEE

Mr. Meszaros moved, seconded by Dr. Fox, that the following payment be authorized to the firm of Rothe-Johnson Associates for reimbursable expenses in connection with architectural services rendered for the Technical Services Center in the amount of \$6,482.25 pursuant to the recommendation of the Director of Plant Operations and the Vice President for Finance and Operations.

Reimbursable expenses:	
Federal Express	\$ 51.25
Consulting Engineer - Paulus Sokolowski & Sartor	2,665.00
Consulting Engineer - Hamilton Communications	<u>3,766.00</u>
Total	<u>\$6,482.25</u>

After discussion the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mr. Ciatto, that the following progress payment be authorized to the firm of SOS International in connection with asbestos removal in L'Hommedieu Hall, pursuant to the approval of the consulting firm of Weston/ATC and the Director of Plant Operations in the amount of \$41,381.31.

Total contract	<u>\$1,694,000.00</u>
Payments to date	931,262.04
Payment authorized #4	41,381.31
Retainage @ 10%	108,071.48
Balance of contract	<u>613,285.17</u>
Total	<u>\$1,694,000.00</u>

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mr. Ciatto, that a progress payment be authorized to the firm of Weston Associates, for consulting services in connection with the asbestos abatement project in L'Hommedieu Hall, pursuant to the recommendation of the Director of Plant Operations and the Vice President for Finance and Operations in the amount of \$29,418.00.

Estimated project cost	
@ 15% of abatement contract	<u>\$254,100.00</u>
Payments to date	174,712.00
Payment authorized #4	29,418.00
Balance of contract	<u>49,970.00</u>
Total	<u>\$254,100.00</u>

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mr. Ciatto, that the following progress payment be authorized to the firm of Sarbo, Inc. for HVAC in connection with the capital restoration of six buildings on the College campus pursuant to the approval of the engineering firm of Brownworth, Mosher & Doran, the Director of Plant Operations and the Vice President for Finance and Operations in the amount of \$41,781.95.

Total contract	<u>\$1,342,853.00</u>
Payments to date	1,192,556.30
Payment authorized #9	41,781.95
Retainage	64,976.45
Balance of contract	<u>43,538.30</u>
Total	<u>\$1,342,853.00</u>

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mr. Ciatto, that a contract between Salvatore Contracting, Inc. and the Board of Trustees for fascia replacement at Main Hall and the Library, be accepted as having satisfied the requirements of the Director of Plant Operations, the architectural firm of Morton, Russo & Maggio and the Vice President for Finance, and that a final payment be made representing the retainage figure of \$3,860.20.

Total contract	<u>\$77,204.00</u>
Payments to date	\$73,343.80
Retainage at 2%	3,860.20
Balance of contract	<u>0.00</u>
Total	<u>\$74,204.00</u>

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mrs. Northington, for adoption of the following resolution:

WHEREAS, the State of New Jersey has cooperative purchasing services available under NJSA 18A:64A-25.9 of the County College Contracts Law applicable to the College,

NOW, THEREFORE, BE IT RESOLVED that the following contracts over \$8,400.00 be authorized under provisions of State Contracts currently in effect:

10/27/88

STATE

CONTRACT

<u>NUMBER</u>	<u>NAME OF COMPANY</u>	<u>DESCRIPTION</u>	<u>TOTAL</u>
A-82689	Zenith Data Systems	Computer Training Lab	\$66,908.00

BE IT FURTHER RESOLVED that the following contracts under \$8,400.00 be ratified under provisions of State contracts currently in effect:

STATE

CONTRACT

<u>NUMBER</u>	<u>NAME OF COMPANY</u>	<u>DESCRIPTION</u>	<u>TOTAL</u>
A-80631	Ray's Sport Shop	Athletic Equipment	\$ 246.45
A-83132	Rudy's Armature Serv.	Golf Cart Batteries	980.00
A-83473	Hillyard, Inc.	Janitorial Supplies	627.00
A-72657	Shipment-Ward	Swintec Typewriter	496.00
A-80586	Ricoh	Replacement Copier	2,219.00
		Total	<u>\$ 4,568.45</u>

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mr. Ciatto, for adoption of the following resolution:

WHEREAS, the Board of Trustees of Middlesex County had authorized funding in the amount of \$5.4 million, from the County of Middlesex in the amount of \$3.4 million and from the Jobs, Science and Technology Bond Act of 1982 in the amount of \$2 million; and

WHEREAS, after an intensive developmental process, public bids were accepted for the construction of the Technical Services Center on October 19, 1988; and

WHEREAS, all said responses to the bid received were in excess of the combined authorizations for the construction of the facility,

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees rejects the base bid responses based on the above for the construction of the Technical Services Center received on October 19, 1988; and

BE IT FURTHER RESOLVED that the Vice President for Finance and Operations be authorized to rebid that facility as quickly as possible.

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Dr. Fox, for adoption of the following resolution:

WHEREAS, on Sunday, October 9, 1988 an electrical problem was reported to the mechanical and electrical foreman; and

WHEREAS, on October 10, 1988 the cause of the problem was discovered in the switch gear servicing Main Hall; and

WHEREAS, said switch gear had previously been serviced by S&M Electric of Elizabeth, N.J.; and

WHEREAS, it was deemed appropriate to contact S&M Electric in order to rectify the electrical problem as quickly as possible in order to provide for continuity of educational services located in said facility; and

WHEREAS, the Director of Plant Operations, as a result of the review of the events, declared an emergency and certified as to same,

NOW, THEREFORE, BE IT RESOLVED that the Board authorizes payment to S&M Electric in the amount of \$3,249.89 for services rendered as a result of the declaration of an emergency due to the failure of the electrical switch gear in Main Hall on October 9 and 10, 1988.

After discussion, the motion was unanimously carried.

Mr. Meszaros moved, seconded by Mr. Ciatto, that the following change order in the contract between the Board of Trustees and SOS international for asbestos abatement in L'Hommedieu Hall be approved pursuant to the recommendation of Weston/ATC, the Director of Plant Operations and the Vice President for Finance and Administration in the amount of \$1,628.00.

At the second floor projection room, remove the lath and plaster beam enclosure and abate the AACM fire-proofing. This condition was concealed and unexpected and it was the decision of the owner and Weston/ATC representatives to remove the ACM. + \$1,628.00

Contract total	\$1,694,000.00
Change order #13	+ 1,628.00
New contract total	<u>\$1,695,628.00</u>

After discussion the motion was unanimously carried.

10/27/88

Mr. Meszaros moved, seconded by Mr. Ciatto, that the following progress payment be authorized to the firm of Guardian Roofing Systems in connection with roof replacement to the Johnson Learning Center, pursuant to the recommendation of the architectural firm of Morton, Russo & Maggio, the Director of Plant Operations and the Vice President for Finance and Operations in the amount of \$39,039.00.

Total contract	<u>\$111,750.00</u>
Payments to date	\$ 47,487.00
Payment authorized #3	39,039.00
Retainage @ 2%	1,765.00
Balance of contract	<u>23,459.00</u>
Total	<u>\$111,750.00</u>

After discussion, the motion was unanimously carried.

EDUCATION COMMITTEE

Dr. Brinson moved, seconded by Mrs. Northington, for adoption of the following resolution:

WHEREAS, the Board of Trustees of Middlesex County College (hereinafter referred to as the "Board") and the United States Office of Education (hereinafter referred to as "U.S.O.E.") have entered into a contract for the operation of a Comprehensive Cooperative Education Program, pursuant to the Higher Education Act of 1980, as amended, to be commenced as a Title VIII Project on October 1, 1988 and concluded on September 30, 1989; and

WHEREAS, a proposal entitled a Comprehensive Cooperative Education Program has been submitted by the College administration and agreed to by the U.S.O.E. in the amount of \$21,701; and

WHEREAS, the Board has determined that the operation of the said Title VIII Comprehensive Cooperative Education Program is consistent with the philosophy and purpose of the College,

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board approves the proposal for the operation of the Title VIII Comprehensive Cooperative Education program pursuant to the Higher Education Act of 1980, as amended, as submitted by the administration of Middlesex County College to the U.S.O.E. for the period October 1, 1988 through September 30, 1989, in the total amount of \$21,701.

2. The Board herein ratifies the contract executed by the College President and the U.S.O.E.

After discussion, the motion was unanimously carried.

Dr. Brinson moved, seconded by Mrs. Northington, for adoption of the following resolution:

WHEREAS, the Board of Trustees of Middlesex County College (hereinafter referred to as the "Board") and the State of New Jersey, Department of Higher Education, (hereinafter referred to as the "State") have entered into a contract for the operation of a project entitled Cooperative Education for Technical/Engineering Majors, for the period commencing July 1, 1988 and concluding June 30, 1989; and

WHEREAS, a proposal entitled Cooperative Education for Technical/Engineering Majors, has been submitted by the College administration and agreed to by the State in the amount of \$24,930.00; and

WHEREAS, R.S. 18A:64A-12J grants the Board the power to enter into contracts which it deems necessary and advisable with the State of New Jersey or any of its political subdivisions; and

WHEREAS, the Board has determined that the operation of a project entitled Cooperative Education for Technical/Engineering Majors, is consistent with the philosophy and purpose of the College,

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board approves the proposal for the project entitled Cooperative Education for Technical/Engineering Majors, as submitted by the administration of Middlesex County College to the State of New Jersey, for the period July 1, 1988 through June 30, 1989, in the total amount of \$24,930.00.
2. The Board herein ratifies the contract executed by the College President and the State of New Jersey.

After discussion, the motion was unanimously carried.

Dr. Brinson moved, seconded by Dr. Fox, for adoption of the following resolution:

WHEREAS, the size and scope of the English as a Second Language Program has experienced significant growth over the past three years; and

10/27/88

WHEREAS, that growth has necessitated an expanded program and an increased number of faculty; and

WHEREAS, this trend is expected to continue at the same or an increasing rate for the foreseeable future,

NOW, THEREFORE, BE IT RESOLVED that the English as a Second Language Program be recognized as an academic department with the title English as a Second Language Department, effective January 1, 1989; and

BE IT FURTHER RESOLVED that the title of the program director for the English as a Second Language Program be changed to Department Chairperson, effective January 1, 1989.

After discussion, the motion was unanimously carried.

Dr. Brinson moved, seconded by Mrs. Northington, that the attached Middlesex County College Employee Exchange Policies and Considerations for the Community College Exchange program be approved. After discussion, the motion was unanimously carried.

LEGISLATION COMMITTEE

Mr. Northington moved, seconded by Dr. Brinson, for adoption of the following resolution:

WHEREAS, the New Jersey Legislature has adopted and the Governor has signed into law the Jobs, Education, Competitiveness Bond Act of 1988; and

WHEREAS, the Bond Issue would provide \$308 million for state's college and universities, and \$42 million for targeted higher education projects proposed by the New Jersey Commission on Science and Technology, and of the \$308 million designated for higher education facilities, \$263 million will support new construction and \$45 million would be designated for the Capital Renovation and Rehabilitation Fund; and

WHEREAS, the \$308 million will be matched by \$130 million in institutional resources; and

WHEREAS, THE Bond Act would provide \$25 million for the 19 community colleges; and

WHEREAS, New Jersey's public institutions of higher education have an average of only 135 gross square feet per full-time equivalent enrollment, which is less than half the national average of 290 GSF per FTE: and

WHEREAS, New Jersey's institutions of higher education have identified new construction needs of \$1.1 billion over the next decade as well as \$162 million of capital renewal and replacement needs over the next seven years,

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees endorses the Jobs, Education, Competitiveness Bond Act of 1988, and requests the voters of Middlesex County and New Jersey to support the Jobs, Education, Competitiveness Bond Act as an investment in the future of New Jersey and to accelerate the county's and the state's momentum toward excellence already established by the state's colleges and universities, including Middlesex County College, and remove the threat to that momentum posed by substandard physical facilities, to provide new and more sophisticated avenues of instruction for students, preparing them better to meet the demands of the 21st Century, to create more jobs for New Jersey citizens, to provide state-of-the-art facilities that will encourage faculty researchers to take on exciting and potentially productive challenges in their fields to the ultimate advantage of Middlesex County's and New Jersey's economic development and quality of life.

After discussion, the motion was unanimously carried.

COMMUNITY RELATIONS COMMITTEE

Mr. Ciatto moved, seconded by Dr. Fox, for adoption of the following resolution:

WHEREAS, Mr. Alfred Biondi served for five years as Chairman of the Board of Trustees of Cumberland County College and as a member of the Board since 1964; and

WHEREAS, Mr. Biondi provided a major commitment to the community college movement by his voluntary services and his expertise; and

WHEREAS, under his leadership Cumberland County College grew and prospered in its services to its community; and

WHEREAS, on October 16, 1988 the College was informed of Mr. Biondi's demise,

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Middlesex County College wishes to express its deepest sympathy to the family of Mr. Alfred Biondi, Chairman of the Board of Cumberland County College; and

BE IT FURTHER RESOLVED that the Board of Trustees wishes to recognize the extensive dedication and service of Mr. Biondi as Chairman of the Board of Trustees of Cumberland County College and the 24 years of dedication and service thereof.

After discussion, the motion was unanimously carried.

FINANCE COMMITTEE

Mr. Coughlin moved, seconded by Dr. Fox, that the Board of Trustees authorizes the purchase of Educators Legal Liability insurance for the period commencing September 26, 1988 through September 26, 1989 from the North River Insurance Company through Frazer Brothers Insurance, inc., for a premium in the amount of \$24,029.00.

