



**Board of Trustees Regular Meeting
Tuesday, February 27, 2024
Performing Arts Center Auditorium
MINUTES**

1. General Institutional Functions

1.1 At 5:00 p.m., Mr. Gewecke called the meeting to order.

1.2 Mr. Santillo read the Public Statement: Adequate notice of this meeting specifying the time and location was transmitted via fax, posted to the Sussex County Community College Website, and on the main entry doors to the Administration Building, on February 23, 2024, pursuant to the Open Public Meetings Act, N.J.S.A. 10:4-8.

1.3 Roll Call / Pledge of Allegiance

The following people were present: Mr. Gewecke-Chair, Mrs. Smith-Vice Chair, Mr. Santillo-Secretary, Dr. Carrick, Dr. Crowley, Mrs. Frank, Mr. Hofmann, Dr. Silverthorne, Mr. Yardley, Dr. Connolly-President and Ex-Officio Member, and Mrs. Fullem-Recording Secretary.

Also present: Dr. Okay-Senior Vice President of Academic and Student Affairs, Dr. Homer-Vice President of Student Success and Institutional Effectiveness, Dr. Gallo-Associate Vice-President of Academic Affairs, Mr. Gandhi-Chief Financial Officer, Mr. Gaddy-Chief Operating Officer, Mr. Fruge-Dean of Technical Operations, Mr. Kula-Executive Director of the Foundation, Mrs. Unrath-Chief Budget Officer, Mrs. Meseha-Comptroller Consultant, and Mr. Gagliardi-College Counsel.

1.4 Welcome to Guests

Mr. Gewecke welcomed the guests, and thanked County Commissioners DeGroot and Schick for attending.

Mr. Gewecke then noted: All members of the public who provide public comment shall first identify themselves. Public comments may be submitted to the Board of Trustees Secretary via email or written letter if received at least (8) hours prior to the meeting. Written public comments shall be read at the meeting with the same time restrictions as all public comments at the meeting. Duplicative comments may be summarized at the discretion of the Board of Trustees Chair.

1.5 Courtesy of the Floor on Agenda Items Only (Public Session-5 Minutes per Speaker).

No one spoke.

1.6 Approval/Acceptance of Minutes

Mrs. Smith moved to approve/accept minutes as noted below. Mrs. Frank seconded the motion. Mr. Yardley abstained. The motion carried.

1.6.1 Minutes from the January 23, 2024 Regular Board Meeting (Resolution No. GI02272024-1).

1.6.2 Minutes from the January 23, 2024 Executive Session (Resolution No. GI02272024-2).

1.6.3 Acknowledgment of Receipt of Committee Meeting Minutes. (Resolution No. GI02272024-3).

- Personnel and Curriculum Committee – February 20, 2024.
- Audit and Policy Committee – February 20, 2024.
- Finance and Facilities Committee – February 20, 2024.

Consent Agenda – ACTION/RC

The President recommends items 2.1 - 2.5 for Board approval, as brought forth after discussion and review by Board Committees:

Mrs. Smith moved to approve all items on the Consent Agenda. Dr. Carrick seconded the motion.

Roll call vote: Dr. Carrick, Dr. Crowley, Mrs. Frank, Mr. Hofmann, Mr. Santillo, Dr. Silverthorne, Mrs. Smith, and Mr. Gewecke voted yes. Mr. Yardley abstained from the vote. The motion carried.

