



**Board of Trustees
SPECIAL MEETING
Tuesday, August 20, 2019
Performing Arts Center
5:00 p.m. – Executive Session
6:00 p.m. – Public Session**

MINUTES

1. Mr. Curcio called the meeting to order at 5:00 p.m.
2. Mr. Spekhardt read the Public Statement:
Adequate notice of this meeting has been provided at least 48 hours in advance of its commencement by posting in at least one public place reserved for such or similar announcements and by mail, telephone, or hand delivery to all appropriate parties pursuant to the Open Public Meetings Act, N.J.S.A. 10:4.1.

3. Roll Call / Pledge of Allegiance / Welcome to Guests

The following were present: Mr. Curcio-Chair, Mr. Spekhardt-Secretary, Dr. Morgus-Treasurer, Ms. Brown, Dr. Burrell, Dr. Crowley, Mrs. Fox, Mrs. Geraci, Dr. Lamonte, Dr. Connolly-President and ex-officio member, and Mrs. Fullem-Recording Secretary.

Also present were Mr. Kienz and Mr. Edelstein – Board Counsel.

4. **EXECUTIVE SESSION** – Matters of Attorney-Client Privilege

The Executive Session was called to order by Chairman William Curcio at 5:03 p.m.

Mr. Spekhardt read the Executive Session Resolution:

WHEREAS, the Sussex County Community College Board of Trustees is subject to certain requirements of the Open Public Meetings Act, N.J.S.A. 10:4-6, et seq.; and

WHEREAS, N.J.S.A. 10:4-12, provides that an Executive Session, not open to the public, may be held for certain specific purposes when authorized by Resolution; and

WHEREAS, it is necessary for the Board of Trustees of the Sussex County Community College to discuss in a session not open to the public, certain items relating to matters of Attorney-Client Privilege, for consideration of an action/item regarding a Trustee;

NOW, THEREFORE BE IT RESOLVED, by the Board of Trustees of Sussex County Community College, assembled in public session on August 20, 2019, that an Executive Session closed to the public shall be held on August 20, 2019, at 5:03 p.m., in the Performing Arts Center, on the campus of Sussex County Community College, One College Hill Road, Newton, NJ 07860.

Minutes will be kept of the meeting in closed session and the time and circumstances under which the discussion conducted in closed session can be disclosed to the public cannot be determined at this time.

This Resolution shall take effect immediately.

The Executive Session concluded at 5:51 p.m.

The Public Session resumed at 6:00 p.m., upon a motion made by Mr. Spekhardt and seconded by Dr. Crowley. Motion carried unanimously.

5. Public Session

Upon entering back into public session, Mr. Kienz noted the following:

The Board of Trustees was in Executive Session for discussion that falls under attorney-client privilege. The discussion will not be released to the public. Minutes will be kept of the meeting in closed session and the time and circumstances under which the discussion conducted in closed session can be disclosed to the public cannot be determined at this time.

Upon entering back into public session, Mr. Curcio made the following comments:

The Board Executive Committee has reviewed the concerns voiced about Vice Chair Scanlan, and have made a recommendation. We have reviewed this matter in an expedited fashion, in less than 30 days. The review would have been concluded sooner, however, because of business obligations and vacations in August, we could not reach a quorum. The review and recommendation was made within the legal and practical parameters of the Board's authority. The public will have an opportunity to address the Board during the public portion of the meeting. He reminded guests that there is a 5-minute time limit per speaker.

Mr. Curcio continued, "The Board of Trustees believes in the mission and core values of the college, which was a major factor in making their decision. One of the core values of the college is to create an environment that cultivates civility and respect. As Chairman, I would like to make sure that the core values that we have at the college are enforced during tonight's discussion and comments. Please be respectful and courteous to all speakers."

Mr. Edelstein addressed the room, explaining what the Board of Trustees has the authority to do and not do. He said, "The Board of a Community College does not have legal authority to dispel or remove a member. That is not the issue that is on the table this evening." He said that the State Ethics Commission does not permit public bodies to file a complaint. Only individuals can do so. However, a Board of Trustees can pass a Resolution regarding conduct, remove an officer, but not remove the member. They have the right to direct the Chair to request that the Board of Freeholders remove the Trustee, but the Board of Trustees itself has no legal authority to remove a Trustee. Trustees may vote yes or no to

the Resolution, or to amend the Resolution. He said that at some point during the course of the evening he expects that there will be a motion and a second to pass a Resolution regarding Mr. Scanlan. At that time each Trustee will have a chance to vote yes or no, and participate in discussion.