NOTE: The renewal policy includes an option for additional discrimination coverage with limits of \$1,000,000.00, less a deductible of \$50,000.00 and increases the basic legal liability coverage from \$1,000,000.00 to \$3,000,000.00.

After discussion the motion was unanimously carried.

Mr. Coughlin moved, seconded by Mr. Ciatto, that the Vice President for Finance and Operations be authorized to pay salaries to the Vice Presidents and Assistant to the President for Employee Relations, Personnel and Administrative Services for November and December 1988. After discussion, the motion was unanimously carried.

Mr. Coughlin moved, seconded by Dr. Fox, for adoption of the following resolution:

WHEREAS, the State of New Jersey has appropriated \$1 million for minor capital projects at the community colleges for fiscal 1989; and

WHEREAS, the Department of Higher Education has established guidelines for the use of the minor capital appropriation by the community colleges; and

WHEREAS, the Department deems it necessary that said guidelines be approved by the Board of Trustees in order to become eligible for the distribution of the minor capital appropriation ,

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees approves the "Guidelines of State Aid to Community Colleges for Minor Capital Projects" as attached hereto.

After discussion, the motion was unanimously carried.

HUMAN RESOURCES COMMITTEE

Dr. Fox moved, seconded by Dr. Brinson, that the following list of personnel appointments and actions be approved pursuant to recommendation by the President and to the provisions of Section 18A:64A-12.

MANAGEMENT STIPEND

- (a) Tory Salvest, Director of Community Education Operations, (budget code 19-5200-120) be approved for a stipend in the amount of \$250.00, for assuming additional responsibilities for the time period October 1, 1988 to October 31, 1988, due to the absence of the Dean of Community Education.
- (b) Joseph Oberc, Captain of Police, (budget code 19-0700-121) be approved for a stipend in the amount of \$200.00, for assuming additional responsibilities for the time period September 1, 1988 to November 30, 1988, due to the absence of the Chief of Police/Director of Safety for a total of \$600.00.

MANAGEMENT LEAVE OF ABSENCE

- (a) That Marilyn W. Kirby, Director of Community Programs in the Division of Community Education (budget code 19-5200-120) be granted an unpaid leave of absence for the time period October 25, 1988 to January 3, 1989, as per the Full-time Management Personnel Policy Handbook, Section T-2.

MANAGEMENT CHANGE OF STATUS

- (a) That Darlene Yoseloff, Coordinator, Project RESOURCES, in the Division of Community Education (budget code 59-3294 EJ-126) from September 1, 1988 to October 31, 1989, at the annual salary of \$19,280, be changed to Acting Director, Community Programs, in the Division of Community Education, (budget code 19-5200-120) for the time period November 1, 1988 to December 31, 1988, at the annual salary of \$25,970.
- (b) That Michael Nigro, Employment Recruitment Specialist, Project RESOURCES, in the Division of Community Education (budget code 59-3294 EJ-126) from September 1, 1988 to October 31, 1989, at the annual salary of \$14,840, be changed to Acting Coordinator, Project RESOURCES, in the Division of Community Education, (budget code 59-3294 EJ-126) for the time period November 1, 1988 to December 31, 1988, at the annual salary of \$19,280.

ACADEMIC APPOINTMENT

- (a) Thomas Holmes be appointed to assist with financial aid awards in the Admissions and Financial Aid Department (budget code 19-1110-150) from October 26, 1988 through November 30, 1988, at the rate of \$18 per hour for a number of hours not to exceed a total of forty (40).

ACADEMIC PART-TIME APPOINTMENT

- (a) Janice Karlen be appointed Assistant Registrar in the Registrar's Office (budget code 19-1120-150) for the time period September 26, 1988 to January 6, 1989 for fourteen (14) hours per week, not to exceed \$3,570.00.

ACADEMIC COMPENSATION

- (a) Frayda Kleinman be approved for payment of five (5) clock hours in the Dental Auxiliaries Education Department (budget code (19-2130-115) for providing coverage on October 4, 1988 at the rate of \$21.00 per hour, for a total salary of \$105.00.
- (b) Patricia Payne be approved for payment of three (3) clock hours in the History and Social Behavior Department (budget code (19-2230-115) for providing coverage on September 28, October 3, and October 8, 1988 (one hour each day) at the rate of \$21.00 per hour, for a total salary of \$63.00.

CHANGE IN ACADEMIC LEAVE OF ABSENCE

- (a) That Selina Thompson, Instructor in the Mathematics Department, (budget code 19-2530-110) who was granted a maternity leave of absence pursuant to the A.F.T. contract, Article V, Section B-10, for the time period October 24, 1988 to June 30, 1989 be changed to the time period November 1, 1988 to June 30, 1989.

ACADEMIC RESIGNATION

- (a) Holly Browne, Financial Aid Officer in the Admissions and Financial Aid Department (budget code 19-1110-112) effective October 21, 1988.

NON-ACADEMIC APPOINTMENTS

- (a) Kelly Johns be appointed Student Records Assistant in the Registrar's Office (budget code 19-1120-130) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$14,821 (\$14,275+\$546) prorated to \$10,051.58 (\$9,687.28+\$370.30), based on the effective starting date of October 26, 1988.

- (b) Georgiana Planko be appointed Departmental Secretary in the English Department (budget code 19-2200-130) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$9,594, prorated to \$7,786, based on the effective starting date of October 26, 1988.
NOTE: This is a 30-hour per week, ten-month position.
- (c) Nate Ayerite be appointed Lab Coordinator--Computer Science, in the Computer Science Department (budget code 19-2570-131) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$15,881 (\$15,335+\$546) prorated to \$9,875.04 (\$9,535.54+\$339.50), based on the effective starting date of November 2, 1988.
- (d) Michael A. Norman be appointed Custodian in the Custodial Department (budget code 19-7200-160) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$11,964 (\$11,505+\$459) prorated to \$8,205 (\$7,890+\$315), based on the effective starting date of October 25, 1988.
- (e) Kent Steed be appointed Costume Coordinator in the Performing Arts Department (budget code 19-2220-130) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$11,896 prorated to \$9,736, based on the effective starting date of October 26, 1988.
NOTE: This is a ten-month, 35-hour per week position.
- (f) John Latsko be appointed Security Officer in the Police Department (budget code 19-0700-167) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$13,500 prorated to \$9,000, based on the effective starting date of November 1, 1988.
- (g) Gayle Ippolitto be appointed Public Relations Assistant in the Public Relations and Communications Department (budget code 19-0220-130) for the fiscal year July 1, 1988 to June 30, 1989 at the annual salary of \$14,275 prorated to \$9,572, based on the effective starting date of October 31, 1988.

NON-ACADEMIC LEAVE OF ABSENCE

- (a) Dora Lewis, Departmental Secretary in the Performing Arts Department, (budget code 19-2200-130) be granted a disability leave of absence, pursuant to the AFSCME contract, Article VI, Section G, for the time period September 12, 1988 to October 3, 1988.
NOTE: This is an extension of a current disability leave of absence.

- (b) Vendel Gastgeber, Mechanic II in the Maintenance Department, (budget code 19-7300-160) be granted a disability leave of absence, pursuant to the Teamster contract, Article XIII, Section G, for the time period October 15, 1988 to December 17, 1988.

NOTE: This is an extension of a current disability leave of absence.

NON-ACADEMIC CORRECTIVE RESOLUTION

- (a) Barbara Sorrentino, Student Records Evaluator in the Registrar's Office, (budget code 19-1120-130) at an annual salary of \$17,911 (\$17,412+\$499) be corrected to an annual salary of \$17,412 (\$16,913+\$499) for the time period July 1, 1988 to June 30, 1989.
- (b) That the appointment of Linda Reina, Departmental Aide in the Police Department, (budget code 19-0700-130) at an annual salary of \$11,546 with an effective starting date of October 3, 1988, be corrected to an effective starting date of October 11, 1988 at the same annual salary, prorated to \$8,356.

NON-ACADEMIC CHANGE OF STATUS

- (a) Arlene Catalfano, Senior Account Clerk in the Business Office, (budget code 19-0310-130) at an annual salary of \$15,351, be changed to Senior Student Records Assistant in the Admissions and Financial Aid Department, (budget code 19-1110-130) at an annual salary of \$16,372 prorated to \$10,915, effective November 1, 1988.

NON-ACADEMIC RESIGNATION

- (a) Carlos Rivera, Printing Specialist in the Printing & Publications Department, (budget code 19-0500-131) effective October 14, 1988.
- (b) Mary Silva, Word Processing Specialist in the Correspondence Center, (budget code 19-0560-130) effective October 28, 1988.

NON-ACADEMIC RETIREMENT

WHEREAS, Elizabeth Marciniec has faithfully served Middlesex County College from June 9, 1968 to November 30, 1988 as a member of the Presidential Support Services Department; and

WHEREAS, she has performed her duties and responsibilities capably and loyally,

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees accepts the voluntary retirement of Elizabeth Marciniac as of November 30, 1988; and

BE IT FURTHER RESOLVED that the Board recognizes the significant contribution of Elizabeth Marciniac for her years of service at Middlesex County College.

NON-ACADEMIC TERMINATION

- (a) Lynn Livingston, Departmental Secretary in the History and Social Behavior Department, (budget code 19-2200-130) effective October 7, 1988.

NON-ACADEMIC TEMPORARY PERSONNEL

- (a) Jack Wu, at the rate of \$6.00 per hour.
- (b) Diane Cirillo, at the rate of \$5.50 per hour.
- (c) Honey Horn, at the rate of \$5.50 per hour.
- (d) Robert Schwarzkopf, at the rate of \$6.00 per hour.
- (e) James Sokolowsky, at the rate of \$6.00 per hour.
- (f) Paul Madarasz, at the rate of \$6.25 per hour.
- (g) Angelina Lombardo, at the rate of \$6.00 per hour.
- (h) Deolinda DaRocha, at the rate of \$6.00 per hour.
- (i) Robert Cuomo, at the rate of \$6.25 per hour.
- (j) Enrique Fornas, at the rate of \$6.25 per hour.
- (k) Joseph Stahl, at the rate of \$6.25 per hour.
- (l) A. Stadthgen, at the rate of \$6.25 per hour.
- (m) Bonny Rhee, at the rate of \$6.25 per hour.
- (n) Robert Kondakjian, at the rate of \$6.25 per hour.
- (o) Karen Johnson, at the rate of \$7.00 per hour.
- (p) Emil Petrich, at the rate of \$6.50 per hour.
- (q) Freddy Almanzar, at the rate of \$6.00 per hour.
- (r) Vicki Kahn, at the rate of \$7.00 per hour.
- (s) Allan Bush, at the rate of \$6.00 per hour.
- (t) Cynthia Tetta, at the rate of \$5.50 per hour.
- (u) Kathleen Werrman, at the rate of \$6.00 per hour.
- (v) Baylis Perry, at the rate of \$6.00 per hour.
- (w) Frances Araneo, at the rate of \$5.50 per hour.
- (x) David Palus, at the rate of \$6.25 per hour.

GRANTS AND SPECIAL PROJECTS PERSONNEL

Appointments

- (a) Gloria Perez be appointed Teacher Aide, Project FIST Plus, in the Division of Community Education (budget code 59-3293 DJ-150) for the time period October 5, 1988 to December 31, 1988, at an annual salary of \$14,445 prorated to \$3,462.19.

10/27/88

- (b) Diane Michaels be appointed Teacher, Employability Skills Preparation, in the Division of Community Education (budget code 59-3813 CM-112) for the time period October 26, 1988 to June 30, 1989, at an annual salary of \$19,410 prorated to \$13,282.
- (c) Paola Snyder be appointed Senior Office Worker, Displaced Homemaker Project/DDD, in the Division of Community Education (budget code 59-3806 DJ-150 for 18 hours per week, and budget code 59-3807 CJ-150 for 17 hours per week) for the time period November 1, 1988 to November 5, 1988, at an hourly salary of \$6.00, not to exceed \$168.
- (d) Hugh Colin Andre Cholmondeley be appointed Coordinator/Teacher, Project Automated Office Skills, in the Division of Community Education (budget code 19-5200-121) for the time period October 21, 1988 to November 11, 1988, at an hourly salary of \$11.54, for thirty-five (35) hours per week not to exceed \$1,211.70.

Part-time Appointments

- (a) Amybelle Wright Humphrey be appointed Departmental Assistant in the Institute (budget code 59-3419 BJ-130) for the time period October 3, 1988 to June 30, 1989, at an hourly salary of \$8.43 for twenty-five (25) hours per week, not to exceed \$8,219.25.
- (b) Tracey Street be appointed Departmental Secretary in the Institute (budget code 59-3419 BJ-130) for the time period October 3, 1988, at an hourly salary of \$7.38 for twenty-five (25) hours per week, not to exceed \$7,195.50.
- (c) Diane Moscaritolo be appointed Learning Disabilities Specialist, Project Connections, in the Counseling and Placement Services Department (budget code 59-3730 FU-112) for the time period October 26, 1988 to June 30, 1989, at an hourly salary of \$12.00 for fifteen (15) hours per week, not to exceed \$6,480.00.
- (d) Inez Simmons be appointed Teacher Aide, Project FIST, in the Division of Community Education (budget code 59-3801 DU-150) for the time period November 1, 1988 to October 31, 1989, at an hourly salary of \$6.22 for twenty (20) hours per week, not to exceed \$6,593.20.