2.1 Approval of Personnel Items

2.1.1 Personnel Actions: January 10, 2024-February 14, 2024. (Resolution No. P02272024-1)

2.2 Approval of Curriculum Items – None this month.

2.3 Approval of Policy Items

2.3.1 Re-adopt Policy No. 102.11 Off-Campus Student Housing (with edits as discussed during the committee meeting.) (Resolution No. AP02272024-1)

2.3.2 Re-adopt Policy No. 200.4 Exit Interviews (with edits as discussed during the committee meeting.) (Resolution No. AP02272024-2)

2.3.3 Re-adopt Policy No. 200.13 Employment Practices (with edits as discussed during the committee meeting.) (Resolution No. AP02272024-3)

2.3.4 Re-Adopt Policy No. 200.30 Tuition Reimbursement for Full Time, Non-Faculty College Employees (with edits as discussed during the committee meeting.) (Resolution No. No. AP02272024-4)

2.3.5 Re-adopt Policy No. 200.14 Internal Posting of Non- Management, Non-Faculty Positions. There are no changes to the policy. (Resolution No. No. AP02272024-5)

- 2.3.6 Re-adopt Policy No. 200.31 Tuition Waiver for Full-Time SCCC Employees. There are no changes to the policy. (Resolution No. No.AP02272024-6)
- 2.3.7 Re-adopt Policy No. 200.32 Tuition Waiver for Part-Time SCCC Employees. There are no changes to the policy. (Resolution No. No.AP02272024-7)
- 2.3.8 Re-adopt Policy No. 200.48 Obtainment of Degree by Full-Time Non-Represented Employees. There are no changes to the policy. (Resolution No. No.AP02272024-8)

2.4 Approval of Finance Items

- 2.4.1 Approve the College's FY 2025 Budget. (Approval of Certification of the Amount of Local Appropriation Necessary for the Operating Expenses and Capital Outlay Expense of the College for FY25, and for the President to Prepare the Final Bound FY25 Budget Document for Public Advertisement and for Submission to the Sussex County Community College Board for School Estimate. (Resolution No. BFF02272024-1)
- 2.4.2 Authorization to Schedule the Board of School Estimate Meeting and for The Board Secretary to Advertise Said Meeting Along with a Summarized Statement of Both the Estimated Revenues and Anticipated Operating and Capital Expenditures. (Resolution No. BFF02272024-2)
- 2.4.3 Increase to FY24 Blanket Purchase Order for PepsiCo Beverages Sales, LLC for Food/Beverage Supplies. Current P.O. \$17,000 Increase by \$23,000= Total: \$40,000. OPEX. (Resolution No. BFF02272024-4)
- 2.4.4 Increase to FY24 Blanket Purchase Order for Home Depot for Maintenance Supplies. Current PO: \$17,500 Increase by \$20,000 = Total: \$37,500. OPEX. (Resolution No. BFF02272024-5)
- 2.4.5 Increase to FY24 Blanket Purchase Order for Lowe's for Maintenance Supplies/ Construction Materials. Current PO- \$37,000; Increase by \$50,000 = Total: \$87,000. OPEX and ATC Grant. (Resolution No. BFF02272024-6)
- 2.4.6 Annual Adobe Software License Renewal with SHI in the Amount of \$20,667.04. OPEX. (Resolution No. BFF02272024-7)

2.5 Approval of Facilities Items – None this Month.

3. Finance – ACTION/RC

- ACTION/RC** 3.1 Recommendation: Acknowledge Receipt and Review of Financial Statements – January 31, 2024, Seven Months YTD, FYE June 30, 2024. (Resolution No. GI02272024-4)

Mr. Gandhi presented the financial statements, including: financial status, January YTD FY24 - Credit Hours, enrollment, Income Statement, budget sheet-assets, budget sheet-liabilities, and three-year-comparison. A long-term financial advisor discussion needs to take place in the future.

Roll call vote: Dr. Carrick, Dr. Crowley, Mrs. Frank, Mr. Hofmann, Mr. Santillo, Dr. Silverthorne, Mrs. Smith, and Mr. Gewecke voted yes. Mr. Yardley abstained from the vote. The motion carried.

4. **Reports**

4.1 The Correspondence File was received, reviewed, and filed.

5. **Presentations** – None this month.

6. **Courtesy of the Floor on General Matters** (Public Session-5 Minutes per Speaker.)

Courtesy of the floor on General Matters was moved to the end of the meeting.