Mr. Edelstein then explained the process, noting, it began in late July and has been ongoing to today. In advance of today's meeting, a number of things took place. There have been a significant number of communications between the Chair and Vice Chair regarding the communications that are of issue here. There have been a number of meetings of the Board's Executive Committee. There was a meeting on July 29th, that Mr. Scanlan attended. At the meeting there was a full and free discussion of the issue and options. By that time, on July 29th, Mr. Scanlan had already issued a written statement in which he had taken full responsibility for the communications, and for which he apologized. This was followed, on August 7th, by a communication from an attorney representing Mr. Scanlan, who requested a meeting, which took place on August 9th. The meeting was attended by the available members of Board of Trustees' Executive Committee, Mr. Kienz, Mr. Edelstein, Mr. Scanlan and the attorney. Once again, there was a wholesome discussion of options, responsibilities, and possible actions. Neither the meeting on July 29th, nor the meeting on August 9th resulted in an outcome acceptable to both the Executive Committee and Mr. Scanlan. Then, early yesterday morning, he sent an email to Mr. Scanlan's attorney, which he read aloud:

"In advance of Tuesday's Special Meeting of the Sussex County Community College Board of Trustees, we wanted to let you know the following:

1. The Special Meeting announcement is on the College website. For your convenience, I am attaching a copy.
2. During the executive session, my partner Glenn Kienz and I will provide attorney-client advice to the Trustees regarding the Board's legal rights. Under the circumstances, Mr. Scanlan will be excluded from that executive session.
3. Any action regarding Mr. Scanlan will take place in public. I am attaching a copy of the Resolution that the Trustees will consider on Tuesday so that you and Mr. Scanlan may review it in advance. If, at the public session, Mr. Scanlan wishes to address the Resolution, he will be given time to do so.

I will be reachable either in the office or on my cell Monday and Tuesday, except for 12:30 – 2:00 on Monday."

Mr. Edelstein noted that he did not see Mr. Scanlan's attorney present, and concluded his statement of events leading up to tonight's meeting.

6. Courtesy of the Floor (5 minutes per speaker; one hour total, as per bylaws)

Mr. Curcio asked for a motion to change the agenda in order to open the floor to the public, prior to the Board's vote on the Resolution. Mrs. Geraci made the motion. Dr. Burrell seconded the motion. Motion carried unanimously.

Mr. Curcio indicated that the Board wished to hear from the public before voting on the Resolution.

Speakers were asked to print their name and town before speaking. They were also asked to state their name and town of residence before addressing the Board.

Stacey Gregg of Rockaway Township said that she spoke at the Freeholder's meeting and was disappointed that they "schloshed it off" to this meeting. They said that they did not have any authority, and now, to her understanding, according to the statement made, that they do, in fact, have the authority to appoint and to unappoint Mr. Scanlan. There was a large showing of Sussex County residents at the Freeholder meeting. She said she did not look at all of the Tweets, because she had enough just looking at the one calling the four women, "Whores of Babble-On." She said, "Shame on all of us, if that alone isn't enough to vote on in the United States of America. This is an institution of higher learning. She stated that she and her children went to Morris County College, and that Sussex County Community College is a college that she has only heard good things about. She said she was very impressed when she made a phone call to the president of this college, and received a call back. She said she learned a lot, and asked which Trustees were appointed by the Governor. Dr. Morgus said he was appointed by Governor Christie. Mr. Curcio noted that Mr. Hofmann, who is not there this evening, is the other Governor-appointed Trustee. She said in her experience on Boards, members have the authority to ask other members to resign or relieve them. She said that the Trustees not having this authority, leaves them with the option to censure Mr. Scanlan. She understands that it is a volunteer position and appreciates each Trustees' undertaking. She asked Dr. Connolly if the person was an employee, would it be an open and shut case, with the person terminated?