- (e) Triena Milden be appointed Test Technician, Project ENABLE, in the Counseling and Placement Department (budget code 59-3732 FJ-130) for the time period October 26, 1988 to June 30, 1989, at an hourly salary of \$7.50 for twenty-five (25) hours per week, not to exceed \$6,750.
- (f) Sylvester Bullock be appointed Technical Lab Coordinator, Project LOGRO, in the Division of Community Education (budget code 59-3805 CJ-130) for the time period October 5, 1988 to December 31, 1988, at an hourly salary of \$12.00 for twelve (12) hours per week, not to exceed \$1,872.

Rescind Appointment

- (a) Rescind the appointment of Emily Salis, Teacher Aide, Project FIST in the Division of Community Education (budget code 59-3293 DJ-130) for the time period September 28, 1988 to December 31, 1988 at an annual salary of \$14,445 prorated to \$3,779.44.
NOTE: The above appointment was approved at the September 27, 1988 Board of Trustees meeting.

Change of Status

- (a) Ruth Lapidow, Coordinator/Teacher, Project POST, (budget code 59-3814 CO-126), in the Division of Community Education, at an annual salary of \$21,000 be changed to Teacher, Project E.S.P. (budget code 59-3813 CM-112) at an annual salary of \$20,000 prorated to \$14,232, for the time period October 17, 1988 to June 30, 1989.
- (b) Rose Gamarra, Coordinator/Teacher, Project LOGRO, (budget code 59-3805 CJ-126) in the Division of Community Education, for the time period July 1, 1988 to June 30, 1989, at an annual salary of \$20,500 be changed to an annual salary of \$21,935 prorated to \$16,448.25, for the time period October 1, 1988 to June 30, 1989.
- (c) Adele Rincon, Bilingual Peer Advisor, Displaced Homemaker Center, (budget code 59-3806 DJ-150) in the Division of Community Education, for the time period October 1, 1988 to December 13, 1988, at an hourly salary of \$7.33 be changed to an hourly salary of \$7.84 not to exceed 1,411.20, for the time period November 3, 1988 to December 31, 1988.
- (d) Janice Richardson, Coordinator, D.D.D., (budget code 59-3807 CJ-126) in the Division of Community Education, for the time period July 1, 1988 to June 30, 1989, at an annual salary of \$23,145 be changed to an annual salary of \$24,765, prorated to \$18,577.65, for the time period October 1, 1988 to June 30, 1989.

10/27/88

Resignation

- (a) Jack Hendrickson, Technical Lab Coordinator, Project LOGRO, (budget code 59-3805 CJ-130) in the Division of Community Education, effective September 23, 1988.
- (b) Jacqueline Delardo, Secretary II, Project SPAN, (budget code 59-3802 DJ-130) in the Division of Community Education, effective November 4, 1988.
- (c) Paola Snyder, Senior Office Worker, Displaced Homemaker Project/DDD (budget codes 59-3806 DJ-150 and 59-3807 CJ-150) in the Division of Community Education, effective November 5, 1988.

Terminations

- (a) Inez Simmons, Teacher Aide, Project FIST, (budget code 59-3290 DO-150) in the Division of Community Education, effective October 31, 1988.

Dr. Fox moved, seconded by Dr. Brinson, that the following faculty members, beginning with the name Theresa Holt and ending with the name Dympna Ugwu-Oju, be compensated three (3) contact hours each at the rate of \$530 per contact hour and a total salary of \$1,590 each, for working with the E.O.F. Program during the fall 1988 semester only (budget code 19-2920-116): Theresa Holt, Reginald Luke, Benjamin Marshall, Elliot Ramer, Dympna Ugwu-Oju. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mrs. Northington, that an adjustment in compensation be approved for the payroll period ending August 26, 1988 for the following list of employees, beginning with the name Balabkins, Xenia, and ending with the name Waintraub, Jack, for summer 1988 advising, for the indicated amounts (budget code 19-2930-155) and a grand total of \$882.75.

<u>NAME</u>	<u>TOTAL</u>
Balabkins, Xenia	\$139.50
Beyer, David	\$172.50
Buscemi, Elaine	\$ 7.50
DeUriarte, Brian	\$ 19.50
Holt, Theresa	\$ 27.25
Nolan, Raymond	\$ 66.00
Pearse, Irene	\$ 34.50
Peterson, Arthur	\$128.25
Rehbein, Edith	\$186.75
Strugala, Richard	\$ 20.25
Thompson, Selina	\$ 69.00
Waintraub, Jack	\$ 11.25
	<u>\$882.75</u>

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mr. Ciatto, that the following faculty, beginning with the name Zoraida Calvo-Scott and ending with the name Ken Maugle, be approved for a payment as adjunct instructor for CPS 021 and CPS 031 for the fall 1988 semester for the indicated amounts listed (budget code 19-2961-116).

Zoraida Calvo-Scott	CPS 021-001	\$1,590
Kevin Dohrenwend	CPS 031-004	\$1,590
Trudi Harris	CPS 031-002	\$1,590
Ann Houpt	CPS 031-003	\$1,590
Ken Maugle	CPS 031-001	\$1,590

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mr. Coughlin, that the following personnel actions in the Division of Continuing Education and Instructional Resources for Fall 1988 semester be approved:

Appointments:

<u>Name</u>	<u>Assignment</u>	<u>Compensation</u>
Bauer, Jill	MAT 010-971	\$ 945.00
Darrar, David	English Tutor	379.50
DellaPenta, Dennis	MAT 010-952, MAT 013-952, and Tutoring	2,835.00
Ghosh, Biswa	PHY 121-540	1,040.00
Greenspan, Ezra	ENG 009-996	1,672.00
Johansen, Glenn	Adv. Water Faculty	693.00
Kline, Jay	SOC 121-952	1,125.00
Kuhl, William	Cooperative Education	50.00
Murray, John	Cooperative Education	50.00
Nelson, Norman	Adv. Water Faculty	252.00
Shenouda, Nadia	ESL 031-998	945.00
Spano, Frank	Adv. Water Faculty	530.00
Darmofal, Lillian	Lab Coordinator	302.40

Adjustments:

<u>Name</u>	<u>Assignment</u>	<u>Previously Authorized Compensation</u>	<u>Adjusted Compensation</u>
Fitzpatrick, Jane	Lab Coordinator	\$1,167.25	\$1,370.25*
Koch, Kathleen	ENG 009-996		
	ENG 010-521	2,047.50	1,179.00*
Morris, Dale	Lab Coordinator	574.00	868.00

*Adjusted Assignment

Resignations:

<u>Name</u>	<u>Assignment</u>	<u>Previously Authorized Compensation</u>	<u>Adjusted Compensation</u>
Urban, Laura	MAT 010-971	\$ 945.00	\$ 0
Moghissi, Reza	PHY 121-540	3,060.00	1,372.00

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mr. Coughlin, that the attached list of additions to the Summer 1988 Division of Continuing Education payroll, beginning with the name Albrecht, Ernest, and ending with the name Zimmerman, Daniel, be effected. Said additions reflect the retroactive increase in the inside adjunct rate from \$510 per contact hour to \$530 per contact hour in accordance with the agreement with AFT Local 1940. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the attached list of additions to the Fall 1988 Division of Continuing Education payroll, beginning with the name Altman, Susan, and ending with the name Zimmerman, Daniel, be effected. Said additions reflect the retroactive increase in the inside adjunct rate from \$510 per contact hour to \$530 per contact hour in accordance with the agreement with AFT Local 1940. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the attached list of proposed courses be approved for October 1988 in the Division of Community Education, beginning with the name Abramo, George, and ending with the name Young, Arthur, for a total amount of \$13,644.50. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mr. Ciatto, that the attached list of administrative salaries be approved, beginning with the name Barfoot, F., and ending with the name Burt, J., for the 1988-89 fiscal year.

NOTE: These are adjustments to previously authorized salary increases.

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the attached list of salaries be approved for members of the Teamsters Union Local #11, beginning with the name Douglas, William, and ending with the name Corage, Julian, for the 1988-89 fiscal year as per the negotiated contract. After discussion, the motion was unanimously carried.

Stipend

Dr. Fox moved, seconded by Mr. Coughlin, for adoption of the following resolution:

WHEREAS, the Board of Trustees of Middlesex County College has received and accepted a grant from the State of New Jersey entitled, "Cooperative Education for Humanities Majors; and

WHEREAS, as a provision of said grant, an external consultant is to be employed to provide an evaluation of the project both to the College and to the State of New Jersey; and

WHEREAS, Professor Joan Gilchrist of Widener College is so recognized and identified,

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board of Trustees of Middlesex County College does hereby appoint Professor Joan Gilchrist of Widener College as a consultant to provide an evaluation of the project, "Cooperative Education for Humanities Majors," on October 19, 1988 for a total fee of \$300.00 (budget code 59-3724 FJ-255).

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the following payments be authorized for coaching salaries during the 1988/89 fiscal year, as per Article IX, section H (1) of the AFT contract, beginning with the name Robert Terelle and ending with the name Albert Magliaro.

<u>NAME</u>	<u>COACHING CATEGORY</u>	<u>AMOUNT</u>
Robert Terelle	Cross-Country	\$2,086
John Anderson	Tennis (W)	2,086
Reza Saba	Soccer	3,128
James Kahora	Golf	2,086
Edwin McRae	Fall Baseball Stipend	843
Joseph Flaherty	Basketball (M)	3,971
Leonard Sepanak	Basketball (M) Asst.	1,985
Lorraine Bratton	Basketball (W)	3,971
Lori Szentgorgyi	Basketball (W) Asst	1,985
John Sacchi	Wrestling	3,971
Ken Karl	Wrestling Asst.	1,985
Robert Terelle	Outdoor Track & Field	3,128
Edwin McRae	Baseball	3,128
Albert Magliaro	Softball	3,128

After discussion, the motion was unanimously carried.

10/27/88

Dr. Fox moved, seconded by Mr. Coughlin, that the following list of individuals who have successfully completed assignments for the Institute and are entitled to payment from Institute accounts be approved for payment, beginning with the name James Adams and ending with the name Jack Waintraub.

<u>NAME</u>	<u>CONT. NO.</u>	<u>Amount</u>
James Adams	88-89:52	\$ 318.50
Joe Anania	88-89:12	857.50
Sandra Barreto	88-89:36	900.00
Maria Betkowski	88-89:55	100.00
William Bruckner	88:89-43	560.00
Nancy Bruno	88:89:51	420.00
Harold Gladstone	88:89-2	250.00
Eileen Hansen	88:89-46	55.00
Reginald Luke	88:89-1	500.00
Kathy Molnar	88:89-37	1,245.00
Gerald Pajak	88:89-40	560.00
George Popel	88:89-3	500.00
Rhonda Slawinski	88:89-35	500.00
Rhonda Slawinski	88:89-41	1,100.00
Joanne Taurus	88:89-32	2,000.00
Robert Urbanski	88:89-5	250.00
Jack Waintraub	88:89-31	1,280.00

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mrs. Northington, that the attached list of retroactive monies be approved in the Division of Community Education (19-5200-116) for the payroll period June - October, 1988, beginning with the name Alexander, Booker, and ending with the name Zifchak, Robert, for a total amount of \$1,424.84. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, for adoption of the following resolution:

WHEREAS, Joseph Muller commenced employment with Middlesex County College on September 1, 1971 as a faculty member in the Computer Science Department; and

WHEREAS, Professor Joseph Muller had, in his capacity as a teacher and as a member of the College community, rendered invaluable and faithful service to Middlesex County College, which will be sorely missed due to his untimely death,

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Middlesex County College offers its sincere regrets to the family of Professor Muller for the unfortunate loss of a friend and associate; and

BE IT FURTHER RESOLVED that October 11, 1988 be entered as the last date of employment for Professor Muller on the books and records of the College; and

BE IT FURTHER RESOLVED that a copy of this Resolution be sent to the family of Professor Joseph Muller.

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Mr. Coughlin, that the following name be added to the Fall 1988 Division of Continuing Education payroll. Said addition reflects the retroactive increase in the inside adjunct rate from \$510 per contact hour to \$530 per contact hour in accordance with the agreement with AFT Local 1940.

<u>Name</u>	<u>Compensation</u>
Jacobs, Larry	\$23.00

After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the Agreement between the Board of Trustees of Middlesex County College and the Faculty Union, Local 1940 (AFT) be approved for the period July 1, 1988 through June 30, 1991 and filed in the Office of the President. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the Agreement between the Board of Trustees of Middlesex County College and Local #11, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America be approved for the period July 1, 1988 through June 30, 1991 and filed in the Office of the President. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, that the attached list of faculty salaries beginning with the name Aloff, Simon, and ending with the name Serri, Conchita, be approved for the 1988-89 fiscal year, as per the negotiated AFT agreement. After discussion, the motion was unanimously carried.