7. **Other Business**

Discussion / Reports / Announcements:

ACTION 7.1 Appointment of the Nominating Committee.

7.2 Trustee Activity Update

7.3 President's Report

7.4 Chair's Comments

7.5 The next meeting of the Board of Trustees will take place Tuesday, March 26, 2024, location TBD.

Courtesy of the Floor on General Matters (Public Session-5 Minutes per Speaker.)

Mr. Gewecke stated that each person will have 5-minutes to speak, and there will be an Executive Session to follow.

Marianne Sharp read a statement to the Board: She said that in her years at SCCC under the current president she has seen, felt, and experienced a sense of intimidation, fear, instability, turmoil, hypocrisy, hostility, and has also felt physically unsafe on multiple occasions. She indicated that many of her co-workers are aware of the situation and have also experienced and witnessed similar situations and have expressed to her their fear to speak up. She said that her livelihood here has also been threatened more than once, stating, "I respectfully submit this very true overview of my experience...[inaudible]...I am also very uneasy providing this information and hope this synopsis provided here tonight does not subject me to more retaliation in the future."

Raquel Robyo addressed the Board. She said, "I am a student ambassador and SGA officer, and while I am not speaking on behalf of these organizations. It is my job to represent the interests of the student body, which includes working with administration. However, I find it exceedingly difficult to imagine fulfilling my duties to my peers under the current leadership. I frequently hear grievances from both faculty and students about food, cleanliness, tuition, etc., and every thread has led back to the fundamental failure of administrative management. But I was optimistic. I believed that communication and active participation from the students, faculty, and administration would foster a better environment for the campus as a whole. I now understand that the president's leadership is the root of the non-productive, at times downright [inaudible] of the institution. [inaudible]...Adjunct professors come in and out a revolving door. There is job insecurity, under-staffing, budget issues, disenfranchisement of students, specifically veterans, and [inaudible] faculty. A letter from a professor that has been [inaudible] out calls to your attention the toxicity of leadership and the health of our students. And since then three more letters have been sent to the board. This is not

the first time you are hearing these grievances. When the faculty advisor to the student ambassadors was pushed out, similar to the content of the demonstration earlier today, he released a letter that paralleled the current issues. This is indicative of a problematic pattern, with the president at the center of every single one. I love this school and the people in it. My job is to work in their best interests every day. The [inaudible] and forced out due to pettiness, [inaudible] and anxiety. He always put students first, created a safe space [inaudible]. I aspire to be like this. That is my goal as a student representative. I feel as if I cannot do so under these current circumstances and it breaks my heart. Please understand that due to the time constraints, I have barely scratched the surface of what there is to be discussed and needs to be discussed. All I want is the opportunity to do my job. Please help me foster circumstances that allow me to do so.”