Mr. Curcio explained that there are different process for different areas of the college. It is process if the Student Code of Conduct is violated, and there is a different process for staff, for faculty, and for those who are and who are not part of a bargaining unit. There are often processes that involve a combination of legal and contractual obligations.

Ms. Gregg continued, urging the Board to censure, and do whatever is in their power to request the Freeholders to relieve Mr. Scanlan from his membership on the Board. She thanked everyone for their time.

Kathleen O'Brien of Sparta addressed the Board. She said she is not sure if she should object to their motion, or cheer their Resolution, since she does not know what it says. She spoke about a young man who works as a bagger at her supermarket. He is American, without an accent, possibly Pakistani. She knows he is Muslim. She said she does not know if he attends school and aspires to higher education, but if he does, he needs to feel welcomed and safe. She noted that one of the re-Tweets called Islam a "death cult," and called for its eradication from the face of the earth, stating, "That's just straight-out genocide." She does not want this to be associated with the public face of the college. She indicated that another re-Tweet that is garnering attention, called Megan Rapinoe an 'old lesbian hag.' She said that is unwelcoming to lesbians or older students. She said she thinks we need to dial down the temperature at the local level, saying, "These are our friends, our neighbors, coworkers, and shop keepers. They need to feel welcome and included here." She thanked everyone for their time.

At this time (5:21 p.m.), Mr. Curcio requested a moment to ask the Board if there were any objections by Trustees to read the Resolution aloud. There being no objections, he read the Resolution:

WHEREAS, Gerard A. Scanlan has served as a Member of the Board of Trustees of Sussex County Community College for more than seven years and is soon to complete his second term; and

WHEREAS, Trustee Scanlan now serves as the Vice Chair of the Board of Trustees; and

WHEREAS, the College and the Board of Trustees are dedicated to treating all members of the College community and all people generally with dignity and respect, without any consideration of their ethnicity, national origin, color, gender, special needs, or sexual preference or identification; and

WHEREAS, recently, Mr. Scanlan, in a role apart from his service as a Trustee, distributed certain communications which were entirely inappropriate and completely inconsistent with the mission of the Sussex County Community College; and

WHEREAS, words of bigotry and hatred, be they written or spoken, are antithetical to not only the mission of higher education but the charter of the Sussex County Community College and the oath which

Mr. Scanlan swore and pledged his allegiance to at the time he became a member of the Board of Trustees;

WHEREAS, individuals serving in a position of leadership at public institutions of higher education have a greater duty and responsibility to not only the college but also the administration, staff, students and alumni to treat, write and speak about all individuals with respect and decorum and without evidencing any bigotry based upon ethnicity, national origin, color, gender, special needs, or sexual preference or identification of any kind;

WHEREAS, Mr. Scanlan, although accepting responsibility for his actions, by indicating the communications were careless and apologized to the Board of Trustees and to the community at large, yet has refused to step down from his position as a Trustee or as Vice Chair of the Board of Trustees;

WHEREAS, the Board of Trustees wishes to make a clear statement on behalf of the College against bigotry and hatred of any kind;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby condemns and disavows the contents of the aforesaid communications transmitted by Mr. Scanlan and publicly censures him in his role as a Trustee for having done so; and

BE IT FURTHER RESOLVED that the Board of Trustees hereby determines that Mr. Scanlan no longer has the confidence of the Board to continue as Vice Chairman and is hereby removed from that position for the remainder of his term; and

BE IT FURTHER RESOLVE that the Board of Trustees directs the Chair to communicate with the Sussex County Board of Chosen Freeholders to advise that body to consider exercising its statutory power to remove Gerard A. Scanlan from the Board of Trustees.

The public session continued after Mr. Curcio read the Resolution.

Kristy Lavin of Hardyston address the Board of Trustees. He said she is an alumni of Sussex County Community College, and as such a stakeholder in the college. She noted that the new national attention on Sussex County's racism reflects not just on the college, but also on the alumni. She believes the Resolution reflects that the Board of Trustees is taking it very seriously. She hoped that Mr. Scanlan would have chosen to do what was "honorable and right...that would have been to resign."