Dr. Fox moved, seconded by Dr. Brinson, for adoption of the following resolution:

WHEREAS, regulations of the Board of Higher Education (N.J.A.C. 9:4-7.2) permit a county college board of trustees in its discretion to grant concurrent academic rank in a department of instruction to a president of a county college who meets all qualifications for rank; and

WHEREAS, the Board of Trustees of Middlesex County College has determined to grant concurrent academic rank to Dr. Flora Mancuso Edwards, President of Middlesex County College as a Professor in the "English as a Second Language" Department of the College; and

WHEREAS, the Board of Trustees has further determined that the compensation of the President in her position as President for the period commencing September 1, 1988 and ending August 31, 1989 will be NINETY THOUSAND DOLLARS (\$90,000) and that all other terms and conditions of the existing contract between Dr. Edwards and the Board of Trustees will remain the same.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board of Trustees of Middlesex County College hereby confers upon Dr. Edwards concurrent academic rank as a Professor in the Department of English as a Second Language; and

2. The compensation for Dr. Edwards as President pursuant to her existing contract with the Board of Trustees of Middlesex County College shall be NINETY THOUSAND DOLLARS (\$90,000) for the period commencing September 1, 1988 and ending August 31, 1989 and that all other terms and conditions of the existing contract between Dr. Edwards and the Board of Trustees will remain the same.

After discussion, the motion was unanimously carried.

Chairman Marino thanked the members of the college negotiating team for their commitment to reaching a satisfactory settlement during the negotiations and strike. He thanked the members of the Board's Human Resources Committee for providing their wisdom and strength during this period. The Trustees paid tribute to Chairman Marino for the expertise and support he provided.

REPORT OF COUNSEL

No report.

REPORT OF THE PRESIDENT

President Edwards reviewed her report, September 28, to October 27, 1988, which was provided to Board members. (Copy attached to Minutes.)

AUDIENCE

No comments.

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There being no further business, the meeting was adjourned at 8:35 p.m.

VALENTINE S. MESZAROS
Secretary

VOL. XXXIX-120
10/27/88

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MIDDLESEX COUNTY COLLEGE
EMPLOYEE EXCHANGE POLICY AND CONSIDERATIONS

In support of its commitments to provide opportunities for revitalization and renewal of its faculty and staff and to provide alternative means for staff development, the Board of Trustees of Middlesex County College, hereby, adopts the following policies and considerations for implementation of a program for employee exchanges.

1. Definitions

- a. External exchange - The exchange of faculty or staff members with an educational, governmental or business institution outside of the college.
- b. Internal exchange - The exchange of faculty or staff members within the institution.
- c. Outgoing participant - A faculty or staff member leaving his/her present assignment for a temporary exchange outside the institution.
- d. Incoming participant - A faculty or staff member from an outside organization who by reason of an exchange will be temporarily assigned to an institutional position.

2. Eligibility Requirements

- a. Full-time tenured faculty who have been employed at Middlesex County College for a minimum of five (5) years in a full-time teaching capacity.
- b. Full-time administrators who have been employed at Middlesex County College for a minimum of five (5) years in a professional administrative capacity.
- c. Faculty participants must have the approval of their department/division chairs before applying for any exchange.
- d. All other administrative and staff participants must have the approval of their immediate supervisor before applying for any exchange.

3. Number of Exchanges

- a. The number of exchanges which occur at a college will be approved by the president or his/her designee based upon the availability of resources and the effect of the exchange upon the teaching and service functions of the college.

- b. All exchanges must be approved by the Board of Trustees prior to implementation.

4. Length of Exchange

The length of any exchange will not exceed one year. Any exception to this policy must be approved by the Board of Trustees. The exchange program will not be in effect for the summer months (July and August).

5. Compensation

- a. The institution with whom the participant is regularly contracted will continue to pay participants their regular salary and fringe benefits with the normal statutory and voluntary payroll deductions.

6. Terms and Conditions of Work

The terms and conditions of the participant's work (other than salary, insurance and fringe benefits) will be governed by the policies and procedures of the host institution, including supervision and evaluation which shall be defined by the host institution.

Exchange persons coming to Middlesex County College will perform all the duties and functions normally assigned to Middlesex County College employees participating in the exchange program. Exchange persons may be assigned duties and tasks for which they are qualified. However, for salary, insurance and fringe benefit purposes, exchange persons will remain employees of their respective sponsoring institution.

Upon return to Middlesex County College, MCC personnel shall be entitled to employment by Middlesex County College in the same position and at the same salary the individual would have been entitled to had he/she not participated in the exchange program.

7. Vested Rights

- a. Participants in an exchange will not affect an employee's position on the salary schedule.
- b. The period of exchange for a faculty member will count toward the years accrued for sabbatical eligibility. However, a faculty member who has been on exchange shall not be eligible for sabbatical leave during the year following the period of exchange.

8. Exchange Assignment and Obligations

The assignments, obligations, and other understandings for any exchange participant for the period of exchange will be detailed in a Memorandum of Agreement which must be signed by the appropriate chief executive officer of each institution or his/her designee.

9. Facilities and Resources

The college will provide to incoming participants the same access to opportunities and resources as it does for its own employees, including but not limited to office space, clerical assistance, and staff development services. Any exceptions or prohibitions will be stated in the Memorandum of Agreement.

10. Housing and Relocation

The college will not provide transportation, travel, housing nor relocation costs for incoming or outgoing participants.

11. Exchange Commitments

Unless there are extremely unusual or extenuating circumstances, the college will honor commitments made in the exchange program for both outgoing and incoming participants. Preference for exchanges should be for reciprocal agreements. The exchange should have a cost even outcome in any given year.

12. Other Considerations

Policy and procedures developed in association with the CCEP Exchange Program will be implemented under the direction of the Executive Assistant to the President, Office of Organizational and Professional Development.

BD:fg (1240M)

New Jersey Community College Guidelines
for Minor Capital Programs

- Definition - Minor capital includes capital asset repairs, renewals, replacement and additions not to exceed \$50,000 in total cost. The object categories within this classification are: educational equipment, laboratory apparatus, library books, office machines and equipment, machinery and tools, and minor repairs and renovations.
- Allocation - The per credit hour enrollment rate for state minor capital funding shall be annually determined by dividing the total fiscal year appropriation for state minor capital by the total county community college credit hour enrollments for the previous fiscal year. Each college's allocation will be based upon their enrollments multiplied by the funding rate for that fiscal year.
- County Match - An equal county match of the state's minor capital allocation will be required. The county must allocate the required matching funds within two years of the Board of Higher Education's approval of the Fiscal Year 1989 state allocation. If a county match is not received by the college within the two year period, minor capital funding shall be returned to the state to be redistributed within the sector during the following fiscal year. Thereafter, each fiscal year's state minor capital allocation must be matched by the county within the same fiscal year as these funds were allocated or these funds shall be returned to the state to be distributed within the sector.
- Accountability - State and county matching funds allocated for use in minor capital projects shall be deposited into a separate account in the college's general fund (restricted). A separate set of records shall be maintained for each fiscal year's allocation of state minor capital, matching county funds, and for expenditures from these funds. Each year's revenue shall be recorded as either state or county. Expenditures from these funds are to be solely for minor capital projects and shall reflect an equal sum from the state allocation and the county's match. All fiscal records of these funds shall be maintained in accordance with generally accepted accounting principles and applicable state regulations. Fund balances of each year's funds should separately list balances of state, and county matching funds remaining.
- If any items originally purchased or leased with state minor capital monies shall be sold or leased to a third party within a five year period, the proceeds from the sale

or lease shall be redeposited into the account from which the expenditure was originally made and shall be available for immediate disbursement for minor capital projects without the matching requirement.

Any balance in the account shall be carried over into the next fiscal year, providing the required county match has been allocated within the authorization periods outlined above, and shall continue to be restricted for minor capital use.

Audit -

County college records of state minor capital monies shall be reviewed as part of the college's annual audit. The auditor shall review the college's records of disbursements and fund balances associated with each fiscal year's allocation of state minor capital monies. The audit shall include testing to determine if the expenditures were for minor capital purposes and that matching requirements have been met. The auditor shall verify the college's compliance with Department minor capital regulations as part of his opinion letter to the Department of Higher Education. This report shall include supplementary schedules of changes in fund balances for each fiscal year's allocation of minor capital funds.

Division of Continuing Education Summer 1988 payroll:

<u>Name</u>	<u>Total</u>
Albrecht, Ernest	120.00
Bates, Eleanor	20.00
Bernarducci, James	180.00
Betkowski, Maria	160.00
Beyer, David	80.00
Bhatia, Sudesh	180.00
Bourque, David	200.00
Brady, H. Wayne	60.00
Bruno, Nancy	60.00
Buckley, Jean	40.00
Buscemi, Elaine	80.00
Buscemi, Santi	120.00
Butula, Andrew	160.00
Cohen, Arnold	160.00
Cohen, Larry	60.00
Colo, Gus	80.00
Cullen, Marge	60.00
DeBellis, Valerie	80.00
DeUriarte, Brian	200.00
DiDomenico, Charles	120.00
DiPasquale, Emanuel	180.00
Donahue-Hellwig, Sharon	20.00
Doyle, Dorothea	140.00
Drescher, Barbara	60.00
Edelson, Jay	60.00
Erickson, John	140.00
Fedorko, Kathy	60.00
Feehan, Thomas	200.00
Fishco, Robert	60.00
Frary, John	180.00
Freiwald, Andrea	120.00
Furbee, Roger	100.00
Gallagher, Brendan	200.00
Gerow, Tracy	120.00
Given, Naomi	120.00
Gladstone, Harold	200.00
Graber, Patricia	60.00
Greenfield, Michelle	120.00
Greenhouse, Michael	210.00
Gullo, Lucy	80.00
Helman, Sanford	180.00
Hepburn, Eric	80.00
Herrling, John	60.00
Higgins, Robert	180.00
Hirsch, Agnes	80.00
Hochbaum, Jeffrey	120.00
Holmes, Doris	60.00
Holt, Theresa	120.00
Honey, Patrick	100.00
Jennings, Thomas	160.00
Kahora, James	40.00

Kalugin, Lloyd	20.00
Kantor, Irwin	120.00
Kelton, Saul	120.00
Kenny, John	140.00
Kiesewetter, Carl	180.00
Kistulentz, Andrew	120.00
Kleinelp, William	120.00
Krauth, Ronald	100.00
Kubeck, Joseph	160.00
Landers, Michael	60.00
LeBlond, C. Merry	60.00
Lick, Dennis	60.00
Liefert, Jane	80.00
Lorenz, Theodore	40.00
Lugo, Angela	120.00
Lukas, Chester	160.00
Luke, Reginald	200.00
Lynch, Mary	10.00
Margolin, Edith	120.00
Marshall, Benjamin	120.00
McCoy, Thomas	200.00
McGlinicy, Terry	60.00
Measday, Ellen	120.00
Messina, Sebastian	100.00
Miller, MaryAnn	80.00
Molitor, Frank	160.00
Montana, Frederick	100.00
Morgan, James	120.00
Morgan, RoseAnn	100.00
Morris, Glenn	180.00
Moskowitz, Jack	180.00
Mundock, Fran	160.00
Murray, John	200.00
Nagy, Karoly	180.00
Nicolai, Albert	200.00
Nolan, Raymond	80.00
Olson, Jerome	201.00
Oxman, Charles	60.00
Palanker, Patricia	120.00
Pam, Carol	200.00
Pasternack, Elliot	60.00
Pautz, John	100.00
Pearce, David	120.00
Peterson, Arthur	200.00
Popel, George	180.00
Poppel, Norman	120.00
Price, Renee	60.00
Przygoda, Margaret	100.00
Rader, Kenneth	120.00
Raike, Joan	40.00
Ramer, Elliot	180.00
Regan, Thomas	160.00
Rehbein, Edith	100.00
Reid, Ethel	10.00
Rosengarten, Steven	120.00
Roth, Robert	120.00
Rubino, Frank	140.00
Russikoff, Leonard	140.00
Sacchi, John	40.00

Ugwu-oju, Dympna	120.00
Urbanski, Robert	160.00
Vastano, Joseph	100.00
Waidelich, Richard	80.00
Waintraub, Jack	160.00
Walther, Hans	100.00
Whiting, H. Kneeland	60.00
Wilhelm, Diane	60.00
Zifchak, Josephine	80.00
Zifchak, Robert	100.00
Zimmerman, Daniel	120.00

Division of Continuing Education Fall 1988 payroll:

<u>Name</u>	<u>Total</u>
Altman, Susan	60.00
Anderson, Hortense	60.00
Balabkins, Xenia	80.00
Barcus, Gilbert	60.00
Bates, Eleanor	120.00
Bernarducci, James	120.00
Betkowski, Maria	80.00
Beyer, David	100.00
Beyer, Louise	120.00
Bhatia, Sudesh	180.00
Bogar, MaryAnn	120.00
Bourque, David	160.00
Bruno, Nancy	120.00
Brylinski, Frank	120.00
Buckley, Jean	60.00
Buscemi, Santi	80.00
Butula, Andrew	80.00
Cafasso, Sally	60.00
Cohen, Larry	60.00
Cohn, Ricki	120.00
Conyers, James	60.00
Deieso, Angelo	120.00
Dineen, Jack	160.00
DiPasquale, Emanuel	120.00
Doyle, Dorothea	60.00
Drescher, Barbara	120.00
Edelson, Jay	160.00
Errickson, John	160.00
Feehan, Thomas	160.00
Fishco, Robert	120.00
Foster, Steven	60.00
Frary, John	120.00
Freiwald, Andrea	60.00
Furbee, Roger	100.00
Gallagher, Brendan	160.00
Gerow, Tracy	100.00
Gladstone, Harold	140.00
Graber, Patricia	100.00
Greenfield, Michelle	15.00
Greenhouse, Michael	170.00
Hansen, Eileen	10.00
Helman, Sanford	120.00
Herrling, John	120.00
Hertrich, Fred	60.00
Higgins, Robert	120.00
Hochbaum, Jeffrey	120.00
Honey, Patrick	40.00
Howard, William	120.00
Kalugin, Lloyd	100.00
Kantor, Irwin	120.00