Gerard James addressed the board. He said, “I don’t hold a leadership title in the school, but I do represent the student body. I’m not talking to you today just as a student, but I’m also talking to you as a veteran. [Inaudible] there have been a lot of secrecies and pettiness that goes on with the leadership of this school. I have had the joy and the privilege of being at this school for the past year and a half. In that time I have learned things that I thought I would never hear or see here. Starting out I would just like to say as a veteran it hurts. As a man who has seen things and done things that anybody in this room, minus my veteran brothers, would never want or need to see. We did what we had to do. When I get told that a professor cannot stay here because he cannot make enough money to provide for his family that is a problem...The professor wanted nothing else but enough money to provide for his family. I know that that same professor is five months behind on his mortgage...But yet, all I’m hearing today was we got money, we have money, but why doesn’t he have his? Why does he have to find another job to be [inaudible] here tonight? I remember as a soldier having to deal with that same exact thing. I want to get to a few things that bother me. If you walk around this school, and I don’t know how many people actually walk around, we are [inaudible] with adjunct professors who sit there and negotiate time after time their status for the next semester. Why do we not have enough full-time staff on this campus to be able to fulfill all the needs? If you look at CCM they have full-time staff. As a matter of fact, they have full-time professors in almost every department. As a matter of fact we don’t and we can’t fill all of those positions, and yet this school is making money. I actually went to CCM’s website this morning. Very easy and typed [inaudible] financial support and it was there. I went to Sussex County Community College’s website. It was nowhere to be found, and the statement that I did find, well, there was nothing about money. So, where’s our money going? Why don’t we have full-time staff? When are we going to have full-time veteran resource officers? Why is that? Because our president decided he can get a raise and we needed new facilities in this school on this campus and [inaudible] we all know the things that were said...but...I’m going to say his name...Professor Jason Boehm, if you go on our, the school’s website, [inaudible]...interview...what a good job he does. How he takes care of student engagement and any and everything, but yet here he is getting forced out all because he asked for a raise. There’s also things that have been said that I don’t agree with. When you go to decide and describe our football team keeping their grades up and making sure our number one athlete is on the field to a soldier, and I quote, to ‘no man left behind,’ if anybody knows or if anybody has a veteran or a veteran who has actually been to war, you know what that actually means. It means no matter what, everyone comes home. Again, no matter what, any condition, no man every gets left behind. We all come home. But yet here I’ve heard it used to say we need to keep our sports together and that is not great.”

Christina Sakelakos addressed the board. She said, “My position here is that I am the head athletic trainer. So I just wanted to back up and talk about what was just said there. I think some of the issues that we’ve seen are due to communication. Athletes are 11% of our population. [inaudible]...where is the allocation...where is the support? I think that transparency is where we are lacking. As someone who has recently come into that title I know that 60% of our funding comes from enrollment. They don’t. I think it is just a matter of communication between us. Students are not aware of what is going on. I know that 60% of our funding comes from [inaudible], they don’t. If we are experiencing profitability, share the information in order to help keep everybody together. If we don’t all have the same information, we experience issues like we are now. Our student athlete

population has increased exponentially. We see it in our athletics, but we have only four full-time staff, with 26 coaches and 240 student athletes. That's a lot of people. You would not put one professor in a classroom with 240 people, but sometimes that's what it feels like. It's just about transparency at the end of the day. I can only give the athletics point of view. We have been very good. Dr. Homer, Todd, and myself come up with a lot of ideas to help solve these problems. I think it is just a matter of transparency and collaboration. We should move forward. Right now I am hearing a lack of communication. We can give more information out. We can talk. We can make the effort. Work as a team is what we are saying, with caring regard. Dr. Connolly, you and I talked for an hour about that when I first got hired. Let's do that and expand it to the student body because I think frustration is [inaudible] and if you don't inform everyone, then we will get that backlash. And yes, there are questions, like if we get \$1.3 million but it can only be used for certain things...why? Answer the questions."

Holly James addressed the Board. She said, "I do not actually attend school here, but I have seen and witnessed things myself. I have heard actual complaints. My husband did an assignment for a class where he interviewed Dr. Connolly and I overheard the no man left behind statement which very much upset me. I addressed that with Connolly and I told him that he owed my husband an apology because I found it very much disgusting that he stated that as a...it was literally referenced to the football players getting tutoring and that's their form of no man left behind. He has to make sure that a student athlete are able to attend for two years and not one. I agree that the tutoring is great but that is not no man left behind stands for. His reply back to me was 'ok.' Simply ok. I also had incidentally heard how Dr. Connolly stated that the people in power weaponize it. That is exactly what you are doing. If you listen to your staff and you listen to your students that's exactly what you're doing. You're weaponizing your power. We as people show up. Jason doesn't have to do anything for me. I'm not a student. But my car broke down and he showed up. He showed us that he doesn't only show up for students. He shows up for their families. He's actually a great example you can follow. Pushing people out because they don't fit with what you agree with or how you run things. In your interview you blatantly said if you don't have people around you who follow your views and don't follow the way you feel you replace them. He doesn't need replacing. He [inaudible]...literally. The person who needs replacing is Dr, Connolly."