She said, "To the Trustees and the Freeholders, I have heard a lot about what was within your power, and I also agree with Miss Gregg that the President did a wonderful job trying to explain your limitations." She said she truly appreciates the time he provided in his explanation.

She also expressed her feelings as "an alumni." She said, "As a female, as a mother, taxpayer, and therapist, I cannot conceive at any time it would be acceptable to openly demean and degrade women, and perpetuate that vile filth, while still maintaining a position of credibility within the community. I think that is why your Resolution speaks to what it does. If we were talking about a teacher or a guidance counselor who did the same thing, they would not keep their jobs. I recognize your limitations as a college board. That is why I think it speaks to the

moral courage and why right, wrong, or otherwise, we chose to be leaders. It comes with a standard of conduct. Sharing the content that Mr. Scanlan did, by any decent human standards, clearly violates those standards. I don't care if he's a Republican, a Democrat, or an Independent. It is important that we do right for the students of Sussex County Community College, because it's not about him, it's about them. I sincerely hope that you choose to vote on this Resolution, doing what is right by them. Thank you."

Jill Space of Wantage addressed the Board. She said she did not plan to speak, and she is speaking as a tax payer. She said in looking at the Board of Trustees, she only knows what two of their political affiliations are. It got her thinking that last year one of the Trustees was having a hard time getting an appointment to the Board, and he deserved to be appointed. She said, "He was of the other political party, other than the one that oversees the Freeholder Board. My husband personally sent a letter to the Freeholder Board asking for this person to be appointed. It didn't matter what party. It was about who would help to bring positivity to the college and help the college grow. The person was appointed, and it was a good thing. Then these re-Tweets happened. They were not intentional and they were not done on behalf of the College. I think each and every one of you would say that they were not done under Mr. Scanlan's name, nor were they done under the College. As I sat there and I was thinking all these things, I looked around, and I see the baby Trump balloon here. I think to myself, if you guys don't want any politics in your college, why are you allowing political signs? They might be their opinions, but not necessarily my opinions. So I am subject to someone sitting here as someone who had zero desire to talk because I had nothing to say. Politics were brought right in here by those who are opposing Mr. Scanlan staying on the Board. I think if you don't want politics in your school, then you probably should not have allowed this. I stand behind Mr. Scanlan."

Zoe Heath of Vernon read a statement on behalf of a student who could not attend:

"Dear Mr. Connolly:

Thank you for your call last week. I appreciate our conversation. I cannot be present at the meeting on August 20th due to a prior family commitment, but I would like it if my concerns were shared.

As previously mentioned, I will not register at SCCC or continue my education there unless there is a stand taken against the actions of Mr. Scanlan. I'm proud to be from Sussex County, but more and more of our reputation of our county is being tarnished not only by these types of actions, but in the lack of follow-up against it. This is my part in a follow up against it, and what I am able to do to positively contribute, and that if it means going through the trouble of taking my college courses somewhere else, then that's the sacrifice I will make. The College's core values and mine are too important to dismiss.

I do hope that the meeting goes well, and it results in Mr. Scanlan actually taking responsibility and being held accountable.

Sincerely,
Jody Fernandez"

Ms. Heath continued, "Like Jody, I am also a student at Sussex County Community College. My first semester was the previous spring semester. Like

Jody, I am not sure that as a gay woman, a lesbian, as another woman mentioned, if I am comfortable or confident continuing my education at this higher learning institution. I appreciate the potential Resolution with condemning the comments and removing Mr. Scanlan as Vice Chair. but the confines of this Board are not enough. A removal of Mr. Scanlan from this Board in all capacities is the only redeemable quality that this Board can take. Vice Chair or not, a voting member of this Board cannot make the abhorrent comments that were made and that he took personal responsibility for. Thank you."