Kelton, Saul	120.00
Kenny, John	120.00
Kiesewetter, Carl	160.00
Kistulentz, Andrew	120.00
Kleinelp, William	120.00
Krauth, Ronald	100.00
Kubeck, Joseph	160.00
Landers, Michael	160.00
Lasky, Jane	60.00
Lipcon, Vivian	100.00
Lugo, Angela	120.00
Lukas, Chester	160.00
Lynch, Mary	80.00
Marshall, Benjamin	60.00
McCoy, Thomas	140.00
McGlinicy, Terry	60.00
Messina, Sebastian	120.00
Miller, MaryAnn	60.00
Moghissi, Reza	120.00
Molitor, Frank	160.00
Montana, Frederick	120.00
Morgan, James	60.00
Morgan, RoseAnn	140.00
Morris, Glenn	120.00
Moskowitz, Jack	120.00
Mundock, Frank	140.00
Murray, John	140.00
Nagy, Karoly	60.00
Nicolai, Albert	160.00
Nolan, Raymond	160.00
Olson, Jerome	120.00
Oxman, Charles	120.00
Palanker, Patricia	120.00
Pam, Carol	100.00
Pautz, John	140.00
Pepper, Michael	100.00
Peterson, Arthur	120.00
Popel, George	160.00
Poppel, Norman	120.00
Przygoda, Margaret	120.00
Rader, Kenneth	120.00
Raike, Joan	60.00
Ramer, Elliot	60.00
Ramer, Iris	60.00
Rehbein, Edith	120.00
Reid, Ethel	120.00
Rivard, Paula	60.00
Rubino, Frank	160.00
Sadowska, Anna	160.00
Schultz, Frank	160.00
Shepherd, Stuart	120.00
Shulman, Susan	15.00
Siegfried, Jay	70.00
Strugala, Richard	80.00
Taylor, Clarence	155.00
Tellone, Ralph	80.00
Tornatore, Charles	160.00
Trainor, Diane	120.00

Servon, Joseph	120.00
Shay, Kathy	80.00
Shindelman, Jerome	24.00
Shulman, Susan	180.00
Siegfried, Jay	120.00
Spano, Frank	20.00
Spencer, Leo	100.00
Steinsapir, Dorothy	40.00
Strugala, Richard	140.00
Tainow, Shirley	140.00
Taylor, Clarence	200.00
Tellone, Ralph	180.00
Tenace, Giacomo	60.00
Thompson, Selina	80.00
Tornatore, Charles	160.00
Tyrrell, David	120.00
Ugwu-oju, Dympna	120.00
Urbanski, Robert	180.00
Vastano, Joseph	200.00
Volk, Jean	40.00
Waidelich, Richard	60.00
Waintraub, Jack	180.00
Walther, Hans	100.00
Wilhelm, Diane	120.00
Zacune, Harmon	80.00
Zifchak, Robert	80.00
Zimmerman, Daniel	25.00

MIDDLESEX COUNTY COLLEGE
DIVISION OF COMMUNITY EDUCATION
PROPOSED BOARD PAYROLL
OCTOBER, 1988

<u>COURSE</u>	<u>NAME</u>	<u>DATE</u>	<u>HOURLY/ CONTACT RATE</u>	<u>SALARY</u>
Data Processing Review	Abramo, George	10/22	30.	\$ 90.00
Project Children	Ashton, Dot	11/15-11/22	12.	60.00
Public Speaking	Baio, Louis	11/15-11/29	16.	96.00
Shipping/Transportation	Baio, Louis	11/12	16.	96.00
Coaching	Beal, James	11/19	25.	150.00
Data Processing Review Course	Bhatia, Paul	9/17-9/24	30.	180.00
Anger Management	Blum, Lisa	11/10	15.	30.00
Image Impact for Job/Career Success	Bonanni, Patricia	10/12-10/26	Fixed	300.00
Golf	Brown, Fred	9/27-11/1	Fixed	560.00
Increasing your Self Confidence	Bryan, Tommie	11/7-11/18	15.	225.00
Computer Literacy (Carteret School)	Cholmondeley, Andre	10/3-11/17	18.	432.00
Celtic and Ceili Dancing	Chronin, Maura	11/22-12/20	15.	150.00
Kung Fu	Chung, William	10/5-11/9	14.	168.00
Ancient Order of Hibernians	Cosgrove, Ed	11/29	12.	30.00
Negotiating	Cullinane, Daniel	11/14-12/19	34.	612.00
Creative Darkroom Techniques	Cullinen, John	11/19-1/21	20.17	459.00
Paste Up Basic	Cullinen, John	11/18-1/13	20.17	459.00
Silkscreen Basic	Cullinen John	11/15-12/27	20.17	459.00
GMAT Preparation Verbal	Cuthbert, Barbara	11/14-12/5	17.	170.00
Lotus 1 2 3	Daniels, William	11/14-12/14	26.	520.00
Lotus 1 2 3 Advanced	Daniels, William	11/15-12/20	26.	520.00
Wor Processing Advanced	Davis, Odessa Peeples	11/9-12/21	24.	504.00
Managing your PC	Day, Gloria	11/5-12/17	20.	240.00
Effective Time Management	Fischer, John	12/3	23.	138.00
Delegating	Fischer, John	11/19	23.	138.00

COMMUNITY EDUCATION
PROPOSED BOARD PAYROLL-OCTOBER 1988
Page 3.

BUDGET SOURCES AND TOTALS:

COMMUNITY EDUCATION	\$12,124.50		
PROJECT DDD	120.00		
LOCAL GOVERNMENT SEMINARS	1,400.00		
		GRAND TOTAL	\$13,644.50

MIDDLESEX COUNTY COLLEGE
A.F.T. LOCAL 1940
1988-89 SALARIES

NAME	12 MO:	DEPARTMENT	IRK	DOH	87/88SAL	PERCENT	DOLLAR AMT	PROM	ADJ TO MIN	TOTAL 88/89
Aloff, Simon		PHYSICS		121-Feb-78	38,561	871	1,945		0	41,377
Betkowski, Maria		MATH		101-Sep-75	37,930	857	1,945		0	40,732
Burns, Linda		CHEMISTRY		101-Sep-76	37,930	857	1,945		0	40,732
Butula, Andrew		ACCOUNTING		101-Sep-72	49,947	1,129	1,945		0	53,021
Davis, Lynn	*	LIBRARY		101-Sep-69	49,819	1,126	2,334		0	53,279
Driver, Margarete		MOD LANG		101-Sep-66	46,867	1,059	1,945		0	49,871
Fedorco, Kathy		ENGLISH		101-Sep-72	39,100	884	1,945		0	41,929
Gladstone, Harold		CHEM		101-Sep-69	50,425	1,140	1,945		0	53,510
Handler, Thomas		ELEC ENG TECH		101-Sep-67	56,456	1,276	1,945		0	59,677
Hirsch, Agnes		HEALTH		101-Sep-69	39,116	884	1,945		0	41,945
Kantor, Irvin		HIST/SOC BEH		101-Sep-72	39,128	884	1,945		0	41,957
Kenny, John		HIST/SOC BEH		101-Sep-72	40,839	923	1,945		0	43,707
Kistulentz, Andrew		ENGLISH		101-Sep-66	49,729	1,124	1,945		0	52,798
Kocinski, Rose		NURSE ED		101-Sep-66	49,877	1,127	1,945		0	52,949
Kulp, Eric		BUS ADM MGMT		101-Sep-68	47,650	1,077	1,945		0	50,672
Luke, Reginald		MATH		101-Sep-67	40,398	913	1,945		0	43,256
Macchia, Dominic		CHEM		128-Aug-85	51,128	1,155	1,945		0	54,228
Manogue, Ralph		ENGLISH		101-Sep-67	40,530	916	1,945		0	43,391
Margolin, Edith		MOD LANG		101-Sep-66	48,067	1,086	1,945		0	51,098
Mass, Roslyn		PSYCH/LEARN DEV		101-Sep-72	46,835	1,058	1,945		0	49,838
Maugle, Kenneth	*	COUNSEL/PLACE		101-Mar-67	49,854	1,127	2,334		0	53,315
Miller, Maryann	*	LIBRARY		30-Jan-74	45,516	1,029	2,334		0	48,879
Montana, Frederick		PHYSICS		101-Sep-70	43,468	982	1,945		0	46,395
Morgan, Roseann		ENGLISH		101-Sep-73	38,721	875	1,945		0	41,541
Murray, John		CHEMISTRY		101-Sep-70	45,353	1,025	1,945		0	48,323
Nagy, Karoly		HIST/SOC BEH		101-Sep-68	55,326	1,250	1,945		0	58,521
Pearlman, Martin		PSYCH/LEARN DEV		01-Sep-69	50,292	1,137	1,945		0	53,374
Peterson, Arthur		BUS ADM MGMT		101-Sep-68	40,796	922	1,945		0	43,663
Popel, George		MATH		101-Sep-76	37,930	857	1,945		0	40,732
Poppel, Norman		PSYCH/LEARN DEV		101-Sep-68	48,859	1,104	1,945		0	51,908
Regan, Thomas		ACCOUNTING		101-Sep-67	57,602	1,302	1,945		0	60,849
Roth, Robert		ENGLISH		101-Sep-72	36,105	816	1,945	925	1,529	40,395
Semple, Genevieve		NURSE ED		101-Sep-68	51,171	1,156	1,945		0	54,272
Sherman, Allen		CHEMISTRY		101-Sep-69	42,248	955	1,945		0	45,148
Shindelma, Jerome		HIST/SOC BEH		101-Sep-67	58,498	1,322	1,945		0	61,765
Taher, Mahmoud		BIOLOGY		101-Sep-69	46,549	1,052	1,945		0	49,546
Tyrrell, David		ELEC ENG TECH		101-Sep-65	56,436	1,275	1,945		0	59,656
Wilhelm, Diane		HIST/SOC BEH		101-Sep-67	43,449	982	1,945		0	46,376
Zacune, Harmon		DENTAL HYG		101-Nov-76	53,337	1,205	1,945		0	56,487

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NAME	12 MO	DEPARTMENT	RK	DOH	87/88SAL	PERCENT	DOLLAR AMT	PROM	ADJ TO MIN	TOTAL 88/89
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Anderson, Hortense		NURSE ED	2	01-Sep-68	41,706	943	1,945		0	44,594
Andes, Phoebe		NURSE ED	2	01-Sep-70	41,317	934	1,945		0	44,196
Bates, Eleanor		NURSE ED	2	30-Jan-74	43,552	984	1,945		0	46,481
Beyer, David		ELEC ENG TECH	2	01-Sep-68	46,459	1,050	1,945		0	49,454
Bhatia, Sudesh		COMPUTER SCI	2	01-Sep-82	32,770	741	1,945		0	35,456
Buckley, Jean		NURSE ED	2	01-Feb-67	48,294	1,091	1,945		0	51,330
Burke, Francis		COMPUTER SCI	2	01-Sep-71	41,703	942	1,945		0	44,590
Cohen, Arnold		MATH	2	01-Sep-67	47,904	1,083	1,945		0	50,932
Cohen, Larry		ENGLISH	2	01-Sep-66	41,977	949	1,945		0	44,871
Colo, August		BIOLOGY	2	01-Sep-73	47,617	1,076	1,945		0	50,638
Dalton, Robert		MOD LANG	2	01-Aug-66	40,362	912	1,945		0	43,219
Debuwitz, William		PHYSICS	2	01-Sep-72	40,952	926	1,945		0	43,823
Dohrenwend, Kevin	*	COUNSEL/PLACE	2	01-Sep-72	45,554	1,030	2,334		0	48,918
Edelson, Jay		MEC/CIVIL ENG	2	01-Sep-70	40,052	905	1,945		0	42,902
Errickson, John		ACCOUNTING	2	01-Sep-78	32,600	737	1,945		0	35,282
Ettinger, Virve		ENGLISH	2	01-Sep-66	43,153	975	1,945		0	46,073
Foster, Steven		ELEC ENG TECH	2	01-Sep-78	33,867	765	1,945		0	36,577
Gallagher, Brendan		ELEC ENG TECH	2	01-Sep-67	48,902	1,105	1,945		0	51,952
Gincel, Angelina		ACCOUNTING	2	01-Sep-80	32,144	726	1,945		0	34,815
Given, Naomi		ENGLISH	2	01-Sep-72	35,453	801	1,945		0	38,199
Gray, Donna		HEALTH	2	01-Sep-67	43,900	992	1,945		0	46,837
Helman, Sanford		BUS ADM MGMT	2	01-Feb-70	44,457	1,005	1,945		0	47,407
Henry, Corliss		NURSE ED	2	01-Sep-68	44,102	997	1,945		0	47,044
Hershey, Anne		COMPUTER SCI	2	01-Sep-72	35,644	806	1,945		0	38,395
Higgins, Robert		BUS ADM MGMT	2	01-Sep-73	40,261	910	1,945		0	43,116
Hochbaum, Jeff		BIOLOGY	2	01-Sep-71	36,117	816	1,945		0	38,878
Holmes, Doris		HIST/SOC BEH	2	01-Mar-71	38,580	872	1,945		0	41,397
Holt, Theresa		PSYCH/LEARN DEV	2	01-Sep-78	32,600	737	1,945		0	35,282
Kleinelp, William		BIOLOGY	2	01-Sep-72	35,031	792	1,945		0	37,768
Krauth, Ronald		PHYSICS	2	01-Sep-68	40,913	925	1,945		0	43,783
Kubeck, Joseph		ELEC ENG TECH	2	05-Feb-68	45,999	1,040	1,945		0	48,984
Lamela, Josephine		PHYSICS	2	01-Sep-68	41,425	936	1,945		0	44,306
Lick, Dennis		VIS ARTS	2	01-Sep-78	30,110	680	1,945	825	1,498	34,233
Lukas, Chester		ACCOUNTING	2	01-Sep-67	51,611	1,166	1,945		0	54,722
Mayner, Doris		BIOLOGY	2	01-Mar-67	42,053	950	1,945		0	44,948
McGreevey, Veronica		NURSE ED	2	01-Sep-71	37,564	849	1,945		0	40,358
Molitor, Frank		ACCOUNTING	2	01-Sep-71	45,444	1,027	1,945		0	48,416
Morgan, Doris		BIOLOGY	2	01-Sep-70	38,582	872	1,945		0	41,399
Moskovitz, Jack		ENGLISH	2	19-Aug-69	40,492	915	1,945		0	43,352
Muller, Joseph		COMPUTER SCI	2	01-Sep-71	45,571	1,030	1,945		0	48,546
Nicolai, Al		ENGLISH	2	31-Jan-80	32,600	737	1,945		0	35,282
Nolan, Raymond		MEC/CIVIL ENG	2	01-Sep-69	44,653	1,009	1,945		0	47,607
Oxman, Charles		BIOLOGY	2	01-Sep-67	49,855	1,127	1,945		0	52,927
Pam, Carol		SECRETARIAL SCI	2	01-Sep-79	32,600	737	1,945		0	35,282
Pautz, John		MEC/CIVIL ENG	2	01-Sep-68	53,598	1,211	1,945		0	56,754
Pearse, Irene		HIST/SOC BEH	2	01-Sep-67	41,772	944	1,945		0	44,661
Rapka, John		MEC/CIVIL ENG	2	01-Sep-69	43,888	992	1,945		0	46,825