Rose Figueroa addressed the Board. She said, "I am a full-time custodian here. Today it's not easy to be here. I love the college and the people. We need more people to work here. We need [Inaudible]to hear our words. The team that we have is amazing. They [inaudible] with kids here, they [inaudible] with staff. My [inaudible] to hire people. We don't need a company, we need our own people to work for the college. I do have a kid here. [inaudible]...he came back to my team. I speak both language spanish and English. I did not want to hire him but I had no choice. Today or tomorrow I could be fired for speaking up. Enough is enough...[inaudible]...without them, I don't have a position here. I came here for all the teachers, for all the staff, and for all the students. These people are amazing, and my team. Without them, this building could not work. Our security, they are amazing, and without them we cannot run the college. I think them, and I think my team doesn't need anything [inaudible] happy. ...to make all of you...[inaudible] for the sake of the college. Have a good day."

James Coirio addressed the Board. He said, "I am a security specialist here at the college. I have worked at the college for eight years. I'm not sure what's going on but I've seen a reduction in support staff over the last eight years...come to...you need to invest in them. You're not investing in your infrastructure, in the people who are actually making a difference here. Whether it is custodians, whether it is security, campus life, or whatever, these are the people who have lived with the students every day, but, what I've witnessed, is just a reduction, a reduction, a reduction, in support staff...trying to keep this place operational, trying to keep this place clean, and keeping this place safe. I think the numbers need to be looked at to see what everybody can agree with, what is the proper path [inaudible]. Because if not, I think things are just going to get worse in some ways. Thank you."

Gerard James addressed the Board again. He said, "...Speaking on professors, particularly these one here, I do want to share something with you...who you guys are actually losing. I'm not speaking of a person who has heard third-hand knowledge. I am speaking as a person who has been there. I want you to understand where I'm coming from in this is this goes back to the summer when I first started, in Professor Boehm's office, who was also just starting. We both didn't know what to expect. He was new to advising, and especially to advising veterans. He is not a veteran. He is a normal person. He has been through life. He's been there. He's done things. He can relate to us. I have a person story that I know my other brothers in arms can attest to and I speak for them as I say this. I'm sorry, but some of us are about the same age. But Jason has been there. If you know what it's like to want to commit suicide on a regular basis, it hurts, it's hard. We had come to school, to this school in particular, and I want to speak of my time here, as a way to get away from that hell. Professor Boehm has been there for each and every one of us. He himself has talked others off that proverbial ledge. If it wasn't for him, I'll tell you right now, I wouldn't be here. Some of my brothers wouldn't be here either because they [inaudible]...it's one of them days. I have a wife to talk to. He has a wife to talk to. He has a girlfriend to talk to. But they don't understand the pain, the suffering of what we go through. Professor Boehm does. And he...with the emotion that you're seeing...because we don't tell that man the amount of times he has helped us through everything. That is what you are losing. A man who it does not matter what he is doing, what is going on, his answer is yes. You want to replace one person? I'll tell you now, you don't have the office space to replace that one man. That man only wants to do is take care of his family. It's all all of us want. The selfish me is like, no. The selfish me is like no, don't go. Fight, which he has been doing. But, as a family man I understand. You can't be somewhere you're not wanted. That man is wanted right here. Leadership knows it. The entire student body knows it. And I almost guarantee it, that each and every one of you...walk through these hallways...ten minutes...matter of fact, five minutes. I am going to promise you, I am going to guarantee, you will hear Jason's name more than one hundred times. I promise you that. Somebody needs a tutor, hey go to Jason. Hey I need this class. Go to Jason. Hey I need X, Y, and Z. Go see Jason. [inaudible] Because why? He is always in his office and he is going to help. So, you all just sitting there. You an take your notes. You can do whatever. But, I am going to leave you with this – if that is a man you think you can afford to lose, a man who sits there and actually shows he supports the veterans, I'm real time as a veteran, we support you, oh thank you for your service, let's just stop making the man jump through six million hoops just to provide for his family. Everybody here provides for their family. Let that man provide for his family. Keep him here because without him here you've lost 80% of your money, and 80% of that tuition. Thank you."