Elaine Wexler of Andover addressed the Board. She said, "I stand before this Board of Trustees tonight as a sixteen year resident of Sussex County. I not only live here, I work here...I have learned that with all of its scenic charm, Sussex County can be a very unwelcoming place. It prides itself on its ideologies. Sometimes there is no room for anyone who is of different opinion. Never has that been truer than the last election cycle, in which Mr. Scanlan played a pivotal role. His politics aside, tonight is about his role as a Trustee at Sussex County Community College. Mr. Scanlan's decisive and disturbing Tweets have brought not just county and state-wide attention to SCCC, but national and international attention to SCCC in the most negative way. As far as Mr. Scanlan's biography on the college website, where he is employed with a technology firm, I would assume that he is familiar with technology and exactly how to use it. With a degree in marketing, it is the same fact that in his hands, technology is his mode of marketing. Mr. Scanlan stood on the Newton Green in December, reading on behalf of elected officials in Sussex County, our legislative district, and yet he quoted from a group known as Fair, a group whose is labeled as a hate group that believes in eugenics, which believes in the removal from society, those considered 'less than.' Just as in his Tweets, they call for the total eradication of Islam and Muslims from this country and planet. Mr. Scanlan's Tweets and re-Tweets were a call to remove four duly elected female congresswomen who he deems 'less than.' His Tweets were dog whistles to those inclined to violence. This is the equivalent of Mr. Scanlan yelling 'fire' in a crowded theater. It's not free speech. It is actually creating a potentially dangerous and deadly situation. My mother used to have a saying, 'one person makes the spitballs and the other person fires them.' Mr. Scanlan's Tweets were a call to action – a dangerous action of which he would then claim he had no responsibility for – he's only the spitball maker. As a Trustee of the Board of a Community College in trust of our children's education, is this acceptable behavior from one of your Trustees? I don't believe it is. I know Mr. Scanlan's term will soon end. Removing him won't change his views or how he markets those views. What the Board of Trustees must do is to adopt a policy of standards by which Trustees must abide. Perhaps these standards are already there and not being followed. If the standards are there, I ask why are they not being followed through? If they aren't there, I ask, when will they be? This college, this county, must do better. It must behave better. We all must speak better. We must all take up the task of rehabilitating Sussex County's reputation, which Mr. Scanlan has done so much to damage. I want to live in Sussex County where we do not hate. Where we do not provoke or instigate violence. We are all so much better than Mr. Scanlan's behavior and today is the day that we can start acting like it. Sussex County needs to not only look charming, but also start becoming a welcoming place for everyone. I thank you so much."

Adam Stolarsky of Hampton addressed the Board of Trustees. He noted that he has been in Sussex County for close to seven years. He said he has been in the building before, after other incidents of hate speech in the county. He stood in the

atrium, along with politicians, talking about Swastikas painted on his home because he committed the “horrendous sin” of putting a political sign in his yard. It happened three times to his house. He believes that if someone had spoken out quickly or strongly enough after the first time, maybe the second or third wouldn’t have happened. The important message conveyed at the gathering of officials in SCCC’s atrium was, “Hate has no place here.” He said the Tweets were not an accident. Mr. Scanlan took responsibility and apologized, however, he also found that Mr. Scanlan was one of the co-signers of the note that came out afterwards saying that hate had no place here. He said that “We will now find out from this board if these are just words,” and that the vote on the Resolution should be a unanimous yes.

Mark Quick of Hardwick in Warren County addressed the Board of Trustees. He said that today’s society is so far gone with being politically correct, and we have all forgotten that we are all human. While many people of the left are repulsed by Mr. Scanlan’s Tweets, there are others who are tired of being called “Racists, tired of the anti-american ‘crap’ being forced down our throats, tired of being told that socialism has to be acceptable. While you might find some of these comments and texts repulsive, how about the repulsiveness of the left constantly calling people sexist, racist, bigot, or whatever it may be? You have a gentleman who admitted he made a mistake and apologized. When will we become adults, grow up and teach our children to accept an apology and walk away? It has become political theater because Mr. Scanlan is Chairman of the Republican Committee. You can accept an apology, or you can allow Sussex County to join the political parade and become another problem like the rest of the state and the rest of the country.”