NAME	MO	DEPARTMENT	IRK	DOH	87/88SAL	PERCENT	DOLLAR AMT	PROM	ADJ TO MIN	TOTAL 88/89
Rehbein, Edith		ENGLISH	2	09-Feb-70	41,514	938	1,945		0	44,397
Russikoff, Leonard		CHEMISTRY	2	01-Sep-67	48,812	1,103	1,945		0	51,860
Sadowska, Anna		ACCOUNTING	2	01-Sep-79	32,600	737	1,945		0	35,282
Schanck, Pansy		NURSE ED	2	01-Sep-72	35,515	803	1,945		0	38,263
Schultz, Frank		M A D	2	16-Feb-70	34,686	784	1,945		0	37,415
Schwarzkop, Edward		MEC/CIVIL ENG	2	01-Sep-68	46,444	1,050	1,945		0	49,439
Shay, Kathleen		MATH	2	01-Sep-81	32,144	726	1,945		0	34,815
Sikoryak, Joseph		ENGLISH	2	01-Sep-67	46,601	1,053	1,945		0	49,599
Spencer, Leo		BIOLOGY	2	01-Sep-68	44,901	1,015	1,945		0	47,861
Steinsapir, Dorothy		ACCOUNTING	2	29-Jan-73	39,918	902	1,945		0	42,765
Strugala, Richard		ENGLISH	2	01-Sep-80	32,144	726	1,945		0	34,815
Taha, Carol	*	COUNSEL/PLACE	2	12-Jan-70	48,785	1,103	2,334		0	52,222
Vastano, Joseph		H R I	2	01-Sep-73	33,509	757	1,945	825	0	37,036
Weiss-Munk, Marion		VIS ARTS	2	01-Sep-68	41,187	931	1,945		0	44,063
Ylagan, Alicia		NURSE ED	2	01-Sep-73	39,410	891	1,945		0	42,246
Zaepfel, Kathleen		NURSE ED	2	01-Sep-73	37,122	839	1,945		0	39,906

Albrecht, Ernest		ENGLISH	3	01-Sep-67	43,941	993	1,945		0	46,879
Azzolino, Agnes		MATH	3	01-Sep-80	29,017	656	1,945		0	31,618
Bogar, Mary Ann		PERF ARTS	3	01-Sep-80	28,726	649	1,945		0	31,320
Bourque, David		ACCOUNTING	3	01-Sep-69	41,989	949	1,945		0	44,883
Brown, Zelia		NURSE ED	3	01-Sep-73	35,860	810	1,945		0	38,615
Buzard, Robert	*	REGISTRAR	3	10-Feb-70	44,949	1,016	2,334		0	48,299
Calvo, Zoraida	*	COUNSEL/PLACE	3	17-Jan-77	35,041	792	2,334		0	38,167
Carter, Les	*	COUNSEL/PLACE	3	01-Jul-69	33,480	757	2,334		0	36,571
Christopher, Linda		CHEMISTRY	3	01-Sep-67	29,017	656	1,945		0	31,618
Colburn, Robert		BIOLOGY	3	01-Aug-72	40,198	908	1,945		0	43,051
Crampton, David	*	LIBRARY	3	01-Sep-69	29,047	656	2,334	775	1,845	34,657
Cullen, Margaret		HIST/SOC BEH	3	01-Sep-70	37,700	852	1,945		0	40,497
Defoe, Dorothy		DENTAL HYG	3	03-May-66	42,182	953	1,945		0	45,080
DiDomenico, Charles		ENGLISH	3	01-Sep-68	40,518	916	1,945		0	43,379
DiPasquale, Emanuele		ENGLISH	3	01-Oct-70	39,302	888	1,945		0	42,135
Donahue-Hellwig, S.		NURSE ED	3	01-Sep-70	34,031	769	1,945		0	36,745
Doyle, Dorothea		CHEMISTRY	3	01-Sep-69	37,887	856	1,945		0	40,688
Dunn, Thomas		COMPUTER SCI	3	01-Sep-69	47,544	1,074	1,945		0	50,563
Feehan, Thomas		ACCOUNTING	3	01-Sep-67	40,267	910	1,945		0	43,122
Ferrante, Sharon		NURSE ED	3	01-Sep-72	33,188	750	1,945		0	35,883
Frary, John		HIST/SOC BEH	3	01-Sep-72	37,222	841	1,945		0	40,008
Furbee, Roger		BIOLOGY	3	01-Sep-70	39,974	903	1,945		0	42,822
Greenfield, Michele		MATH	3	01-Sep-83	28,405	642	1,945		0	30,992
Greenhouse, Michael		HIST/SOC BEH	3	01-Sep-71	34,437	778	1,945		0	37,160
Gullo, Lucy		MATH	3	01-Sep-83	27,118	613	1,945		0	29,676
Harris, Gertrude	*	E O F	3	21-Sep-83	29,047	656	2,334	775	1,845	34,657
Held, Lionel		ACCOUNTING	3	01-Sep-77	32,104	726	1,945		0	34,775
Honey, Patrick		HEALTH	3	01-Sep-67	39,685	897	1,945		0	42,527
Houpt, Anne	*	COUNSEL/PLACE	3	01-Nov-76	35,042	792	2,334		0	38,168
Ianuale, Vincent		HIST/SOC BEH	3	01-Sep-71	35,074	793	1,945		0	37,812

NAME	12 MO	DEPARTMENT	1RK	DOH	187/88SAL	1PERCENT	1DOLLAR AMT	1PROM	1ADJ TO MIN	TOTAL 88/89					
ennings,Thomas	:	1MATH	:	3	101-Feb-79	:	29,278	:	662	1,945	:	0	:	31,885	:
ahora,James	:	1HEALTH	:	3	101-Sep-71	:	36,197	:	818	1,945	:	0	:	38,960	:
aretnick,Naomi	:	* 1COUNSEL/PLACE	:	3	125-Aug-80	:	33,098	:	748	2,334	:	0	:	36,180	:
elton,Saul	:	1PSYCH/LEARN DEV	:	3	101-Sep-70	:	36,026	:	814	1,945	:	0	:	38,785	:
iesevetter,Carl	:	1MEC/CIVIL ENG	:	3	101-Sep-79	:	30,862	:	697	1,945	:	0	:	33,504	:
regeloh,Sandra	:	1NURSE ED	:	3	101-Sep-73	:	32,833	:	742	1,945	:	0	:	35,520	:
uhl,William	:	1PSYCH/LEARN DEV	:	3	101-Sep-71	:	37,667	:	851	1,945	:	0	:	40,463	:
anders,Michael	:	1ACCOUITING	:	3	101-Sep-73	:	35,445	:	801	1,945	:	0	:	38,191	:
asky,Jane	:	1ENGLISH	:	3	127-Aug-86	:	24,228	:	548	1,945	775	1,385	:	28,881	:
eBlond,Constance	:	1DENTAL HYG	:	3	119-Jul-78	:	29,481	:	666	1,945	:	0	:	32,092	:
ugo,Angela	:	1ENGLISH	:	3	101-Sep-72	:	29,215	:	660	1,945	:	0	:	31,820	:
ynch,Mary	:	1SECRETARIAL SCI	:	3	101-Sep-72	:	26,831	:	606	1,945	775	0	:	30,157	:
essina,Sebastian	:	1M A D	:	3	101-Sep-71	:	37,421	:	846	1,945	:	0	:	40,212	:
organ,Jim	:	1PERF ARTS	:	3	101-Dec-71	:	38,069	:	860	1,945	:	0	:	40,874	:
orris,Glenn	:	1PSYCH/LEARN DEV	:	3	101-Sep-69	:	39,692	:	897	1,945	:	0	:	42,534	:
ott,Phyllis	:	* 1REGISTRAR	:	3	123-Jan-67	:	38,937	:	880	2,334	:	0	:	42,151	:
ullin,Mary	:	* 1LIBRARY	:	3	123-Jan-80	:	33,374	:	754	2,334	:	0	:	36,462	:
lson,Jerome	:	1ENGLISH	:	3	101-Sep-76	:	30,833	:	697	1,945	:	0	:	33,475	:
asternack,Elliott	:	1HIST/SOC BEH	:	3	101-Sep-66	:	40,856	:	923	1,945	:	0	:	43,724	:
ean,Claire	:	1DENTAL HYG	:	3	101-Sep-70	:	35,894	:	811	1,945	:	0	:	38,650	:
rzygoda,Margaret	:	1BIOLOGY	:	3	101-Sep-73	:	34,037	:	769	1,945	:	0	:	36,751	:
ader,Kenneth	:	1ENGLISH	:	3	101-Sep-76	:	32,201	:	728	1,945	:	0	:	34,874	:
amer,Elliot	:	1MOD LANG	:	3	101-Mar-87	:	27,118	:	613	1,945	:	0	:	29,676	:
eilly,Catherine	:	1DENTAL HYG	:	3	101-Sep-71	:	36,877	:	833	1,945	:	0	:	39,655	:
osengarten,Steven	:	1PSYCH/LEARN DEV	:	3	101-Sep-72	:	36,707	:	830	1,945	:	0	:	39,482	:
uemmler,Ronald	:	1MATH	:	3	101-Sep-66	:	40,889	:	924	1,945	:	0	:	43,758	:
ackrowitz,Marion	:	1COMPUTER SCI	:	3	101-Sep-80	:	32,964	:	745	1,945	:	0	:	35,654	:
agarese,Anita	:	1M A D	:	3	103-Sep-74	:	33,170	:	750	1,945	:	0	:	35,865	:
hulman,Susan	:	1MATH	:	3	101-Sep-82	:	27,713	:	626	1,945	:	0	:	30,284	:
imon,Beverly	:	1COMPUTER SCI	:	3	101-Sep-81	:	27,312	:	617	1,945	775	0	:	30,649	:
ipano,Judith	:	1SECRETARIAL SCI	:	3	101-Sep-80	:	29,017	:	656	1,945	:	0	:	31,618	:
taylor,Clarence	:	1MATH	:	3	101-Sep-70	:	41,808	:	945	1,945	:	0	:	44,698	:
ellone,Ralph	:	1H R I	:	3	101-Sep-73	:	32,954	:	745	1,945	:	0	:	35,644	:
ornatore,Charles	:	1ACCOUNTING	:	3	101-Sep-68	:	39,932	:	902	1,945	:	0	:	42,779	:
alther,Hans	:	1M A D	:	3	101-Sep-72	:	36,335	:	821	1,945	:	0	:	39,101	:
leir,Elaine	:	* 1COUNSEL/PLACE	:	3	126-Oct-83	:	32,542	:	735	2,334	:	0	:	35,611	:
hiting,Kneeland	:	1ACCOUNTING	:	3	101-Sep-69	:	40,770	:	921	1,945	:	0	:	43,636	:
linik,Lynn	:	1PERF ARTS	:	3	101-Sep-67	:	40,131	:	907	1,945	:	0	:	42,983	:
immerman,Daniel	:	1ENGLISH	:	3	101-Sep-79	:	29,017	:	656	1,945	:	0	:	31,618	:
ailley, Nancy	:	1BUSINESS	:	4	115-Jan-87	:	26,338	:	595	1,945	:	0	:	28,878	:
alabkins,Xenia	:	1BUSINESS	:	4	127-Aug-86	:	24,228	:	548	1,945	:	0	:	26,721	:
arshay-Jacobs, L	:	* 1COUNSEL/PLACE	:	4	127-Jan-88	:	27,794	:	628	2,334	:	0	:	30,756	:
ohn,Ricki	:	1ENGLISH	:	4	130-Aug-88	:	23,462	:	530	1,945	:	0	:	25,937	:
leUriarte,Brian	:	1B A M	:	4	101-Sep-88	:	23,162	:	523	1,945	:	0	:	25,630	:
reier,Audrey	:	1DENTAL AUX	:	4	120-Jan-88	:	23,800	:	538	1,945	:	0	:	26,283	:
tsu,Dolly	:	1MED LAB TECH	:	4	101-Sep-75	:	26,910	:	608	1,945	:	0	:	29,463	:

MIDDLESEX COUNTY COLLEGE
 Division of Community Education
 Retroactive Payroll
 June-October 1988

<u>COURSE</u>	<u>NAME</u>	<u>DATE</u>	<u>RETROACTIVE AMOUNT</u>
SITT, Chemistry	Alexander, Booker	8/19-8/25	\$ 29.30
SITT, Environmental	Alexander, Booker	8/1-8/5	29.30
Nurse Refresher	Anderson, Hortense	6/6-7/14	180.00
SITT Nursing	Andes, Phoebe	7/6-7/13	29.33
DDD Seminars	Bates, Eleanor	6/6-7/14	21.28
Nurse Re-Education DDD	Bates, Eleanor	6/6-6/8	7.98
SITT, Dental	Buscemi, Elaine	7/16-7/13	29.93
SITT, HRI	Clark, Susan	7/25-7/29	2.84
Directing	Cullinane, Daniel	10/21	8.00
Management an Overview	Cullinane, Daniel	10/1	8.00
Racewalking	DeAngelis, Karen	9/28-10/5	5.00
SITT, Nursing	Dowling, Elizabeth	7/6-7/13	40.37
CMT	Good, Dorothy	6/7-7/13	75.89
SITT, Medical	Good, Dorothy	7/6-7/13	19.95
Nurse Refresher	Henry, Corliss	6/6-7/14	140.00
SITT, Nursing	Hsu, Dolly	7/6-7/13	9.98
Softball	Kahora, James	8/1-8/5	40.00
Basketball I	Kahora, James	6/27-7/1	40.00
Basketball II	Kahora, James	7/11-7/15	40.00
Baseball I	Kahora, James	7/18-7/22	40.00
Baseball II	Kahora, James	8/15-8/19	40.00
SITT, Photo	Messina, Sebastian	7/18-7/22	29.93
Nurse Refresher	McGreevey, Veronica	6/6-6/24	60.00
Radiology	Pean, Claire	10/1-10/8	16.00
ESL Instruction	Ramer, Elliot	8/22-8/23	11.00
ESL Instruction	Ramer, Iris	8/22-8/23	11.00

COMMUNITY EDUCATION
RETROACTIVE PAYROLL
JUNE-OCTOBER, 1988
Page 2.

SITT, Word Processing	Reid, Ethel	8/1-8/5	29.93
Word Perfect	Reid, Ethel	7/19-8/4	16.00
Automated Office Skills	Reid, Ethel	6/24-6/28	24.00
SITT, Dental	Reilly, Catherine	7/6-7/13	29.93
Wrestling	Sacchi, John	6/27-7/1	40.00
Wrestling Advanced	Sacchi, John	7/11-7/15	40.00
Tennis I	Sacchi, John	7/18-7/22	40.00
SITT, HRI	Vastano, Joseph	7/25-7/29	29.93
SITT, Aviation	Vastano, Joseph	7/18-7/22	29.93
Nurse Refresher	Ylagen, Alicia	6/27-7/14	60.00
Radiology	Zacune, Harmon	9/27-10/29	80.04
Tennis II	Zifchak, Robert	8/8-8/12	40.00

BUDGET SOURCES AND TOTALS:

COMMUNITY EDUCATION

\$1,424.84

GRAND TOTAL \$1,424.84

MIDDLESEX COUNTY COLLEGE

TEAMSTERS UNION LOCAL # 11

FISCAL YEAR SALARIES FOR

JULY 1, 1988 TO JUNE 30, 1989

		87-88 BASE INCREMENT ADJUST TO		NIGHT	TOTAL		
NAME	TITLE	S/C	SALARY	%	MIN	DIFFER	(88/89 SALARY)
DOUGLAS WILLIAM	ICUST	7200	12,213	855	1,002		14,070
HAAG GEORGE	ICUST	7200	11,702	819	752		13,273
MITCHELL WILLIAM	ICUST	7200	11,702	819	752		13,273
CALABRO DOROTHY	ICUST	7200	20,436	1,431			21,867
CALABRO MARGARET	ICUST	7200	20,895	1,468			22,358
LA FARD MARION	ICUST	1920	20,436	1,431			21,867
OROSI JAMES	ICUST LEAD	1920	22,275	1,559			23,834
PERRI MARY	ICUST	7200	20,436	1,431			21,867
PETERSON CAROLINE	ICUST	7200	20,436	1,431			21,867
CHAPMAN THOMAS	ICUST LEAD	7200	12,826	898	752		14,476
PAVTI MARYANN	ICUST LEAD	7200	22,172	1,552			23,724
BURKE HATTIE	ICUST (NT)	7200	10,731	751	23	459	11,964
BURKE ROBERT	ICUST (NT)	7200	10,731	751	23	459	11,964
CANCEL HECTOR	ICUST (NT)	7200	10,731	751	23	459	11,964
CRUZ DAVID	ICUST (NT)	1920	11,139	780	752	459	13,130
FORD MARGARITE	ICUST (NT)	7200	10,731	751	23	459	11,964
GROSSE PATRICIA	ICUST	7200	11,754	828	1,002	459	14,038
HAMPTON JOHN	ICUST (NT)	7200	11,243	787	752	459	13,241
JONES EARLENE	ICUST (NT)	7200	10,731	751	23	459	11,964
KINCH RAYMOND	ICUST (NT)	7200	20,436	1,431		459	22,326
NORTHINGTON JANICE	ICUST (NT)	7200	10,731	751	23	459	11,964
PLEASANT BARBARA	ICUST (NT)	7200	10,731	751	23	459	11,964
PLEASANT EVELYN	ICUST (NT)	7200	10,731	751	23	459	11,964
REED DOROTHY	ICUST (NT)	7200	10,731	751	23	459	11,964
RODRIGUEZ ROSA	ICUST (NT)	7200	20,436	1,431		459	22,326
SHERMAN JOSEPH	ICUST (NT)	7200	20,436	1,431		459	22,326
TAYLOR GEORGE	ICUST (NT)	7200	20,436	1,431		459	22,326
WALKER FOREST	ICUST (NT)	7200	11,243	787	752	459	13,241
DAY DARDL	ICUST (NT) LEAD	7200	22,631	1,584			24,215
GRF TOTAL			441,862	30,930	5,723	7,803	487,317
AWAD RAFAT	ICUST CC (EVE)	1810	20,623	1,444		355	22,422
NOVAK BARBARA	ICUST CC	1810	12,245	857	752		13,854
PAWEL ROBERT	ICUST CC (EVE)	1810	20,623	1,444		355	22,422
PITONAK GEORGE	ICUST CC	1810	20,623	1,444			22,067
GARMENITO JULIO	ICUST CC	1810	12,245	857	752		13,854
BOYLE WILLIE	ICUST CC LEAD	1810	22,583	1,581			24,164
DEAN GEORGE	ICUST CC (EVE)	1810	20,623	1,444		355	22,422

GRP 2 TOTAL		129,555	9,070	1,504	1,065	141,204
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BALDGH MICHAEL	IGROUNDS I	7320	25,439	1,781		27,220
BAUM STANLEY	IGROUNDS I	7320	17,518	1,226		18,744
BEDNARCZYK FRANK	IGROUNDS I	7320	17,518	1,226		18,744
KOPAS STEFAN	IGROUNDS I	7320	18,134	1,269		19,403
McBRIARTY JOSEPH	IGROUNDS I	7320	17,518	1,226		18,744
WASHINGTON HARRY	IGROUNDS I	7320	25,439	1,781		27,220

GRP 3 TOTAL		121,566	8,510	0	0	130,076
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MARCH ROBERT	IGROUNDS II	7320	14,366	1,007		15,373
PAJUK NOEL	IGROUNDS II	7320	14,929	1,045		15,974

GRP 4 TOTAL		29,315	2,052	0	0	31,367
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BRIDGE LINDA	IMECH I	7300	28,634	2,004		30,638
DIELESZ JOHN SR	IMECH I	7300	28,634	2,004		30,638
CURRAN LEDN	IMECH I	7300	28,634	2,004		30,638
DOUGHERTY ROBERT	IMECH I	7300	28,634	2,004		30,638
ESRY LOUIS	IMECH I	7300	28,634	2,004		30,638
GUIMARES ROBIN	IMECH I	7300	28,634	2,004		30,638
HANSON RAYMOND	IMECH I	7300	28,634	2,004		30,638
MYNIO WALTER	IMECH I	7300	28,634	2,004		30,638
SOBIE KENNETH	IMECH I	7300	28,634	2,004		30,638
TOOKER PATRICK	IMECH I	7300	28,634	2,004		30,638
SIMALA MICHAEL	IMECH I	7300	28,634	2,004		30,638
MURRAY FLOYD	IMECH I LEAD	7300	31,497	2,205		33,702

GRP 5 TOTAL		346,471	24,253	0	0	370,724
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BARON GEORGE	IMECH II	7300	25,439	1,781		27,220
BRUZE THOMAS	IMECH II	7300	18,134	1,269		19,403
FALEBKA JOHN	IMECH II	7300	17,518	1,226		18,744
GASTEBER WENDEL	IMECH II	7300	25,439	1,781		27,220
McLAUGHLIN ROBERT	IMECH II	7300	17,518	1,226		18,744
NOTO GARY	IMECH II	7300	17,518	1,226		18,744

GRP 6 TOTAL		121,566	8,510	0	0	130,076
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McWEENEY ANTHONY	IMECH III	7300	22,155	1,551		23,706
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GRP 7 TOTAL		22,155	1,551	0	0	23,706
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MIDDLESEX COUNTY COLLEGE
 ADMINISTRATIVE/MANAGEMENT
 1988-89

**SALARY ABOVE MAXIMUM
 FOR GRADE LEVEL

NAME	GRADE	PK	JOB TITLE	88/89 BASE	INCREMENT	TOTAL 88/89 SALARY
BARFOOT F	10		EXEC DIR OF INST ADV	57,632	1,534	59,166
CAPOOR M	10		EXEC DIR RESEARCH & PLAN	61,436	1,534	62,970
FISHCO R	10	11	DEAN BUSINESS TECH	66,661	1,534	68,195
GOFFE D	10		DEAN STUDENT SERVICES	65,965	1,534	67,499
HEPBURN E	10		DEAN S S & HUMANITIES	67,354	1,534	68,888
HOLZMAN J	10		DIR PLANT OPERATIONS	56,025	1,534	57,559
KEENER M	10		DEAN HEALTH TECH	57,279	1,534	58,813
KELEMEN W	10		DEAN DCE & INSTR RES	64,997	1,534	66,531
TRICKEL MARY	10		CONTROLLER	55,244	1,534	56,778
REYNOLDS W	10		DIRECTOR COMPUTER CENTER	66,489	1,534	68,023
SPAND F	10		DEAN ENG TECH & SCI	70,310	1,534	71,844
VOORHEES A	10	12	DEAN COMM ED	65,151	1,534	66,685
ALLEN VIRGINIA	9		CHAIRPERSON	48,154	1,335	49,489
BUSCENI SANTI	9	11	CHAIRPERSON	51,944	1,335	53,279
COOKE M	9		DIR ADM/FIN AID	44,154	1,335	45,489
DENNIS S	9		REGISTRAR	41,648	1,335	42,983
DINEEN J	9	11	CHAIRPERSON	61,092	1,335	62,427
RUBINO F	9	11	CHAIRPERSON	50,576	1,335	51,911
WAINTRAUB J	9		CHAIRPERSON	48,188	1,335	49,523
ZIFCHAK R	9		CHAIR-DIR OF ATH & PHYS ED CTR	61,092	1,335	62,427
BLANCO V	8	11	CHAIR MOD LANG-DIR IN ED	46,384	1,212	47,596
DMITZAK A	8		DIR PR & PUBL SERVICES	43,169	1,212	44,381
BRADY W	8		CHAIRPERSON	44,891	1,212	46,103
BUSCENI ELAINE	8		CHAIRPERSON	45,455	1,212	46,667
DRESCHER B	8		CHAIRPERSON	52,278	1,212	53,490
GEROW T	8		CHAIRPERSON	40,913	1,212	42,125