Kyle Eubanks addressed the Board. He said, "My entire life I felt like I didn't even exist. It seemed like every corner and every person I went to there was nothing. [inaudible] outside of here. It's especially tough when you're told your entire life that you can't do what you want to do. Within the first three days of meeting Jason he not only showed me that I do exist or that I can be who I want to be better than I've ever imagined and without him I really don't know where I would be today. Thank you."

Taghred Mahmoud addressed the Board. She said, "I have just a few comments that I would like to make. As a parent of a student, I came here as a 40-year-old woman wanting to make a change. One person, who was never my professor, never my counselor, my advisor, my anything, he was just a face in the hallway, was the one man who helped me through every aspect and every issue that I've been dealing with for the past three semesters. The one person who I thought could make a change was Dr. Connolly. I even created a petition and managed to get 264 signatures from 300 students who are on campus to [inaudible]...and Dr. Connolly failed. I came up with a petition to include the students and to ask them of their opinions, like of having a professor hired by the students, having more full-time faculty, things that students need and I was rejected. I was not rejected. I was brushed off to the side and waited to graduate. That is uncalled for. I had a meeting with a certain professor and during my meeting with Dr. Connolly I was brushed to the side and had to make another meeting with Dr. Connolly and bring hard-proof evidence of the competence of a professor and explain to Dr. Connolly that I was brushed to a side and that matter was none of our concern. Until that matter was taken care

of. Again Dr. Connolly failed. The one person who has never failed me, or the two people who have never failed me are Ann and Jason. Those people are here helping every single student who walks into their office. Most importantly Jason. Sports teams, the vets, unconventional students, regular students, students from everywhere the one person that we needed did not ask for a 2% raise every year. Ask Dr. Connolly...[inaudible] just to get by, while other people are getting close to \$200,000 annually. You can see the numbers and they're unjust. Just because we have pettiness and just being, in my opinion, vicious to not provide for somebody who is struggling? That is not care. That is not. And Dr. Connolly is the one person that fails students."