Joseph LaBarbera of Stillwater addressed the Board of Trustees. He said he expected deeper discussions. He said that in 2001 he was ‘cleaning up the Genocide in Kosov’, and in 2003 and 2004 was ‘watching noses get cut off and acid thrown in people’s faces during the after effect in Afghanistan.’ He continued, noting that he served 54 months in Iraq and Afghanistan, and has seen real hate and genocide. He said people using those words to describe Sussex County are “A comedy show. We do not turn our backs on our constitution based on so-called ‘hate speech.’ We have freedom of speech in this country. That freedom of speech is important. I’ve killed for it. I’m willing to die for it. I believe in freedom of speech. We are talking about some accidental re-Tweets. I have seen nasty stuff on both sides of the political spectrum. I know what happens in Middle Eastern countries like Iraq or Afghanistan when someone says the wrong thing. I remember the girls’ school that we built. The Taliban, Islamic extremists, poisoned their well, killing 8 little girls. That stuff doesn’t happen in Sussex County, so let’s calm down. I ask you all, as leaders of our community, to be brave and forthright, in favor of our constitution. Make decisions that are right. If you don’t want heat, Swastikas painted on your lawn, or violence, then let’s not start ostracizing people for re-Tweets...God Bless America.”

Reverend Todd R. Lattig of Newton addressed the Board of Trustees. He is Pastor at Newton First United Methodist Church. He is also alumni of Sussex County Community College.

He said, “I stand here rejoicing that community is coming together to discuss tough things. No matter what side any person is on in this particular forum or place, people are here because they love their community and they want to

express their love and support for the community. Community engagement and exercising our first amendment right is what is needed for dialogue and healthy progress. In fact, free speech is the bedrock of a free society and institutions of higher learning are places in which ideas are freely exchanged and debated. It is good to see that Sussex County Community College is such an institution that values the first amendment and creates a space for the exchanging and debating of ideas. As a Pastor, a philosopher, a parent, and a human being, I am thankful for the efforts that Sussex County Community College has made to promote free speech and opportunities for higher learning. In fact, I have partnered with the college for on and off campus forums where ideas can be exchanged and debated for the edification of the public. This past October we held a panel discussion on the impact of media and society's free speech in which a very diverse group of panelists discussed the first amendment from their wide-ranging perspectives. This was done civilly, with a healthy and lively Q & A discussion where people asked questions and engaged with the panelists on topic. We have more events planned in the future to talk about important issues such as immigration and climate change. Each of those will be provided as a free learning opportunity for the public. Like anyone else, I do not rejoice at the level of decisiveness and hate we see emerging in our culture. I especially don't like the level of that on social media. I do rejoice when I see people engaging in dialogue about how we can progress to be a people of love, compassion, empathy, and understanding. As alumni of SCCC, and as a clergy person serving in Newton, I am proud of this college and that you seek to bring people together and build a strong, more informed community." He knows that no one is taking the Resolution lightly. He concluded by saying he is proud to be a life-long resident of Sussex County, working together to bring people together in positive, healthy, and constructive ways.

Alan Abramson of Newton addressed the Board of Trustees. He said he is an in-country Vietnam veteran. He said, the letters "MVP," in baseball, which stands for Most Valuable Player, in society should stand for morals, values and principles. He urged every Trustee to think about it, and praised the Board for coming up with the Resolution. He asked that all members vote to pass the Resolution.

Philip Rizzo, of New Vernon, addressed the Board of Trustees. He is the Pastor of City Baptist Church in Hoboken. He lived in Sparta for eight years. His family has owned property in Sussex County, part of which was given to the Sussex County YMCA. He said that when this situation came to light, he was asked by the Sussex County GOP to look at their Twitter page to see if there was anything that could be deemed controversial or hateful. He said he was immediately targeted by a "blogger hack named Matt Freeman."

He expressed his fear that the Board was going to cave to pressure, and people saying they won't come back to the College.

He explained that his church is non-denominational. When they lost their store-front church, they approached the Hoboken school board and now rent Hoboken High School for three hours every Sunday, where he is allowed to preach "bible truths" at a melting pot school. He explained a situation where "drag queens" held signs quoting bible verses. The mayor, a Sikh, said hateful bigotry has no place in Hoboken, incinuating that the bible is hateful. He "called him out." They disagree, yet his church still maintains their rental space in the high school. He said, "There is a blend between politics and religion, higher learning, education, government, but for you guys to bend and bow to pressure because someone

said something you don't like, is just as shameful as it would be for us to be kicked out of the Hoboken High School because I preach Jesus Christ as savior."