NAME	GRADE	RK	JOB TITLE	88/89 BASE	INCREMENT	TOTAL 88/89 SALARY
GRABER P	8	2	CHAIRPERSON	43,152	1,212	44,364
GUTOWSKI J	8		CHAIRPERSON	43,188	1,212	44,400
HERRLING J 88	8		DIR COUNSL & PLACE SERV	54,449	1,212	55,661
LORENZ T **	8		CHAIRPERSON	57,977	1,212	59,189
MC COY T	8	3	CHAIRPERSON	43,002	1,212	44,214
MC GLINCY T	8		DIR STU ACT & C C	54,035	1,212	55,247
PEPPER M	8		CHAIRPERSON	53,916	1,212	55,128
REILLY M	8		CHAIRPERSON	55,541	1,212	56,753
ROBINSON J	8		MANAGER PROGRAMMING SYS	50,754	1,212	51,966
SIEGFRIED J	8	3	CHAIRPERSON	43,838	1,212	45,050
URBANSKI R	8		CHAIRPERSON	55,485	1,212	56,697

ALLEN P	7		DIRECTOR OF BUDGET	43,512	1,103	44,615
BLYSKAL K	7		PERSONNEL MANAGER	37,865	1,103	38,968
DROST D	7		PLANT ENGINEER	36,972	1,103	38,075
GOOD D	7		CHAIRPERSON	47,378	1,103	48,481
GORDON F	7		DIRECTOR E.O.F.	43,316	1,103	44,419
GREENE B	7		DIR CONT ED OPERATIONS	45,672	1,103	46,775
KALUGIN L**	7		DIRECTOR OF COOP ED	57,440	1,103	58,543
LOPER D	7		DIR ADV SERV & OPEN COLLEGE	47,405	1,103	48,508
SALVEST T	7		DIR OF CULTURAL PROGRAMMING	41,729	1,103	42,832
SHEPHERD S	7		DIR INST MGMT & TECH TRAIING	36,169	1,103	37,272
SNOPEK A	7	4	CHAIRPERSON	43,443	1,103	44,546
STUDDIFORD A	7		DIRECTOR LIBRARY SERV	36,972	1,103	38,075

BRUNO N	6		COORDINATOR TESTING	40,054	1,002	41,056
BRYLINSKI F	6		SYSTEMS PROGRAMMER	42,709	1,002	43,711
CULLINANE D	6		DIR BUS LABOR & IND PROG	38,287	1,002	39,289
DIMUN B	6		EXEC ASST TO PRESIDENT	38,287	1,002	39,289
DeANGELIS K	6		DIRECTOR COMM ADVISEMENT	32,216	1,002	33,218
FISHER G	6		ASSOC DIR ADM/FIN AID	37,864	1,002	38,866
FRAGOSO J	6		SUPERVISOR PLANT MAINT	35,704	1,002	36,706
GIBSON L	6		DIR MEDIA PROD & DIST	33,664	1,002	34,666
GRIFFITH E	6	3	ASSOC DIR EVE SERV	34,454	1,002	35,456
HANSEN E	6	3	DIRECTOR ESL	33,216	1,002	34,218
HARTMAN K	6		ASSOC REGISTRAR	41,653	1,002	42,655
HENCE A	6	2	DIR MIN STU AFF	44,417	1,002	45,419
HERTRICH F**	6		CONTRACT MANAGER	46,240	1,002	47,242
KASHA D**	6		DIRECTOR PURCH & INVENTORY	49,129	1,002	50,131
KEENAN D	6		DIR PROF FOOD PREP	30,832	1,002	31,834
KIRBY M	6		DIR COMMUNITY PROGRAMS	32,744	1,002	33,746
PAJAUIS R	6		SYSTEMS PROGRAMMER	35,653	1,002	36,655
PAYNE B	6		DIR NEW BRUNS CAREER PREP	31,216	1,002	32,218
RICE L	6		CHIEF POLICE & DIR SAFETY	42,020	1,002	43,022

NAME	GRADE	RK	JOB TITLE	88/89		TOTAL 88/89
				BASE	INCREMENT	SALARY
RIVARD P	6		EXEC ASST TO V P ACA AFF	37,497	1,002	38,499

BITTENS S	5		DIRECTOR CHILD CARE CENTER	36,080	927	37,007
BLANEY T	5		PROGRAMMER/ANALYST	35,938	927	36,865
BRIDGES D	5		PROGRAMMER/ANALYST	36,352	927	37,279
COFASSO S	5		MGMT & PLANNING ASSOC	27,987	927	28,914
COLLINS W	5		PROGRAM DIR/DIETETIC TECH	37,872	927	38,799
DOUROS L	5		PROGRAMMER/ANALYST	42,017	927	42,944
DUBEY A	5		MGMT & PLANNING ASSOC	31,658	927	32,585
LIPOVSKY G	5		MANAGER OF ACCOUNTING	42,403	927	43,330
SACCHI J**	5		ASST DIR OF ATH & PHYS ED CTR	46,357	927	47,284
SISKD R	5		ASST DIR MGMT TECH DEV	28,658	927	29,585
THOMAS E	5		COORD LEARNING ASSISTANCE LAB	31,633	927	32,560
WALSTEDTER N	5		DIR NURS & ALL HLTH LAB SYS	33,290	927	34,217

AUSTIN E	4		COLLEGE NURSE	37,238	858	38,096
BRINSON M	4		ASST DIR STU ACT & C C	32,034	858	32,892
CARMAN R	4		FOREPERSON CONSTRUCT/MAINT	31,632	858	32,490
DALY P	4		ASST DIR STR ACT & C C	32,034	858	32,892
MONDANO J	4		FORE ELEC, PLUMB, HVAC & HEAT	32,209	858	33,067
OBERC J	4		CAPTAIN OF POLICE	32,034	858	32,892
ROSE R	4		SUPERVISOR PRINT,PUBL,MAIL SER	32,209	858	33,067
SANDERS F	4		SUPER COMPUTER OPERATIONS	38,432	858	39,290
SHERRY F	4		INTERNAL AUDITOR	39,248	858	40,106
STERN J	4		ASST DIR PUB REL & PUB SERV	27,534	858	28,392

BALINT R	3		FOREPERSON GROUNDS	27,865	795	28,660
BENIMELI J	3		SUPER DATA ENTRY & CONTROL	32,137	795	32,932
CONYERS J	3		FIELD RECRUIT COORD	24,865	795	25,660
CWILINSKI R	3		DATA COORDINATOR	28,603	795	29,398
DICKINSON A	3		SUPERVISOR PAYROLL	24,035	795	24,830
DINGLE M	3		SUPER CORR CTR & TELE SERV	33,306	795	34,101
FULLER E	3		CUSTODIAL FOREPERSON	27,365	795	28,160
PETENKO G	3		BUYER	30,094	795	30,889
RIFFLE M	3		WHSE/MAT FOREPERSON	27,826	795	28,621
MC LANE ANN	3		COORDINATOR OF SAFETY	26,421	795	27,216
WIDIS E	3		ADMIN ASST TO PRESIDENT	36,361	795	37,156

NAME	GRADE	RK	JOB TITLE	88/89 BASE	INCREMENT	TOTAL 88/89 SALARY
EDMONDS R	2		BUILDING SUPERVISOR	22,927	735	23,662
KANE E	2		AA TO VP ACA AFF	28,314	735	29,049
REIMBOLD P	2		STAFF ACCOUNTANT	26,927	735	27,662

BURT J	1		AA TO V P FINANCE & OPER	25,133	587	25,720
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GRAND TOTALS

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MEMORANDUM

DATE: October 27, 1988

TO: Members of the Board of Trustees

FROM: Flora Mancuso Edwards, President 

SUBJECT: Report to the Board--September 28, 1988 to October 27, 1988

The month of October began under exceptional duress. On the morning of October 3, 1988, Local 1940 AFT declared a faculty strike. They were joined by members of IBT Local #11 representing maintenance and custodial workers. Needless to say, the impact on the academic program was immediately evident after three days. Closure was reached Wednesday evening with the Teamsters Union with a three-year agreement which was duly ratified by the membership on October 6th and is presented before you this evening for your consideration. On the morning of October 6th, after 18 consecutive hours of negotiation, a settlement was reached with the AFT, and classes resumed their normal schedule that very day. The AFT contract, which is presented before you this evening, was ratified by the membership on Monday, October 24, and brings to closure a difficult and trying period in the life of the college. I would like to thank the members of the Human Resources Committee of the Board and the members of the negotiating team, Deans Diana Michelle Goffe and Warren Kelemen, Dr. Robert Fishco, Professor Santi Buscemi, Ms. Paula Rivard, and especially Vice Presidents John Bakum and Paul Hilf, for their tireless dedication and commitment to the resolution process. As we move forward this semester, our energy and attention will be directed toward coming together as an academic community.

Beyond resolution of the AFT and IBT contracts, this past month saw a number of other important developments. Comparative enrollment data for fall 1988 is now available, and I am pleased to report that MCC, with a head count of 11,218 students, is once again the largest county college in the State, followed by Bergen Community College with 10,880 students. After a five year period of decline, the reversal of the downward enrollment trend is an impressive achievement and reflects the combined efforts of the entire college community. However, not only are we the largest, but we continue, I believe, to be the best, with another indicator of our quality as the Hotel, Restaurant and Institution Management Program was ranked among the top five in the nation. Congratulations to Michael Pepper and his staff for this fine achievement.

As we enjoy our successes, we continue to plan for the future. The 3E Commission is off to an excellent start, having convened two meetings of the Task Force on Quality, a meeting of the Task Force on Technology, and a meeting of the Task Force on Partnerships. I am also pleased to announce receipt of a \$5,000 grant from the Office of the Chancellor to help underwrite the research costs of the project.

Members of the Board of Trustees
October 27, 1988
Page 2

Other developments in the academic area include the establishment of a new department - English as a Second Language - in the Social Sciences and Humanities Division. Recognition is due to Dr. Eileen Hansen for her leadership in developing the program and nurturing its growth over the past several years. I am also pleased to join Dr. Hansen as a faculty member in this newly formed department.

Another new addition comes in the area of personnel, as we are pleased to welcome Ms. Camille Mahon, our new Grants Writer/Coordinator. Ms. Mahon was previously Coordinator of the Adult School for the Plainfield Board of Education, and she was Assistant Director of a national project for refugee resettlement. Further, she teaches in the English as a Second Language Program here at Middlesex County College. I know Ms. Mahon will make a significant contribution to our newly formed Office of Institutional Advancement.

In the area of finance, I am pleased to report that, after three marathon negotiating sessions (two of which coincided with our own AFT negotiations) we have come to agreement on a formula for the allocation of state operating dollars. The formula, which is to be acted upon by the Board of Higher Education this coming Friday, provides additional support for remedial and development efforts, establishes a minimum foundation program, and incorporates a mechanism to provide some measure of stability over the next five years. A more detailed description is provided in your packet.

In the area of facilities, the news, unfortunately, is not as positive as work progresses slowly on the asbestos removal process in L'Hommedieu Hall. On October 19, we opened the bids for the Technical Services Center and learned that the low bid was significantly higher than the amount budgeted for the project. We are in the process of analyzing the bid documents and preparing to rebid the project as we consider alternative proposals.

In the area of institutional advancement, despite the predictable impact of the strike on our time and energy, we moved forward with our annual Golf Outing on Monday, October 3. Unfortunately, I was unable to play during the day, which may have actually improved the lot of those teeing off afterward. However, I did attend the dinner, and I am pleased to report it was a resounding success, netting over \$17,000. Other events reaching out to our community included a local government seminar held the evening of October 11, a seminar for New Jersey Businesses on the set-aside provisions, an organizational meeting of Aspira in Middlesex County, and the Annual College Fair held this past Sunday, bringing together over 250 colleges and universities and drawing over 6,500 students and parents from around the county.

Members of the Board of Trustees
October 27, 1988
Page 3

On-campus activities this month included a meeting with Dr. Penny Lattimer, New Brunswick Assistant Superintendent of Schools for Curriculum and Instruction, and her guest, Teresa King, who was here on an educational visit from South Africa; an organizational meeting of the Center for Prejudice, Genocide and the Holocaust; welcoming remarks marking the beginning of Hispanic Heritage Week; a welcoming address at the "Women's Success Conference: You Can Succeed in Business by Really Trying," hosted by the Institute, at the Ramada Inn; three meetings of the Human Resources Committee, a meeting of the Facilities Committee of the Board; meetings with the Chemistry Department, Library Department, the College Assembly, and the Alumni Association. In addition to a number of individual meetings with faculty and staff, I chaired weekly meetings of the Executive Council. I continue to teach my class and to walk around the campus.

Off-campus activities this month included the fiftieth anniversary celebration of the Federal Business Centers on October 1, where I was pleased to present a congratulatory resolution to our good friends and neighbors, the Visceglia's. In Trenton, Jim Marino and I attended a meeting with the Chancellor, followed later in the month by a meeting of the Council of County Colleges and meetings of the Financial Policy and Legislative Committees of that body. Other off-campus activities included attendance at the annual meeting of New Brunswick Tomorrow and attendance on October 23 at the annual Business and Professional Women's Luncheon at the Landmark Inn where I was pleased to accept the award as "Woman of the Year." A bit further off campus, on October 17 I travelled to Atlanta to the Carter Presidential Library, where I serve on a national panel on the future of the community college movement.

For me, the highlight of the month came on October 24 when we held a ceremony honoring our first seven Presidential Scholars. Selected for their academic achievement, their participation in the life of the college, and their contributions to the communities in which they live, these seven men and women symbolize what we stand for as an institution. They are the expression of our pursuit of excellence. I can think of no better way to end this report than by recognizing Michelle Goffe and her committee for their work, the Foundation for its support, and the students and their faculty for their achievement. It is a good basis upon which to rededicate our energies to the purposes for which we were founded.

FME:em (1403)
Enclosure