Olivia Makisch addressed the Board. She said, "I am the coordinator of the writing center. I am not a very confrontational person. This is a little out of my comfort zone. I want to talk about my experience here at Sussex. I have put my two weeks in as of last Monday. I want to take this time to talk about that. So in 2017 I actually started here as a student. I was, I loved Sussex. I was [inaudible] incredible universities, Centenary, Bucknell, Sussex was my favorite. It was the connection I had with faculty, I really loved the environment. And so when I was leaving grad school and I saw that there was a position open for a writing center coordinator I jumped on it because I loved Sussex that much. And I remember when I had gone through for the interview process and I had my final conversation with Dr. Connolly about caring regard. I remember hearing this...I was so excited and I couldn't help myself. This is what I was looking for. This is the environment that I wanted to be a part of. Somewhere that could really embody that culture. I was so thrilled about it. The fact that I get to contribute to this institution that has that as a key mission. So I started here and I made a ton of [inaudible] students and staff and faculty and it really gave me a purpose in life that I had struggled to find. I was going through a lot personally from the moment I worked here and often [inaudible] for life. And then the more that I spent more time with and the more that I spoke with other staff and faculty about their personal experiences, the less that I started to believe in [inaudible]. It became really apparent...there were certain times that I left this school and I got into my car and cried because I was seeing that there was so much need from students, from staff, and faculty who were struggling on a personal level and on a professional level who weren't getting the support that they needed whether that was materially in order to be able to afford rent or food, or healthcare, as much as the institution I came on to. It was a great opportunity for me, really, the sole reason that I even started looking for a job is that I can't afford to pay to live. And I love this college and I don't want to leave it. I didn't want to have to go. I don't think the students, the staff, and the faculty I will ever find somewhere else but I had to because I couldn't afford to live anymore. And I saw this reflected in other members of our community. When I spoke with them and I saw [inaudible] that they were trying to meet student needs but they couldn't because there were institutional barriers. And I remember, and I know this is very taboo to mention here, but when Phil Andjujar left, he loved this institution as much as I did, and I remember towards the end of his time here he said that he wanted to put out a message to the school, to administration, about his experience here at county college that he saw, and I remember sitting in his office as he wrote that letter and I remember towards the end of the time there, where I remember sitting on a Friday afternoon, everybody had left, I sat at his computer and I helped him write that letter. And I helped him put in a paragraph about Jason Boehm and how he had been mistreated by this institution and then I watched for a week, or two weeks later as a witch hunt occurred because administration here could not fathom the idea that Jason hadn't participated in that letter. So he was retaliated against for that. But I'm the one who [inaudible]. When I saw how he was treated as a result of that. How people who tried to speak up and make their voices heard were retaliated against and I say it [inaudible]. Because I wanted to be heard but I was watching as more and more things were happening to staff, faculty, and students, and I couldn't meet the needs of the students. Other staff and faculty couldn't meet those students' needs. And I watched as Jason kept pushing and trying to meet those student needs, and he was constantly retaliated against. What are we to do with students at this point? Do we care about them? Do we care about their experience? Do you know how many times students come into my office, the writing center, having mental health crises? Not able to afford text books. Not knowing where their next meal is coming from. They share that information with me. And then I try to connect them with the right support services. When they have issues with abusive faculty members I try to advocate on their behalf, and nothing comes of it. Do you really care about students here? Do you really care about caring regard? Because at this school everything that I've seen is the antithesis of

that. And I love this institution. I don't want you to think that this is me burning bridges or that I hate this place. I've agonized over the decision to leave. But I had to because I can't live and I can't watch anymore as students are continually suffering and the one person, not just one person – there are a ton of people here who want students to have a good experience, but who is the point person? He was the point person for me, student come in and say I know where you go, you go to Jason. And then he'd help them. We all need that one person. It has to be, in similar circumstances to me, that I have not experienced, but Jason has talked about, [inaudible] I can't afford, I can't afford to live. And I think it's the same for a lot of faculty here. I was working three jobs at one point when I was working here just to get by. That's not sustainable and I wanted to be here so bad but I couldn't. And so when I ask you are we actually trying to meet student needs? Are we actually empowering staff and faculty members who care about students? If I'm going to be honest with you, I'm terrified for the state of this institution. I'm terrified because I was terrified when Phil left, I'm terrified that Jason's leaving, I'm terrified about what's going to happen to the writing center. I'm terrified that students are not going to have their needs met because the people who go above and beyond to try to meet those needs are not going to care anymore. I'm up here criticizing the institution and pushing back on things. I love this institution. This is where I met faculty that helped even when I was in grad school. This is...my heart is always going to be at this institution. I didn't want to do this. There are a lot of people who do not want to leave this institution but cannot stand to be here anymore because the resources are not here to do their job. When they do try to help students they are retaliated against. I really just wanted to say that this is me telling you that all of this is to say I love the institution and that there are people here, like Jason Boehm, who really love this institution. And I ask that you consider that moving forward when staff, faculty, and students bring up concerns to you. That we are not attacking the culture of this institution. We are trying to make this experience worthwhile for the students, similar to how my experience, but there's a ton of students who have needs that are not being met right now. And I ask that you consider that moving forward. I love this place. I love what it potentially has and can mean to our students. Thank you."