Bian Cameron from Lodi addressed the Board of Trustees. He said what started the whole "fiasco" were quotes by Ihan Omar. She says, "Israel has hypnotized the world. May Allah awaken the people and help them see the evil doings of Israel." All of Mr. Scanlan's re-Tweets were in response to her Tweets and "the Squad's" Tweets. He said, "No one ever calls out the bigotry and racism of the left. They only call out the right, with no accountability on the left. Why do conservatives always have to prove that they're tolerant, but the liberals can go around the world with their intolerance and bigotry? Republicans need to start standing their ground with these people. Draw the line. The Declaration of Independence provides for equal stations. There is supposed to be free speech on both sides. It's like we are all speaking different languages now. Liberty is the foundation of everything. Prohibition doesn't work. Freedom is the only thing that works."

Mr. Curcio thanked everyone for their comments.

Mr. Curcio made the motion to adopt the Resolution. Mr. Spekhardt seconded the motion.

Mrs. Geraci noted that she believes in freedom of speech. She said there are two levels here – freedom of speech and someone who has been on the Board that also has a responsibility as a Vice Chair. She said she knows Mr. Scanlan for a long time and knows he is not racist. She accepts his apology. She said comments were enlightening, and she thanked everyone for speaking.

Dr. Crowley noted that at the first inclination of there being a freedom of speech issue, he went to the American Civil Liberties Union and New Jersey Civil Liberties Union. He noted that one does not have to like or support the content of speech to still support freedom of speech, even if you find the words repulsive. He doesn't support the Tweets. He doesn't believe that Mr. Scanlan even supports the Tweets. They are not his words. He does believe in individual speech and respect that you give to people who have diversions, even if you do not like what they are saying. For that reason, he said he cannot support the Resolution.

Dr. Burrell noted that the Board speaks as a team, and at no time should relationships or friendships prevent Boards from taking the proper action. He said he accepts Mr. Scanlan's apology. He only knows him for the three months he has been on the Board. His position on the Resolution, and his only thinking, is based on the fact that the Board needs to express to the public, students, and all of the individuals who have an opinion of what Sussex County Community College, and what this county is like. He said there are few times in our lives that we get an opportunity to make a statement that means something of significance to our society. This is a time not to condemn Mr. Scanlan, but to say the views expressed in the Tweets are not shared by the Board of Trustees or Sussex County Community College. Once the Resolution passes, the chips will fall where they may. He said he supports the Resolution in order to look out for the college, and asks his fellow Board members to do so as well.

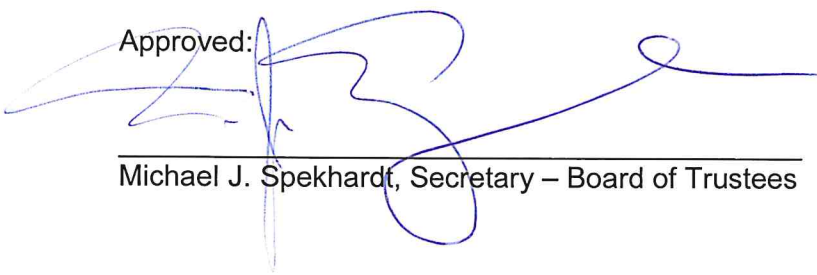
Dr. Burrell added that he lived in Mississippi when it had the "well-earned" reputation for being the most dangerous place in the USA for a black man to live.

He knows what discrimination is like. He noted that Mississippi is no longer that way. He has lived in Sussex County for thirty four years, and Sussex County is not the Mississippi in which he grew up. He said, "It is a good county, with good people, but we must be prepared to stand up and say we don't support the things reflected in those Tweets." He said it is for these reasons that he is in support of the Resolution, and not derogatory feelings toward Mr. Scanlan.

Roll call vote: Ms. Brown, Dr. Burrell, Mr. Curcio, Mrs. Fox, Dr. Lamonte, Dr. Morgus and Mr. Spekhardt voted yes. Dr. Crowley and Mrs. Geraci voted no. Motion carried.

7. Adjournment – Upon a motion made by Dr. Morgus and seconded by Mr. Spekhardt, the meeting adjourned at 7:11 p.m., by unanimous vote.

Approved:



Michael J. Spekhardt, Secretary – Board of Trustees