Hannah Busch addressed the Board. She said, "I am a student here at Sussex. I am going to ask the Board one question. Have you ever felt helpless? Because myself as a 20-year-old girl and single mom, have felt helpless probably every day since my father [inaudible]. And I would like to ask you a question. Would you really like to be the reason that another family is homeless in a time when [inaudible]. There is no reason why anybody in this world should have to ask for themselves when is my food going to get here? And will I have a warm bed to sleep in? Is my baby gonna be ok? They should never have doubts. As a student here I love this school with all my heart. I've met some of my best friends here and I wouldn't change it for the world. I haven't been lucky enough to get to know Jason Boehm myself but I have been in his office many times and I have seen how he has comforted students. And I've seen how deeply he cares for others. So I can only assume how terrified he is for himself because he cares that deeply enough for people so I can only imagine how much he loves being here. I know that this school has the means because I just since last semester, my tuition has doubled, and I have not changed my number of classes. The only thing that has changed is that I am taking a lab. And because I come from a single parent household I get a significant amount of financial aid, yet it is still not enough because I have to work two jobs on top of going to school 5 days a week. I don't doubt that there is no reason why my tuition should have doubled and [inaudible] and there's money, at least according to what I've heard so far, is going to athletes, knowing that those same athletes have been stealing from our store and no one seems to want to talk about that because we have the means to restock the stolen items. I don't want to have to [inaudible] that I love so much because I can't afford it. I'm already getting so much help and I don't want to have to ask for more because I am a strong woman [inaudible]. Thank you."

Mr. Gewecke indicated that the session is running out of time and indicated that the last three people waiting to talk could do so.

Jocelyn [inaudible] addressed the Board. They said, "My mom is a full-time faculty/staff member here. She has been here for fifteen years. I've been coming here since I was three and I've watched Jason Boehm's office be the only safe place on this entire campus. As a student I fear for my life on this

campus. The only place I have felt truly safe is in his office where there are other queer and trans students. I have wanted to be safe and [inaudible] anywhere for fifteen years. [inaudible] and I have watched that place [inaudible] in this space. And you're taking that away from me. From all of us. It's been fifteen years. I hope you understand."

Isabelle Smith addressed the Board. She said, "I just recently moved here. I just want to say that I am speaking on Jason's character. He is an absolutely amazing man who has helped me more times than I can count. I have been in his office and it is such a safe space that I can count on always. To know that that place will no longer be a resource for me and my friends to utilize and we will just have to [inaudible] on this campus is scary. To know that someone who is such an amazing person and has been such a pillar of our community is leaving, is just horrifying, and it's horrifying to all of us. I am so disappointed in the faculty here to have let Jason and all the students down. It is insurmountable to me that this has happened. Thank you."

James Santonastaso addressed the Board. He said, "I want to remind everybody in this room that this year is an election year and that those people who are on that board because two of the people that put them there are [inaudible] two three. Three their votes are decided who goes on what board and they're the ones who decide how the money gets spent. It is an election year. You're all tax payers. They represent you and you'll decide whether those guys can stay and if the people in the county building can stay. Don't stop this today, because what I'm hearing is negligence, potential liability, hidden money, these are very concerning things. [inaudible] I don't know about them but I am going to file an OPRA request and I will be looking into all of this. Have a great night."

8. Executive Session – Pending Litigation and Personnel Matters

Now be it resolved that the Board of Trustees will now go into an Executive Session to discuss matters pertaining to pending litigation and personnel matters. The matters discussed will be made public if and when the circumstances requiring confidentiality no longer exist, however it is not presently known if and when that will be.

It is expected that the Executive Session shall last approximately 60 minutes and no action will be taken after the Executive Session

At 6:08 p.m. Mrs. Smith moved to enter into Executive Session. Mr. Santillo seconded the motion. The motion carried unanimously.

At 7:47 p.m. Mr. Santillo moved to adjourn Executive Session. Mrs. Smith seconded the motion. The motion carried unanimously.

9. Adjournment

At 7:48 p.m. Mrs. Smith moved to adjourn the Regular Board Meeting. Dr. Crowley seconded the motion. The motion carried unanimously.

Approved:



John Santillo-Secretary, Board of Trustees